

# Pathways, Inc.

## PERSPECTIVES

*Pathways, Inc. is a not-for-profit human service organization serving approximately 2,000 individuals and families in twelve counties in the Finger Lakes Region and Southern Tier of New York by providing an array of services through our core programs including Developmental Disabilities, Child and Family, Mental Health, and Traumatic Brain Injury Services.*

FALL/WINTER 2008

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### Times of Fiscal Uncertainty

By Edward J. Lukomski, Ed.D.  
President & Chief Executive Officer

The economic condition on the State and Federal level is something that we are all concerned about and one that we should take special note of. It has affected each of us in various ways, but the common denominator is that we cannot conduct our personal or business lives in the manner in which we have been accustomed. This is indeed a time of change and at Pathways, Inc.; we have embraced this unfortunate fact of life.



Edward J. Lukomski

disabled fit into this category. We have already been notified that several of our development initiatives for 2008/2009 have been cut. These projects were well underway when the carpet was pulled out from under us.

Other projects that are well into the development phase are on the chopping block and we are waiting to hear from the State as to the disposition of these projects.

It would be ignorant and irresponsible for us to continue to do business as usual given the fiscal circumstances that we are facing. We are currently re-evaluating every facet of our operations and looking at how we can do business differently without sacrificing the quality and quantity of program services provided to our consumers.

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We were recently notified that Governor David A. Paterson's administration indicated that the financial crisis has opened a \$1.2 billion hole in this year's State budget and predicted that the numbers would continue to worsen. Governor Paterson said that he would seek \$2 billion worth of cuts for the current fiscal year, which ends on March 31, 2009, because of his fears that the State's taxpayers will continue to decline. He also expects that the falloff next year will be even more severe since New York's exposure to the financial crisis is considerable because Wall Street accounts for one-fifth of the State's tax revenue.

The Center on Budget and Policy Priorities indicates that in 2009, it is estimated that New York State will have a \$4.9 billion budget shortfall. States close these budget gaps through some combination of spending cuts, use of reserves, or revenue increases when they adopt a fiscal year 2009 budget.

So what does this all mean to Pathways, Inc.? State budget difficulties usually mean reduced services to their residents, including some of their most vulnerable families and individuals. Certainly, programs for the elderly and

**SAVE THE DATE!**

**Pathways, Inc.**

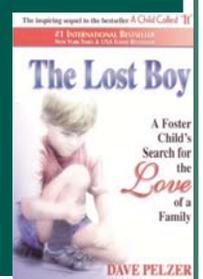
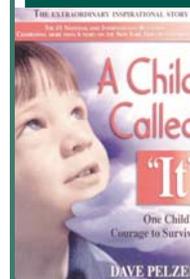
*proudly presents*

**An Evening with Dave Pelzer**

**~The Real Heroes~**

**Saturday, June 6, 2009**

**6 p.m.**



## Pathways, Inc. Officers and Board of Directors

**Patricia Dix**, Chairperson  
Medical Case Manager  
United Case Management Systems

**Robert Locker, Ph.D.**,  
Vice-Chairperson  
Scientist/Manager  
Corning Incorporated

**Christa Stelmack**, Secretary  
Department Manager  
Wegmans Food Markets, Inc.

**Denis Sweeney**, Treasurer  
Marketing/Community Development  
Director  
St. Joseph's Hospital

**Edward Linsler**, Director  
Administrator  
Elcor Health Services

**Sandra Bauer**, Director  
Nurse Practitioner  
Office of Dr. Edward Clarke

**Jerry Kohena**, Director  
Director of Clinic Services  
Cerebral Palsy of Chemung County

**Michael Madigan**, Director  
Vice President/Broker  
Callaban & Hooley, Inc.

**Ross Perry**, Director  
Corning-Painted Post School District  
Retired

**Dr. Wayne Templer**, Director  
Physician, Retired

**John D. Vine**, Director  
Corning Enterprises, Retired

**Judy Watterson**, Director  
Financial Operations Manager  
St. Joseph's Hospital

## Pathways, Inc. Administration

**Edward J. Lukomski, Ed.D.**  
President and Chief Executive Officer

**James F. Agan, Jr., Ph.D.**  
Associate Executive Director

**Tony Zajchenko**  
Associate Executive Director

**Gerald Agan**  
Director of Finance

**Joseph M. Cevette**  
Director of Quality Assurance

**Tammy J. Hallgren**  
Director of Public Relations  
& Development

**John Simonds**  
Director of Human Resources

## Our Mission

*"Pathways provides children, adults, and families with specialized programs and services in developmental disabilities, mental health, family support, traumatic brain injury, and child care.*

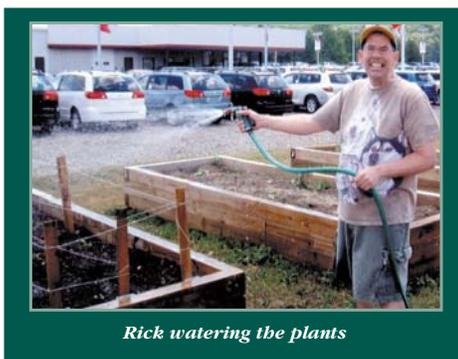
*We hold ourselves accountable for meeting the expressed needs of those we support and for offering them meaningful opportunities to develop their own capabilities."*

## Growing Together

By Ruby Baker, Shift Supervisor, First Street Community Residence

This summer, the consumers at our First Street Community Residence participated in a gardening project to benefit the residence and the Food Bank of the Southern Tier. We began our project on a hot and humid Sunday afternoon on June 8<sup>th</sup>. We prepared the soil, digging up weeds and mixing new soil in with the old. Tom, Shelly, and Jamie all prepared the area by pulling weeds and Rick helped staff get the new top soil and mix it into the old soil. We then smoothed out the top soil so that we could measure the rows. Tom and Rick spaced the rows, put the bean stakes into the ground, and tied string between each row so that the beans could grow up around them. Jamie and Shelly both planted all the seeds and covered them up with soil. Jamie and Shelly watered them to give the seeds a good start. The team spent two hours on this Sunday.

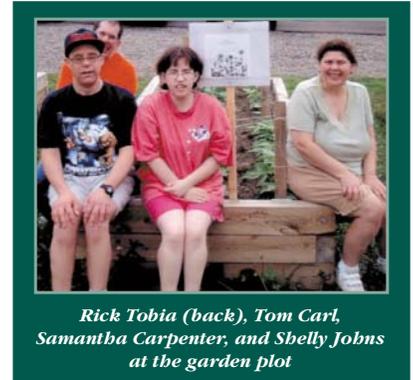
On July 6<sup>th</sup> we weeded and watered the garden again. Thank goodness we have had rain at least twice a week this summer, so we have not had to go and water the garden as much. The beans are growing very well. They are just getting their flowers on them and will soon be sporting nice green and yellow beans. Our maintenance department even made us a sign to identify which garden space was ours.



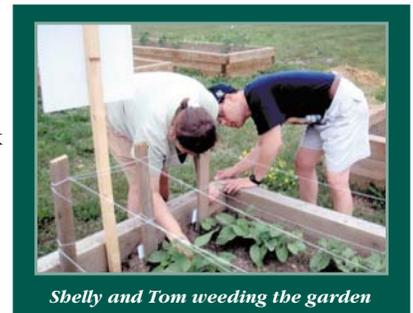
Rick watering the plants

rest of the month. We were eager to taste the fruit of our labor. We're very proud of the work we've done on the garden and are very pleased with the results. We've already started planning what items we want to grow next year.

The gardening project was a wonderful experience for the consumers and the staff at First Street. It gave us an opportunity to grow together through the care and upkeep of the garden. I am very happy that we succeeded in what we set out to do and we could not have done it without working together. ■



Rick Tobia (back), Tom Carl, Samantha Carpenter, and Shelly Jobs at the garden plot



Shelly and Tom weeding the garden

Wow! We were very surprised on July 21<sup>st</sup> when we went to check on the garden. The beans were growing up the stakes and bushing out! We watered and weeded again and are looking forward to the time to harvest the beans.

By August 6<sup>th</sup> we had tons of beans! We all dug in and helped pick beans. I think we must have picked a bushel of beans. TJ and Shelly picked the yellow beans and Rick and I picked the green beans. We used some of the beans in a vegetable soup and we blanched and froze the rest so that we could use them throughout the

## A Story of Success at Lake Breeze Community Residence

By Deborah Cole, Program Director, Lake Breeze Community Residence

Lake Breeze Community Residence in Canandaigua opened its doors to its first resident, Jennifer, on August 13, 2007. The program serves adolescents who are experiencing emotional difficulties. Fourteen youth have been admitted to the program during our first year of operation with nine discharges during this time.



Jennifer giving a hug

Several of these discharges have been very successful with youth having made positive transitions back to their homes and the community. Others are still works in progress. The 14 full time and 2 part time staff along with several respite employees have assisted these youth in learning new coping skills while teaching a number of independent and daily living skills, as well. The following article was written by Jennifer and illustrates her growth, personal awareness, and success in the program.

*My name is Jennifer. My stay at Lake Breeze was about 1 year. I've been in placement for three years. Before I came to Lake Breeze I was at Hillside Children's Center. The staff at Hillside helped me with some of my problems, but I went to Lake Breeze with a few problems I had yet to resolve. I had tried to stop self-harming since my stay at Hillside. I went to Lake Breeze still wanting to hurt myself. I was the very first client to arrive at Lake Breeze Community Residence. And since my stay at Lake Breeze, the staff have taught me more coping skills than I ever thought were possible. Since there's only seven other kids in the house, staff have time to care, be there, talk, and focus on you when you need it. The staff at Lake Breeze have helped me tremendously. I went to Lake Breeze on August 13, 2007. It is now July 31, 2008 and I am moving out of Lake Breeze. I can say that I have changed a great amount and that I am ready to move back home. Lake Breeze has worked with me and my mom to get us ready for me to move back home. I can definitely say that I will miss the staff and other kids at Lake Breeze. To other kids that come to Lake Breeze I have a few words of advice:*

- If you work with the program and the staff, you will benefit greatly.*
- Staff will try to help you whenever they can. Most of the time they will let you make your own decisions.*
- If you're doing well, they will reward you. They don't let accomplishments go unnoticed.*
- I have seen kids as well as staff come and go, and everyone in some way or another, has helped me grow.*
- Make friends; just remember that's not what you're here for. You're here at Lake Breeze to focus on yourself and getting better.*

*I am now 17 years old and see the mistakes I've made in the past. But you can't dwell in the past. You have to live in the present, look forward to the future, and never take anything for granted. So... that's my story, and thank you for taking the time to read it. ■*

*The following article was written by a gentleman who experienced a traumatic brain injury from a serious fall and was not expected to survive. Contrary to all predictions, he has made great strides in recovery and enjoys expressing his feelings through journaling. In this particular piece that he wrote for this newsletter, he expresses his appreciation to his family and friends and the care providers he has come to know throughout his recovery process.*

## Family and Friends

By Robert Colegrove, TBI Structured Day Program

Your family and friends can always be the very best source of helpfulness no matter where you are. My family has greatly stood great tolls while I was in a time of living and pleading despair. Friends from all over sent their loving wishes for a quick recovery.

People from Cortland Re-Entry Program, both staff and clients did many wonders for me. Myself, I was assured of great healing and help from staff – from directors to counselors, even their doctor and ever-ready nurse. While there, I really tried to be of great help to many others – at any time or any place.

You are always remembered while in Corning, New York on location and living there. I would always remember my counselors and their great efforts. Nothing is forgetful, friends and counselors – NEVER!!

Later on to Elmira, New York to help friends pack meals for shut-ins and those unfortunate. Also friends and myself delivering to these people. I hope it brightens their day.

Eventually I was able to attend Pathways headquarters in Corning, New York from my new location in Lawrenceville, PA. While here, I want to try many new ideas for all of us.

For my family - many thanks for all you have done. Many thanks for Pat and Jackie for always being there for me. Thanks forever to Roy and Linda and family for watching and guiding.



Robert Colegrove

Thanks also to the director of this Pathways publication. ■

## Milestone Anniversaries

By Tammy J. Hallgren, Director of Public Relations

The following employees celebrate milestone employment anniversaries in the first half of 2008.

*Celebrating 5 years of service are:* Eileen Ameigh, Marie Bonsignore, Lesley Delafield, Michele Donley, Tammy Hallgren, Lesley Hurlburt, Ginger LaBar, Antoinette Morgan, Carmel Moshier, Reed Patterson, Shelly Snyder, and Darcy Tarby.

*Celebrating 10 years of service are:* Kristie Atkinson, Stephen Gronski, Diantha Howe, Debra Kinner, and Alfred Wheaton.

*Celebrating 15 years of service are:* Helen Davis, Teresa Farrell, Luanne Holland, and Jacqueline Smith.

*Celebrating 25 years of service is:* Brenda Burdin.

Congratulations all! ■



## Pathways “Angels”

By Aimee Comfort, Human Resources Manager

For more than a year, staff and youths from our Office of Mental Health (OMH) Waiver Program have been participating in Angel Food Ministries at the Bath Baptist Church. Angel Food distribution day happens once a month on a designated Saturday and volunteers arrive at 8:30 a.m. to set up and then stay for the whole event that ends around 11:30 a.m. Since staff and youth have been faithfully providing this assistance for more than a year, they know the morning routine and can always be found in their usual corner of the fellowship hall where they distribute food items to those that come to collect their orders.



Pathways Angels



Pathways Angels unloading the truck

Each month individuals or families place an order for food from an Angel Food distribution site. This food consists of both fresh and frozen food items that retail for about \$60, yet the individual or family only pays \$30. On the day of distribution, a large truck leaves around 3 a.m. to pick up the food items sent by the Angel Food Ministries headquarters. When the loaded truck arrives at the distribution site, volunteers line up in an assembly line to take an item from the truck into the fellowship hall to its designated area. Once the truck is unloaded, the volunteers help set up tables and chairs around the area for the distribution of the food.

The Pathways staff and youth have faithfully participated in this community service each month and always offer a big smile and a friendly hello to all the people that pass by to pick up their food items. Without their help each month, the distribution site would not have the number of volunteers needed to make distribution day run smoothly, and they have become vital to this particular ministry. I believe that by providing this opportunity for OMH Waiver youth to volunteer, staff has shown by example, what giving back to the community is all about. I would like to publicly thank Crystal, Dylan, Jacob, Jeremiah, Johanna, Mariah, Mickey, and Sheila. ■



Front - Caleb, Jeremiah, Mariah and Jacob  
Back - Crystal, Mickey, Sbeila and Johanna

## Live Theater Provides Creative Outlet at Conable House

By Steve Hovis, Case Coordinator, Conable House Community Residence

The Keuka Lake Players, Inc., a non-profit live theater group, presented the musical *Oklahoma!* in August in which two youths from our Conable House Community Residence program participated. The story of *Oklahoma!* presents the Indian Territory before it joined the Union – in a state of change and growth. The same parallel could be used for Misty and Destiny, who wanted to try this performance as an outlet for their interests in music and performing arts. Though both girls were new to theater, they were willing to spread their wings and take a chance. In doing so, the girls were able to channel some of their energy and passion into a creative outlet.

On stage, the characters are living with the struggles of a growing nation, locally experiencing growing pains. The characters themselves were experiencing a movement from chaos and indecision toward organization and unity. Misty and Destiny, still learning about their own interests – while working on their own issues individually, found a way to become a part of the community both on stage and behind the scenes and through this opportunity, were able to develop friendships and relationships with others from the community. When asked about their experience, both girls agreed that they enjoyed it and would take the opportunity again. From my perspective, it was a joy to see the girls having fun and broadening their horizons, while using positive social skills. Of course, the family members in attendance were very proud to see the girls succeed, and all of the youth and staff at Conable House gained some exposure to the arts - providing their peers with support and encouragement. Great job, Misty and Destiny! ■

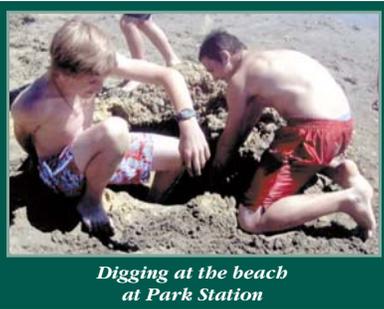


## Summer is a Great Time for Learning

By Yvonne (Mickey) Moore and Sheila Sparling,  
Respite Workers-Skill Builders, OMH HCBS Waiver Program

The Home and Community Based Services (HCBS) Waiver Program, certified through the New York State Office of Mental Health, serves youth between the ages of 5-18 years with emotional difficulties and their families. The goal of our HCBS Waiver Program is to provide services and support through a strength-based approach and to offer choices and assistance to families in a cost effective manner. The way that we in the Waiver Program work towards these goals can be challenging, rewarding, and fun all at the same time.

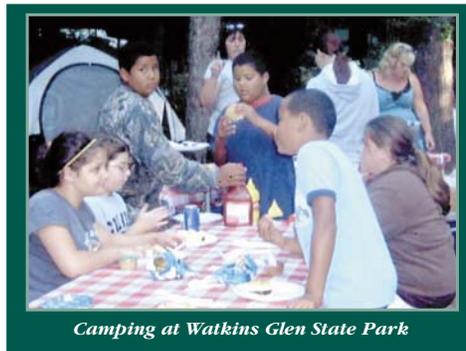
A key element of our program is Skill Building. Our *skill builders* work with the children to help them learn new social and coping skills through being engaged in fun and interesting activities in groups or one-on-one, usually out in the community. Many times these children are being exposed to places and activities that they would not normally see or do. Like all children, they love summertime activities and taking a break from their daily routines. Whether their struggles are at home, school, with their peers or themselves; sometimes just getting away for a little while can make a huge difference in their lives.



Digging at the beach  
at Park Station

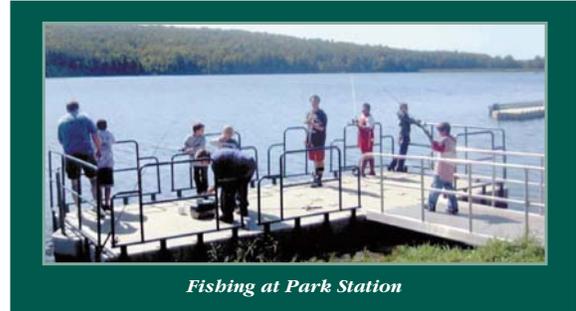
horseback riding lessons, sewing lessons, going bowling, to the movies and on picnics, or playing miniature golf. We have also gone fishing and swimming at Park Station.

Some of these activities we engage in with the children include pottery classes,



Camping at Watkins Glen State Park

A special group activity is our annual Family Trip to Roseland Water Park in Canandaigua, NY. Participation by the child's family is recommended. Rain or shine this is always a fun day for us. And almost no child can resist a camping trip. This summer several children and *skill builders* took an overnight trip to Watkins Glen. The smell of a campfire, the taste of s'mores, and the dampness of their tents are experiences that never get old or forgotten by children.



Fishing at Park Station

Community service activities can also be great one-on-one activities. For example, many of our children regularly help out with the monthly distribution of food by the Angel Food Ministries Program in Chemung and Steuben Counties. We've also made fleece blankets and donated them to the children's wing at Corning hospital. Our plans for the fall include apple picking and a small Oktoberfest with roasted hot dogs, apple cider, and pumpkin carving. The children will also prepare Thanksgiving dinner and serve their parents.

While the impact of our Waiver Program on a child may not be easily measured, it is our hope that every child who graduates carries with them a little piece of our hearts along with some great memories. Thanks to everyone who has made this another successful summer for Waiver! ■



Front row: Cyntbia Gee, Sharon Newcomer, Lori Hall, Erin Warr  
Back row: Robert Thorn, Pamela Cosgrove, Tracy Gitcbell,  
Amy Gill, Angie Casey, David Fraher

## REACH Staff Gives Back to the Community

By David Fraher, Family Specialist, REACH Program

On July 30, 2008 the Pathways, Inc. REACH Family-Based Treatment Program staff participated in a team-building exercise by volunteering to help with the local Habitat for Humanity Inc. at a building site in Addison, NY. During this time, the REACH staff had the opportunity to learn the difference that one person or a group of people can make in the life of another, such as a family consisting of a mother, daughter, and a young son who is wheelchair bound, living with Cerebral Palsy. The REACH staff also learned about themselves, their strengths, and their weaknesses as they worked together on a variety of tasks that for some were a new experience. After such a great experience, the REACH staff recommends that others volunteer in their community to help individuals in need. If you are interested, the local chapter of Habitat for Humanity can be reached at (607) 962-5560. ■



## Safe TALK – Suicide Alertness for Everyone

By Jacqueline Standish, TBI Service Coordinator, TBI Service Coordination Department

On September 10, 2008 I had the opportunity to attend a training called SafeTALK. It was a 3-hour training that prepares anyone over the age of 15 years to identify a person with thoughts of suicide and connect them to suicide first aid resources. Most people with thoughts of suicide invite help to stay safe. Alert helpers know how to use these opportunities to support that desire for safety. As a SafeTALK-trained suicide alert helper, you will be better able to:

- Move beyond common tendencies to miss, dismiss, or avoid suicide
- Identify people who have thoughts of suicide
- Apply the TALK steps (Tell, Ask, Listen and KeepSafe) to connect a person to suicide first aid, intervention caregivers

Powerful video clips illustrate both non-alert and alert responses. Discussion and practice helps stimulate learning that contributes to saving lives. Suicide is more common than you think...

- 30,000 people in the U.S. die by suicide each year
- Suicide is the third leading cause of death among high school students
- It is the second leading cause of death among college students
- More Americans die by suicide than by homicide

The training was beneficial in providing information regarding how often suicide is thought about, barriers that keep people from speaking about suicide, and resources available in the community to link to an alert helper to allow support/services for the person that may be contemplating suicide.

The training was provided by the Chemung County Suicide Prevention Program, 414 Davis Street, Elmira, NY 14901

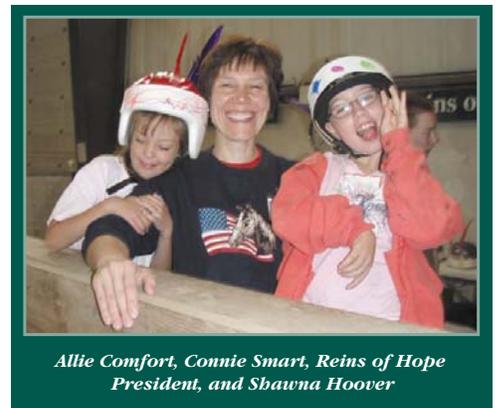
- (607) 737-2052. This program was produced through a collaborative project of Elmira City School District and Chemung County Department of Mental Hygiene. To locate a training, please visit: [www.Livingworks.net](http://www.Livingworks.net) or [www.omh.state.ny.us/omhweb/suicide.prevention](http://www.omh.state.ny.us/omhweb/suicide.prevention). ■

## The Spirit of the Horse

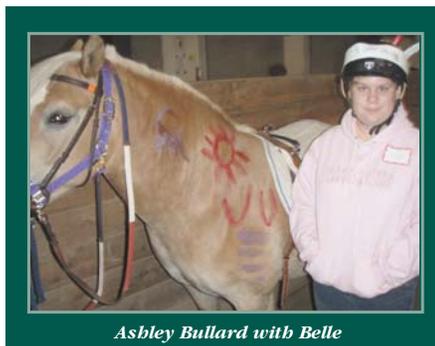
By Jenice Fitts, Head Instructor, Reins of Hope

During the 3<sup>rd</sup> week of August, laughter and giggles could be heard coming from the Reins of Hope arena in Big Flats. It was camp time! Twelve riders from the *Pathways Ride with Pride* program joined volunteers from Reins of Hope for three mornings of summer camp. This year's theme was "The Spirit of The Horse."

During camp, the rider's learned how important the horse was to the life of an American Indian. While riding, they learned to balance on a horse without a saddle sometimes even riding backwards. They also used their riding skills of reining and two-point position while going over obstacles during a course that was designed around the Indian theme, complete with a "river" to cross, a "forest" to maneuver through, and a "buffalo" to hunt.



Allie Comfort, Connie Smart, Reins of Hope President, and Shawna Hoover



Asbley Bullard with Belle

The last day, we enjoyed painting Indian symbols on the Reins of Hope horses and braiding feathers and beads into their manes and tails. When all were "dressed," the riders demonstrated riding skills for their parents by completing the obstacle course. Each rider also demonstrated a new riding skill that was learned during camp and was awarded a ribbon for their accomplishments. After the demonstrations the parents, riders, and volunteers enjoyed a pizza party to celebrate the end of camp. Riders and volunteers had a great time together! ■

While at the craft table the riders made headbands to go on their helmets. They earned feathers during riding time for using courage while trying new skills. They also chose an Indian name and painted it in colored sand, decorated a "Spirit Horse" magnet, and celebrated the Indian motto of "friendship" by making a friendship bracelet.

The rest of the time, the riders helped paint and build a teepee. The riders enjoyed going in the teepee and looking at horse and Indian books. We were also privileged to have Amos with us for camp. Amos is a cute, miniature horse owned by Cindy Kelly, a Reins of Hope instructor. The riders enjoyed leading, grooming, and just hanging out with Amos.



Allie Comfort on Widget with volunteers, Kara Zabradnik, Emily Kinney, and Kathy Lytle

## The Great Cupcake Bakeoff

By Ruby Baker, Shift Supervisor, First Street Community Residence

Roy, a resident at the First Street Community Residence, challenged me to a cupcake bakeoff. He declared that he could surely make a better cupcake than I could and I gladly accepted the challenge.

Roy searched for just the right recipe with a little help from one of the counselors, Shasta Green. He decided to bake peanut butter and banana cupcakes. He went shopping and bought the ingredients needed to make the cupcakes. I went with my favorite, chocolate with peanut butter frosting.

On Thursday, September 18<sup>th</sup> the baking began. The aroma from the cupcakes had everyone's mouths watering and our judges, Victoria and Tom, couldn't wait to do the taste testing.

When the baking was done and it was finally time for the judging, the tasting began. Both cupcakes were delicious! It was impossible to choose one over the other and the judges finally called it a tie.

We had lots of cupcakes and the consumers decided they would like to share the cupcakes with the local fire and police departments. When we delivered the cupcakes, Roy asked the folks at the fire and police departments to judge the cupcakes, and again, and we ended up with the same results!

Even though we couldn't declare a definite winner, we had a great time gathering all the items, baking and tasting the cupcakes, and getting to meet the wonderful people at the fire and police departments. ■



Ruby Baker and Roy Boyle baking cupcakes

## Pathways Staff Wins Extraordinary Caregiver Award

By Tammy J. Hallgren, Director of Public Relations



Rowena Huff with supervisor, Lesley Delafield

Pathways, Inc. is very pleased to announce that Rowena Huff, *activities assistant* at the Corning Day Habilitation Program, was presented with the *Extraordinary Caregiver Award* sponsored by the School of Social Welfare at Stony Brook University on October 15, 2008. The award, presented by James J. Whitehead, director of the Finger Lakes Developmental Disabilities Services Office, recognizes caregivers who provide hands-on care to individuals with developmental disabilities. Rowena was nominated for the award for her advocacy and initiative in providing supports to help consumers experience successes in their day-to-day lives and for her willingness to go beyond her job responsibilities to ensure such successes. ■

## Grandparents Are Special

By Pamela Dlugolecki, Mental Health Therapist, Pathways to Learning Program

In celebration of grandparents day, the youngsters in our intermediate class in Hornell completed booklets on what their grandparents mean to them. The students were asked to draw pictures in response to phrases such as, "my grandmother and I like to...", "my grandfather is good at...", etc. Many of their responses were warm and funny. Here are two examples. ■



# Erwin Child & Family Center Celebrates 10 Years

Colleen Coro, Center Director, Erwin Child & Family Center

The Erwin Child & Family Center is ten years old! In the fall of 1998, the Center opened with two wings and a capacity of 102 children. Two short years later, a major transformation occurred as we underwent the addition of more space, adding a wing and increasing our capacity to our current number of 188.

In our ten year history, we have responded to local economic conditions by both increasing and decreasing our capacity. We now have 14 classrooms made up of 3 younger infant rooms, 3 older infant rooms, 3 toddler classes, 3 multi-age preschool rooms, 1 pre-k class and 1 school age room. We are right-sized to meet the child care demand in the area. Our center is now providing space to the Pathways Preschool program as well. This partnership has many added benefits to our staff and children including exposure to children with special needs and onsite resources from professionals in the area of screening, evaluation, and nursing.

What a better way to mark our anniversary than to have lots of fun activities with our children. During the second week of August, our *lead teachers* and other staff worked very hard to plan a fun week with the children to celebrate our 10<sup>th</sup> birthday. We started the week with fun play in our sensory tables. These tables were scattered about our playgrounds and were filled with all kinds of squishy, soft, gooey items to stimulate the children's senses and help build those fine motor skills that will eventually be used to hold pencils and to learn how to write.

All the classrooms made delicious treats that were sold by our beautiful infants at a bake sale on the second day of our birthday week. No one could resist these adorable sales-babies and at the end of the day, barely a crumb was left! The third day was messy art day, and boy was it messy! Every child was outside painting with tennis balls, on large poster boards and even throwing paint. There was not a clean shirt to be found when we were finished!

A summer birthday party would not be complete without water play. On the fourth day we cooled off in the sprinklers and water tables, and played with bubbles. We finished the week with our own Olympic games including a parade of children and staff carrying child-made Olympic Torches.



Ragbaz delivers the ball to the bucket for Olympic day with Laura Stevenson



Laci and Maia paint with spaghetti



Elora, after body painting



Jett, after body painting



Katerina and Paige finger painting at the easel



Daniel, Shannon, Michaela, Ethan, Nia, and Aleksandra "bungee" paint with stockings filled with rice

Of course you cannot have a birthday party without ice cream, so we made sure to enjoy that after our picnic lunch.

It was incredible to see the children having a great deal of fun, excitement, and experiences they will not forget. The most memorable part for our staff was the feeling of pride, cooperation, professionalism, and teamwork that enabled us to pull off a wonderful celebration. It's not easy to coordinate 60 staff and 160 children in a week full of activities, but our staff did an incredible job. The smiles and laughter could be seen and heard from children and staff alike as we spent the week enjoying childhood. The Erwin Child and Family Center employees truly love what they do and they planned a perfect celebration for us. ■

Happy Birthday Erwin Child & Family Center!

## East High School Drum Line Visits Erwin Child & Family Center

By Colleen Coro, Director Erwin Child & Family Center and  
Tammy J. Hallgren, Director of Public Relations

On May 28, 2008 the children at Erwin Child & Family Center greeted some very special guests – the members of the percussion line from the Corning East High School marching band! They brought lots of musical equipment with them including a xylophone, a marimba, a vibraphone, cymbals, and several types of drums such as bass, tenor, tympani, and snares.

The children watched with excitement as the percussion line played several pieces for them. It was very loud! When the exhibition was over, the children were all smiles as they got to take turns beating the drums and testing out the other instruments. It was amazing to see 160 preschool children remain patient and calm while waiting for their turns to play the instruments! Children, infant through preschool age, enjoyed themselves immensely.

Afterwards the children spoke about the different sounds the instruments made. They talked about how some used hard implements (wooden drum sticks and hard mallets) and others used soft things (soft mallets) to make the sound. It was quite an exciting enrichment experience for them. The high school band members were courteous and kind, and such a thrill to watch. We can't wait to have them back again! ■



Children play snare drums



Corning East High bass drummers  
with children from ECFC

*"We can't wait to have them  
back again!"*



Corning East High drum line performs



Chad Smith, "Pathways Idol"  
emcee

## Pathways Idol – The Patriotic Edition

By Kelly Thomas, Corning Day Habilitation Program

July was a "sparkling" month of music at the Corning Day Habilitation Program as we held our most recent **Pathways Idol** competition – this time, *The Patriotic Edition*. In celebration of our nation's birthday, the stage was decorated in dazzling red, white, and blue, and audience members waved American flags in support of the contestants.

Many patriotic songs were sung in this competition including *Living In America*, *Yankee Doodle Dandy*, and one of my personal favorites, *God Bless America*, just to name a few. Music and laughter rang out through the halls as everyone enjoyed the singing of their friends. Each contestant was thrilled to be awarded a Certificate of Merit for their participation. Be sure to stay tuned as we look forward to the next edition of **Pathways Idol**. ■



Anna performs for "Pathway Idol"

## New Services and New Space

By Tony Zajchenko, Associate Executive Director

During the past year, a number of Pathways' staff have been working toward the Agency being licensed as a home care provider as well as certification to provide Nursing Home Transition and Diversion (NHTD) Waiver Services. In addition, we have been working on obtaining and renovating a building in which to provide our current Traumatic Brain Injury (TBI) Waiver Services and the new NHTD Waiver Services. This building is located at 102 Chemung Street in Painted Post, NY and is owned by the First Presbyterian Church of Painted Post. The services provided by the NHTD Waiver are:



*The Manse*

- Home and Community Support Services (HCSS)
- Structured Day Program (SDP)
- Independent Living Skills & Development (ILSTD)
- Nutrition Counseling
- Wellness Counseling
- Respite Care

A number of renovations were necessary to make the building conducive to our purposes. We installed a portable wheelchair ramp at one entrance, renovated the bathroom to be accessible and in compliance with Americans with Disabilities Act (ADA) Standards, installed low pile carpeting, upgraded the electrical system, and installed needed information technology wiring as well as a new phone system.

The new building is called "the Manse" and we began operating at the new site in early October of this year. The first floor houses the Structured Day Program and the second floor is used for office space. We thank the representatives of the First Presbyterian Church for their assistance in this venture. ■

## Elmira Heights and Lake Street Day Habilitation Celebrate Anniversaries

By Chris Olander, Program Manager, Elmira Heights Day Habilitation Program

On October 15<sup>th</sup>, the Elmira Heights Day Program celebrated our 25<sup>th</sup> anniversary of operation. We celebrated with a day long schedule of events including a group photo and balloon release to kick off the day.

Elmira Heights opened its doors in 1983 after purchasing the property from the Church of Glad Tidings on East 14<sup>th</sup> Street in Elmira Heights. In 1998 the Elmira Heights Program created a satellite program for 13 consumers with an emphasis on community integration. Both programs originally opened as Day Treatment Programs and operated as such until December of 2003, at which time the programs converted to Day Habilitation Programs.

The Elmira Heights Day Program continues to expand on the services we provide with the newest program focusing on structured activities for five individuals with autism. We operate with 25 staff providing services to a program certified for 41 consumers in a variety of locations including Meals-On-Wheels, the Food Bank of the Southern Tier, and 171 Cedar Arts Center.

In addition to the Elmira Heights Program celebrating 25 years, our Lake Street Day Program celebrated its 10<sup>th</sup> anniversary on October 24<sup>th</sup> with friends and family. This celebration was a



*Edward Lukomski, Lynn Goodwin,  
Tony Zajchenko, and Chris Olander  
with 25<sup>th</sup> anniversary plaque*

day long gathering for people to tour the program and meet the consumers and staff while enjoying light refreshments.

Lake Street opened on October 19, 1998 for 13 consumers that transferred from the Elmira Heights Program. The emphasis of the program is on increased community integration opportunities and is provided daily through multiple volunteer services and recreational activities. The program increased its capacity and is now certified for and provides services to 21 consumers. Lake Street continues services for five of the original consumers who started the program along with two of the seven staff members currently in place. ■

## Estate Planning for Parents and their Special Needs Children

By Britta L. Lukomski, Esq., Hodgson Russ LLP

A comprehensive estate plan provides both for the disposition of your assets after death and for the appointment of individuals to handle your affairs during life if you become unable to do so yourself. This is generally accomplished by executing a will (or revocable trust that can operate in the same manner), a power of attorney, and a living will and health care proxy (the latter two are sometimes combined in one document).

A will is a document that directs the disposition of your assets after your death. A will only controls your “probate” assets – that is property you own at your death that does not have a designated beneficiary and is not held jointly with another. Assets that have beneficiary designations such as insurance policies, IRAs, and 401(k)s will pass outside your will according to the beneficiary designation (unless your estate is the designated beneficiary). Assets held jointly, such as a house you own jointly with your spouse, will pass by operation of law to your spouse on your death, regardless of the terms of your will. Even if you are married and all your property is owned jointly with your spouse, it is important for you and your spouse to both have wills since you don’t know who will be the second to die.

If a New Yorker dies without a will, New York law dictates how your probate assets are distributed. If you are married with children, your surviving spouse will receive the first \$50,000 of your probate assets, and one-half of the remainder. Your children will split the other one-half of your probate assets.

It is therefore important to have an estate plan that implements your wishes and provides that your assets pass in the desired manner. For some, that will include planning to minimize the imposition of estate taxes. For others, it will mean disinheriting an estranged child or having assets pass to a spendthrift child in trust. The parents of a special needs child, however, have additional considerations when implementing an estate plan.

Many government benefits that a special needs child can be eligible to receive are needs-based. Medicaid and Social Security Income, for example, have financial restrictions for eligibility. A child whose personal assets exceed the permissive amounts can be rendered ineligible for such programs, and be forced to use his or her own assets to pay for expenditures that the programs would otherwise cover. This is often the unfortunate result when a special needs child inherits assets, often because a parent, grandparent, sibling, or other relative did not have a will, or because the decedent did not realize how an inheritance can negatively affect a special needs child. It is therefore important to structure your estate plan accordingly.

To address the negative effect an inheritance can have on a special needs child’s eligibility for government benefits, some parents choose to disinherit their special needs child, either because they think the child will be otherwise sufficiently provided for by government programs, or because they trust their other children or relatives will care for the special needs child. The former can be an unnecessarily draconian reaction, and the latter is unfortunately unenforceable. A better option is for parents to provide that the special needs child’s inheritance pass to a Supplemental Needs Trust (“SNT”, sometimes referred to as a Special Needs Trust) for the child.

A trust is a legal relationship in which one person or entity (the trustee) holds property for the benefit of others (the beneficiaries) on the terms dictated by the creator of the trust (the grantor or settlor). A SNT is a special type of trust specifically designed to provide for the needs of the special needs child above and beyond what government programs will provide, without affecting the child’s ability to qualify for government benefits. A SNT cannot provide for the beneficiary’s basic needs that are covered by government programs – food, shelter (rent or mortgage), and basic utilities (heat, electricity, water). The SNT can, however, make distributions for virtually any other expense, and is designed to pay for luxuries not covered by government programs. These can include cable television, a retrofitted car or van, vacations, and summer camp. While the trustee of the SNT can distribute assets from the SNT for the child’s benefit as the trustee deems fit, because the special needs child is only a beneficiary of the trust, and not the legal owner of the trust, it will not affect the child’s ability to receive government benefits. The trust can also direct how any assets remaining in the trust after the death of the special needs child are distributed.

A SNT can be established in a will (a “testamentary” SNT) or can be established by a parent or other relative during their lifetime for the special needs child (a “lifetime” or “inter vivos” SNT). Because assets inherited from anyone can affect a special needs child’s eligibility for government benefits, lifetime SNTs can be advisable if other relatives of the special needs child, such as grandparents or siblings, also wish to leave assets to the child. This allows the special needs child to have one large SNT into which all of his or her inheritance flows, as opposed to many small SNTs under various wills. Individuals can also make gifts during their lifetimes to a lifetime SNT for the special needs child. It is important to ensure that any retirement plan assets or insurance policies of which the special needs child is a designated beneficiary also pass to the SNT.

It is also important for those with legal capacity to execute a power of attorney, living will, and health care proxy. The power of attorney appoints an agent to act with regard to your property on your behalf, without diminishing your ability to act with regard to your property. A living will provides your wishes regarding end-of-life decisions. A health care proxy appoints an agent to make medical decisions for you if you are unable to do so yourself.

## Pathways, Inc. Thanks Donors

By Tammy J. Hallgren, Director of Public Relations

The staff at Pathways, Inc. would like to express sincere gratitude to the following donors for their generous donations which help to provide program enhancements and opportunities for our consumers:

- |  |  |
|--|--|
| <input type="checkbox"/> Ms. Christy Balliett        | <input type="checkbox"/> Mr. & Mrs. Jerry Kohena   |
| <input type="checkbox"/> Mr. Joseph Clark            | <input type="checkbox"/> Mr. & Mrs. Bruce Lawrence |
| <input type="checkbox"/> Mr. & Mrs. Fritz-Zavacky    | <input type="checkbox"/> Ms. Kathleen McDonald     |
| <input type="checkbox"/> Mr. and Mrs. Bill Gilmore   | <input type="checkbox"/> Beauregard's Bakery       |
| <input type="checkbox"/> Mr. & Mrs. Geoffrey Heywood | <input type="checkbox"/> LPGA Corning Classic      |
| <input type="checkbox"/> Mr. Jim Johnson             | <input type="checkbox"/> Twin Tier Vintage         |
| <input type="checkbox"/> Ms. Donna Keegan            | <input type="checkbox"/> Car Club                  |

### 2008 Fundraiser

Our regular fundraiser was canceled for 2008 due to a conflict in the speaker's schedule. When our sales representatives at Route 81 Radio heard this, they offered to come up with something fun that would still give us lots of PR and bring in some fundraising dollars.

On August 19<sup>th</sup> and 20<sup>th</sup> they hosted, **Studio Stay N Play**, a promotion in which their morning personality, Al Chan, was required to stay at the station until we reached our fundraising goal of \$5,000. Pathways, Inc. provided volunteers to answer phones and take pledges at the station in order to gain Al's release. Many staff, children, and others went on air with Al to talk about our programs and services.

I'm happy to report that the event was a great success and we all had fun volunteering at the station. We received great PR and exceeded our goal in just two days (Al only slept at the studio for one night)! All pledging businesses and individuals received on-air mentions. Thank you to the following businesses and individuals for your support:

#### Businesses

- Ahhh Flowers by Cortright
- Bottles & Corks
- Clinical Associates of the Southern Tier
- Corning Credit Union
- Crystal City Apothecary
- Cyrstal Real Estate
- Davis Building & Remodeling
- DeClemente's Deli & Restaurant
- Elmira Structures, Inc.
- Employee Family Protection
- Everything Medical
- First Heritage Federal Credit Union
- Fred Austin Plumbing & Heating
- Fred Wahl Contractor
- Graphic Solutions
- House of Flowers
- Lake Country Estates, Inc.
- Lighthouse Liquor & Wines
- Ontario Carpet Center
- Posey Tunes Inc.
- Pyramid Brokerage Company
- Route 81 Radio
- Simmons-Rockwell
- Sorge's Restaurant
- Southern Tier Hide & Tallow
- The Tea Chest
- Wegmans Food Markets, Inc.

#### Individuals

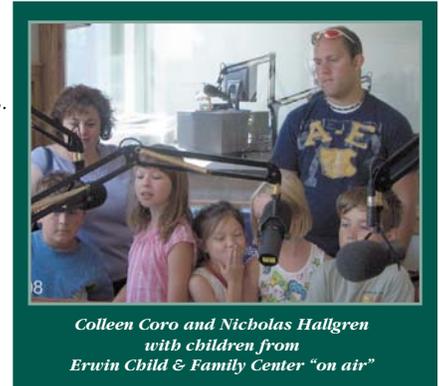
- James F. Agan, Jr.
- Jerry Agan
- Francine Archer
- Jon & Sandy Bauer
- Mark Bowler
- Mary Button
- Maureen Carpenter
- Joe Cevette
- Elizabeth Fritz-Cheney
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- Mary Colburn
- Linda Conway
- Doug Cook
- Tracy Daw
- Chris Deitrick
- Jim & Pat Dix
- Chris & Kelly Drewno
- Veena Garyali
- Susan Goff
- Tammy Hallgren
- Avonia Ives
- Donna Keegan
- Debra Kinner
- Rudy Kurniawan
- Hilda Lando
- Ed & Lori Linsler
- Bob Locker

We extend our many thanks to the following local businesses that have donated goods or services to benefit our Family Support Services Rest-*pitality* and Recreation Programs:

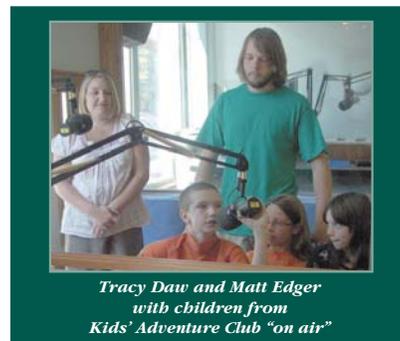
- |   |  |
|---|--|
| <input type="checkbox"/> Hampton Inn Painted Post | <input type="checkbox"/> Holiday Inn Riverview     |
| <input type="checkbox"/> Hampton Inn & Suites     | <input type="checkbox"/> Mr. and Mrs. Peter Sinack |

We offer special thanks to the following businesses and individuals that have donated goods or services to benefit our Lake Breeze Community Residence:

- |  |  |
|--|--|
| <input type="checkbox"/> Canandaigua YMCA            | <input type="checkbox"/> Rossie Music    |
| <input type="checkbox"/> Community Bank              | <input type="checkbox"/> Unique Toy Shop |
| <input type="checkbox"/> Healing Spirits Herb Farm   | <input type="checkbox"/> Wal-Mart        |
| <input type="checkbox"/> Liberty Cottage             | <input type="checkbox"/> Wegmans         |
| <input type="checkbox"/> Rochester Museum of Science |  |



Colleen Coro and Nicholas Hallgren  
with children from  
Erwin Child & Family Center "on air"

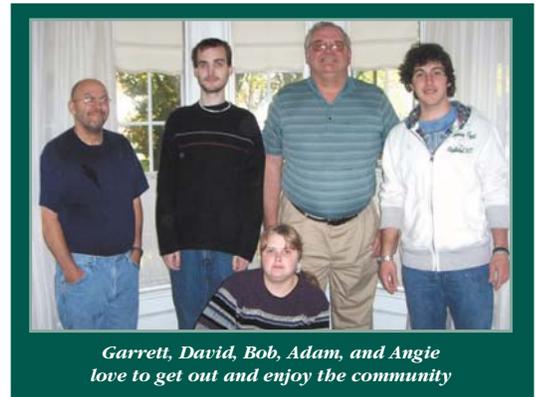


Tracy Daw and Matt Edger  
with children from  
Kids' Adventure Club "on air"

## Enjoying our Community

By the Staff and Consumers of TBI Structured Day Program

The Traumatic Brain Injury (TBI) Structured Day Program (SDP) helps individuals who have experienced a brain injury to improve or maintain their ability to live as independently as possible in the community. The Steuben County SDP has participated in a multitude of activities in its brief existence. The participants in the program have three volunteer projects that they look forward to each week. We walk dogs for the Horseheads Animal Shelter, have a recycling project at our Denison Parkway office, and deliver TBI brochures throughout Steuben and Schuyler counties. Program participants also have shopping goals including creating a list, swapping coupons, and shopping for the items on their list.



Garrett, David, Bob, Adam, and Angie love to get out and enjoy the community



Angie enjoys painting ceramics

SDP participants have also enjoyed a wide variety of recreation and leisure activities including:

- swimming and exercise at the YMCA
- going to the Senior Center where we especially love to play pool
- weekly visits to the library to use computers to access e-mail and surf the web for various things of interest, and to read books and magazines, or do research
- making ourselves known at the local bowling allies and enjoying some friendly competition
- visiting many of the museums in the area including Rockwell Museum of Western Art, Corning Museum of Glass (CMoG), and the National Soaring Museum

Most of us have gone to the glass studio at CMoG and tried to tap into our creative side by making our own works of art. We also took a trip to the zoo in Binghamton, NY and enjoyed lunch at Pizza Hut. One evening we all were able to get together and go to Moe's Karting World and watch go cart races as well as sample some of the food.

We enjoy getting together with our friends at the monthly Friends-to-Friends luncheon. This luncheon is an opportunity for us all to connect with other sites at Pathways. In June we went to the Colonial Days parade in Painted Post, NY. We have taken day trips to Animal Land and the New York State Fair, and gone on picnics at Keuka Lake, Seneca Lake, and several other State parks. We have tested our skills at Harris Hill's putt-putt course and enjoyed watching the gliders take off and land.

Health and exercise are important to us and we have many weekly exercise opportunities including walking at Spencer Crest Nature Center, the Arnot Mall, Market Street, the Farmer's Market at Wisner Park as well as at our local YMCA. We learned a great deal about the maltreatment of livestock and poultry when we visited the Farm Sanctuary and we recently went apple picking at Little Tree Orchards and learned a great deal about apples.

As you can see we are very busy and have truly learned a great deal about our community and what is available. We now have plans to make cards for our Troops for Thanksgiving and Christmas.

A personal note from Robert Colegrove: *Pathways SDP has presented all of us with various ways to not only interact with ourselves but with many others around us everyday. We try many new ideas all the time, and surprise even us. We appreciate our shared moments – FOREVER!*

A note from Angie Stevens: *I enjoy spending time with animals, going shopping, and doing all sorts of art and crafts. I also like to play games like pool, board games, and go bowling. We have all this fun at SDP!* ■

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## Estate Planning for Parents

CONT. FROM PAGE 11

Once a special needs child attains the age of 18 years, a parent is no longer authorized to make medical or other decisions on the child's behalf. A special needs child with requisite capacity should execute his or her own power of attorney, living will, and health care proxy. If, however, the child does not have the requisite capacity to execute legal documents, a parent can and should consider petitioning to become the child's legal guardian, with the full authority to make medical and property decisions on the child's behalf.

*Britta L. Lukomski, Esq. is a contributing writer from the law firm of Hodgson Russ, LLP specializing in all aspects of Estates and Trusts Law.* ■



## Staff News

By Tammy J. Hallgren, Director of Public Relations

### **Susan Louiz Named Employee of the First Quarter**

Susan Louiz was named outstanding employee of the first quarter at Pathways, Inc. Sue is employed as a *Registered Nurse (RN)* at our Forest Drive residence and has worked for Pathways, Inc. since March 1998. She was recognized by her supervisor for her compassion, perseverance, and creativity in supporting consumers. Congratulations, Sue!



*Sue Louiz  
Employee of the First Quarter*

### **Doug Cook Promoted to Director**

We are pleased to announce that Doug Cook has been promoted to *director of facilities management*. Doug was previously the *maintenance manager* and has worked for the Agency since May 1987.

Congratulations Doug!



*Doug Cook*



*Jeff Clark*

### **Bridget Sturdevant Selected as Employee of the Second Quarter**

Bridget Sturdevant was named outstanding employee of the second quarter at Pathways, Inc. Bridget is employed as a *program supervisor/LPN* for our Corning Day Habilitation program and has worked for Pathways, Inc. since April 2002. She was recognized by her co-workers for her genuine compassion, willingness to go above and beyond, and team spirit.

Congratulations, Bridget!



*Bridget Sturdevant  
Employee of the Second Quarter*

### **Jeffrey Clark Hired as Program Director**

Jeffrey Clark has been hired as *program director* for our Conable House Community Residence.

Most recently, Jeff was a case worker for CONCERN Professional Services for Child, Youth, & Family in Wellsboro, PA.

Welcome Jeff!

### **Rowena Huff Chosen as Employee of the Third Quarter**

Rowena Huff has been named outstanding employee of the third quarter at Pathways, Inc. Rowena is employed as an *activities assistant* for our Corning Day Habilitation program and has worked for Pathways, Inc. since May 1989. She was recognized by her manager for her continuing advocacy for initiating ways to allow consumers to create their own successes and for going beyond the scope of her job responsibilities for the good of our consumers.

Congratulations, Rowena!



*Rowena Huff receives certificate from  
Edward Lukomski*



*Melinda Simons*

### **Melinda Simons Promoted to Manager**

Pathways, Inc. is pleased to announce that Melinda Simons has been promoted to *residential manager* for our Fassett Road residence. Melinda was previously a *shift supervisor* at the Fassett Road residence and has worked for the Agency since

December 1999.

Congratulations, Melinda!

### **Pathways, Inc. Employees Receive Childcare Credential**

**Brenda Carter**, *older infant lead teacher*; **Patricia Dick**, *teacher aide*; and **Christine Halter**, *support teacher* at the Pathways, Inc. Erwin Child & Family Center (ECFC), have each been awarded a Child Development Associate (CDA) Credential in recognition of their outstanding work with young children. The credential is awarded by the Council for Professional Recognition in Washington, D.C., which represents the early childhood profession. Brenda has been employed at ECFC since August 2005, Patricia since February 2003, and Christine since January 2002.



*Brenda Carter*



*Patricia Dick*



*Christine Halter*

Every candidate for the CDA credential is observed working with young children or families by an early childhood professional and must demonstrate the ability to work with families to develop children's physical and intellectual capabilities in a safe and healthy learning environment. ■

## Times of Fiscal Uncertainty

CONT. FROM PAGE 1

Hard choices will need to be made in order to generate maximum efficiencies. Pathways, Inc. is up to this task, and to this end, we are all working together to develop a 2009 budget and spending plan that is efficient, conscientious, fiscally prudent, and doable so that we can end up on the other side of this period of fiscal uncertainty in good shape and without having affected the quality of services that we deliver.

Pathways, Inc. has a history of being fiscally prudent and good stewards of funding while delivering exemplary programs and services. The good news is that the course of action that we are taking to ensure fiscal responsibility is not too different from any other year. However, this year, it's being done with a little more fervency as we prepare for the unexpected. ■

## What Information Can We Offer You?

Are there topics that you would like more information about that would be helpful to you or others you know? Would you like to learn more about estate planning, guardianship, autism, or other topics? Do you want to know more about services available through Pathways, Inc.?

If so, Pathways, Inc. would like to offer you the opportunity to attend informational meetings throughout the community. To help us select topics that are of interest to you, please cut out, complete, and return this post card to our agency. Thank you!

Please indicate the topics you would like to be presented at informational meetings.

- |   |  |
|---|--|
| <input type="checkbox"/> Estate Planning              | <input type="checkbox"/> Health Care Proxy |
| <input type="checkbox"/> Guardianship                 | <input type="checkbox"/> Power of Attorney |
| <input type="checkbox"/> Other (please specify) _____ |  |

Please return completed postcard to:

**Pathways, Inc.**  
Attn: Tammy Hallgren  
33 Denison Parkway West  
Corning, NY 14830

## Residential Services Team Building Activity: Disability Awareness

By Lesley McManus, Residential Coordinator, Residential Programs

On May 29, 2008 our Residential Services team got together for our quarterly team building event. The focus of this meeting was to remind each of us the challenges that those we serve face on a daily basis.

We set up stations for each group to "experience" various disabilities. There was one station that allowed staff to don safety helmets, one station allowed us to have visual impairments, one station was for feeding, one for motor limitations, and another for mobility impairments.

At each station staff were asked to complete an activity or goal just as we ask of the consumers in our homes. It was interesting to watch the staff trace their name while struggling with a visual impairment, or to go for a ride around the house strapped in a chair being controlled by another staff. Are they confused about why they have to trace their name, or do they wonder what it looks like when they are finished? We wondered, maybe for the first time, do our consumers think we are pushing them too fast, are they worried that they can't get up or that we may leave them somewhere outside in their chair?



Janice Staples experiences being fed

At the feeding station, we fed each other pureed items. This left us wondering how the consumers feel when they are fed at each meal, pureed food that is unrecognizable. Do the staff always remember to describe to them what they are eating? Is it always the right temperature? Do they even like squash?



Gayle Simpson experiences being in a wheelchair

Oftentimes in our quest to take care of the individuals that we serve, we may rush around providing services and forget about why those services are necessary. The challenges that these folks have faced and will continue to face sometimes become second nature and may be almost forgotten. The training in disability awareness that we participated in helped us to remember. We were able to experience, to a small degree, what they experience in their daily lives. It gave us a renewed appreciation and respect for the challenges these individuals face and their ability to cope everyday. ■

*Happy Holidays*  
from all of us at Pathways, Inc.



**Pathways, Inc.**  
33 Denison Parkway West  
Corning, NY 14830

PLACE  
STAMP  
HERE

**Pathways, Inc.**  
Attn: Tammy Hallgren  
33 Denison Parkway West  
Corning, NY 14830



33 Denison Parkway West  
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**Pathways, Inc.**  
**PERSPECTIVES**

**Published by Pathways, Inc.**  
33 Denison Parkway West  
Corning, NY 14830  
Tel: 607-937-3200  
Fax: 607-937-3202  
website: [www.pathwaysforyou.org](http://www.pathwaysforyou.org)  
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PRSR STD  
US Postage  
**PAID**  
Permit No. 60  
Painted Post, NY