



Celebrating Our DSPs, CRCs, & CRPs



National DSP Recognition Week 2019

We are so proud of our Direct Support Professionals, Community Resource Coordinators, and Community Resource Professionals! This week, September 8-14 we are celebrating them, their hearts, and the work they do to support people with disabilities.

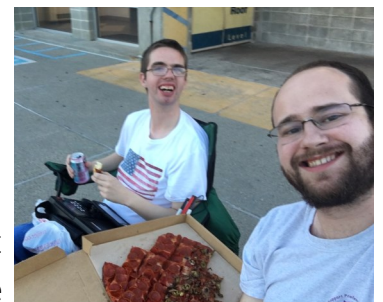
Below, read personal stories from some of Tangram's DSPs, CRCs, and CRPs. On behalf of all of us at Tangram, we thank ALL of our DSPs, CRCs, and CRPs for their compassionate service to individuals with disabilities. Thank you for being a part of the Tangram family!



Colby Allen, CRP

Colby has been a CRP with Tangram for nearly a year. His work as a CRP is actually his second job as his "day job" is teaching surgical technology for IU Health and the IU School of Medicine. Colby works as a CRP on Wednesday and Friday nights and does a variety of activities with his clients, ranging from working on professional development to playing Pokemon Go in local parks or along the downtown canal! "I've liked watching these clients grow in the short time I have been with them," Colby said. "This type of work is probably one of the most rewarding

things you'll do." Colby knew one of his clients before coming to Tangram due to the fact that the client volunteers at IU Health. "Trying to separate being a friend and being a professional is probably the greatest challenge in this job," explained Colby. "I love doing this job. It allows me to work and do something I enjoy."



Colby's Key to Success as a CRP: Patience and creative thinking. Creative thinking comes in handy when trying to find new ways to get clients out and about or when helping with budgeting.

Fun Fact about Colby: Colby is a Dungeon Master for Dungeons and Dragons and also loves to cook. His signature dishes are stuffed salmon roast and mushroom risotto.



Jalynn Cheatham, CRC

Jalynn has been a CRC with Tangram for one year. "Smooth Sailing Jalynn," as she is known among her colleagues due to her problem-solving superpower, works with seven clients. She enjoys taking clients to Planet Fitness or on walks, and has one client enrolled in Ivy Tech, whom she helps with homework. Jalynn recently graduated from IUPUI with a degree in Health and Rehabilitation Sciences and this is her first job as a CRC, but not her first time working with individuals with disabilities. She was drawn to Tangram after completing a research project on the company for school. "I love

being able to get to know them and being able to interact. Building a friendship is the best part of this job," she explained. "Individuals with disabilities are just people—they aren't different from you and I and they are fun to be around!"

Jalynn's Key to Success as a CRC: Not being afraid to ask questions and being able to problem-solve.

Fun Fact about Jalynn: Jalynn has been a black belt in karate since she was 13 years old. Wow!



Angela Hudelson, DSP

Angela has been a Tangram DSP for one year. Prior to working for Tangram she worked for another disability provider as a DSP for 2 years, but before that, she worked as a paralegal. Angela's son was a DSP, which is how she learned about this career. She decided to leave her job as a paralegal in order to become a DSP. When asked about this career change, she replied, "At this point in my life, I haven't had a regret." Angela works the 4pm-12am shift, so after she picks her clients up from SHARES, they may do a fun activity like going to the park, and then they make dinner and get ready for the next day. "It's a whole learning experience, both ways. We (DSPs)

mentor them (individuals with disabilities) and teach them, but I also learn so much from them. For me, it's something new almost every day."

Angela's Key to Success as a DSP: "I try to do my best every day. I try to listen and have fun and make each day the best I can. I really have a good time with my job and not a lot of people can say that."

Fun Fact about Angela: Angela has two grown children and one grandchild.



Gloria Ndubisi, DSP

Gloria has been a DSP for 13 years, with six of those years being with Tangram. Gloria has worked with the same Tangram clients for the past six years. They enjoy dancing, cooking, and going for walks. "Being a DSP is a challenge, but sometimes is fun. Sometimes they make you laugh, sometimes they make you cry. You have to take a breath and remember you are changing someone's life," Gloria shared. "They are like my family. I don't treat them any differently. You never know what will happen tomorrow. You could end up with a disability and need care. I treat my clients the way I would want to be treated."

Gloria's Key to Success as a DSP: Patience and developing a relationship with your supervisor where you work well together and feel appreciated.

Fun Fact about Gloria: She loves to dance!



Melany Martinez Cervera, CRP

Melany has been a CRP since June of this year, but she was a Tangram volunteer for a year prior to that in our book club. "Book Club made me want to be a CRP. I was really drawn to how welcoming all the clients were. Book Club was one of the highlights of my week and I thought, 'Why not do more?,'" Melany remembered. Melany recently graduated college and will start nursing school in January. She works with six Tangram clients and has developed a new appreciation for the roles that DSPs and CRPs play in the lives of their clients.

"Yesterday, I was working with my client and he was frustrated about a lot of things, but he thanked me because he said I help him feel more independent and give him a chance to voice his opinions. That was awesome to hear." While she loves her job, she said it has been eye-opening, explaining, "I didn't anticipate mentally or emotionally what I would have to go through as a CRP. I have had to answer a lot of tough questions, and I have had to recognize how difficult it is for our clients to constantly have new people in their lives that they have to build trust with."

Melany's Key to Success as a DSP: Patience

Fun Fact about Melany: She speaks English, Spanish, and knows some American Sign Language.





Jauna Stewart, DSP

Jauna has been a Tangram DSP for close to three years and had no prior experience in this field before coming to Tangram. She prides herself on being a helpful person and pitches in at her site wherever possible, helping with everything from grocery shopping and budgeting to personal care and companionship. Though she says that there is a lot of pressure on DSPs when it comes to ensuring that everyone's needs are met, she also reported that getting to care for other people makes her feel important. "I have really gotten to know everyone I work with. I try to put myself in their shoes."

Jauna's Key to Success as a DSP: Learning each individual's likes and dislikes. Also, patience and creativity.

Fun Fact about Jauna: Jauna is also a cosmetologist, but says she primarily uses her skills to help our clients.



June Sullivan, DSP

June has been a Tangram DSP for four years, but has worked with people with disabilities for 22 years. She primarily works with two Tangram clients who are brothers and proud Warren Central alumni. June and the guys can be spotted at Warren Central events, shopping, or bowling. For June, working with people with disabilities was a calling. "This is something I always knew I would do. I love it," she said. She remembers that when she was growing up, she used to go to work with her cousin who worked in a home for people with disabilities. She visited every

weekend and grew so attached to the people in the house that she applied for a job with the company as soon as she turned 21. She worked with the same eight people for 16 years. June also has a brother with special needs, which is another reason why she feels drawn to this type of work. "I'm proud of the outcomes I have helped my clients achieve. People who know these guys will come up to me and say how far they have come since I have worked with them and what a great job I am doing. That means a lot to me."

June's Key to Success as a DSP: Patience—you must have patience.

Fun Fact about June: She has a goofy personality and likes to dance.

