

Exemplary in Action: Kuhn at Rushford Excels in Fidelity Review

A Fidelity Review may be complex, but its purpose is simple: to ensure individuals receive the highest-quality support on their journey toward recovery and employment. Recently, Kuhn's Rushford program completed an extensive Fidelity Review with results the entire organization can be proud of.

The review examined 25 different areas, including integration of Kuhn's services within Rushford, collaboration between Kuhn Employment Specialists and Rushford staff, and a strong focus on competitive employment. Reviewers from DMHAS assessed rapid job search efforts, job development, diversity of employers, individualized supports, community-based services, and the critical role employment plays in recovery.

Preparation was no small task. Over six weeks, Kuhn staff gathered extensive data and documentation and reviewers conducted multiple interviews with not just Kuhn staff, but also community partners, employers, and program participants.

For Mary Apuzzo, Program Manager, this was her first Fidelity Review. She shared that the guidance and support from TR Holt, Senior Program Manager, and Geoff Crandall, Director of Programs, was "amazing and essential" to the program's Fidelity Review success.

Despite staffing challenges, Kuhn continued to deliver high-quality services, and it showed. The program earned an **exemplary score**, a powerful reflection of teamwork, dedication, and consistency.

"The results are a testament to the work that the Kuhn's staff do," Mary shared. "It shows how hard work, dedication, and motivation are paying off. We put in so much work, and it's nice to see the program is working."

While the Fidelity Review is an evaluation, it is also designed to be a learning experience, offering insights, feedback, and opportunities for growth. Kuhn embraces this process, using recommendations to continue improving while staying true to our mission.

Kuhn is incredibly proud of our staff based at Rushford whose commitment, collaboration, and passion for employment-centered recovery shine through every day. This exemplary review confirms what we already know: when dedicated people work together with purpose, lives are changed.

From Training to Triumph: Matt Zurosky

Matt Zurosky began his journey with Kuhn in October 2024 through our Rushford-based program in Meriden. From the start, Matt's motivation, dedication, and strong work ethic set him apart and laid the foundation for his success.

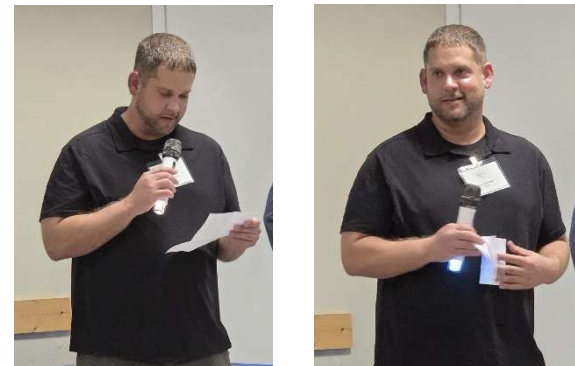
Working closely with his Kuhn Employment Specialist, Matt was connected with the Bureau of Rehabilitation Services (BRS) to explore advanced training opportunities aligned with his career goals. This collaboration led Matt to enroll in the Manufacturing Alliance Service Corporation (MASC) program in Waterbury, where he began training in CNC manufacturing. Through focus and perseverance, Matt quickly excelled in his coursework and earned recognition from his instructors for his professionalism and skill.

Even before completing the program, Matt secured meaningful employment with the help of his Employment Specialist at a local manufacturing company, a powerful example of what is possible when determination is paired with the right support. Matt graduated from MASC in April 2025 and has continued his education by enrolling and completing MASC's Master Manufacturing Course while gaining hands-on experience in the field.

In addition to his professional growth, Matt has achieved an incredible personal milestone. With seven years in recovery, he chose to give back to the recovery community by completing training through Hartford Healthcare's Recovery Leadership Academy, graduating as a Certified Recovery Support Specialist in April 2025.

Recently, Matt shared his story at the Kuhn Annual Board meeting, beaming with pride as he described his growth and success, inspiring everyone in attendance with his journey.

Matt's journey highlights the impact of the work being done by Kuhn at the Rushford Center in Meriden. Through individualized support, strong partnerships, and dedicated staff, Kuhn helps individuals overcome barriers, build confidence, and achieve lasting success. We are proud of Matt and excited to see all that lies ahead for him.



Holidays Around the World-See pg. 2

Volume #2 | Issue #3 | Kuhn News

January 2026

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- ❖ Birdies for Charity 2026
- ❖ Legislative Breakfast – March 24, 2026
- ❖ Comedy Show Fundraiser

Inside This Issue

Pg. 2

- Holidays Around the World
- Honoring 18 years of Dedicated Service to Kuhn
- Stronger Together at Fosdick

Pg. 3

- Quiet Strength, Lasting Impact: TR Holt
- Resilience in Action: Rudy Ramos' Journey Forward
- Serving Up Support: Thank You Casa Di Roma

Pg. 4.

- Exemplary in Action: Kuhn at Rushford Excels in Fidelity Review
- From Training to Triumph: Matt Zurosky



Holidays Around the World: Kuhn's Week of Learning and Celebration

Kuhn's North Colony participants and staff recently kicked off the holiday season with a vibrant and meaningful celebration that brought individuals together to learn, connect, and honor holidays from around the world.

In the week leading up to the Friday Holiday Celebration, individuals participated in engaging learning activities focused on Christmas, Hanukkah, Kwanzaa, and Three Kings Day. These experiences built excitement and curiosity as participants explored the history, meaning, and modern-day traditions of each holiday. Throughout the week, individuals took part in interactive lessons and discussions, eagerly listening to cultural ambassadors, asking thoughtful questions, and learning about St. Nicholas, the lighting of the Hanukkah candles, the principles of Kwanzaa, and the story of the Three Kings. Each discussion was paired with a hands-on craft, allowing participants to express their creativity and create festive keepsakes at their own pace. This week of learning and activities was made possible, in part, through the support of a grant from the **Frontier Communications Community Services Fund**.

When Friday arrived, the learning transformed into celebration. Laughter filled the rooms, friendships continued to grow, and music and dancing brought everyone together. The event was more than a holiday gathering—it was the culmination of a week of shared learning and meaningful experiences that fostered cultural understanding, inclusion, and community, launching Kuhn into the holiday season with warmth, joy, and togetherness.

Kuhn would like to extend a heartfelt thank you to everyone who supported our mission throughout the year, including our individuals, families, community partners, donors, and supporters. A special thank you goes to our dedicated staff, whose hard work, compassion, and commitment make moments like this possible—not just during the holidays, but every day. As we welcome the new year, we wish everyone a happy and healthy New Year and look forward with excitement to all that 2026 has in store for Kuhn.



Honoring 18 years of Dedicated Service to Kuhn



Kuhn proudly honors Mark Dupuis for his remarkable 18 years of service on the Kuhn Board of Directors. Throughout his tenure, Mark has been a steadfast advocate for Kuhn's mission and long-term success. He was instrumental in helping Kuhn secure its current home on Silver Lake, a milestone that continues to support and strengthen the programs and individuals we serve today. In addition, Mark's leadership as Chairperson of the Board Development Committee played a vital role in building a strong, engaged board to guide Kuhn forward. His dedication, vision, and unwavering commitment have left a lasting impact on Kuhn, and we are deeply grateful for his years of service and support.

Stronger Together at Fosdick

Since May 2023, Fosdick has been a valued employer partner of Kuhn's Group Supported Employment (GSE) Program, demonstrating how inclusive workplaces can create meaningful change. Each weekday, the Kuhn crew works alongside Fosdick staff during a dedicated three-hour shift, supporting nine individuals as they build essential job skills through hands-on packaging work: packing items, labeling bags, and sealing products for shipment.

Through this partnership, individuals gain far more than task-based experience. They develop communication, teamwork, adaptability, time management, problem-solving skills, and a strong work ethic, while also improving manual dexterity, attention to detail, and overall efficiency. Just as important, the Kuhn crew is fully integrated into the Fosdick workplace, sharing lunch in the cafeteria, participating in company events like the recent holiday lunch, and even receiving Fosdick sweatshirts as part of the team.

The impact of this collaboration has been felt at every level. Fosdick's CEO has shared her positive experience working with the Kuhn crew at the Kuhn's annual Board of Directors meeting and was also featured in a Kuhn video produced by the Vanni Foundation, highlighting the power of inclusive employment in action.

Partnerships like this truly change lives. If you know an employer who may be interested in contracting with Kuhn and making a meaningful difference, we encourage you to reach out: Erin Gasparini: Egasparini@kuhnpemployment.com

Quiet Strength, Lasting Impact: TR Holt



Kuhn is proud to recognize **TR Holt** as this year's recipient of the **Sally Kuhn Award**, an honor given to a staff member who quietly and consistently goes above and beyond to support Kuhn, their coworkers, and, most importantly, the individuals we serve.

As the Sr. Program Manager for DMHAS-funded programs, TR exemplifies what it means to lead with heart and humility. As one colleague shared, *"He doesn't just lead, he shows up whenever he's needed."* Dependable, compassionate, and deeply committed to Kuhn's mission, TR models understanding and teamwork every day. He consistently steps in behind the scenes to ensure that no staff member or client is ever left without support.

Whether adjusting his schedule to take on additional caseloads, volunteering to cover extra responsibilities without hesitation, or keeping services running smoothly during challenging times, TR ensures that our clients never feel the impact of unexpected changes. His calm, steady presence allows others to succeed, and his reliability brings confidence to both coworkers and the individuals he serves.

Approachable and always willing to lend a hand, TR leads by example. *"He is a team player first and a leader second,"* showing that no task is beneath him when it comes to supporting Kuhn's mission. Through his dedication, reliability, and collaborative spirit, TR helps foster a positive and supportive environment where both staff and clients can thrive.

We are grateful for TR Holt's unwavering commitment and proud to honor him with the Sally Kuhn Award. His quiet leadership and selfless service truly reflect the values at the heart of Kuhn.

Resilience in Action: Rudy Ramos' Journey Forward



Rudy Ramos began her journey with Kuhn's Rushford-based program in February 2024 with a strong determination to build a better future. Shortly after enrolling, Rudy secured meaningful employment at Wendy's in March 2024, quickly demonstrating her reliability, work ethic, and commitment to success.

While working, Rudy was referred by Kuhn to the National Institute for Medical Assistant Advancement (NIMAA) to pursue her dream of a career in healthcare. Throughout her journey, Rudy faced significant challenges, including struggles with mental health, homelessness, and legal barriers. Despite these obstacles, her resilience and dedication never wavered.

With the ongoing support and encouragement of Kuhn staff, Rudy remained focused on her goals and successfully graduated from NIMAA in April 2025. She has since secured employment at the Community Health Center (CHC) as a Nursing Assistant, marking a major milestone in her professional journey and a meaningful step into the healthcare field.

Today, Rudy is not only thriving in her new career but is also celebrating another significant achievement, living independently in her own apartment. This milestone reflects the hard work, perseverance, and courage she has shown every step of the way.

Rudy's story is a powerful example of what can be achieved through determination and the right support. Kuhn is proud to have been part of her journey, and we look forward to seeing all that Rudy will continue to accomplish as she builds a bright and successful future.

Serving Up Support: Thank You, Casa Di Roma

Kuhn extends our heartfelt thanks to Casa Di Roma for their incredible generosity and continued support over the year. Through multiple Dine Out fundraising events, Casa Di Roma has consistently demonstrated a deep commitment to giving back and supporting our mission, making a meaningful impact on the individuals we serve. It is truly inspiring to partner with a local community business that so strongly believes in supporting its community, and we are grateful for the connection and collaboration we share. Kuhn looks forward to our continued partnership and is proud to call Casa Di Roma a valued supporter of Kuhn.