



Infocus

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CRT's Innovative Housing Project Garners National Award

In August, CRT's Byrne Supportive Housing Pilot Program received an Innovation Award from The Council of State Governments. Under the direction of Tina Compton, Manager of Forensic Housing, Mavis Chappell, Clinical Case Manager, and Chris McCluskey, Director of Forensic Services, the Byrne Pilot

CEO Lena Rodriguez and Assistant Vice President of Behavioral Health Theresa Nicholson accepted the award after making a presentation of the program outcomes.

Patrick Hynes, Director of Offender Services at the Department of Correction, nominated the program for this award, and has written several reports about its success. In September, he convened a forum to lay out the excellent results achieved by the Byrne Pilot, and ask legislators for additional funding to replicate the model throughout the state.

According to Hynes, CRT was the right organization to run this type of pilot, because it already had so many of the elements in place. In particular, he cited the ongoing evaluation by Dr. Irene Glasser, who was CRT's Director of Research until her recent return to the college classroom.

Winners from each of the three regions move on to be considered for a national award; those results will be announced in November in Oklahoma, at CSG's national conference. Both Chris McCluskey and Theresa Nicholson will attend the conference.



works with parolees returning to Hartford who were homeless before their incarceration. By providing supervised apartments, substance abuse treatment and case management, the program increased participant stability and decreased re-offenses and re-incarceration.

This partnership between CRT and the CT Department of Correction received one of two awards for the Eastern Region, which includes the eastern third of the United States and Canada. The announcement was made at the organization's Eastern Regional Conference in Quebec, Canada.

Middletown Triples Meals Served to Low-Income Kids

Congratulations to CRT's Middletown staff and the entire Nutrition Department, for nearly tripling the number of free breakfasts and lunches served this summer to children in Middletown and Portland under the Summer Food Service Program. By adding more sites, increasing the number of weeks when the sites were open, stepping up our outreach and providing activities at the drop-in sites, CRT exceeded its own ambitious goal - which was to double the number of meals.

The extra work was shouldered by Middletown Nutrition Coordinator Bethany Sanderson, who hired and supervised part time supervisors and teens from the Summer Youth Employment Program to run the sites; Middletown Case Manager Jennifer Squier, who trains all site personnel and monitors their paperwork and food handling; and the entire CRT kitchen staff, which prepared and delivered over 8,500 meals.

They were supported by the entire Middletown community, from the Mayor and the Middlesex Coalition for Children to individual volunteers from local churches and the Wesleyan University Long Lane Farm. Many of the most popular activities were organized by these volunteers, including break dancing, planting gardens, tasting

new fruits and vegetables, and enjoying great stories from many cultures. Funding for site supervisors, kids' incentives and more was provided by Liberty Bank Foundation and End Hunger Connecticut! While enough books and stuffed animals for all of the children came from Books to Dreams Foundation.

The season ended with a 'Thanks Reception' in the foyer outside of Council Chambers at the Middletown City Hall. More than 50 community members enjoyed healthy refreshments and a demonstration by celebrity chef Chris Prospero of Metro Bis Restaurant, a frequent guest on Channel 30.



But the big moment came as the final numbers were revealed. CRT's Chief Program Officer, Fred Lynn announced that a Grand Total of 8,557 meals were served to children - up from 3,755 in 2006 and 2,491 in 2005. Time to rest on our laurels? Not on your life! Fred has already put out the challenge for 2008: He'd like to see the numbers double yet again!

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Infocus is a bi-monthly newsletter for employees and supporters of the Community Renewal Team. To suggest a story or submit a photo, please contact Connie Rose at 560-5456 or email me at rosecc@crtct.org.

Asian Family Services Has a New Home

The Community Renewal Team family has grown, as Asian Family Services, Connecticut's only licensed outpatient mental health agency concentrating on the Asian community, joined forces with CRT. The merger became official at the CRT September board meeting, although the two agencies worked together for a year before that. CRT's Mui Mui Hin-McCormick, MS, LMFT, a Cantonese- speaker who provided transition services as acting director of AFS, will continue as director.



Many in the Parkville section of Hartford are familiar with the AFS building at 1921 Park Street, which provides outpatient mental health, substance abuse, addiction and social support services; health advocacy and counseling; citizenship classes, translation and English language lessons to immigrants from all parts of Asia. The AFS case managers are native speakers of Vietnamese, Cambodian and Cantonese.



AFS was founded in 1996 in Hartford to aid Southeast Asians with their adjustment to post-war life in the United States. The merger provides Asian Family Services (AFS) with the infrastructure and financial support to continue to serve the rapidly growing population of Asian immigrants and refugees in Connecticut.

"On behalf of the AFS Board of Directors, I would like to express my delight with the completion of the merger of AFS and CRT," said Attorney Sung-Ho Hwang,

president of the AFS Board. "Through the support of CRT, we believe that this merger will allow AFS to grow and provide a higher level of service to the Asian population. We are confident that CRT will continue with AFS's mission of helping the underserved Asian population in Connecticut by providing them a culturally competent approach to treating their mental health and substance abuse issues."

News & Notes - Did You Know?

Elizabeth Horton Sheff, Director, Neighborhood Services has been presented with the 2007 NAACP President's Award, the highest award given by the Greater Hartford Chapter of the NAACP. This award recognizes her continued civil rights work and her support of the Grandfamilies Housing Development.

Jose Vega, Assistant Director of Housing Services, was honored by the Hispanic Health Council with the Lifetime Achievement Award for service to the gay community.

Lorna Jackson, Unit Manager at CRT's Locust Street Early Care and Education Center can be found in the 2006-2007 edition of the National Dean's List. She is listed as an outstanding college student.

HSI Tips (Human Service Infrastructure)

Who the Program Serves: AFS helps the Southeast Asian refugee and immigrant community to address their mental, physical, social and emotional needs in a culturally competent, holistic, integrated environment.

Guidelines: Referrals are provided by healthcare providers, social service agencies, educational institutions, and the court system. Self referrals and calls from family members are also welcome.

Program Synopsis: AFS provides social services, mental health, and substance abuse treatment and assistance with acculturation to Asians in CT. AFS offers English for Speakers of Other Languages (ESOL), regardless of students' literacy level in their native language.

For Contact Information: 1921 Park Street, Hartford, CT
(860) 951-8770 ext. 221 or 232

TIHPSY Coalition is a new CRT program. It is a youth-led coalition created by a partnership between Hartford Behavioral Health (HBH) and the Community Renewal Team (CRT). Powered by the voices and decisions of Hartford's youth, spearheaded by the Stump the Violence Youth Leadership Institute and brought to life by the imaginations and creativity of CRT. The goal is to reduce underage drinking among Hartford youth. Participants are high school, middle and elementary age youth from all sections of the City. During this process, the students also learn research, advocacy, community organizing, critical thinking, public speaking, program design, implementation and evaluation skills. In addition, these students learn to mentor and work with other youth, as well as collaborate in meaningful and productive ways. We offer different incentives to our coalition youth; from field trips and community recognition to various trainings and some even get paid.

CRT Annual Holiday Party

Friday, December 14, 2007

6:00 pm-11:00 pm

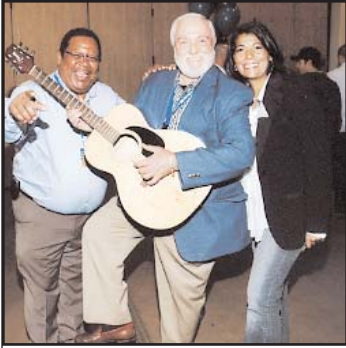
Birch Meadow Banquet Facility

76 East Dudley Town Road, Bloomfield, CT

Cost: Staff: \$10.00 & 1 Guest: \$10.00

Please Note: The capacity for Birch Meadow is 225 guests. Tickets will be made available on a first come, first served basis.

CRT Pre-Concert Event



On Sunday, September 16, 2007, a large group of friends of CRT enjoyed a Pre-Concert Gala at the Hartford Civic Center followed by the Genesis Concert featuring Phil Collins. It was a truly memorable evening and a great experience for everyone who participated. Most important, the dollars raised will be used to support CRT's Behavioral Health and other important initiatives.



Lena Rodriguez

was the special guest on July 19, at Locust Street Center participating in the City-wide "Read-A-Book Event" sponsored by the City of Hartford. She "Caps for Sale" and every child in the center received a book to take home.



Day of Caring took place on September 7, 2007. Twenty-four volunteers from Travelers came to Locust Street Center and helped teachers organize a lending library, read to the children, decorate bulletin boards, decorate hallways. They also weeded and planted flowers in front of the building and in the flower beds.



CRT Sixth Annual Meals on Wheels Golf Classic

CRT's Sixth Annual Meals on Wheels Golf Classic was held under sunny skies at the Gillette Ridge Golf Club on Thursday, September 20. Sponsored by Carlin, Charron and Rosen, the money raised will be used to support CRT's Meals on Wheels Program that provides 21 meals per week to elderly shut-ins throughout the area.

Golfers had a great day including a group from Aetna who had this to say: "... what a great event! Extremely well run, it was a delight to be a part of it. Just a quick email to thank you. Our foursome experienced the usual highs and lows of a scramble—from a bogey to a chip in eagle out of the sand (compliments of our own super-star, Mark Wilkman!). We certainly hope to be a continued presence at this wonderful event."

CRT is pleased to note that the 2007 Pre-Concert and Golf Tournament raised a whopping \$100,000 for CRT.



CRT Grandfamilies Housing Development

On Thursday, September 6, 2007, CRT celebrated the opening of the Grandfamilies Housing Development with a Ribbon Cutting that took place on a beautiful summer afternoon.

Joining CRT for the occasion were a number of stakeholders and speakers including Mayor Eddie Perez, State Senator Eric Coleman, State Representative Marie Kirkley Bey, State Senator Edith Prague, Councilwoman Elizabeth Horton-Sheff, Julie Fagan from HUD, Monty Aheart and Robin Hussain, one of the first "grandparents" to move into the development with her grandchildren.



The Grandfamilies Housing development will provide 40 units of affordable housing for the growing population of grandparents who care for their grandchildren due to the absence of parental care. Of the total units, 24 will be for grandparents raising grandchildren and 16 units will be for seniors. Services will include case management interventions to assist resident/family with information and referrals to meet service needs and/or goals, on-site and group presentations, recreational activities and/or health related services.



INFOCUS WITH:

CRT BUCKS ARE BACK!! **SAFETY & HEALTH SLOGAN CONTEST** **NOVEMBER 1 – DECEMBER 31, 2007**

- * Earn \$10 in CRT Bucks for each entry!!!
- * You may enter as many slogans as you like.
- * Winners will be determined monthly; for November & December entries, each month will have 1st, 2nd, 3rd and 4th place winners.
- * Slogans can be entered through your Safety Committee Rep., via e-mail, interoffice mail, regular mail, or hand delivery.
- * Include your name, dept, phone number and date with your entry.
- * Winning slogans will earn CRT Bucks and notoriety; we will send them out via everyone e-mail and publish them in CRT's InFocus.

CONTEST CRT BUCK PRIZES:

1 st place	\$200.00	3 rd place	\$ 50.00
2 nd place	\$100.00	4 th place	\$ 20.00

The First Contest is the SLOGAN CONTEST: November 1st – December 31, 2007

POSTER CONTEST: January 1st - February 28, 2008

ESSAY CONTEST: March 1st - April 30, 2008

TRIVIA CONTEST: Check your paycheck for trivia questions.

Email your slogans to: safetycommittee@crtct.org



Danielle P. Myers, daughter of Patricia Samuels, Nutrition Department Danielle attends Clark Atlanta University in Atlanta, GA. Danielle Myers a Weaver High Alumnae and has established the Andre & Danielle P. Myers Book Scholarship for seniors who plan to major in communications, English or mass media arts.



Julian Stanford, son of Joe Stanford, IT Department Julian attends the Metropolitan Leaning Center magnet school. He is a running back and outside linebacker on the Warhawks football team, and recently carried the ball 22 times for a total of 147 yards including two fourth quarter touchdowns.

Whistleblower Policy and Ethical Advocate

The success in the delivery of programs and solutions within CRT is wholly dependent upon our staff, volunteers and Board of Directors and these individuals acting in a manner that is legally, morally and ethically appropriate. The following information is in support of the U.S. Sarbanes-Oxley Act of 2002, also referred to as the "Whistleblower Act".

Providing CRT employees with a safe and rewarding workplace environment helps to ensure the success of our programs. Ethical Advocate is an independent, organization, specializing in assisting companies to improve their internal communication process. By putting this communication process in place, CRT establishes and maintains an open, honest atmosphere, free of harassment and other negative acts that could lead to emotional, financial and/or physical harm. It is important to point out that the Ethical Advocate reporting mechanism is not meant to and does not replace other methods you have used to communicate with members of CRT's management team.

Communication is the key to the success in our everyday life and also within CRT. We ask that you make best efforts to resolve a particular issue through CRT management. However, should you not feel comfortable going to your supervisor or other management within CRT, Ethical Advocate is a means for you to report your concern. The information you provide is anonymous if you chose, and confidential.

To utilize Ethical Advocate go to their web site at www.ethicaladvocate.com or by calling the toll free number at 1-866-211-0805 24 hours a day any day of the year. When you visit Ethical Advocate's website or Call Center you will be asked to create your own unique user name and password in order to file a report. Ethical Advocate does not keep a record on this information therefore it is important that you write your user name and password down and keep it in a secure place for future reference. Step by step instructions are available in both English and Spanish versions on CRT's intranet site under **Hopefully Helpful Links – Ethical Advocate Users Guide** – select the appropriate reporting mechanism, **Call Center or Online**. When filing on line, in order to complete a "company search", you must type in the first three letters of the agency name "**Com**". Ethical Advocate's website will not recognize the letters CRT as a company in their system.

CRT will not tolerate any retaliatory action made against anyone for reporting or inquiring in good faith about a potential breach in policy or against anyone seeking assistance about the process used to report a suspected breach in policy. Similarly, any allegation which proves to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

Should you have any questions regarding the above information please contact Trish Donovan at 560-5663.

Daylight Saving Time

in the United States has been expanded by three weeks -- from the second Sunday in March (until the first Sunday in November. Please remember to turn your clocks back by one hour when you retire for the night on **November 3rd**.

Years of Service

This year we will recognize 85 CRT employees with years of service ranging from 5 years to 35 years! Invitations to attendees were sent out at the beginning of October. The recognition breakfast date is October 25th at 9:00 a.m. in the Lumsden Center.

▼ New Employees

DEPENDENT COVERAGE

Employees with dependents age 19 to 23 who are covered by our medical and dental plans should be aware of the following:

When a dependent is turning 19 a letter is generated by Aetna and Guardian. It goes out to the employee 90 days prior to Date of Birth, 60 Days prior to Date of Birth, and 30 Days prior to Date of Birth. This letter is requesting verification that your dependent is a full time student. If you do not respond to Aetna and Guardian your dependent is termed from the plan.

When Dependents are between 19-23, letters go out approximately 30 days prior to date of birth and the dependent is termed if no response is received from the employee.

In order to prevent termination of your dependent coverage please respond to Aetna and Guardian and send a copy of your response to Human Resources for your personnel file. This will help insure that your dependents are not terminated in error. You must verify that your dependent is a full time student each year. If you have any questions regarding your dependent's coverage please call Nancy Greer at 560-5613.

WELCOME TO NEW STAFF

Asian Family Services

Barbara A Reed
Karen F. Lemieux
Mari Merwin
Mohinder Chadha
Tuyen Long
Wyns Lee

Behavioral Health

Ayanna Walcott
Pamela Sloan Hall
Patricia P Orlandi

East Hartford Shelter

Jose A. Cruz

ECE

Anne Sousa
Arlene E. Amaro
Brenda E Burgos

ECE

Brooke E Walsh
Karen Maxwell
Katie Lesinski
Keyla M. Colon
Kristen L. Pelletier
Luz E. Morales
Monique L Williams
Rodwell Clay
Vanya Bustamante

Energy

Adrienne D Jones
Ana M. Echeverria
Angelina Dalessandro
Beatrice Wilson
Carmen Rosa Garcia
Esther Perez
Felisha Bates

Energy

Jessica Comulada
Karen Halpert
Lakia Brown
Lori Ann Parks
Nakaya Latiah-Samone
Gaynor
Natasha E Bobb
Nicole James
Rebecca A. Olesen
Roselyn Pagan
Samantha L Lowery
Stephanie Rodriquez
Vanessa L Walton
Virna R. De La Puente
Yolanda Valdes

Facilities

Denise N Wilkins
Evangelio Cruz

Human Resources

Elizabeth Gordon

Information Tech.

David Moises Bobadilla
Lynne A. Donnelly

McKinney Shelter

Brian O Acevedo
Carlos B. Toro
Claudia Liloy

Neighborhood Svs.

Tangie R. West

Nutrition

Leatha Holloman
Patricia J. Magnuson

Planning

Willa A Bloch

Prevention Program

Brenda L. Munoz

RSVP

Robert J. Dembez

The Retreat

Elisabeth Walker
Larry M. Rogers
Robert D Gaston
Samuel B. Robinson
Theresa Meadows
Wanda Cruz
Warren Lee Simpson

Supplemental Edu. Svs.

Barbara Trowbrigde Sanders

Supportive Housing

Anicka Nichol Howard
Cyomara A. Fisher
Myriam Salazar
Trevor M. Meade

Contact Valerie Taylor at 560-5801 in HR for any information and/or suggestions regarding CRT Training.

EMPLOYEE RECOGNITION PROGRAM

CRT launched its expanded Employee Recognition Program by introducing the **Wall of Excellence** in the 3rd floor lobby of 555 Windsor Street.

Each month managers from an assigned department recognize an employee who continuously provides exceptional service to the Agency, and within the community. This employee is honored on the Wall of Excellence. Exceptional performers receive:

- \$500 CRT Bucks
- A certificate profiling "why" the individual was selected
- Their photo and nameplate from the "Wall" at year-end
- A financial reward of \$100 (after deductions)
- Recognition at a reception held in the employee's honor



Leona Richards - June 2007 Leona Richards goes above and beyond her responsibilities as a Catering Aide in Nutrition. Having joined CRT nearly 10 years ago, she is extremely reliable, dependable, friendly, and works well with others. With a "sure, steady hand", Leona consistently does what is asked, often adjusting her schedule to fill staffing voids. Whether it's working on the line preparing meals, providing support in the pot room, or pitching in to prepare and operate the lobby catering cart, Leona assists without complaint, demonstrates a strong work ethic, and is mindful of producing high quality work.



Maria Cheema - July 2007 Through her role as Graphics Design Specialist, Maria Cheema puts the "face" on CRT, raising the Agency's visibility with class and professionalism. Recently, she garnered National recognition for CRT through her work designing, developing and creating our most recent annual report. No matter what the task - brochure, wall hanging, poster, handout, or newsletter - Maria understands and translates needs and desires into marketing and communications materials that represent the Agency and everyone involved exceptionally well.

Walter Parker - August 2007 Walter Parker demonstrates the highest and best characteristics of excellence through his role as case manager with Food Stamps, Employment and Training. He combines an accounting background, strong organization and recordkeeping skills with a humanistic personality to serve a high volume of clients. In the 6 to 8 months that clients work with him, he endeavors to conquer the difficult, finding ways to improve lives. He demonstrates genuine concern, dotting every "i" and crossing every "t" to ensure a high level of care, and that clients walk away with quality of life altering service.

Please call CRT's Human Resources Department at (860) 560-5613 or 560-5656 with questions, comments or suggestions.

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

November Birthdays

Clemons, Reginald W.	01	Coleman, Jonathan W.	08	Walker, Lewis	14	Colon, Jomarys	22
Diaz, Santa	01	Quinonez, Maria	08	Gray, Kelly Jean	15	Grant, Earlene	22
Gomez, Santa I.	01	Ortiz, Thelma L.	09	Garrell, Mecadia Alicia	16	Smith, Bridget	22
Outlaw, Hattie	01	Copes, Leonard Paul	10	Michele, Maria	16	Derosier, Phillip L.	23
Dalomba, Jean A.	03	Hernandez, Cesareo	10	Parker, Walter	16	Daluz, Michael A.	24
Bernard, Claudine M.	04	Griffin, Eugenia	11	Oliveras, Ivette	17	Dejesus, Emely Linette	24
Cruz, George J.	04	Lopez, Virginia	11	Scillia, Catherine J.	18	Bowen, Lawrence E.	27
Davis, Teresa N.	04	Sotomayor, Mayra	12	Barber, Catherine	19	Castillo, Rafaela	27
Walters, David B.	04	Edwards, Edwina	13	Hamilton, Tracy A.	19	Kozich, Mary Agnes	27
Parker, Maryellen	06	Grant, Nakisha	13	Baez, Daisy	20	Bell, Wanda	28
Donato, Carmen D.	07	Rodriguez, Minerva	13	Wilson, Michael J.	20	Vazquez, Carmen G.	29
Sastre, Carian	07	Stewart, Wesley	13	Diaz, Dennise	21	Galloway, Dean	30
Baldwin, Diann	08	Pruitt, Anthony	14	Vovolakis, Shirley A.	21	Speller, Glanda	30

December Birthdays

Young, Tammy	1	O'Neill, Kevin	10	Bonello, Andrea	18	Young, Joseph	27
Arburr, Carol	2	Hunter, Nancy E.	11	Greenfield-Louis, Marva	18	Caplinger, Heidi	28
Copeland, Janice R.	2	Chapman Jr, Charles	12	Cruz, Wanda	19	Pacheco, Jeimy L.	28
Hill, Ashley R.	2	Martinez, Heriberto	12	Rodriguez, Yiovannie	19	Trigila, Mary Rene	28
Aviles, Miriam	3	Medina, Ruth	12	Diaz, Marta E.	20	Davis, Frances	29
Bobb, Natasha E.	4	Pearson, Sharon	12	Mathis, Bobby	20	Pinnock, Sherrell R.	29
Dickenson, Dawn	4	Toro, Carlos B.	12	Sanderson, Bethany N.	20	Casey, Laura	30
Bennett, Alicia	5	Pereira, Liz	13	Wright, Alvin D.	21	Dejesus, Gloria E.	30
Lefebvre, Angela	5	Asp, Kevin	14	Thomas, Serlena G.	22	Gaston, Robert D.	30
Jones, Julia	6	Huseini, Andrea A.	14	Rodriguez, Virgen	24	Rios, Felipa	30
Guzman, Isabel	8	Lowery, Samantha L.	14	Santos, Maria	24	Johnson, Daniel	31
Jones, Lucretia	8	Nimani, Judy Eileen	14	Greer, Nancy	25	Leslie, Shirley	31
Mirabal, Maria A.	8	Samuels, Patricia Dianne	15	Manderville, Ames	25		
Bell, David	9	Vandertuin, Alberto	16	Brew, Elizabeth	26		
Ellenbogen, Dale	9	Calderon Padilla, Mara A.	17	Cortes, Mariano	26		
Jack, Deborah A.	10	Saffold, Tyeisha	17	Drew, Daniel T.	26		

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 anti-poverty 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 Cornelia Rose at rosec@crctct.org, phone (860) 560-5456.

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