

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.

SPRING/SUMMER 2008

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2008

A Year for Anticipated Growth

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

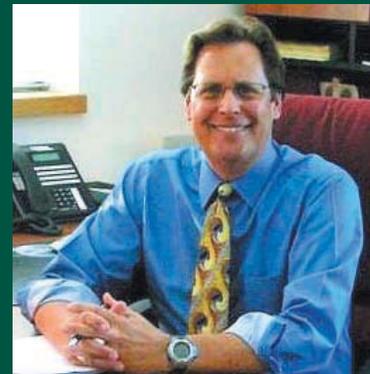
In 2007, Pathways, Inc. expanded and developed several new program initiatives in the Southern Tier of New York State, which included new and expanded services locally as well as in Geneva and Canandaigua.

In spite of the economic downturn that we as a nation have experienced during the first quarter of 2008, Pathways continues to find itself in a growth mode. The need for new and expanded services continues and as a mission-based organization, we strategically position ourselves to be able to respond to the desires of the consumers and the families we serve.

At Pathways, we do not get to where we are going by mistake. Why? Because we strategically align ourselves with those individuals and families who articulate their desire for new and innovative program components. We then develop to these desires accordingly.

Our expansion plans for 2008 include the construction of a residence for autistic children and procuring a site and instituting a new program model for dually diagnosed individuals, namely, those who have a developmental disability and a mental health diagnosis. We also plan to develop a structured day program site in Corning for individuals with traumatic brain injury and to right-size one of our larger residences into two smaller homes. These new initiatives will take place in conjunction with the ongoing growth and refinement of our existing services.

What does this all mean? It means innovative and enhanced services for our consumers; continued contribution to the local economy via hiring new staff and by purchasing products and services from our local community. Most importantly, we fulfill our mission statement of holding ourselves accountable for meeting the expressed needs of those we support and offering them meaningful opportunities to develop their own capabilities.



Edward J. Lukomski

I commend our Pathways employees for making it all happen. We could not do what we do without their dedication and commitment to our mission as well as their ability to respond quickly and effectively to changing circumstances. ■

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."

A Welcome Message

By Edward J. Lukomski, Ed.D., President & CEO

On behalf of Pathways, Inc. I would like to welcome Patricia Dix as our new Board Chairperson and Robert Locker, Ph.D. as Vice Chairperson. Pat is a *medical case manager* for United Case Management Systems has served on the Pathways Board since 1985. She has also played an active role on the Executive, Special Review, and Erwin Child & Family Center (ECFC) Advisory Committees as well as on the ECFC Communications Committee. Bob is a *scientist/manager* at Corning Incorporated and has served on the Pathways Board since 1998. He has also actively served on the ECFC Advisory Committee as well as the ECFC Fundraising Committee. Thank you Pat and Bob for your continued service and commitment.

A Note from Pat –

On behalf of the Pathways Board of Directors, I send a sincere wish for health and happiness as we all enjoy the change from winter to spring. Longer days, sprouting flowers, and the greening of our beautiful hills all combine to lift our spirits and renew our energies.

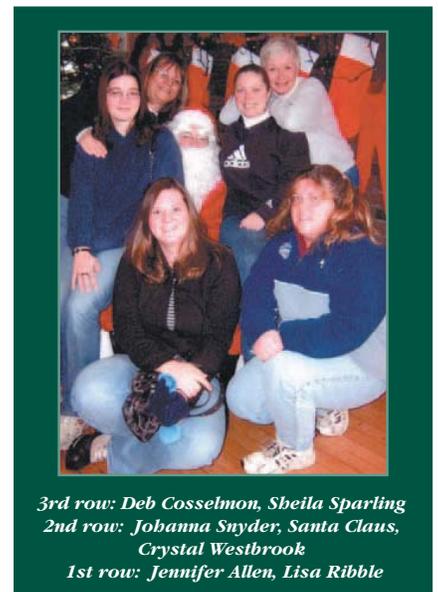
Program changes and improvements, new programs, and getting back to outdoor activities all help us to renew our commitments and good intentions to family, work, and to ourselves. Just as we watch the earth come into bloom, children grow into new activities, and people grow into new abilities, we should watch for our own personal growth. It happens every year and yet it is new every year. May each of us experience something new and bright as Mother Nature shows us the way. Happy spring and summer! ■

Good Times and Good Lessons

By Crystal Westbrook, Senior Skill Builder, OMH Waiver

The *skill builders* and *individualized care coordinators* in the Office of Mental Health Waiver program have worked with program youth to instill the value of self; they have also shared with them how a personal touch can often mean more to a gift recipient as well as to their own sense of accomplishment. To achieve this, they have discussed the significance of making gifts rather than purchasing them and they have reinforced these ideas through fun-filled activities.

Each youth and *skill builder* had a great time making Christmas ornaments and gifts for their families. They also made scrapbooks and photo albums to help with the personal touch. There was no absence of fun in all this activity; they enjoyed hot chocolate, sang Christmas carols, had their photos taken with Santa, and enjoyed the camaraderie of the group. And just in case you're wondering, the *skill builders* showed their holiday cheer with a picture with Santa too! ■

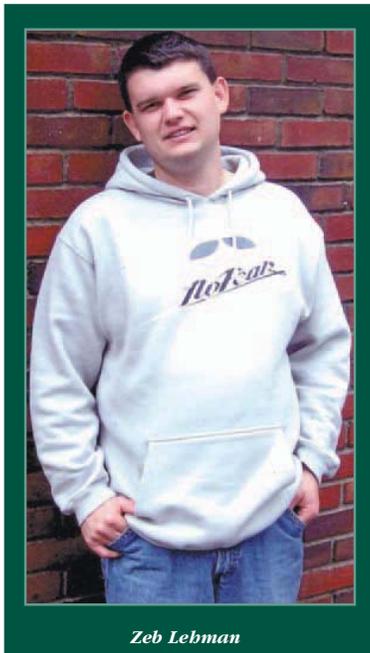


3rd row: Deb Cosselmon, Sheila Sparling
2nd row: Jobanna Snyder, Santa Claus,
Crystal Westbrook
1st row: Jennifer Allen, Lisa Ribble

A Dream Come True

By Mark Robinson, QMRP, Fassett Road IRA

Carl Sandburg once said, “Nothing happens unless first we dream.” We must dream it before we can achieve it. In 2000, Zeb Lehman took his first few steps toward his deep desire to live independently. Zeb, diagnosed with autism, has always wanted to be on his own. He began his quest for independence by living in a Pathways, Inc. residential facility located in Elmira, NY. Fassett Road IRA is the residential facility that Zeb has called home for the past 8 years. This residence focuses on the diagnosis of autism and uses the philosophy called TEACCH (Treatment and Education of Autistic and related Communication-handicapped Children).



Zeb Lehman

Zeb's journey came with many hurdles and barriers to overcome. He has made plenty of progress during his time at the residential site due to his hard work, ambition, and unwavering focus on moving out and living on his own. A large part of his drive was getting to know his community and feeling safe in it. Zeb began this journey by volunteering at various places including the local SPCA. Very quickly Zeb became bored with just volunteering.

He learned the local transit system which allowed him access

to a much larger community. He then focused his energy in obtaining a job that paid him for his work. Zeb accomplished this task and has maintained worthwhile jobs at McDonald's and St. Joseph's Hospital. While at McDonald's, his name was placed under the golden arches several times as the employee of the month.

When asked what defines him, he said he likes to keep busy. He said he always likes to be doing something. His future plans are to eventually live in a place where he can take care of his own cat or dog. He feels that he has made great progress and he is excited about moving. Zeb said he will miss all of his friends here and their families and he will especially remember all of the great trips that he has gone on during his time here.

Walt Disney once said “All our dreams can come true – if we have the courage to pursue them.” Zeb not only has courage, he also has determination. He has finally made the leap and has decided to move out and into his community that he knows and loves. Good luck Zeb in all the things that you aspire to do! It has been our pleasure in helping you on your journey in life. ■

A Note to Therapists and Caregivers

By Steve Gronski, MSE, Coordinator, WRAP Program

Many of the youths I have worked with over the years as well as some of their family members have taken medications prescribed to help with anxiety, depression, hyperactivity, and other mental health issues. It is disturbing that all too often many will take their medications on and off, or discontinue taking them because of a side effect without discussing it with their physician or psychiatrist. Especially with conditions like *bipolar disorder* or *depression*, this can be harmful and sometimes dangerous. It is unfortunate that therapists have to resort to continually auditing medications for families, and sometimes discovering that a person has taken their medication sporadically. I would like to share an excerpt from an article I recently read about antidepressants:

If you want to stop taking an antidepressant, it's important to speak with your doctor first, the American Academy of Family Physicians says. The doctor may recommend weaning your body off the medication gradually.

People who stop an antidepressant too quickly may trigger a host of symptoms that doctors call antidepressant discontinuation syndrome. Symptoms may include:

- Anxiety
- Feelings of depression or sadness
- Moodiness and irritability
- Tiredness
- Headaches and dizziness
- Nausea and vomiting
- Diarrhea

If an antidepressant is causing an unpleasant side effect, your doctor may opt to lower your dose or prescribe a different type of antidepressant altogether.

As a reminder, any prescribed medication should be taken as written, even antibiotics. Not doing so can often cause more harm than good. The recent incident on the college campus in Northern Illinois should be a prime example of what can happen when someone on psychiatric medications ends their regimen on their own. Thus, if you are a therapist or caregiver of someone on psychiatric medications, keep the symptoms above in mind during treatment, and be mindful that sometimes the symptoms are not side effects of a drug but rather an indicator that the drug is not being monitored or taken as directed. ■

Special Recognitions

By Shelly Cook, QMRP, Meads Creek ICF

We often hear about the importance of recognizing our staff for their hard work, but I think we should recognize our consumers as well. It is because of them, that we are all here.

Recently I applied for a different position within the Agency. Through the interview process I learned a valuable lesson; I realized that I was considering leaving the Meads Creek residence for the wrong reasons. Immediately, I thought of 12 wonderful reasons to stay that outweighed any other reasons for leaving. I would like to recognize and thank each individual at the residence for their attributes and zest for life as they live it and for how that affects me as a caregiver:

Tammy and Patricia have overcome so much in the last 5 years, especially in adjusting to new staff. They were in no hurry to welcome me into their lives when I started working here. They took their sweet time before being willing to speak to me or allowing me to work with them. I tried everyday and when they were finally ready to trust me, they opened up. As new staff have joined the residence over the years, these two young ladies have welcomed each of them with open arms and hearts. I commend them for coming such a long way in learning to accept new people into their lives and home.

Edward is determined to walk and to maintain his existing skills. He works hard and puts forth his best efforts in all he does. I would like to thank him for being such an inspiration to me. When I see his determination, I also want to strive to do my best and never give up.

Jon has such an infectious smile that he automatically brightens your day. No matter what is happening around him, he spreads joy through his smile. Thank you, Jon for always lifting my spirits.

Charlotte is so wonderful. When she sings and laughs, you just can't help but to smile and laugh with her. Thank you, Charlotte.

Barbara is always the first to say hello every morning or afternoon and ask her famous question, "Where have you been all week?" Not a day passes without this question from Barb. Her upbeat attitude along with her smile can easily turn any frown upside down.

Ana is so full of life. I wish I had her energy. She has an energy that just draws you to her. She is determined to succeed in life and in all

that she does. Thank you, Ana.

Joshua has been such a blessing since joining our family. Though he is non-verbal, he has a great smile and loves to sing and interact with others. He has opened my eyes to so much, especially to realizing how important life is and the relationships we have.

David wants everyone to get along and be friends. What a great motto to live by. Thank you, David.

Theresa is very independent in many ways. Her independence is so inspiring because she never gives up. She is willing to try new things and offers ideas to better her life. Theresa is so thankful for being here and we are blessed to have her.

Albert and Guion, both of whom have passed on, were so full of life. These two gentlemen enjoyed spending time with family and lived fulfilling lives. Fond memories of each of them forever live within us.

I have learned many important lessons from our consumers - most importantly, that the little things in life mean more than the big things and to enjoy what you have in life instead of always wishing for more.

Every day is a struggle for many of our consumers. The small steps that they make every day are steps that we may take for granted. Realizing this helps to keep in perspective those things that we see as struggles in our own lives. The smiles, laughter, and even the tears make it all worth going to work every day at the Meads Creek residence. Our consumers are wonderful, energetic, and full of life.

To our consumers, thank you for allowing me to be a part of your family and making me realize why I came to work in this field. You open my eyes every day to the simple things in life.

Each one of you is dear to me.
Again, thank you. ■



Borderline Personality Disorder & Dialectical Behavior Therapy

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

Personality disorders are enduring patterns of inner experience and behavior that are pervasive, extreme, inflexible, and maladaptive. These disorders typically have onset in early adulthood or adolescence, can be stable over time, and lead to distress and impairment. A person with a personality disorder is unable to deal with people or problems constructively or to adapt to the changing demands of their environment.

A Borderline Personality Disorder is an “enduring pattern” of emotional instability (moods that change quickly and unpredictably), impulsive behaviors (using drugs and alcohol, addictive behaviors, overspending, and possibly eating disorders), interpersonal instability (having trouble sustaining close relationships, chronic uncertainty about life goals), and a propensity to self-injure, threaten, or attempt suicide in an effort to solve problems. People with Borderline Personality Disorder experience emotions intensely and are very vulnerable; they are also often the most intensive and extensive users of mental health services. This disorder is extremely painful to the individual and to those who love them.

Treatment and Research Advancements; Association for Personality Disorders (TARA APD) was created in 1995 and remains the largest national not-for-profit organization dedicated to raising public awareness of Borderline Personality Disorder (BPD). According to their literature, TARA APD’s mission is to provide family support, research causes and treatment of BPD, ensure availability of evidence-based treatment, and translate research findings into practice. They report that the optimum treatment for BPD is a combination of medication therapy and cognitive psychotherapy. Dialectical Behavior Therapy is a method of cognitive behavioral therapy that treats people with BPD and was developed by Marsha Linehan, Ph.D. at the University of Washington. Dr. Linehan found through her work that people with BPD felt that their ability to change was being overestimated while the degree of their suffering was being underestimated. She formulated strategies to help them tolerate their pain while working toward making a “life worth living.”

Dialectical Behavior Therapy (DBT) is supportive; it helps a person identify their strengths and builds on those strengths so that the person can feel better about them self and their life. DBT is also cognitive; it assists one to identify thoughts, beliefs, and assumptions that make their life harder. DBT helps people to learn different ways of thinking that will make life more bearable. The overall aim of Behavior Therapy is to assist people to try new ways of thinking, feeling, speaking, and accomplishing tasks. Rather than focusing on the past, this approach gets people to look at the present situation. It focuses on a person’s views and beliefs about their life, not on their personality traits. DBT is based on the idea that opposites can coexist and be integrated. Thinking dialectically means recognizing that both points of view in any situation are valid, and means constantly working on balancing change and acceptance.

Pathways, Inc. operates a Community Residence for Adolescents known as Lake Breeze in the Canandaigua, NY area. Our *program director*, Deborah Cole, LCSW–R, is currently running a group with several of our youth residing at Lake Breeze utilizing the DBT techniques and is experiencing success with this therapy method.

For further information on this disorder and treatment approach, please visit TARA’s web-site.

Primary source of information for this article was www.tara4bpd.org. ■



Back row: Deb Hakes CP, Cheryl Hurd RN, Laura Palmesano RN, Sherry Shangraw CP, Bernadette Zoerb RN, Tracy Daw, Tyler Eldridge, Emily Freeland, Kelly Keegan, Brenda Monaban, Keri Smith, Cory Grimmins
Front row: Lexis Maurer, Claire Mason, Brittany Johnson, Emma Mason, Haley Ford, Kirsten Bauman, Sbariab Monaban, Dakota Monaban

Kids' Adventure Club Donates Animals to Corning Hospital

By Tammy J. Hallgren, Director of Public Relations

The children at Pathways' Kids' Adventure Club from the Erwin Valley site collected 250 new or nearly new stuffed animals (far exceeding their goal of 100) and donated them to Corning Hospital. Hospital staff give the animals to children to help comfort them when they come to the hospital. The stuffed animal donation has become an annual community service project that Kids' Adventure Club participates in to help teach the children about caring for others. Kids' Adventure Club is a before and after school childcare program of Pathways, Inc. ■

Family Involvement with Kids' Adventure Club

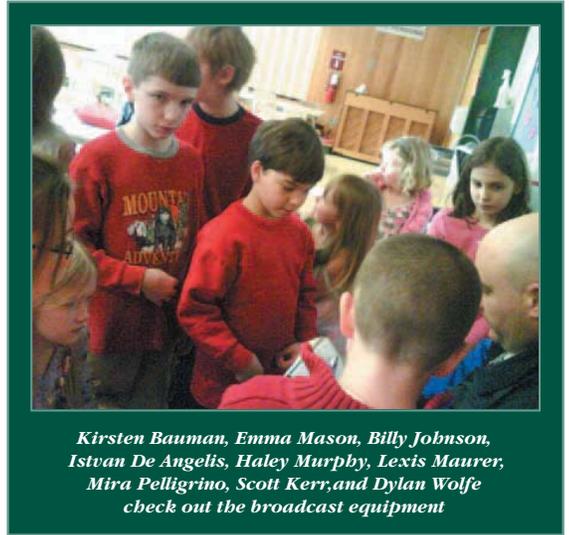
By LeAnn Meinstereifel, Program Director, Kids' Adventure Club

Kids' Adventure Club provides services to families that need before and after school child care for school age children in the Corning-Painted Post and Campbell-Savona elementary schools. The program strives to provide a safe, secure, and quality program to meet the many demanding work schedules of parents in our communities. Currently Kids' Adventure Club provides care to nearly 300 children throughout the seven program sites. Providing child care services for families naturally promotes positive family involvement in many ways throughout the year.

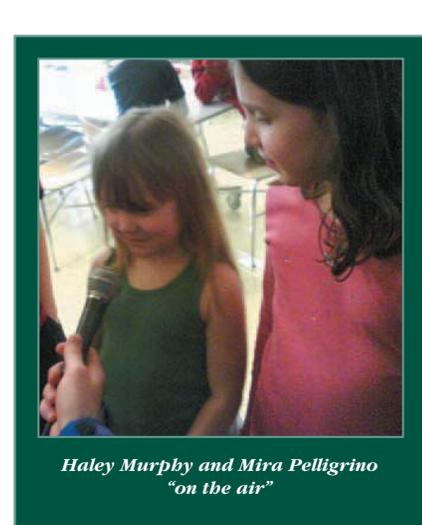
In the field of child care, family involvement is a critical component for a successful and quality program. Family involvement means that families work together with caregivers to establish an environment that strengthens learning in the program and in the home. Research has shown that when families take part in children's educational programs, children experience more success in school, extracurricular activities, hobbies, and socialization.

Kids' Adventure Club families are more than just customers; they are volunteers, advocates, fundraisers, committee members, and more. They donate many items for activities, bake goodies for bake sales, and provide positive comments and offer suggestions on surveys for program growth and improvement. And, they take time out of their morning or afternoon to interact and engage in the activities at program sites when dropping off or picking up their children.

Recently many families supported the children through the Change Rangers project. This is an annual community service project that all seven program sites participate in to benefit the Arnot Ogden Neonatal Intensive Care and Pediatrics Unit and the Children's Miracle Network. This year, Kids' Adventure Club raised an impressive donation of \$810.



Kirsten Bauman, Emma Mason, Billy Johnson, Istvan De Angelis, Haley Murphy, Lexis Maurer, Mira Pelligrino, Scott Kerr, and Dylan Wolfe check out the broadcast equipment



Haley Murphy and Mira Pelligrino "on the air"

We are very fortunate to have Scott "Free" Kerr involved with the Kids' Adventure Club program. Not only is he a parent of a child in our program, but he is also a DJ for WINK 106 Radio. Scott offered to expand the children's involvement in the Change Rangers project by using their voices in radio commercials advertising the Children's Miracle Network radio-thon. He brought "live on location" broadcast equipment to the Erwin Valley school and recorded the children's voices back at the studio. In addition to providing a new experience and learning opportunity for the children, it was also a great way to promote the fundraiser. Scott says, "There's nothing like having a kid ask for help for another kid. It really hits home and makes a strong point."

Scott has also taken several very early calls from me on snowy, wintery mornings to help relay the word that Kids' Adventure Club is operating on a 2-hour delay, a snow day site, or a closing. The change of schedule happens before my first cup of coffee and before I am ready to interact with others, but Scott always greets me with a cheerful and friendly voice ready to put the word out to our families so their morning schedules can go as smoothly as possible. He brings laughter and a friendly helping hand as a parent and a community figure and he is a great example of family involvement. ■

Giving Back to our Community

By Tammy J. Hallgren, Director of Public Relations

Participants from the Lake Street Day Habilitation Program at Pathways, Inc. participated in the Salvation Army Kettle Campaign during the 2007 holiday season. They rang the bell and greeted shoppers with smiles and wishes for happy holidays. They truly enjoyed the opportunity to participate in this community service activity. ■



Eddy Knapp, Peggy, Eloise, Shannon and Andy volunteer for the Salvation Army

A Very Special Union

By Christine VanHorn, Medicaid Service Coordinator

You may remember a young lady with short blond hair named Carrie Bergeron who appeared on *The Oprah Winfrey Show* to share her story. She was also featured in a *Time* magazine article. Carrie is a young lady with Down syndrome who, prior to becoming involved in the Consolidated Supports and Services program, was receiving residential habilitation services through the Resource Center for Independent Living (RCIL) in Utica, NY. She soon met, fell in love with, and married a Hindu man with Down syndrome, named Sujeet. She decided to become involved with Consolidated Supports and Services to assist her with the transition of moving from her home town to another location, about 55 miles away. Carrie and Sujeet celebrated their wedding with both a traditional American wedding along with a traditional Hindu wedding. Pictures of their wedding can be found on the following website: http://www.time.com/time/photoessays/2006/special_wedding/.

Consolidated Supports and Services is a waiver service offered by the Office of Mental Retardation and Developmental Disabilities (OMRDD). It originated out of an idea known as “self determination.” Self determination for a person with a disability means that they want more control over the types of services and supports offered to them throughout their lives. It is about personal choice. What do I want to do during the day? Where do I want to live? Who do I want to live with, if anyone? What do I want to do during my free time? Who are the people in my life that are most supportive to me and will help me reach my goals?

Individuals who decide that Consolidated Supports and Services are for them will have a clear idea of their major life goals. This program is best suited for those individuals and families who are willing to take on more self direction and more control of their own lives. Of course with these freedoms comes responsibility. The person and their circle of support must agree that the desires of the person will keep him or her safe.

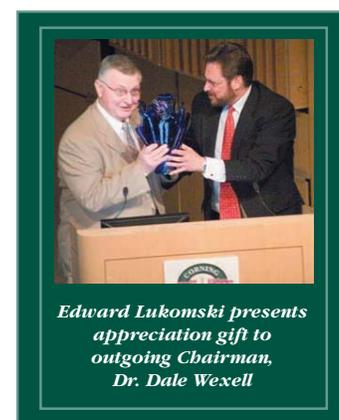
Once it is decided that Consolidated Supports and Services is the way to go, the individual and their support circle will sit down with a start up broker to do some person-centered planning to find out what exactly they want to do. They will identify the supports they will need to achieve their goals and the individual will also be involved in the process of interviewing and hiring potential staff and arranging their own service schedule. They will work to create a budget to pay for those services that they have identified. Participants in the plan agree that they will utilize their budgets safely and wisely, but ultimately they are in control.

Offering Consolidated Supports and Services can be a means to success stories such as the one above. Pathways, Inc. can assist anyone who is interested in participating in Consolidated Supports and Services. For more information, please contact Dee Righter at (607) 937-3296. ■

A Note from The Corning Area Chamber of Commerce

By Denise Ackley, President

The Corning Area Chamber of Commerce is pleased to announce that Pathways, Inc. President and Chief Executive Officer, Edward J. Lukomski, Ed.D., has been named the 2008 Chairman of the Board. As a member of the Board, Executive, and Finance Committees since 2006, Ed has established himself as a true asset to the Chamber through his community commitment, leadership experience, and outstanding business sense. Pathways has been and continues to be a very active Chamber Member and we are honored to have Ed serving in this important leadership role.



I am also very pleased to share that the Chamber presented its annual *Star Award* to Tammy Hallgren, Director of Public Relations for Pathways, Inc. The award is presented to a Chamber member who has ‘provided volunteer service that is above and beyond expectations over an extended period of time.’ Tammy has volunteered many hours as a member of our Annual Golf Outing Work Group and most recently as a Chamber Ambassador. While the Chamber is very fortunate to have many volunteers that have stepped forward to answer the Chamber call... Tammy particularly stood out because of her incredible commitment to making the most positive impact possible for the Chamber as well as the community.

Congratulations and thank you both! ■

Erwin Child & Family Center Hosts Vegas Fundraiser

By Tammy J. Hallgren, Director of Public Relations



On March 4th, our Erwin Child & Family Center (ECFC) hosted *Vegas! ~ Entertainment, Gaming and Auction* at the Sullivan Park facility of Corning Incorporated. Each guest received \$5,000 in play money to try their luck at black jack, poker, and everything in between. Colleen

Coro, center director, expressed a warm welcome to all those in attendance for their support.

The evening included entertainment by Solid State Jazz, West High School Jazz Band, 171 Cedar Swing Set and Modern Dance groups, light hors d'oeuvres and a cash bar, a live auction, and lots of gaming fun. The auction included some very special items including an antique Persian rug, a gourmet dinner for 8, sports memorabilia, and children's art. To add to the fun, we raffled off 10 themed baskets filled with a variety of items.

Guests enjoyed the talents of Julie Browsers, WENY TV morning news anchor, who served as our emcee for the evening and Clairmont "Hammy" Ham, our auctioneer. Participants received one ticket for every \$5,000 in play money they had at the end of the evening and they could put those tickets in the raffle boxes to win the grand prizes! Every guest had at least one chance to win one of these fabulous prizes. Congratulations to the following grand prize winners:

- Kelli Naylor – \$500 US Airways Gift Card
- Nicole Brefka – Nintendo Wii Gaming System
- Marty Ennulat – Canon Digital Camera



Despite a snowy start to the evening, the event was a real success and all proceeds will help support arts and enrichment activities at the Center and the purchase of new playground equipment. We offer our sincere thanks to our event sponsors, local business donors, and parents and community members who came out to support this event. We would also like to thank Corning Incorporated, Science and Technology; Kelly Ayers, Connie VanHouten, and Lesley LaMonica at Sullivan Park; the many student volunteers; WENY TV and Julie Browsers; Route 81 Radio, The Leader, and Star Gazette; Corning Limousine; the cashiers; Board and committee members; ECFC staff; and all those who worked so hard to make this event a success. Your support is sincerely appreciated. ■



A Very Special Thanks to our Donors and Sponsors

By Tammy J. Hallgren, Director of Public Relations

With special thanks to Corning Incorporated, Science and Technology Community, Joe Miller, and his leadership team for their foresight in recognizing the need for the vital operations and facility at ECFC to support the families and children in the area, including many dual career couples at Sullivan Park.

PREMIER SPONSOR

- Corning Incorporated
Science & Technology

GOLD SPONSORS

- Corning Enterprises
- Corning Property Management Company

SILVER SPONSORS

- Corning Enterprises
- Swan & Sons - Morss Co., Inc.

BRONZE SPONSORS

- Cold Spring Construction Company
- Corning Incorporated
Manufacturing Technology & Engineering (MT&E) Process Engineering
- Corning Incorporated
Procurement & Transportation
- Pathways, Inc.



FRIEND SPONSORS

- Corning Credit Union
- Corning Limousine
- Doug Gross Construction
- Elmira Savings Bank
- End Zone
- Timothy J. Hughes
- Nancy A. Socha & Associates LLC
- Three Rivers Development Corporation
- Tire World
- Upstate Partners, LLC

PATRON SPONSORS

- Bobby K Entertainment
- Piper Insurance Agency, Inc.



Special thanks to the following businesses and individuals for their auction and gift basket donations:

- Bong's Jewelers
- Bottles & Corks
- The Central Restaurant
- Corning Catering
- Corning Country Club
- Corning Museum of Glass
- Costa Flying Service
- Dove Chocolate at Home
- Elaine Eisenberg
- Fazzary's Wine & Liquor
- First Arena/Elmira Jackals
- Gaffer Grille and Tap Room
- Glass Artist – Rae Friday
- Glass Artist – Carl Siglin
- GlasWerk Optical
- Goodyear Auto Service Center
- Gourmet Chef – Patricia Guy
- Hampton Inn
- Heavenly Cup Coffee Roasters



- HealthWorks
- Holiday Inn
- Home Depot
- J&T's Auto Cafe
- Jelly Beans The Restaurant
- Michael Kosinski
- Lighthouse Liquors & Wines
- LPGA Corning Classic
- Market Street Brewing Company
- Nonnie Hood Parent Resource Center
- Philadelphia Phillies
- Pookie's Little Britches
- Radisson Hotel Corning
- David Schirmer, DDS
- Spencer's Restaurant and Mercantile
- Twin Tiers Antiques Plaza
- Venus Williams / VStarr Interiors



Collaboration Benefits All

By Colleen Coro, MSED., Erwin Child and Family Center Director and Lisa Rice, MSED., Pathways' Preschool Director

The Erwin Child and Family Center (ECFC) and Pathways Preschool are involved in a collaborative effort that we are all very excited about. Last August, the Corning-Painted Post School District contacted Pathways because it did not have space to provide special education services to at least eight children this school year. The District was interested in having the Pathways' Preschool Program operate a classroom in order to meet the needs of our community. In turn, Pathways Preschool contacted ECFC with the idea of using extra classroom space to house this preschool room for up to twelve preschool children who have varying disabilities.

Pathways' Preschool runs this classroom and incurs all expenses including those of the professional and paraprofessional staff such as a Certified Special Education Teacher, Speech Therapist, and a Licensed Practical Nurse (LPN). Lisa Rice, the Director of Pathways Preschool provides all aspects of supervision for the preschool staff and this room is covered by their Office of Children and Family Services childcare license. Colleen Coro is the Director of the Erwin Child and Family Center and is responsible for running that facility.

Children enrolled in this room have varying disabilities including but not limited to: developmental delays; speech,

cognitive, and motor delays; and autism. In order to qualify for this classroom, children must show a deficit in at least two areas of development.

We are excited about this collaboration for many reasons. There are multitudes of training opportunities for all staff, and the presence of the LPN in this classroom provides additional support for all of the children who attend ECFC. Historically and presently, we have children enrolled at ECFC who receive services through itinerant therapists that work with the children, their families, and our staff. There now are opportunities for parents and therapy staff to network, thus providing numerous ways to support families who may have concerns about their child's development. The special instruction offered by Pathways' Preschool often includes strategies to address disorders, and by working together, a greater number of childcare staff will have access to the development and implementation of such interventions. Those who will benefit most are the children. Inclusive environments are now mandated in most educational venues, not only in New York State, but also nationwide. Collaborative efforts such as this one enable our students, families, and staff to reap the benefits of a truly diverse environment. ■

In Memoriam

By Roman Kowal, Quality Assurance Assistant

Michele became part of the Pathways family in 1989 when she moved into the newly established Davis Road residence. Michele and the Davis Road residence were a perfect fit. According to Michele's father, she found her home there. Mr. McCarty also stated that he could not imagine what Michele and the McCarty family would have done if it wasn't for Pathways. Michele's infectious smile, whole hearted laughter, and sarcastic sense of humor (which was primarily directed toward Jake) quickly became a mainstay at the residence.

Michele received day services from the Corning Day Habilitation program and over the years, she worked at Steuben ARC and volunteered for at many organizations including two of her favorites, Meals on Wheels and the Veteran's Administration Hospital in Bath. She loved to go to work and get out into the community. Michele also loved to prove people wrong. There was something about doing things that people said she couldn't do that excited her and motivated her. At several points in her life, she was told she would never walk again and each time she proved she would.

Michele always showed sincere compassion toward her peers. She kept track of the birthdates of each of the consumers and made sure they received a card on their special day. She also loved to hold babies. Michele was a wonderful daughter, sister, aunt, and friend; she had many friends and touched many lives. She will be deeply missed.

On behalf of the Board of Directors, Administration, Staff, and Consumers at Pathways, Inc., we offer our sincere thanks to the individuals and families that made donations in Michele's memory. ■



Michele McCarty
4/29/66 - 3/19/08

A Creative Approach to Exercise

By Jennifer Allen, Senior Skill Builder, OMH Waiver

The youth in the Office of Mental Health Waiver program have brought a whole new meaning to exercise! They all shared a common interest or goal to manage their weight and to live a healthier lifestyle. At first they struggled to find accessible and affordable programs that were of interest to them.

The program *skill builders* coordinated events that allowed the youth to meet with their peers and discuss their common goals. Together the *skill builders* and youth brainstormed ideas and decided to create their own exercise video. They customized their exercises and developed the choreography for the video.

They incorporated their own music and innovative dance moves and transformed it all into a fabulous exercise video for each of the youth to use in the comfort of

their own home. The purpose of the video was to motivate youth, to enhance their self-esteem, and to provide an additional opportunity for the teens to interact with their peers. Great job, ladies!



Amy Stanard, Alison Husted, Deanne Oswald, Amberlynn Anderson, Alicia Avellaneda, Amanda, and Carlotta Knapp show off their moves



Warming up



Really workin'

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 opportunities for our consumers and program enhancements:

- | | |
|--|---|
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| <input type="checkbox"/> Mr. & Mrs. F. Richard Cleveland | <input type="checkbox"/> Panosian's Home World |
| <input type="checkbox"/> Employees at Fortuna Energy | <input type="checkbox"/> Mr. Daniel Pike |
| <input type="checkbox"/> Mr. James Johnson | <input type="checkbox"/> Ms. Barbara Ramsdell |
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| <input type="checkbox"/> Mr. Charles LaVarnway | <input type="checkbox"/> Mr. Richard W. Swan |
| <input type="checkbox"/> Mr. Edward Linsler | |

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"/> Ahhh Flowers by Cortright | <input type="checkbox"/> Hands on Glass |
| <input type="checkbox"/> Country Inns & Suites | <input type="checkbox"/> Hot Topic |
| <input type="checkbox"/> Days Inn – Bath/Hammondsport | <input type="checkbox"/> Route 81 Radio |
| <input type="checkbox"/> First Arena/Elmira Jackals | <input type="checkbox"/> Sorge's Restaurant |
| <input type="checkbox"/> Girl Scout Troop #778 | <input type="checkbox"/> Towner Tree Farms |
| <input type="checkbox"/> Girl Scout Troop - Seven Lakes Council | <input type="checkbox"/> Visions Hotels - Hampton Inn |

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

- Mr. John Mease
- Rochester Museum and Science Center
- Raymond and Linda Zavacky

Treats for Troops

By Laura Wadsworth, Mental Health Therapist, Pathways to Learning

Students at the Hornell Intermediate School are doing their part to make sure American troops in Iraq can enjoy a little taste of home. The Pathways to Learning Day Treatment class collected items and encouraged other students and staff in the building to do the same and donate to their “Treats for Troops” project. The students collected items for one month, inventoried the items, and packaged them for delivery.

The students were very excited about being able to help the troops overseas especially because they were supporting someone with whom they had a connection - 1LT Adam Eaton's troop. Adam's mother is a secretary at Hornell Intermediate School. 1LT. Eaton's troop was deployed to Iraq shortly before Christmas 2007.

The students collected enough items for eight packages with items ranging from gum and candy to stationery and toys. They also wrote letters to the troops and inserted them into the packages with hopes that the items will reach the troops safely and that they may even receive responses to their letters.

Mrs. Eaton received word on February 12, 2008 that the first four packages were received. 1LT. Adam Eaton stated, “Thanks and let them know it is greatly appreciated.” ■



New Projects Approved

By Tony Zajchenko, Associate Executive Director

In our ongoing quest to meet community needs, Pathways, Inc. researches current and upcoming trends, pays attention to statewide priorities, and collaborates with parents and consumers in our service area. Based on input from the interactions listed above, Pathways developed three proposals and submitted them to the Office of Mental Retardation and Developmental Disabilities (OMRDD) last year.

We have recently received verbal approval to begin the implementation of these proposals. These proposals are a Day Services Program for individuals who have both a developmental disability and a mental health diagnosis; an Individualized Residential Alternative (IRA) for six children with Autism; and downsizing a large Community Residence into two smaller homes which will be home to six adults each.

The Day Services Program for individuals who are dually diagnosed will start with eight consumers and expand as needs dictate. We believe that it will be the first day program developed specifically for individuals who are so diagnosed in the area and provide the supports necessary for success to people who oftentimes “fall through the cracks.” This program will serve adults in both Steuben and Chemung Counties.

Our second proposal will be developing an IRA for six children with Autism and will be located in Chemung County. This proposal was initiated when several parents approached their service coordinators requesting residential support for their school aged children. After more than a year of collaboration and meetings with residential development staff, these original requests became the proposal which was approved. This will be the second home that Pathways will have opened for children with Autism. The first opened in 2000 and is located in West Elmira, NY.

The final proposal will be the downsizing of a large two story Community Residence in Corning, NY into two six-person IRAs, also to be located in the Corning area. These new homes will be accessible (one story) homes and will allow the current residents to “age in place” in their present community as well as offer residential support to two additional people.

As usual, not only will these projects enhance support for the individuals with disabilities, they will also bring approximately 45 new jobs to the area as well as infusing approximately \$2.2 million into the Chemung and Steuben economies. ■

Adolescents and Depression

Shirley A. Fritz, LMSW, Director of Mental Health Services

A common perception of high-risk adolescents is that they use alcohol, drugs, and sex to “self-medicate” depressed feelings. But research funded by the National Institute on Drug Abuse and based on a study of nearly 13,500 adolescents contradicts that widely held belief, showing instead that alcohol, drugs, and sex actually lead to depression, not the other way around. The results of this two-year study found strong evidence that marijuana and alcohol use increased the likelihood of depression among boys and that any alcohol, drug, or sexual experimentation increased the likelihood of depression in adolescent girls.

Adolescents who abstain from alcohol, drugs, sex, and tobacco have very low rates of depression – around 4% for both boys and girls. Boys who only experiment do not increase their likelihood of depression according to the study results. However, girls who experiment with alcohol, tobacco, or other drugs are more than twice as likely to be depressed as girls who abstain and three times more likely if they have sex.

Male adolescents are more likely to be depressed if they are high-risk users: binge drinkers are 4.5 times more likely to be depressed than abstainers and daily marijuana users are 3-4 times more likely to be depressed. The risk of depression for female adolescents increased greatly, from 2 to 11 times greater, in almost all of the high-risk involvement with alcohol, tobacco, other drugs, and sex.

Depression is a debilitating disease that can lead to suicide, which is one of the top three causes of teen death. The results of this study suggest that teen depression may be prevented. Parents, educators, and health practitioners now have even more reason to be concerned about teen behaviors and to take action about alcohol, drugs, and sex.

About 2.2 million adolescents, ages 12 to 17 years experience at least one major depressive episode in a year. An estimated 21% of adolescents ages 12 to 17 years that suffered a major depressive episode in the past year reported drug use within the past month, compared to 9.6% of those who did not report a depressive episode in the past year. Similarly, 28% of teens suffering a major depressive episode in the past year, reported alcohol use in the past month, compared to 16.5 % of teens that did not report a depressive episode in the past year. Almost 25% of adolescents ages 12 to 17 years who experienced a major depressive episode in the past year also used cigarettes in the past month compared to just fewer than 11% without an episode of depression.

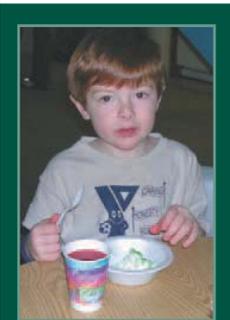
Other factors that put our adolescents at higher risk of depression include: stress; loss of a parent or loved one; a learning disorder; a chronic illness; abuse or neglect; and other trauma, including exposure to violence.

This data should serve as a wake-up call to all. Mental health is a critical aspect of the health and well-being of our children. If parents have concerns about their child’s behavior or emotions, they should discuss their concerns with their physician, teachers, social workers, friends or relatives who know about child development and mental health. Asking for help and learning where to access services are vital. Unfortunately, study results indicate that less than half of all youths suffering from depression receive any help. ■

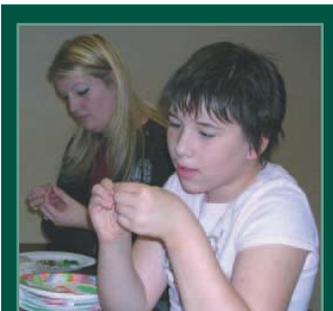
A Well-Deserved Day Off

By Debbie Campbell, Program Coordinator, Family Support Services

On Saturday, December 8th, Pathways Family Support Services Respite Program held its annual Respite Day in which parents of children with developmental disabilities were given a well-deserved day off. The children with a disability were invited as well as their siblings to enjoy a day of fun, activities, socialization, lunch, and snacks – all at no charge to the families.



Patrick Drury

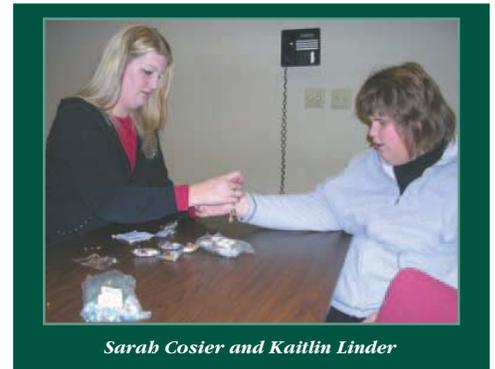


Sarab Cosier and Venus Pickett

The children participated in several activities throughout the day including seasonal coloring and puzzle pages, making holiday bracelets, and making Christmas pickle or beaded tree ornaments, all of which were big hits this year. They also had several children’s videos to choose from. For afternoon snack each child made their own ice cream in a bag, which was a favorite amongst most of them.

This year we had several return families along with a few new ones. It was great to see the smiles and hear the laughter as the children interacted with their friends and staff. Parents enjoy taking this time for themselves and they know that their children are having a special day and are well supervised.

Over the years parents have used this time to go to lunch as a couple or with friends, finish Christmas shopping, wrap presents, spend alone time with one of their other children, clean house without interruptions, or just enjoy some time to themselves. They are always very appreciative of this special day off. ■



Sarab Cosier and Kaitlin Linder

Staff News

By Tammy J. Hallgren, Director of Public Relations



Edward Lukomski and Roman Kowal

Roman Kowal Named Employee of the Fourth Quarter

Roman Kowal has been named outstanding employee of the fourth quarter at Pathways, Inc. Roman is employed as a *quality assurance assistant* for our Quality Assurance department and has worked for the Agency since July 1997. He was recognized by a co-worker for his diligence, patience, and work ethic. Congratulations Roman!

Charlene Johnson Promoted to Director

We are pleased to announce that Charlene Johnson has been promoted to *director of TBI services*. Charlene was previously a *service coordination supervisor* in our Service Coordination Department. Congratulations Charlene!



Charlene Johnson



Andrew Smaldone and Edward Lukomski

Andrew Smaldone Selected as Employee of the Year

Andrew Smaldone was named outstanding employee of the year at Pathways, Inc. Drew is employed as a *site supervisor* for our Kids' Adventure Club program and has worked for the Agency since February 2002. He was recognized for being a positive role model and for his dedication to the people we serve. Congratulations Drew!



Georgette Noyes

Georgette Noyes Promoted to Program Manager

We are pleased to announce that Georgette Noyes has been promoted to *program manager* for our TBI Services Program. Georgette was previously an *HCSS supervisor* with the same program. Congratulations Georgette!

Deborah Cole Hired as Program Director

Deborah Cole has been hired as *program director* for our Lake Breeze Adolescent Residence. Prior to Lake Breeze, Deborah was *director of services* for Catholic Charities of the Finger Lakes. She has more than 30 years of experience working in mental health and human service organizations. She is a native of Canandaigua and the Finger Lakes region where she lives with her family. Welcome Deborah!



Deborah Cole

Milestone Anniversaries

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

Celebrating 5 years of service are:

Angela Berger, Kathy Berggren, Shelly Cook, Patricia Dick, Rebecca Freeman, Jill Hollenbeck, Pamela Jones, Sonya Lee, Edward Lukomski, Veneranda Mapes, Karen Perry, Lisa Procopio, Timothy Roertson, Mary Smerdon, and Stephanie Ulicny.

Celebrating 10 years of service are:

Jamie Gold, Steven Hill, Robin Hough, Susan Louiz, Marilyn Padgett, and Bernard Skorusa.

Celebrating 15 years of service are:

Joseph Crown and Christine Deitrick.

Celebrating 20 years of service are:

Robert Ames, Mary Colburn, Rick Griswold, Penny Robinson, and Carol Rogers.

Congratulations all! ■

NYS Disability History Week Initiative

What? Disability History Week will be celebrated annually during the third week in October and is a time for New York State schools to provide instruction and activities related to disability history. Colleges, universities, and community organizations may also celebrate Disability History Week by offering events and educational opportunities open to the public.

Why? It is important that today's youth understand history in order to appreciate how individuals with disabilities were once viewed and treated. During Disability History Week, students will be provided with factual information on disability history leading to invaluable discussion on disability-related issues and giving students the foundation needed to make decisions in their everyday life on how they view and interact with others of differing abilities. Knowledge of disability history provides a roadmap for the future.

Who? You can be part of an effort to establish a Disability History Week in New York State. We need your input, your partnership, and your support!

How? You may join the effort to support the NYS Disability History Week initiative by contacting:

Karen Lazik
People Inc./Museum of
disABILITY History
280 Spindrift Drive
Williamsville, NY 14221
Office: (716) 817-9015
Email: klazik@people-inc.org

Additional information on the Disability History Week initiative will be furnished upon request.
www.disabilityhistoryweek.org
www.museumofdisability.org ■

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



4th row: Nick Breese, Susan Reynolds, Harrison Maxwell, Adrianna Long, Tynisha Barron, Kameron Comstock, Janak Shab, Justin Pruden, Dajour Foskey, Aaron Synder, Ben Maxwell, Alex Sabia, Jon Shock

3rd row: Mira Bellinger, Madison Rigby, Lacie Long, Divya Krisbnakumar, Tony Reynolds, Megan Long, Kurtis King, Erica Gerow, Hannab Foskey, Jeremy Asbury, Alisha Leonard, Angel Carl, Kayla Barron, Kelly Keegan, Justin Wright, Christopher Johnson

2nd row: Emily Curreri, Pedro Da Silva, Craig Russell, Aaribi Krisbnakumar, Nikolus Nickerson, Keri Smith, Taras Goral, Addison Daust, Eric Andrewlavage, Keily Caulfield, Blake Allowatt, Hunter Hilliard, Daniel Hoefner

1st row: Kiara Barron, Ryan Gerow, Alanab Foskey, Marrassa Hluck, Rianne Nickerson, Jakob Cole, Emily Synder, Abbey Bartenstein, Kush Shab, Ryan Pringle, Quinn Bowler, Sam Prescott

Kids' Adventure Club Donates to Children's Miracle Network

By Tammy J. Hallgren, Director of Public Relations

The children at Pathways' Kids' Adventure Club raised \$810 and sewed 30 quilts to benefit the Children's Miracle Network at Arnot Ogden Medical Center (AOMC). This is the sixth year that Kids' Adventure Club has participated in this community service project to help teach the children about caring for others. Susan Reynolds, Executive Director AOMC Foundation, shared information on the neonatal center with the children, complete with photographs and a life size "preemie" doll. After presenting the money and the quilts to Ms. Reynolds, the children celebrated their accomplishments with an ice cream social. ■

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

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