

Not a lot of down time

Third-shift team at the Center provides critical overnight care to Hattie Larlham residents

By 11:00 p.m., most people are ready to call it a day, but for the 28 people clocking in for the third shift at the Hattie Larlham Center for Children with Disabilities, the day is just beginning. When you're caring for 124 medically fragile children and young adults, the work is never done.

Our residents need round-the-clock medical and personal care. The third-shift team at the Center includes nurses, direct support professionals (DSPs), a respiratory therapist and supervisors. While the work of every team member on every shift is critical to meet our residents' needs, the third shift employees have the important responsibility of ensuring the day ahead is a good one for each resident.

Walking through the Center in the middle of the evening is not much different than visiting during the day. The beeping sounds of medical equipment echo throughout the units and many lights are still on as staff works to organize, clean and chart information. For various reasons, such as a challenging illness, not



every resident is asleep.

Caregivers check on residents every half hour. Most require a position change every two hours. In between, nurses prep and distribute required medications, and DSPs clean wheel chairs, fold laundry, wash equipment and prepare hygiene kits. These tasks and various other responsibilities must be completed for each resident. And still, there's no telling what can happen by 3:00 a.m.

"Even though they are sleeping, the residents never stop receiving care," says Staff Nurse Emily Nighswander. "Medications must be administered within a certain period of time, respiratory

treatments are needed and residents still need to be fed. It may be the middle of the night, but there's not a lot of down time."

Joyce Godfrey has been a DSP at the Center for 32 years and she has spent much of her time here on the third shift. For Joyce, working the third shift not only creates a manageable work-life balance, but lets her see the difference she's making for the people for whom she cares.

"Getting our residents to smile is the best part of my day," says Joyce.

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Why I'm *thankful*



Victoria

Mother of Hattie Larlham resident

I am thankful for Hattie Larlham because my son receives excellent care in a beautiful home. Mason is happy here and without Hattie Larlham our lives would be totally different. Moving Mason into this home has allowed me to focus on other aspects of my life while still playing an active role in his. I visit every week and Mason still sees the rest of our family often. Recently, he was a groomsman in his sister's wedding. Even though he is at Hattie Larlham, we are still a family. And we're stronger than ever. He attends Constant Companions and goes on community trips. He really is living a quality life. It was a difficult decision at first, but now I know we made the right decision.



Brittany

Hattie Larlham Community Home Manager

I am thankful for Hattie Larlham because working here has given me a new appreciation for life. I have been here for over a decade and held many positions. Each one gave me an opportunity to grow as a professional and as a person. Coming into work every day and seeing our residents' smiling faces makes me forget about everything negative going on in the world. Our residents just want to be loved and give you love in return. This is a judgment-free zone. We're all here to provide safety, care and comfort to the people who live here. I am thankful because my employment environment is also a place of peace for me.



Chante

Constant Companions participant

I am thankful for Hattie Larlham because attending Constant Companions gives me opportunities to get out into the community. I've made great friends here who I know I can turn to if I ever need advice or help. I like our trips because I feel like the more time we spend in the community, the more it will help people to understand the differences between us. I want to bring awareness to others and show them there is nothing wrong with people with disabilities. I'm working on my own website and blog to spread this message. The staff here is so supportive of my goals and everyone is just as passionate about my mission as I am.

Thankful for Hattie Larlham



Elaine

Hattie Larlham Registered Dietitian and Nutrition Services Manager

I am thankful for Hattie Larlham because working here is a way for me to share my clinical skills in a meaningful way. For me, this is less than a job and more just where I am meant to be. Working here will open your heart and give you more compassion than you ever knew you could feel. I am thankful for the opportunity to help each of our residents to be as healthy as they can. I feel appreciated in my role. Most importantly though, I'm thankful to be part of a team—a care team, but also a caring team—working together to provide a quality life for each person who lives at Hattie Larlham.



Angela

Mother of Hattie Larlham work-training employee

I am thankful for the staff at Hattie's Doggie Day Care and Boarding. My daughter Francesca (photo) started the work-training program in October 2015. She walked in on her first day not knowing what to expect. Her lack of social skills, confidence and the work skills needed to perform in a competitive work field left her feeling incapable of performing what was expected. In a short period of time, I saw a significant change in her. She noticed and most importantly, she felt it as well. Francesca is now filled with confidence, self-worth and the ability to work in a position she once felt she couldn't do. Her team believed in her and now she believes in herself.



Rebecca

Mother of Hattie Larlham resident

I am thankful for Hattie Larlham because having my daughter Sephora live here, where all of her medical needs are met, has allowed my family to remain whole. As she got older, caring for her at home became overwhelming—for all of us. She's experienced many milestones here and we've been a part of all of them. Everyone here knows her and treats her like family. It feels good to know she has more than just our family advocating for her. She has the whole Hattie Larlham team. Here, her medical care is top priority. And that's what she needs. From Dr. Grossberg to the medical team and the habilitation assistants, everyone here is dedicated to the residents.



Planning for the future

Giving through a bequest has become one of the easiest ways to support Hattie Larlham's mission while also securing your family's financial future.

Whether you're 35 or 85, planning for the future is an important step you can take in 2017. As you begin planning, start with these 4 steps:

1. Review your will. Don't wait until there's a life-changing event, such as an illness or death, to make critical estate decisions.
2. Update your list of assets and documents. By doing so, you'll have a comprehensive overview of your current situation that will help you make thoughtful decisions.
3. Consider your beneficiaries' circumstances. Have changing family circumstances created a need for you to change your will?
4. Visit your attorney. Consult with an attorney who specializes in estate planning.

Taking time to review your estate plans periodically lets you give thoughtful consideration to how you

would like to distribute your assets based on changing circumstances and priorities. As you take time to reflect, you may want to consider one of the following designations:

Unrestricted bequest: This type of designation allows your gift to be allocated by Hattie Larlham wherever the need is greatest. Unrestricted gifts, for example, help us meet the needs of residents at our Center, group, and supported living homes and provides supportive vocational training and resources to help individuals with developmental disabilities secure employment.

Restricted bequest: A bequest may be designated to support a program or project that reflects a personal interest you may have within Hattie Larlham.

If you have already included Hattie Larlham in your estate plans, please let us know! And, if you wish to discuss, in confidence, a plan that best meets your family and charitable needs, please contact Tonnie Alliance at tonnie.alliance@hattielarlham.org or 330-840-6842.

The holiday spirit at Hattie Larlham



During the holidays, many people open their hearts to help others. At the Hattie Larlham Center for Children with Disabilities, our staff, volunteers and donors make a special effort to bring the holiday spirit to the 124 children and young adults in our care.

Respecting family traditions and providing fun, meaningful experiences for our residents is important to us. Our caregivers communicate closely with family members to understand each resident's traditions and customs, not only around the holidays, but year-round. In addition to working with the family members and loved ones of our residents to ensure everyone enjoys the season together, we also celebrate through traditions

we've developed over the years.

Our holiday season kicks off with our annual family party. Families come together to enjoy a delicious holiday meal, activities and live entertainment. The event concludes with the annual tree lighting ceremony where each family places an ornament on the tree.

December is filled with other Hattie Larlham traditions and activities to create the holiday spirit for each one of our residents. If you would like to get involved, donate or volunteer for any of the events listed below, contact Hattie Larlham Community Integration Coordinator Cassandra McMinn at cassandra.mcminn@hattielarlham.org or 330-732-8235.

How you can help us celebrate

Polar Express Night

Residents, staff and volunteers dress in their pajamas and gather for a viewing of the movie "Polar Express". For the past several years, our friends from Santa's Hide-A-Way Hollow join us for this event to deliver gifts.

Evening Crafts and Activities

Hattie Larlham seeks local groups and volunteers to host holiday activities in the evenings for our residents. The activities are 6:00 p.m. - 7:30 p.m. and can include reading, relaxing or cooking with our residents. We can work around your group's availability and schedule.

Giving Tree

The Giving Tree in our main lobby has an ornament with a wish list for each resident in our community homes and those who live at the Hattie Larlham Center for Children with Disabilities. We encourage you to visit the Center and select an ornament from the tree to fulfill a wish list.

Host a Donation Drive

We can always use personal care items for our residents. Shampoos, lotions and other personal hygiene products that can be collected in bulk are always in high demand at Hattie Larlham, not only in December but throughout the year.

End of Year Giving

Make a donation to Hattie Larlham. No matter the amount, your gift will help us meet the needs of those we serve and create opportunities for people with disabilities to learn, play and thrive in 2018.

If you are interested in any of the volunteer or giving opportunities listed, please contact Hattie Larlham Community Integration Coordinator Cassandra McMinn at 330-732-8235 or cassandra.mcminn@hattielarlham.org.



The final tasks of Joyce's shift include feeding the residents breakfast, brushing their teeth, combing their hair and getting them ready for the day. Here, she feeds Dontrell.



Carol visits resident Tierra and DSP Haley Damko as breakfast time comes to an end. Here, Tierra enjoys her favorite part of the meal, a delicious dessert.

Third shift, from page 1

“It’s great to be part of an organization that encourages the people we serve to be part of their community.”

Downstairs in the kitchen, Carol Hartman, food assistant and morning cook at the Center, arrives at 5:00 a.m. to prepare breakfast. Her meals are made fresh every day and ground into a course, fine or pureed dish for each resident. She makes a quick call to each unit to get an update on residents and turns on the food carts, which are heated to a specific temperature to keep food safe as Carol delivers meals to the units.

Carol enjoys working in the kitchen. She’s been with Hattie Larlham for more than 39 years and was hired by Mrs. Larlham as a direct care provider. Of the many positions Carol has held at the organization over the last four decades, including group

home manager and helping with transportation, she is happy to be in the kitchen.

“We all have to eat,” says Carol. “I enjoy working in the kitchen, trying new recipes and seeing the joy on the residents’ faces when they like my food. I’m still playing a role in their lives, just in a different way.”

Carol gets all food carts to the units before 6:00 a.m. A quick walk around to deliver the food and say hello to the residents she’s known for so long is always a great start to her day. Meanwhile, nurses administer the last round of medication for the shift. Residents finish breakfast, get cleaned up and prepare for their day.

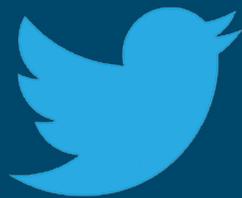
At 7:00 am, a new day begins for the babies, children and young adults at Hattie Larlham, and another late night has come to an end for our third-shift team. Some of our residents are off to school;

others will go to recreational activities, medical appointments or therapy sessions.

While our shifts may change as one team of employees clocks in, and another clocks out, one thing remains constant—our residents’ needs must always be met to ensure they live their best life and have opportunities to be part of their community.

If you would like to learn more about the Hattie Larlham Center for Children with Disabilities, we welcome you for a tour. To support Hattie Larlham, you can make a donation at www.hattielarlham.org. To learn more about giving opportunities and how you can help keep the Center going, even in the late hours of the night, contact Chief Development Officer Catherine Schwartz at Catherine.schwartz@hattielarlham.org or 330-840-6840.

Connect with Hattie Larlham



Stories of success, progression and achievement happen every day. Connect with Hattie Larlham on Facebook, Twitter, LinkedIn and Instagram to see how your support impacts the lives of people with intellectual and developmental disabilities.

To click share on Facebook or retweet on Twitter is to advocate for Hattie Larlham. When you engage with Hattie Larlham's social media, you tell family and friends our mission is something in which you believe.

We encourage you to visit one of our programs in 2018 to learn more about how you, your group or business can create opportunities for children and adults with disabilities. Visit our website and click on Support to learn other ways you can help at Hattie Larlham.

www.hattielarlham.org

Hattie Larlham's Vocational Programs Focus on Ability

For men and women with disabilities who dream of working in a satisfying job, Hattie Larlham is here to help. Through work training programs like Hattie's Doggie Day Care and Boarding or "train-in-place" options through our community employment program, Hattie Larlham placed more than 100 people in permanent positions last year, creating win-win opportunities for employers and employees.

How do we do it? According to Mike Sturdivant, regional manager of Hattie's Doggie Day Care and Boarding, there is not a one-size-fits-all approach for success. "Each participant's training is targeted to address areas that need the most improvement," he explains. "For one person, it may be communication skills. For someone else, it may be learning to work independently. By working with each employee individually, we ensure a successful transition to competitive community employment."

Currently, 65 adults with disabilities receive training at three Doggie Day Care and Boarding locations in Akron, Cleveland and Twinsburg. Of those 65 adults, approximately ten will graduate and advance to community jobs within the next year. Previous graduates are successfully employed in retail, restaurants, customer service and pet stores.

While handling furry friends each day has its perks, it's not for everyone. In addition to providing work training at Hattie's Doggie Day Care and Boarding, Hattie Larlham also contracts with local businesses to provide "place-and-train" opportunities at work sites throughout the Northeast Ohio area. These worksites provide a location for training and create opportunities for employees with disabilities to work alongside employees without disabilities while still receiving guidance and support from job coaches as needed.

"We have developed great relationships with local employers such as AMT, Garretts Mill Diner, GoJo, Winking Lizard, Marc's and CVS," says Chad Kelly, Hattie Larlham business relations manager. "Through Hattie Larlham's employment services, we can match the right candidate with the right employer. It isn't enough for us to find jobs – our goal is to find jobs our well-qualified candidates can do, want to do and want to keep doing at a company that values their contributions."

In October, Hattie Larlham launched its I Am Able campaign to coincide with National Disabilities Employment Awareness month. The campaign put the spotlight on the abilities of employees with disabilities. Over the past year, we've matched 100 men and women with Northeast Ohio companies. An additional 125 people are training and preparing to join the workforce.

"OUR GOAL IS TO FIND JOBS OUR WELL-QUALIFIED CANDIDATES CAN DO, WANT TO DO AND WANT TO KEEP DOING AT A COMPANY THAT VALUES THEIR CONTRIBUTIONS."



Show your support for the I Am Able campaign. Contact us to learn more about the hard-working, skilled candidates who are ready and able to work with you.

Visit Hattie Larlham on Facebook, Twitter, LinkedIn and Instagram. Spread the mission and message of the I Am Able campaign and share our posts on social media using #IAmAble. The awareness you create could help a person with disabilities find a job.

To learn more, visit iamable.hattielarlham.org or call Director of Vocational Services Laura Walker at 234-706-3705. Let's get to work.



As an employee of Hattie's Doggie Day Care and Boarding, Warren is learning to care for the animals, but also developing skills applicable to any job, such as working independently and customer service.

When you bring your dog to stay or play at Hattie's Doggie Day Care and Boarding, you create work training opportunities for people with disabilities.

We're open year-round, including weekends and holidays. Visit or call any of our locations to learn more.

Twinsburg

7996 Darrow Rd. Suite 40
330-405-0624

North Canton

2778 Greensburg Rd., Suite A
330-899-8565

Cleveland

18200 Brookpark Rd., Suite A
216-999-7352

Services:

- Doggie Day Care
- Overnight Boarding
- Grooming

Benefits:

- Caring Staff
- Cage Free
- Indoor and Outdoor Play Areas
- Great People-to-Dog Ratio
- Personal Affection
- Socialization with Other Dogs
- Employment for Adults with Disabilities
- Open 365 Days
- Convenient Hours
- Cleveland and Akron Airport Locations
- Air Conditioning
- ADA Compliant

Visit us online to learn more:
www.hattielarllham.org



MARINA

Marina says, "I Am Hardworking. #IAmAble." Marina is an employee at Hattie's Doggie Day Care and Boarding. Here, she learns on-the-job skills and social skills to prepare for competitive community employment. Marina's supervisor says she is dependable and can be

fully trusted to tackle any task she is given. While Marina will continue training, many of our employees are ready to take the next step and find a job in the community. Tell your employer about Hattie Larlham. Visit iamable.hattielarllham.org to learn more.

Hattie Larlham hosts record-breaking Circle of Caring



Beth Grossberg; Samuel "Jack" Horwitz, M.D., Hattie Larlham Board Member Emeritus; Richard Grossberg, M.D.; Betsy Kling, host and WKYC-Channel 3 Chief Meteorologist; Mike Weinhardt, Hattie Larlham Board President.

On Sat., Oct. 14, more than 350 people gathered to honor Richard I. Grossberg, M. D. at the Rudolph 17th annual marquee fundraiser at Signature of Solon was presented by The Alpha Group for the ninth year in a row. Hosted by Betsy Kling, Chief Meteorologist for WKYC-TV Channel 3 News and 2012 Circle of Caring honoree, the event raised \$245,000 to support programs and services for children and adults with intellectual and developmental disabilities.

Dr. Grossberg has been the Medical Director at the Hattie Larlham Center for Children with Disabilities since 1999. In addition to this role, Dr. Grossberg is also a pediatric neurodevelopmental disabilities specialist at UH Rainbow Babies & Children's Hospital.

The superhero-themed Circle of Caring featured a VIP and cocktail reception, a green-screen photo booth, dinner and a wine pull. Entertainment for the evening was provided by internationally renowned pianist Christopher Milo. Milo frequently performs for Hattie

Larlham residents and has previously performed for participants of Hattie Larlham's day program for adults with disabilities, Constant Companions. Auctioneer Rob Telecky returned to host the live, silent and Fund-the-Future auctions.

For the Fund-the-Future auction, guests raised their paddles to raise funds for new beds for residents at the Hattie Larlham Center for Children with Disabilities. The current beds were purchased 10 years ago and are no longer manufactured. The best option to ensure the long-term care and comfort of the children and young adults who live at the Center is to replace the beds.

If you would like to make a donation to support the care of children and young adults with disabilities, contact Chief Development Officer Catherine Schwartz at catherine.schwartz@hattielarlham.org or 330-840-6840.



click.
share.
give.



Tues., Nov. 28

#GIVINGTUESDAY™

Be a catalyst for our community on Giving Tuesday. Support people with intellectual and developmental disabilities.

On Giving Tuesday last year, you raised more than \$60,000 for children and adults with disabilities.

Together, we created opportunities for community programs, art studio time, health care and work-training programs.

On November 28, let's fund even more services for children and adults with intellectual and developmental disabilities.

1. **Click.** Giving Tuesday is 24 hours of online philanthropy. It's as easy as Cyber Monday, but more rewarding.

2. **Share on Social.** Hattie Larlham's Facebook, Twitter, LinkedIn and Instagram posts inspire and inform.

3. **Give Online.** Make an online donation at www.hattielarlham.org on Tues., November 28. Your gift is matched up to \$15,000.

**Text HATTIE to 41444
to make a secure donation from your mobile device.**

Thank You

Thank you for supporting Hattie Larlham's mission to create opportunities for children and adults with intellectual and developmental disabilities. From July to September 2017, the following donors gave up to \$249. Although these donors do not appear in the annual report, Hattie Larlham would like to recognize their important contribution.

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Thomas Gufler, Jr.

Mrs. Jeanne M. Gufler
Ms. Julie Ilkanic Butler

Marilyn Hall

Mr. and Mrs. Peter P. Rossi, Jr.

Irene Haus

Mr. and Mrs. Frank A. Shima
Mr. and Mrs. Ronald J. Vales
Mr. and Mrs. William A. Kastak
Ms. Irene T. Zack
Mr. and Mrs. Frank Stircula
Mr. and Mrs. Frank Stircula
Mrs. Patricia Stoneberg
Mr. and Mrs. Peter Moritz

Marlin Hickey

Mrs. Diane L. Hickey

Julie Ann Holmes

Mrs. Cecilia Papan

Tiffany Lynn Hurley

Mr. and Mrs. Robert
J. Hurley, Jr.

Bobby Jones

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Mr. and Mrs. George S. Kidd, Jr.

Michael Kurnot

Mrs. Theresa A. Dolan

Patricia Lange

Ms. Janet Loree Amer

Walter Lennartz

Mr. Jeffrey W. Lennartz

Angeline Lennartz

Mr. Jeffrey W. Lennartz

Sarah Lerz

Mr. and Mrs. Charles J. Griffee

Ross and Anna Maddamma

Mr. and Mrs. Robert
W. Maddamma

Irene Maichrye

Mr. and Mrs. Dan Zukie

Stephen Mazur

Mr. Thomas Mazur

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Gerald Morgan

Mrs. Naomi R. Mehls

Father Nunley

Sheldon J. Epstein

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Stanziano

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Mr. and Mrs. Peter P. Rossi, Jr.

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Mr. and Mrs. James A. Pasquine

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Mrs. Naomi R. Mehls

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Mr. and Mrs. Randall Rankin

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Angelo Righi

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Tracey Righi

Mr. Larry G. Righi

Matthew Risaliti

Mr. and Mrs. Michael J. Risaliti

Robert and Susan Sarka

Mrs. Julie Sarka

Julie Schaffer

Mr. and Mrs. Kenneth
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Ms. Rose Ann Briganti

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Mary Waiwood

Mr. and Mrs. Raymond
Waiwood

Alder Ward

Mr. Dana Ward

Charles Winch

Mr. and Mrs. Peter P. Rossi, Jr.

E. Lillian Young

Mr. and Mrs. Mark D. Roos

Donald Young

Mr. and Mrs. Mark D. Roos

Zoey Mae Zehner

Mrs. Judith R. Fulmer

Become a Corporate Partner

Corporate partnership is more than attending an event or displaying a logo—it's an investment in the people Hattie Larlham serves. Hattie Larlham's corporate partners help shape the future of children and adults with intellectual and developmental disabilities we serve.

Partner benefits include: a seat on the Hattie Larlham corporate leadership committee, corporate volunteer opportunities, exposure on Hattie Larlham's website, social media and publications, and exclusive access to Hattie Larlham events.

If you would like to learn more about becoming a Hattie Larlham Corporate Partner, contact Tonnie Alliance, corporate relations officer, at tonnie.alliance@hattielarlham.org. More information is also available at www.hattielarlham.org.

Your donation to Hattie Larlham provides opportunities for 1,700 children and adults with intellectual and developmental disabilities.

You can donate using the secure form on Hattie Larlham's website or you can send a check made out to the Hattie Larlham Foundation to the address below.

To make a legacy gift or bequest to Hattie Larlham, contact Chief Development Officer Catherine Schwartz at 330-840-6840.

Hattie Larlham
7996 Darrow Road, Suite 10
Twinsburg, OH 44087
www.hattielarlham.org

On The Table Akron

Coming together to discuss community issues for people with disabilities

On October 3, Hattie Larlham Constant Companions along with members of the Community Employment team joined 6,000 people across Summit County to participate in the first On The Table Akron event, organized by the Akron Community Foundation with the support of The Knight Foundation.

Over a lunch of pizza and vegetables, Hattie guests shared what they each like about their communities, what they feel could be improved, and what we can do together to help improve the lives of people with intellectual and developmental disabilities.

Some of the ideas included visiting more schools to teach younger children about people with developmental disabilities, advocating for updates to older buildings and facilities to make them more accessible, and working to expand accommodations in public spaces, such as parking for lift-equipped vans and restrooms that provide adult changing facilities.

Ideas will be shared with the Akron Community Foundation, and will be presented in a report to the community in early 2018. On The Table originated in Chicago, where 110,000 people were expected to participate in 2017. Akron was one of 10 Knight Foundation cities hosting events this year.



Participants wrote words such as "good", "hopeful" and "encouraged" to describe how they felt after our On The Table Akron discussion.



Chris says the opportunity to discuss how to make changes in our community for people with disabilities made him feel good.



Third party events

The holidays are a great time to bring people together in celebration. Plan an event for your friends, family or co-workers and make it extra special by raising funds or collecting items for Hattie Larlham. All details of your event are up to you.

Third party events are a great way to bring awareness and support the people Hattie Larlham serves. Contact Events Manager Wendy Voelker at 330-840-6845 or wendy.voelker@hattielarlham.org to learn more about how your next event can support children and adults with intellectual and developmental disabilities.

I AM ABLE.

Let's Get To Work.

I Am Able is the rally cry of anyone who's been told they can't do something. Confidence, independence, community—the benefits of employment—start with an opportunity to prove you are able.

At Hattie Larlham, we create that opportunity every day. Our trainees are not just ready, but able, to work in their communities.

This year, we matched 100 men and women with disabilities to Northeast Ohio positions. An additional 125 people will learn the technical and social skills needed to compete for community employment from Hattie Larlham's work training programs.

Contact us to request I Am Able campaign materials for your workplace or to hire a qualified Hattie Larlham candidate.

For more than 50 years, we've changed the disability health care field. Now, with your support and the support of Northeast Ohio businesses, we're changing the employment landscape, too.

We encourage you to be a catalyst for our community. Share the I Am Able message on social media and include #IAmAble with your posts. The awareness you create could help find a job for a person with disabilities.

Together, we can influence change and make our region's workforce more inclusive.

Hattie Larlham
Vocational Services
1672 Norton Road
Stow, Ohio 44224



234-706-3705

iamable.hattielarlham.org

Upcoming Events

Nov. 28 Giving Tuesday

For more information about Hattie Larlham events, visit www.hattielarlham.org.

ABOUT THE COVER: Third-shift nurse at the Hattie Larlham Center for Children with Disabilities, Emily Nighswander checks on resident D'Mari. Caregivers perform bed checks every half-hour throughout the evening to ensure our residents are resting comfortably. As a third-shift nurse, Emily's responsibilities include distributing medication at three different times. Respiratory treatments and feedings also continue throughout the night. There are 28 people who clock in at 11:00 p.m. to work the third shift at the Center. While the work of every team member, on every shift, is critical to ensure our residents' needs are met, it is the third shift employees who have the important responsibility of ensuring the day ahead is a good one for the residents and their colleagues.

ABOUT THE AGENCY: Hattie Larlham is a nonprofit organization dedicated to creating opportunities, advancing the community and influencing change for 1,700 children and adults with intellectual and developmental disabilities. Your contributions allow Hattie Larlham to provide medical, recreational, work training and residential services to children and adults with developmental disabilities.

The Focus newsletter is produced by Hattie Larlham. Photographs provided by Hattie Larlham, Emily Garred, Victoria Kemper and Nicole Dehoff Photography.



Santa Paws is coming to town

Commemorate the holidays with a special photo of your dog and Santa. Your \$25 per-photo donation supports Hattie's Doggie Day Care and Boarding.

Santa Paws events will be hosted at each of our locations on the dates listed. Walk-ins welcome.

TWINSBURG - NOV. 18
7996 Darrow Rd. Suite 40
330-405-0624

BROOKPARK - NOV. 12
18200 Brookpark Road, St. A
216-999-7352

NORTH CANTON - NOV. 11
2778 Greensburg Rd., St. A
330-899-8565

All events are noon - 4:00 p.m.



Hattie Larlham
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