



Infocus

Nov/Dec 2008

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CRT is on the Go...

You'll soon be seeing a shiny-white bus stopping in neighborhoods around the city, emblazoned with a bright blue CRT logo and the suggestion "Ask Us How We Can Help." This is the new CRT service bus, bringing our staff and important supports into under-served neighborhoods and out to many large special events.

The official "debut" was the Channel 30 Health and Wellness Festival on October 25 and 26 at the new Hartford Convention Center. This bus was donated to CRT last year when a local charter school closed. CRT removed the seats, painted the outside and added two mobile work stations that will be used by programs to extend the Agency's reach.

This is an innovative way to improve our community, and help people help themselves. CRT can prepare tax returns, schedule Energy Assistance appointments, conduct ECE enrollment and provide many of the other functions that are typically done in our offices around the region. Let us know what you think!



CRT is expanding again!!!

Recently, CRT was awarded funding for two new programs.

Veterans Supported Housing Program:

Funds were received from the U.S. Department of Veterans Affairs to purchase and renovate a rooming house in East Hartford. CRT developed the Veterans Housing Initiative to better respond to this nationally-recognized and underserved priority population. CRT will convert the building into 12 units of transitional supported housing for homeless veterans, along with a wide array of services to address their needs in a comprehensive manner, thereby breaking the often seen cycle of homelessness in this high-risk population. It is anticipated that renovations will begin by January 2009 and occupancy to be completed by Fall 2009.

Scattered-Site Supported Housing Program:

CRT received funding from Court Support Services Division (CSSD) to operate a scattered-site, 16-bed Supported Housing Program in Hartford. CRT will assist male and female pretrial, court sentenced, DOC and probation clients aged 18 and above, with a structured system of support services, interventions and positive reinforcement intended to help clients address their needs, and acquire the skills and resources they need to transition to permanent housing. CRT will lease eight, two-bedroom apartments in Hartford for this purpose. Services and interventions will be based on assessing criminogenic needs, developing Individual Service Delivery Plans (ISDPs), identifying client strengths, assessing client motivation to change and the provision of evidenced based interventions.

For more information on these programs contact Chris McCluskey, Director Forensic Services at (860) 560-5770.

IMPORTANT INFORMATION ON CRT'S ANNUAL FUND RAISING POLICY ...

Dear CRT Employees,

As the result of a recent audit conducted by the Department of Health and Human Services (DHHS), it was brought to our attention that Federal policy prohibits the use of Federal dollars for fund raising purposes. In accordance with that policy, DHHS has required that CRT exclude this policy from programs that receive Federal funding. In light of the fact that most of CRT's programs are funded through Federal funds, we can no longer offer this benefit through CRT's Annual Fund Raising Program.

Those employees who have committed to and have already purchased time prior to October 23, 2008 are eligible to use that time as noted on the Annual Fund Employee Gift Form.

Thank you to all the employees who have participated in our fund raising program over the years which have helped CRT raise additional funds for the communities we serve.

David Walters
CRT Chief Financial Officer

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INSIDE...

New ECE Family Literacy Specialist

CRT is delighted to welcome Patricia Sviezzi, the new ECE Family Literacy Specialist. With a background in adult learning, Pat has already used this new position as a launching pad for many exciting programs. You will see some of them below, and you'll be hearing about others in the coming months, including adult literacy, ABE and GED classes. At CRT, we are proud to support learning as a lifelong pursuit.

ECE Hosts First PACT (Parent and Child Together Time) Session

ECE hosted its first PACT activities session in all ECE Centers on October 22. PACT (Parent and Child Together Time) is a regular part of the daily family schedule where parents and children have opportunities to play and work together in the early childhood classroom.

PACT activities assist adults in affirming, discovering, and expanding their parenting skills; also enhancing their awareness of how their own child learns best. Parents are provided with materials and techniques to support their children's learning and development in the home. Parents will be encouraged in their roles as advocates in their child's education by practicing new strategies in a supportive environment where teachers model, coach, and encourage learning strategies.

PACT time includes a sequence of distinct events: 1) children plan where they will play with their parents; 2) children communicate their plans to their parents; 3) parents prepare by thinking about how they can support and extend their children's play, and 4) staff members lead a literacy-focused circle time with transfer-to-home connections at the end of the scheduled time.

The challenge of this component of the family literacy program is to have a positive impact on the whole family by enhancing the relationships between parents and children, and the literacy value of interactions.

ECE Receives First Book Grant

ECE has received a First Book Grant which will serve the ECE Grace Street Center and the Douglas Street Center. The grant requires us to develop programming for pre-school children and their families with the goal of increasing a child's awareness of books and interest in reading. Through the program we will educate families on how they can continue to encourage and support new reading skills in their children. ECE will also build stronger relationships and collaborations with Hartford Public Library satellites, and further involve children and their family members in literacy related activities at the Library or at an ECE Center once a month.

We are eagerly waiting for the books to arrive so the program funded by this grant can begin! During the program, teachers will

decide on a book to read each month. And during that month, the teacher will engage in different activities with the children that surround the book of choice. At the end of the month, the book will be sent home with each child and at the completion of the project, each child will have four books to keep as their own. The program will be monitored by utilizing a measurement questionnaire to demonstrate the impact of the program on the children and their families throughout the administration of the grant. If you have any questions regarding our Family Literacy Program or would like to volunteer for RIF day, contact Patricia Sviezzi, Family Literacy Specialist, at 860-560-5565.

ECE Hosts First RIF Day

On September 26, ECE hosted its first RIF Day by distributing 1,575 books in all ECE Centers. Guest readers from the Hartford Public Library joined in the fun, along with pajama party children who came to school in their PJ's to enjoy a day of reading, comfy couch time, story related activities and a books parade.

ECE is grateful to all CRT volunteers who helped to make this event a fun and exciting day for everyone! ECE is looking for reading volunteers to participate at future RIF Days.



Nancy Torres, Assistant Teacher at Burns wearing dress from Peru at ECE's first RIF Day

HSI Tips

ECE: 555 WINDSOR STREET, HARTFORD, (860) 560-5401

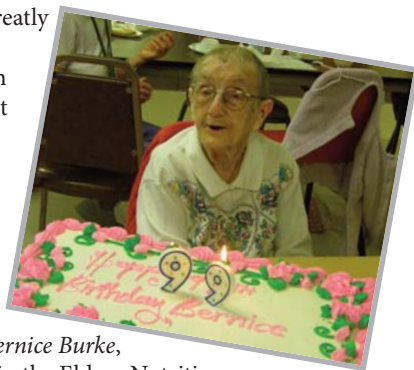
Eligibility Requirements: Requirements vary by program and are based on family's income according to family size, child's age and disability.

Program Synopsis: CRT operates several comprehensive, early childhood programs that provide developmentally appropriate care services. These programs include Infant and Toddler Day Care, Head Start, and School Readiness. ECE Centers are located in Bloomfield, Clinton, Hartford, Middletown, Portland and Windsor, with delegates in Bristol and East Hartford.

Application Process: Parents who wish to enroll their children must fill out an application at one of CRT's Family Service Centers.

Senior Café Volunteer Honored at Her 99th Birthday

The success of CRT relies greatly on all of the volunteers who work together to accomplish common goals. For the most part, CRT volunteers come and go, while others have been volunteering at CRT for years. In the month of September, the CRT family came together to celebrate the 99th birthday of one of our dedicated volunteers, *Bernice Burke*, who has been volunteering in the Eldery Nutrition Program since 1978!



Each day Café Manager Jeannine Lavoie picks up Bernice and takes her to the Franklin Park West Senior Café, in Vernon, to set-up and break down the lunch tables for the seniors. When asked why she became a volunteer, Bernice explained that after her husband passed away, she wanted something to do that would keep her active. Bernice also stated: "I was bored and wanted to do something each day. I love helping others, because we are all we have in this world."

Bernice is just one of 150 café volunteers that assist at CRT lunch sites throughout the region. The CRT family, along with her granddaughter and lunch room regulars, decided to surprise and honor



Bernice on her 99th birthday! The cheers and compliments define the work that Bernice does each day for the people that she loves. As a CRT community, we thank her for all of her work over the years and are proud of each and every one of our CRT volunteers!

Generations Takes "First Place"

Generations, CRT's campus for seniors and grandparents raising their grandchildren, has taken a top award in Affordable Housing Finance magazine's contest for the Nation's Best Affordable Housing Developments. Generations was named the best affordable development in the family category. Monty Aheart, president of CRT's development affiliate (Meadows Real Estate Management and Development Corporation) will accept the award on behalf of CRT at the 2008 Tax Credit Developers' Summit in Chicago. He will be accompanied by Elizabeth Horton Sheff, CRT's Director of Community Services, whose concern for grandfamilies was key to the city of Hartford's decision to develop the project. The magazine ran a full page article about the campus when Generations was named a finalist in the contest, and will run longer articles on each of the first place winners.

Senior Cafés: Background

Senior Cafés are gathering places for seniors, age 60 and older, who enjoy a hot midday meal and conversation with friends. CRT has provided senior café meals for this region since the 1970s. Right now we have 32 Senior Café sites, and we served 199,686 meals last year!

Senior Cafés: Background (cont.)

CRT depends upon 150 café volunteers, like Bernice Burke who recently celebrated her 99th birthday on October 10. Volunteers set up tables, take reservations, serve meals and participate in other kitchen clean up activities. Another 220 Meals on Wheels volunteers also help deliver meals to the elderly shut-ins.

By participating in Café meals and activities, seniors remain connected in the community while meeting their nutritional needs. Each meal is designed by a Registered Dietician to provide the appropriate complement of protein, vitamins and other nutrients. They are prepared by CRT's central kitchen in Hartford, with funding from the North Central Area Agency on Aging and Senior Resources Agency on Aging. In many areas, transportation is available to seniors who wish to participate in activities and meals.

In Vernon, the three Senior Café sites are:

- Franklin Park Apartments, 114 Franklin Park, 559-2729 (Mon-Fri)
- Highrise Apartments, 21 Court St., 324-6325 (Tue, Thu, Fri only)
- Florence Mills Apts., 121 W Main St. 872-0041 (Mon & Wed only)

A suggested donation is \$2 per meal; however, no one is turned away if unable to make a donation. Participants contribute only what they can afford. For more information about Community Cafés, call 560-5828. This program falls under Stefanie Belding, RD, who is Assistant Vice President for Nutrition Services.

CRT Supports Grandparents and Their Families

CRT was a main sponsor in the Sixth Annual Grandparents Day Family Fair that was held at Bushnell Park in September. Supportive Housing took the lead in organizing CRT's participation under a white "big top tent" and two blue and white balloon arches. CRT staff had the opportunity to discuss their services with nearly 500 prospective customers, to enroll them into their programs and to connect to other agencies and organizations that provide services for children and their grandparents.



According to the Hartford Department of Health and Human Services, over 700 individuals participated in this event that began with a fundraising bike/walk. As Elby Gonzalez-Schwapp, Program Manager for the Grandparents Program at the Hartford Department of Health and Human Services suggested, a grandparent who raises a grandchild often seeks information and support to assist them with this task. This type of event gives grandparents and their families the opportunity to connect to agencies like CRT who provide them with support and guidance.

CRT had much to do with the success of the event. We were



visited by more than 500 children who enjoyed free bouncers, arts and crafts, and ice cream. All children were given school supplies and a "Steps to Success" backpack. People enjoyed the Fatal Vision goggles, which allowed children and young adults to experience simulated vision impairment while under the influence of alcohol. More than 40 agencies participated in this

successful event and CRT is looking forward to getting involved again next year.



Lead Screening

During the second week in September, the City of Hartford Health and Human Services provided free lead screening to children, with the results of the screenings given to parents the same day.



CRT's First Annual Capital City Bike Night



Ben Gonzales, CRT staff member and his wife Virginia attend Capital City Bike Night on their very cool bike!

A few raindrops could not dampen the spirits of the staff and volunteers at CRT's First Annual Capital City Bike Night held on October 5 in downtown Hartford. The event was the culmination of months of planning by the CRT Development Department and Capitol City Ryders. All funds raised as a result of Bike Night benefited Generations.

Capitol City Ryders is an active group of motorcycle enthusiasts located in Hartford. For the past year, members have been mentoring youth at Generations, providing them with a wide variety of activities and positive role models. As a result of their good work, they were recently selected for a Local Hero Award through the Bank of America Neighborhood Excellence Initiative, based on a nomination from CRT. The initiative credits heroes who champion causes vital to their communities and who have a special impact on those communities and inspire others to get involved. Capitol City Ryders directed the \$5,000 prize to Generations Program.

The partnership between CRT and Capitol City Ryders is a strong one. For many years, the club hoped to provide an opportunity to raise motorcycle safety awareness and to assist other motorcycle organizations. The Capital City Bike Night closed down blocks of downtown Hartford, attracted several hundred bikers and spectators, and established this event as "the place to be." Watch for next year's Bike Night in early summer!

We're "Steppin' Out"

Following many months of hard work, Elizabeth Horton Sheff has recently transitioned out of the Steps to Success Pilot initiative and now will be able to focus full time on her responsibilities as Director of Community Services. In addition Elizabeth has recently received Generations (formerly known as Grandfamilies) as part of Community Services and looks forward to working with Carmen Stanford and her team in the enhancement of community relationships within Generations.

Trish Donovan will assume strategic oversight of the Steps to Success program and will work with newly hired program coordinators LaCreasha Satahoo and Alyssa Rosario. Among their major responsibilities, LaCreasha and Alyssa will perform peer-coaching and counseling, training, and hands-on technical assistance to case management staff in the areas of customer assessments, individual plan development, case notes, file structure and case conferencing. They will also assist case management staff with identifying and developing individual and group customer interventions, utilizing internal and external resources and in developing community based resources and cross-agency relationships.

CRT has scheduled its first Steps to Success celebration for November 1st at Lumsden Center. All 100 individuals and families who are part of the first pilot group will be invited to participate.

Steps to Success, which is CRT's approach to intensive case management, provides holistic services that assist families and individuals in reaching their goals and moving toward self sufficiency and wellness. Customers' goals are set down in an Individualized Service Plan (ISP), and case managers track each of the steps or activities that the customers take to reach those goals. While all participants are to be celebrated, five individuals or families who have made exceptional progress toward their goals are to receive special awards. Case managers and their customers will both be honored for the hard work they have done together. Steps to Success teams are currently working at Douglas Street, Locust Street, Heritage and Middletown ECE; Supportive Housing; Generations; and in the Individual Development Account (IDA) program.

The Steps to Success strategic planning team will strive to continue the good work and quality services that will assure success in life for the participants set forth in the pilot program. Alyssa and LaCreasha have adopted Henry Ford's quote that 'coming together is a beginning, keeping together is progress and working together is success.'

CRT STAFF INFORMATION:

All CRT staff can now find the following forms at CRT's intranet under Departments/Finance/Forms:

- Form W-9: Request for Taxpayer Identification Number and Certification
- Sales Tax Exemption Permit form

Safety Fair ~ 1950's Sock Hop

Many fun-filled activities are planned for CRT's 4th Annual Safety Incentive Program. The theme is "50/50" and the goal is to Increase Safety Awareness by 50% and Decrease Accident Frequency by 50% in the workplace.

For the past three years CRT's Safety Committee has helped to deliver a safer working environment for all CRT staff through safety awareness, while also having fun doing it! During the six-month safety incentive program there will be a monthly safety activity for staff. Look for a game sheet attached to the first payroll of each month and play the game. A prize of \$50 CRT Bucks will be given to each employee who enters the contest (one entry per person each month is allowed). A \$50 Visa card will be given to one lucky monthly winner. The winner will be drawn from the correct entries.



The Safety Awareness Incentive Program begins in October, 2008 with contest activities culminating with a Safety Fair, 1950's Sock Hop being held on Friday, May 8, 2009, 11:00 a.m.-2:00 p.m., in the Lumsden Center. So mark

your calendars for the Sock Hop and watch for the following monthly contests and play!

- October – Safety Word Find
- November – Safety Trivia
- December – Safety Brain Teaser
- January – Safety Slogan
- February – Safety I Spy
- March – Safety Bingo



You will receive \$50 CRT Bucks for attending the Safety Fair in May and can earn additional CRT Bucks by dressing up in 50's attire and/or by visiting the safety booths. CRT Bucks will also be given to attendees whose department has reduced their accident frequency compared to the same time last year. You'll have fun playing Safety Bingo at the Safety Fair and one lucky winner will get a \$50 Visa card. There will also be food reminiscent of the 1950's including; root beer floats, hot dogs with chili, cotton candy, popcorn and ice cream. A juke box will play 1950's music and many wonderful raffle prizes will be available to enter with your CRT Bucks. So join in now on all the activities planned for the 2008/2009 Safety Awareness Incentive Program, and let the fun begin! If you have any questions regarding the Safety Incentive Program contact your department's Safety Representative.

Mark your calendars for...

CRT's Annual Holiday Party

Friday, December 19, 2008, 6:30 p.m. – 11:30 p.m.
Riverhouse Catering (former home of Joe Black's)
31 Pratt St., Hartford, CT

Cost: Staff-\$10.00 & One Guest-\$10.00, Each Additional Guest-\$35.00. Tickets available in the CRT Finance Department starting on November 10.

Volunteers Needed

The YAT Center is currently seeking volunteer tutors to assist YAT Center members with their homework. We are looking to have volunteer tutors at the YAT Center every Monday through Thursday from 3-5 p.m. The YAT Center, 1443 Main St., Hartford, provides after school activities for youth between 12 and 18 years of age. If you are interested, or you know anyone else who might be interested, please contact Roger Maybin at (860) 560-5308. Your help will be greatly appreciated.

If you enjoy working with children or teens, Generations is also looking for volunteers to assist with arts and crafts activities, tutoring, homework and mentoring for a few hours a week. These youngsters live with their grandparents at CRT's Generations campus at 35 Clark Street, Hartford. The younger students meet Mondays and Wednesdays from 5-7:30 p.m.; the adolescents meet on Tuesdays and Thursdays from 2:30- 5 p.m. The participation of professional volunteers makes a difference in the lives of the youth we work with. Please contact George Blackman at (860) 895-6627.

Annual Day of Caring

On Friday, September 5, Locust Street ECE Center hosted the annual Day of Caring! We had over 20 volunteers from Traveler's Insurance Company and MassMutual who came to donate their time and energy! We were very pleased with their skill and creativity applied to painting one of the playground blacktops with hop scotches, shapes, games, a sun and flowers!

Volunteers also read to the children and helped teachers create wonderful bulletin boards in the classrooms. It was a great day for all and we thank the wonderful volunteers for taking the time to make a difference in the lives of our children!



Angels Around the World

This holiday season, CRT Senior Services will be participating for the first time in the Wadsworth Athenaeum's very popular Festival of Trees.

After searching through craft books and a variety of different stores, the staff, community members and volunteers are creating Angels Around the World that they are currently painting with faces, clothing and flags representative of a number of different countries and territories, including China, Ireland, Italy, Jamaica, Sweden, the United States and Puerto Rico.



The beautiful festival tree adorned with angels can be seen from December 6 through December 14 at the art museum, at 600 Main Street in Hartford. If you have any questions regarding the festival tree, contact Heidi Caplinger, Assistant Director of Senior Services at (860) 560-9215.

Holiday Sock Drive



Have you started your Holiday shopping yet? The next time you are out at the stores, take a minute to remember those less fortunate than yourself. The 3rd Annual CRT Sock Drive is underway, and we could use your assistance in reaching our goal.

The Sock Drive organized by the Planning Department runs from October 13 through December 19, and the proceeds benefit the McKinney Shelter. The goal we've projected is 1,000 pairs of socks. If that seems daunting or perhaps too ambitious, just remember that one package (6 pairs) of socks per reader of InFocus would far exceed that goal.

Volunteering and contributing to the underprivileged increases around the holidays as we reflect on our well being in relation to the misfortunes of others. More important than having the socks in time for Christmas is the impending inclement weather. The temperature in Connecticut can reach negative digits during the winter months.

The McKinney Shelter was founded more than 20 years ago after a homeless man was found frozen to death under a bridge. Keeping warm when the average winter temperature in Connecticut is somewhere around 30 degrees Fahrenheit can be very difficult. Most of the heat in our body is lost through our extremities, so as the temperatures continue to drop, it is extremely important to trap the heat in. Please help the homeless in Hartford stay warm this season by making any donations you can to our cause.

If you need additional motivation to contribute, know that every pair of socks you donate will be matched. Lena Rodriguez has offered to do so, and we can't thank her enough. If we reach our goal, 1,000 pairs of socks now becomes 2,000!

If you have any questions or concerns, please don't hesitate to contact Ben Pedersen at (860) 560-5162 or by e-mail at PedersenB@crct.org. The drop off location for the socks is 555 Windsor Street on the third floor. Ben is also willing to pick up any socks collected at other locations.

Ben would like to thank everyone in advance for contributing to this cause. For more information on the McKinney Shelter, visit the CRT website: <http://www.crct.org/Programs/McKinneyShelter.htm>.

▼ New Employees

Behavioral Health

Colon, David
Ono, Elliot

ECE

Banks, Alice
Barnaby, Nicola
Beaufort, Nicole
Ehle, Shannon
Fernandez, Yesenia
Forbes, Shante
Francis, Karen
Giaquinto, Lisa
Gonzalez, Christina
Howard, Daria
Martinez, Jeannette
Riggott, Suzanne
Rosell, Fernandina
Simmons, Denette
Strothers, Shannon
Thomas, Geraldine
Torres, Laura
Williams, Dale

Energy

Barton, Anne
Marquez, Kymilene
Pagan, Eveny
Varela, Haydee

Executive

Rosario, Alyssa
Satahoo, Lacreasha

Facilities

Hall, Delores
Robles, Luis

Food Stamp Program

Smith-Chaney, Renita

Forensic Housing

Byrd, Charles

Fresh Start

Berrios, Elizabeth
Singleton, Laurie

Human Resources

Francis, Ingrid

IT

Nickerson, Craig

McKinney Shelter

Gonzalez, Roberto
Jernigan, Kenneth

Nutrition

Alers, Olga
Cascio, Patricia
Juliano, Lucille
Kapur, Margaret
Lawrence, Jean
Reyes, Juan
Rolon, Rosa
Turner, Deborah

The Retreat

Archer, Kenneth L.
Fearon, Garfield
French Jr., Charles T.
Henry, Lance
Lisboa, Sigfredo
Rodriguez, Rafael



CRT staff come together to join forces at the Manager's Retreat in September. As one staff member comments...
"I was able to put a face with the voice on the other end of the line. I really enjoyed it!"

Employee Recognition Program – Wall of Excellence



August 2008

CRT Celebrates the Exceptional Performance of Tanya Rosario

Tanya has been a valuable asset to the Supportive Housing team, playing a significant role in ensuring that the CRT Fatherhood Initiative Program is up and running. Tanya is a “Go Getter” who, during a time of transition at the McKinney Shelter, agreed to work in a different role while they were experiencing staffing changes. She also became the department’s “Mogul” for CAPTAIN, sharing her knowledge and expertise by training everyone to ensure all information was being entered correctly. Tanya is participating in the Supportive Housing Steps To Success, “STS”, Pilot Sector and is on the STS committee working to identify improvements to make the transition smoother. In addition, Tanya will be assisting the VITA Program by preparing tax returns for clients in the upcoming tax return season. We commend Tanya for being an exemplary staff member who never gives up on her pursuit to better herself and to help others.

Training and Development

Back to School!

The fall is a time when many people return to school. Our staff is no exception! Employees across the Agency are studying in every discipline from Human Services to Information Technology; taking courses that range from Psych 204 to Pre-Algebra, Math and Geometry. Congratulations to all of you pursuing certificates and degrees that will provide you more knowledge, more opportunity and help you to express more of your brilliance than you do now! Bravo!

Rosetta Stone for English – Beginning Saturday, September 8th, CRT resumed offering English as a Second Language classes for employees. Classes are taught by faculty of Goodwin College, using Rosetta Stone interactive language-learning software, to help students strengthen their reading, writing and speaking skills!

Rosetta Stone for Spanish – A number of employees have expressed interest in learning to speak Spanish. We appreciate your patience as we “work out the bugs” and are able to enroll students in self-paced basic and intermediate classes using the Rosetta Stone software.

September!

In addition to offering Leadership Communications Labs, and workshops in Managing Multiple Priorities, September saw CRT host a second Mid-Level Manager’s Retreat at Riverfront Park in Hartford. Twenty-six supervisors and managers participated in activities that helped them to:

- “...put a face with the voice on the other end of the line.”
- “...challenge everyone to work together and communicate to solve problems.”
- “...talk to each other and develop trust in order to move forward.”
- “...(go) totally outside my box...open up and really appreciate being among a diverse group of folks.”
- “...listen to resolve differences.”
- “...learn from each other.”
- “...actually laugh together...”
- “...learn through play.”
- “...learn more about myself and how I work with others.”

Realize “...that “We all” play a vital role in the CRT Agency. We’re all connected with a common thread regardless of the Dept. We all want to provide the best possible care and services to our customers.”

October!

Locust Street Early Care and Education Center staff participated in a workshop to begin preparation for the upcoming NAEYC Accreditation. “I knew that you could do it”; “We are the best”; “Where there is a will, there is a way”; “We’re fabulous” – were some of the ways staff affirmed their upcoming success. You go, Locust Street! Look out NAEYC, here we come!

The last Skip Level Meeting of the year was held on October 10th, featuring leadership briefings on Customer Service, and Ethics and Awareness.

For more information or to register for Training and Development workshops, or to borrow materials from the Training Library, contact Valerie Taylor at 560-5801. Many thanks to each and every one who has made our inaugural year of training and development a success and a pleasure!



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Community Renewal Team, Inc.
555 Windsor Street
Hartford, CT 06120-2418

November Birthdays

Diaz, Santa	1	Copes, Leonard Paul	10	Michele, Maria	16	Towbridge Sanders,	
Gomez, Santa	1	Hernandez, Cesareo	10	Sein, Shirley Anne	16	Barbara	24
Outlaw, Hattie	1	Thomas, Geraldine	10	Oliveras, Ivette	17	Ufret, Lourdes	24
Jemison, Venica	2	Griffin, Eugenia	11	Rosario, Mireilly	17	Bates, Felisha	25
Brown, Lakia	3	Lopez, Virginia	11	Taylor, Virginia	17	Varela, Haydee	26
Dalomba, Jean	3	Myers-Pearson, Latoya	12	Tirado, Juana	18	Bowen, Lawrence	27
Niles, John	3	Sotomayor, Mayra	12	Hamilton, Tracy	19	Castillo, Rafaela	27
Bernard, Claudine	4	Edwards, Edwina	13	Diaz, Dennise	21	Kozich, Mary	27
Davis, Teresa	4	Grant, Nakisha	13	Williams, Monique	21	Archer, Kenneth	28
Walters, David	4	Hall, John	13	Colon, Jomarys	22	Bell, Wanda	28
Carrasquillo, Marian	6	Hotard, Mariela	13	Forbes, Shante	22	Bloch, Willa	28
Parker, Maryellen	6	Rodriguez, Minerva	13	Grant, Earlene	22	Hall, Delores	28
Donato, Carmen	7	Stewart, Wesley	13	Johnson, Corey	22	Vazquez, Carmen	29
Logan, Brooke	7	Pruitt, Anthony	14	Smith, Bridget	22	Sewer, Valentina	30
Rosario, Alyssa	8	Walker, Lewis	14	Daluz, Michael	24	Speller, Glanda	30
Andujar, Omar	10	Coggins, Jane	15	Dejesus, Emely Linette	24		

December Birthdays

Young, Tammy	1	Jones, Lucretia	8	Richards, Andrea	14	Santos, Maria	24
Copeland, Janice	2	Mirabal, Maria	8	Dixon, Sharon	15	Gonzalez, Christina	25
Hill, Ashley	2	Bell, David	9	Dickerson, Angela	16	Greer, Nancy	25
Tiedeman, Lorna	2	Claudio, Iris	9	Vandertuin, Alberto	16	Brew, Elizabeth	26
Adams, Sabrina	3	Ellenbogen, Dale	9	Saffold, Tyeisha	17	Cortes, Mariano	26
Aviles, Miriam	3	Sviezzi, Patricia	9	Greenfield-Louis,		Valentine, Danielle	27
Redman, Scott	3	O'Neill, Kevin	10	Marva	18	Caplinger, Heidi	28
Bobb, Natasha	4	Chapman, Jr., Charles	12	Wright, Stacey	18	Pacheco, Jeimy	28
Dickenson, Dawn	4	Martinez, Heriberto	12	Cruz, Wanda	19	Trigila, Mary Rene	28
Bennett, Alicia	5	Pearson, Sharon	12	Rodriguez, Yiovannie	19	Davis, Frances	29
Carrion, Aileen	5	Toro, Carlos	12	Diaz, Marta	20	Perez, Carmen	29
Lefebvre, Angela	5	Pereira, Liz	13	Mathis, Bobby	20	Casey, Laura	30
Jones, Julia	6	Lowery, Samantha	14	Sanderson, Bethany	20	Dejesus, Gloria	30
Yankson, Francis Kofi	6	Minor, Jennifer	14	Stringer, Sheila Diane	20	Rios, Felipa	30
Guzman, Isabel	8	Morris, Michael	14	Rodriguez, Virgen	24	Leslie, Shirley	31

The Community Renewal Team, Inc. was formed in 1963 and is one of the oldest Community Action Agencies in the country. We provide a range of antipoverty programs that help people become self-sufficient, including Early Care and Education; Meals on Wheels and meals at senior centers; criminal justice programs; affordable assisted living for seniors; neighborhood-based outreach; positive youth development; energy and weatherization assistance; employment and training; substance abuse and mental health services; emergency shelters and supportive housing. CRT is Connecticut's largest Community Action Agency.

InFocus is the bi-monthly newsletter for CRT employees, trustees, and volunteers. Please submit information or story ideas to InFocus at 555 Windsor St., Hartford, CT, 06120-2418, or email to Nancy Shapiro at ancyS@crtct.org, phone (860) 560-5471.

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CRT InFocus lists employee birthdays as a service to those who wish to recognize their co-workers. If you do not want your birthday included, please contact Mary O'Connell at OConnellM@crtct.org or (860) 560-5456.