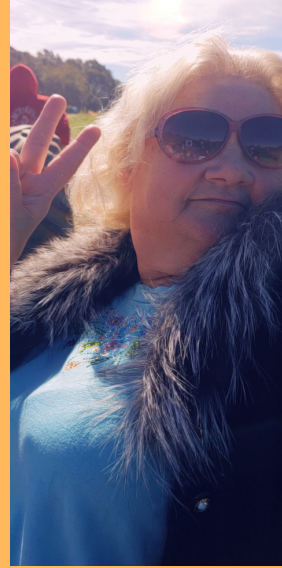




JUBILEE QUARTERLY

Winter 2019 Issue no. two



A QUARTERLY NEWSLETTER OF JUBILEE ASSOCIATION OF MARYLAND INC.

Ike Leggett and Tim Wiens Reception



*Chuck Short, Uma Ahluwalia, Ike Leggett,
Tim Wiens and George Leventhal*

On November 14th, served individuals, elected officials, family members and staff, came to Jubilee to celebrate Montgomery County Executive, Ike Leggett, and Executive Director, Tim Wiens on their decades of friendship and service in Montgomery County, MD. The evening began with hor d'oeuvres from Talia's Cuzina and mingling of guests. Guests were then treated to an interview that Jubilee board Vice-President, Rhonda Cunningham-Holmes, made with Ike and Tim. Rhonda asked questions about Ike's and Tim's journey and struggles becoming important figures in Montgomery County. Tim touched on how people with disabilities were not widely accepted when he started working for Jubilee, with neighbors not welcoming the first Jubilee home, Sandy Ridge, into the neighborhood. And how now Jubilee supports persons with developmental disabilities in over 70 locations in Montgom-

ery County. Ike spoke on his early years in politics when he did not put his face on any literature to prevent discrimination, and to becoming the first African-American County Executive. Retiring County Councilmember George Leventhal then presented Tim with a Proclamation from Montgomery County for his dedication to developing and providing community services for people with intellectual and other developmental disabilities. Ike Leggett was also presented an award from Jubilee, made by Gary Rosenthal, to thank him for his support of Jubilee's mission and friendship.



*Rhonda Cunningham-Holmes,
Ike Leggett, and Tim Wiens*

We'd like to thank everyone for helping us celebrate this evening! We'd like to acknowledge Special Assistant to the County Executive Chuck Short, outgoing County Councilmembers George Leventhal and Roger Berliner, incoming Councilmembers Gabe Alborno and Andrew Friedson and outgoing Director of the Montgomery County Department of Health and Human Services, Uma Ahluwalia, for helping us commemorate a special evening.

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Faith



Innovation



Partnerships

From The Executive Director



Tim Wiens

I have put much thought into my decision to retire and I have considered both what is best for me and what is best for Jubilee. It has been a wonderful career for me and it will be difficult for me to leave the work and the people whom I love so much. I think the time is right for my transition. I am old enough to want to slow down, and young

and healthy enough to still try some new things.

I will continue to be fully engaged with Jubilee over the next months, working with the Board and staff as we plan for the future. As part of the Jubilee Succession Plan, the Board and I have established goals for me for the upcoming months.

One of the goals is to continue to expand services this year including new partnerships with Potomac Community Resources (PCR) House Inc., on the grounds of Our Lady of Mercy Catholic Church, and taking over services at the Bethlehem House located in Riverdale, MD. These are both Rosaria Community-types of arrangements in which ownership is separated from services and partnerships are formed with local Parish communities to include residents in the life of the Parish.

Other goals include continuing to restructure Board Governance Policies, and taking the next steps using CQL Personal Outcome measures to set goals and to eventually move towards CQL accreditation. Preparing Jubilee for the funding, and regulatory changes that are part of the Maryland DDA Transformation. I will work with Rolando Santiago to continue to grow and develop the Jubilee Ruby Society of families who are naming Jubilee in their will or estate. Finally, I will work with the Board and Senior Staff on creating a new two-year strategic plan.

As you can see I will not be slacking off in my final year, but rather I will be fully engaged in the work of Jubilee. I look forward to talking with many of you during the remaining months in the events that we are planning as part of my retirement.

-Tim Wiens, Executive Director

Tim's Client Council Sponsored Retirement Party

Over a hundred Jubilee individuals, board members, family members and staff, gathered at Jubilee to pay homage to our Executive Director, Tim Wiens. Retiring on June 30th, 2019, Tim will have served for over 40 years to not only Jubilee, but in various leadership roles in Montgomery County, the state of Maryland, and beyond. Starting off in a small shed at Sandy Ridge Road with three employees, Jubilee has grown to serving over 140 individuals with 260 staff. This great accomplishment could not have been reached without Tim's drive and caring nature. The evening began with dinner by Talia's Kitchen with a Mediterranean spread.

After mingling and enjoying the meal, guests were led into the presentation area where Tim was showered with love and memories. Client Council President, Alex Rivas, began our program by wel-

coming the guests for the evening and thanking everyone for attending. Tim was then presented with "The Book of Tim," a gift that reflects his 40 years of dedication to Jubilee. The book touched on biblical characters such as Moses and his 40-year journey in the desert to fulfill God's prophecy. This mirrored God's calling to Tim, serving adults with developmental disabilities in Montgomery County. Steve Brent, Sarah Glenner, Alex Rivas, Carolyn Durojaiye, Mary Amoji-Ogar, and A'isha Henry, took turns reading The Book of Tim aloud to the audience. Surprise guest and longtime friend of Tim and advocate of Jubilee, Mark Shriver, came up afterwards and spoke about their friendship and Tim's dedication to changing lives. Afterwards, those in attendance were allowed to give stories about how Tim has touched their lives personally. Many individuals spoke about how Tim gave them their independence and life-long friendships. The evening ended with guests enjoying cake. Thank you to everyone who attended the evening, we truly appreciate the turn out to honor Tim.



Tim Wiens and Mark Shriver

Annual Employee Recognition Ceremony



*Tigest Alemu, Julia McCune, James Billian
and Margie Billian*

On October 17, 2018, Jubilee staff, individuals Jubilee serves, Board members, and their families gathered for our annual Employee Recognition Ceremony at The Lutheran Church of St. Andrew. This highly anticipated event aims to thank our amazing staff for the hard work and perseverance throughout the year. Our phenomenal staff serve not only as employees but as mentors, friends, and even as family to each other and to our individuals. The morning began with welcoming remarks from Tim Wiens, Executive Director. Then the Director of Development, Rolando Santiago, acknowledging Jubilee's 16% turnover rate which is well below the 47% national average stated that because of events like the Employee Recognition Ceremony we can hold on to our valuable employees. Jubilee Board President, Karrie Peterson, updated staff on the status of hiring a new Executive Director once Tim Wiens retires on June 30, 2019. Various awards were given to

acknowledge our staff not only for performing their daily tasks but also for doing more than they are asked. Terry Gyi was honored with the Caring Heart Award for a \$1 million contribution to the Employee Recognition Fund.

Awards given out were: (1) Exceptional Performance Award won by Hannah Sesay, Kenya "Nyla" Jones, Eileen Foster, and Janeice Green; (2) Natural Supports Award won by Julia McCune; (3) Family Partnership Award won by Travon Budd, Guy Mamboundy, and Genevieve Tatchou; (4) Ideal Team Player Award won by Frank Akono; (5) Volunteer Award won by Annie Greenblum and Svetlana Malikina; (6) Community Member Award won by Sports & Orthopedic Therapy Services; (7) Community, Mutuality, and Service Award won by the Maintenance Team; (8) Spiritual Care Award won by Miracle Workers; (9) Respect and Human Dignity Award won by Paula Mason and Brandon Bell; and (10) Exceptional Customer Service Award won by Elizabeth VanDeerlin and Melissa Rusnak. The ceremony had door prizes throughout the day which included: (1) a television sponsored by Linda Mericle and her law firm Cameron Mericle which was won by Guy Mamboundy; (2) two pieces of jewelry from Vietnam donated by the Kensington Jewelers and Precious Metals, won by Barbara Schmidt and Eileen Foster; (3) a Keurig won by Kee Kee Divine; (4) an Amazon Echo won by Grace Annor; (5) and the iPad donated by Margie Billian's Studio of Art and Colour which was won by Sade Thompson. To conclude the day, gift bags were given out with gift cards of \$25 to various establishments in the area such as Foot Locker and DSW. We'd like to thank DARCARS Automotive Group for sponsoring our catered meal by Simply Fresh. Congratulations to all of our winners and thank you to our sponsors.



*Hannah Sesay, Mary Amoji-Ogar, and
Sakiru Salami*

DARCARS Family Day at Six Flags



We'd like to thank CEO of DARCARS Automotive Group, John Darvish, for inviting Jubilee to DARCARS' annual family day event. This event is a great time for family and staff to enjoy each other!



Strategic Planning FY 20 - 21

Jubilee kicked off its work on the FY20-21 strategic plan on Monday evening December 10th. Karen Lehman, Executive Director of Mennonite Health Services (MHS) outlined the process they would use in helping Jubilee with the planning. Laura Howell, Executive Director of Maryland Association of Community Services (MACS), our State provider association, talked about opportunities and challenges in Maryland. Mary Sowers, Director of Special Projects of the National Association of State Directors of Developmental Disability Services (NASDDS) talked about national trends in services.



Mary Sowers and Laura Howell

Members of the Jubilee Association Board, Officers of the Jubilee Foundation Board and Jubilee Directors who report to Tim all participated in the meeting. All agreed that Jubilee was well positioned for the changes that were coming but still much work would be needed to be ready for the changes in funding, regulations and service design.

The Client Council will have a planning retreat in January or February. MHS will do surveys of the families of the individuals Jubilee serves, and of Jubilee employees. This work will be brought together in a half-day planning retreat in March and final goals will be set by the Jubilee Association Board in April.

FACING THE FUTURE



In 2018, Jubilee celebrated 40 years, the RUBY Anniversary! We introduced Jubilee's RUBY Society which will provide funds to Jubilee through planned gifts such as wills, bequests, special needs trusts, and others. These legacy gifts will transform the lives of adults with intellectual and other developmental disabilities by allowing Jubilee to continue providing the very best quality of services while maintaining staff longevity. Our goal was to get 40 Ruby Society members before the end of our fiscal year, June 30th, 2018. Within days before the end of our fiscal year we achieved our goal! However, Jubilee is still looking to add your family to the Ruby Society. Will you join Jubilee's RUBY Society? We have room for your family's commitment!

Contact Rolando Santiago at 301-949-8628 ext. 185 or rsantiago@jubileemd.org.

JUBILEE'S RUBY SOCIETY MEMBERS

Anonymous	Terry Gyi	The Family of Gertrude Ryan
Anonymous	Roy and Donna Heatwole	including Michael,
Mitchell, Margie, and James Billian	Candy Ivanovich	David and Shari
Glen and Sandra Blanch	Maria Lenahan	Rolando Santiago and
Elaine Carney	Don Lyman	Raquel Trinidad
Tom Carney and Janet Copeland	Elizabeth McElfish	Paul Sexton
Jack and Eileen Dillon	Arnold and Judy Mahachek	Melissa Siegel
Neil Ellis and Bonnie Baugh	Jim and Maria Mallon	Tim Swartzendruber
Richard Fazio	Liz McElfish	and Nicolle Nogueras
Richard and Joan Fidler Trust	John and Linda Mericle	Craig and Katherine Ulman
Joseph Fitzgerald	The John, Julee, Tyler and Honorine	Tim Wiens and
The Estate of Donna and Ron Fluke	Munson Family	Mary Jo Schumacher
John and Janelle Gaughan	The Family of Kelly Piacesi	Marcia Mathias Wilson
Cheryl, Daniel and David Geske	Jerrold and Carolyn Post	Joe Wybierala
Paul and Louise Golder	The Purcell Family	Robert W. Zimmermann, M.D.
Lauren Good and Jennifer Hiebert	Charles and Barbara Ruch	

Staff Spotlight: Melanie Moore

What is your title at Jubilee?

I am the Learning and Development Manager, which is a position in the Human Resources Department.

You recently received a position that's new to Jubilee! What does this position consist of?

Yes, it's very exciting to be in a brand new position! My job consists of everything from entering the dates for training certificates into our systems so people know when their trainings expire, to designing brand new trainings for our new hires, to researching new systems we can use to make our training even more efficient and impactful, to teaching classes like the Mandt System and DDA core trainings. I also plan our monthly Agency Wide meetings and am currently in the process of developing a mentorship program and implementing lifelong learning opportunities like our monthly Lunch and Learns.



How has your experience as a teacher helped you with this new position?

It has helped me greatly, because it gave me a great deal of experience planning lessons on a variety of topics and on working with a broad, diverse array of people. It also gave me plenty of experience in delivering lessons in a way that is exciting, fun, and memorable. Plus, I always had to juggle a lot of responsibilities as a teacher – administrative paperwork, lesson planning, grading, running two different clubs, meetings – so it prepared me to juggle all of the responsibilities I have now.

What has been your greatest challenge?

My greatest challenge at Jubilee has been making sense of sometimes contradictory information that comes from state and federal sources. They aren't always good at communicating clearly, which makes it hard for me to do things like implement brand new trainings like Mandt, and to know exactly which trainings are required for 100% of staff versus which ones are only required in certain cases.

As far as my greatest challenge outside of Jubilee goes, I would say I have always found it difficult to be kind to myself. I always strive for perfection and push myself to do more and more, and I can get really angry at myself when I feel like I'm not doing well enough. Learning to go easier on myself has been a huge challenge!

What would you like to bring to Jubilee?

One of the biggest things I want to bring to Jubilee is a culture of compassion, resilience, and self-care. As someone who has struggled greatly with mental health issues and the burnout of working in human services, I am keenly aware of the stresses placed on direct support professionals. In many ways, I feel like I was in their shoes when I was a teacher. It is absolutely critical that we take care of each other, that we understand how trauma impacts behavior, and that we teach skills related to resilience and wellness. I really want to offer trainings that address these issues.

What might we be surprised to know about you?

I am half Puerto Rican, a quarter Greek, and a quarter German, and a first generation American on my father's side of the family! (My mother and her parents were born in the U.S., but before that her family lived in Puerto Rico itself, so I guess I'm a 3rd generation American on that side.) I'm also a giant nerd – my husband and I had an Avengers themed wedding in 2013.

Legislative Reception Honoring Tim Wiens



*Cheryl Kagan and
Tim Wiens*

On February 4th, Senators, Delegates, Jubilee individuals, staff, board members, family members and friends traveled to Annapolis Maryland to pay tribute to Jubilee's Executive Director, Tim Wiens. Serving 40 years in Montgomery County, Tim will be retiring on June 30, 2019. This was an amazing evening at the Jubilee-Montgomery County Delegation Reception in the Maryland House of Delegates Office. The Jubilee community appreciated the warm congratulatory remarks and attendance of Senators Cheryl Kagan, Ben Kramer, Will Smith, Jeff Waldstreicher, Craig Zucher, and Delegates Gabriel Acevedo, Julian Ivey, Kumar Barve, Jim Gilchrist, Anne Kaiser,

David Moon, Kirril Reznik, Jared Solomon, Vaughn Stewart, Lily Qi, among others. Thank you to everyone that attended to honor Tim's legacy.



*Rick Callahan, Laura Howell, Lauren
Kallins, Kirril Reznik, and Tim Wiens*

News From Home



*Matt Hunt and
Jerry Dillion*



*Mary Amoji-Ogar and
Elizabeth Bordley after a
Spirit Club work out*



*Left, front to back: Terry Pixley, Tre Pixley,
Marshall Moye*

*Right, front to back: Cotina Lane Pixley,
Sierra Moore, Danielle Anani, Rochelle Lane*



*Back, left to right: Saturday Nnam, Larry Miller,
and Howard Bernstein; Middle, left to right:
Alice Allen, Cheryle, Elaine Carney, Paula Long
Front, left to right: Mahawa Bundor and James
L'Heureux*



*Back, left to right: Brian Morse, Susana Hoyos, David
Ruch, Jerry Dillon, Matt Hunt, Brandon Bell
Front, left to right: Mrs. Ruch and Mr. Ruch*

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St. Francis of Assisi Parish

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*Greg Pelletier and Eric Magnan
at new Starbucks Roastery in
New York City*



Steve Brent and Sarah Glenner



*Henry Higgins and Matt Starr
showing off the new steps at
the Channing House*



Kelly Piacesi and Kenya Jones



Laser tag at Ocean City!

*Back, left to right: John Weese, David Ruch, Sarah Glenner,
David Mahler; Steve Brent, Donna Crook; Front, left to right:
Brandon Bell, Ryan Lewis, Matt Hunt, Jerry Dillion*



WINTER 2019



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THE TIM WIENS COMMEMORATIVE GIVING TREE CAMPAIGN

The Jubilee Foundation, Inc. is pleased to announce a commemorative fundraiser to honor Executive Director, Tim Wiens' legacy at Jubilee!

THE TIM WIENS COMMEMORATIVE GIVING TREE is being launched for a limited time through June 30, 2019 to celebrate Tim's leadership at Jubilee Association of Maryland, Inc. The Giving Tree will contain brass leaves and foundation stones on which you can engrave a personalized congratulatory message to Tim. Businesses can also add their logos.

The Giving Tree will stand 6 feet wide and 4 feet tall and will be prominently displayed in the Development Conference Room of Jubilee's Office Building in Kensington, MD.

You can join the celebration of Tim's remarkable leadership by engraving a congratulatory message on a leaf. For \$150, you can engrave a message on the leaf. For additional information on how to donate, contact Janina Huff at jhuff@jubileemd.org or call her 301.802.4481.