



## MESSAGE FROM THE CEO



**Elizabeth Martin**

October is a special month for us at Living Resources, specifically our Supported Employment Program, as it marks National Disability Employment Awareness Month (NDEAM). It provides the opportunity for all of us to recognize and acknowledge the incredible contributions and abilities of individuals with developmental disabilities in the workplace. Throughout this newsletter, we have highlighted the many successes our supported individuals have achieved through employment and their inclusive employers who paved the way for their success. We encourage you to join us throughout the year in raising awareness about disability employment and its benefits.

This year's NDEAM theme is "advancing access and equity." Why is this important? It is vital that we continue to bring awareness to employers of the untapped employment potential of individuals with disabilities and how by adding disability to their diversity, equity, and inclusion equation, employers will be creating a more inclusive culture and welcoming workforce.

A special thank you to each of our employment partners, each of whom focus on abilities, not limitations, and work together to ensure that everyone has the chance to pursue their career goals and dreams.

## RECOGNIZING OUR EMPLOYMENT PARTNERS

### Thank you for your commitment to inclusion!

Accent Home Health  
ACCES-VR

Albany Hilton Garden Inn  
Albany JCC

Albany Marriott Hotel  
Albany Medical Center

Amazon  
American Eagle Outfitters

Baptist Health/Scotia  
Bethlehem Central High School

Bethlehem Town Hall  
Big Lots

BJs  
Bountiful Bread

Burger King  
Burlington

C & W Cleaners  
Cambridge Valley Machining

Capital Milestones  
Capital Roots

Cavoli's Grinding Service  
Chick-Fil-A

Childtime  
City Mission of Schenectady

Community Care Physicians  
Corporate Source

The Costumer

Cracker Barrel  
Crossroads Industries  
CVS  
Delaware Community School  
Denny's Restaurant  
Druther's Brewing Company

Dunkin'  
EBizDocs  
Evergreen Rehabilitation Center  
FedEx  
FYE  
Gatherer's Granola

Grand Canyon University  
Grrreendog Grooming & Spa  
Hannaford Supermarkets  
Helping Hands  
Hoffman Care Wash  
Home Depot

Honest Weight Food Co-Op  
HWFC Empire Plaza Café  
HVCC  
Image Data  
Janitronics  
KFC

Latham Medical Group

Marriott  
Marshalls  
Mazzone Hospitality at Beltrone  
Living Center  
McDonalds  
Meals on Wheels

Mercy Cares for Kids  
Michael's  
Niskayuna Co-Op  
NYS - Various Departments  
Our Lady of Mercy  
Panera Bread

Paradise Lagardere  
Paradise Travel  
PetSmart  
Pet Supplies Plus  
Peter Harris  
Pioneer Bank

Price Chopper/Market 32  
Samaritan Hospital  
Sam's Club  
School's Out, Inc.  
Shop and Save  
Shop Rite  
Siena College Maintenance Dept.

Sodexo at St. Rose Dining  
Special Olympics  
St. Vincent's Preschool  
St. Peter's Hospital  
St. Vincent De Paul Parish  
Preschool  
Supercuts  
Swiftly's Pub  
Tendercare Child Center  
Teresian House  
The Cheese Traveler  
The College of Saint Rose  
The Whistling Kettle  
Tiny Town of Colonie  
Trans Tech  
Unidine at St. Joseph's  
Provincial House  
Union College  
United Healthcare  
VENT Fitness  
Walmart  
Warren Washington Albany  
ARC  
West Ave. Mobile (Saratoga)  
WWARC  
YMCA



## NDEAM: CELEBRATING CAREERS FROM TRAINING TO SUCCESS

GO DEEPER INTO EACH OF THESE STORIES BY VISITING [LIVINGRESOURCES.ORG](http://LIVINGRESOURCES.ORG)



Price Chopper Resource Recovery Warehouse worker Zach is becoming a pro at perseverance. During his first try riding a pallet jack, he struggled to remember everything he had to accomplish, but once he got a second attempt on a slow Saturday, everything clicked! He says the person training him was patient and even made an obstacle course challenge for him to tackle. “As an intern, I only did bottles, but now I’m on the same level as most people,” shares Zach, “I’m at the most dangerous level, riding the pallet jack!” Manager Dave and supervisor Kenny say Zach gets along with everyone at the work site and is always ready to take on tasks, as long as he is given direction. “He doesn’t say no. He just says, ‘Okay, sir!’ He’s one of the guys. Everybody likes him. He’s gelled in pretty comfortably.” Zach says he appreciates the level of support he gets from his job coach and his co-workers.

Kendall is proud to be part of School’s Out, Inc., a nurturing place for kids in the Bethlehem Elementary School District to go when they aren’t in the classroom. Kendall says, “I like seeing the kids and playing games with them.” She especially enjoys mum ball and crafts. Director Mandy Kirk says over the years, she’s seen communication skills and self-confidence grow in all of the interns that have worked at the program and Kendall would agree! She says, “I’ve learned how to be more social and more active with the kids.”



Megan and Ryan are at different points in their Hoffman Car Wash careers and they are loving what they do. After trying out various roles, Megan found her niche in vacuuming. She says, “The job is 100% good!” Her manager, Dennis, says Megan’s vibrant personality shines through and helps lift the spirits of everyone she works with. Ryan recently started his internship. He loves cars and is very excited to see what kinds might pull up for cleaning. He is proud to personally own a red Mustang!

In a busy kitchen during the dinner rush, it’s all hands on deck and Joe is one of those workers, ready to help out! He’s an intern at Swifty’s Restaurant and Pub, learning food preparation skills, like portioning, prepping and weighing ingredients. “I feel happy and I really like my job,” he says. “Joe is given a task every shift, which he’s flying through already,” says lead line cook Niles, “he’s very willing to try new things.” Niles says having interns in the kitchen has taught his team new ways to communicate, making them more conscientious of different learning styles and perspectives. He says “it’s really been a pleasure working with all of the students.”







## NDEAM: CELEBRATING CAREERS, CONT'D

GO DEEPER INTO EACH OF THESE STORIES BY VISITING [LIVINGRESOURCES.ORG](http://LIVINGRESOURCES.ORG)



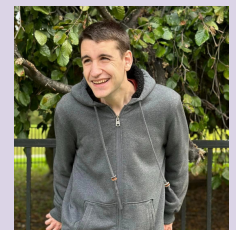
At her internship at a local Peter Harris store, Cason is responsible for tagging, folding and hanging clothes. She says, “It’s going well and I know I can call staff to get help in case something goes wrong.” Managers Shannon and Janine say they’ve enjoyed working with the interns and their job coaches. Extra hands in the store are welcome support. “Right out of the gate we treat them like any other Peter Harris employee,” they say.

The quality of the manager can make or break a work environment, so thankfully, students interning at the Honest Weight Food Co-op’s café in the Empire State Plaza food court have shift lead Jesse Frayne. He is applauded for having a calm demeanor and being exceptionally welcoming. Jesse hopes that all the hard work in the kitchen helps the interns both at the workplace and in their homes, when they are preparing nutritious meals for themselves. “Safety is our top priority,” Jesse explains, “First, you must be safe with cutting, and then you can get more efficient.” Pictured is Chris, the most recent of four interns who have worked at the café.



St. Vincent’s Preschool in Albany has been accepting interns from The College Experience for 10 years. Meghan was there in the 2023 spring semester. She says, “I learned how to work with different types of kids. It prepared me for my next job.” She now works at the YMCA’s Afterschool program. Current intern Ella says she likes interacting with the kids at the St. Vincent’s. “I like seeing how they act around each other. I am learning multi-tasking, time management, and about classroom routines.” Preschool Director Eileen says, “I want children working with everybody. It is best when they are introduced to all types of people at a young age. It opens their world to more inclusivity.”

## COMMUNITY INVOLVEMENT CAN BE A WALK IN THE PARK!



As a part of The College Experience’s Community Involvement, students are taught how to organize, plan, and host their own events in their second year of the program. Any given weekend you can find plenty of these events on their calendar! Here are highlights from senior student Gillian’s recent “Autumn Walk” and excursions to local festivals and parks!

The College Experience is a 2-year program (with an optional third year) hosted at The College of St. Rose. The program provides young adults with disabilities the support, skills, confidence, internships, and work experiences they need to gain independence and live engaged, productive, and happy lives.



## WITHOUT WALLS PROGRAM COMES TO WESTCHESTER COUNTY



Thanks to Roberta Bernstein for interviewing Rob Scaccia, Living Resources' Intake Coordinator & Development Specialist about our newest day community opportunity program site which will be opening in Westchester county.

[Click here to read article](#)

## NOT AS EASY AS IT SEEMS

While dignity, independence, and happiness mean something different to each person, most agree that being part of their community is life-enriching and affirming. Bringing all the individuals who reside in the same Supervised Individual Residential Alternative (IRA) out to a local restaurant for a group lunch takes quite a bit of planning and a fair amount of providence, and it is extremely satisfying when it all comes together. First off, they need the right staffing. Depending on the needs of the individuals, it can take four or five staff to facilitate getting everyone into the van(s) with their mobility



equipment, such as wheelchairs and walkers. The right day of the week comes into play as well. Staff check calendars to ensure that no one has to leave for a program or medical appointment. The right household vibe is a strong factor. We all have days when we are open to a fun family adventure and days when we would just rather not be too terribly social. The right weather can affect the success of a lunch date. Who wants to leave the comfort of home if there is a wild storm outside? Finally, a welcoming community is the magic that glues everything together.

Recently, the stars aligned for all the individuals who reside in one of the supportive houses in Schenectady County to have a group experience, enjoying a Saturday lunch at 99 Restaurants in Albany, NY. Individuals had a great time picking what they liked off the menu and staff facilitated the ordering, if necessary. Everyone relished their meals and their time out and about in the community.

We thank all our Direct Support Professionals on the front lines of service who ensure the best experiences for those they support every day. Gratitude to our community partners such as the 99 Restaurant in Albany for facilitating our mission of supporting and empowering individuals with disabilities to live with dignity, independence, and happiness!





### IN LOVING TRIBUTE

We pause a moment to express our deep gratitude to those who have made donations to Living Resources in memory/ honor of a friend, colleague, or loved one. These donations have a direct impact on our mission of supporting and empowering individuals with disabilities or other life-challenging conditions to live with dignity, independence, and happiness. In addition, they allow us the honor of bringing each person listed below into our thoughts and remembering their positive legacy!

**In Honor of Laurie and Michael Bigley**  
Mrs. Susan Lieberman

**In Memory Of Marybeth Hanner**  
Dennis and Mary Delorenzo

**In Memory Of Kevin O'Brien**  
Mrs. Margaret A. Tucker

**In Memory Of James Conboy**  
Ms. Joanne Chmura  
Christopher and Suzanne DeSorbo  
Cynthia and Thomas Drake  
Michael and Kate Hayes  
James and Julie Lennon  
Jane Collins and Kristine McLoughlin

**In Honor Of Robert Lazar, CPA**  
R.A. Fuerst Law Group, P.C.  
**In Memory Of Dolly Marrazzo**  
Dr. Margaret Kirwin Ed. D.

**In Memory Of Christine Pakatar**  
James and Barbara Malerba

**In Honor of Robert Pike**  
Betty Pike

**In Memory Of Kimberly Mullins**  
Ms. Sandra Daly  
Patricia Roberts

**In Memory Of Amanda Rivenburg**  
Ted and Dolores Correll

**In Memory Of Daniel Signore**  
James and Barbara Malerba

*thank you*

### IT'S FALL, Y'ALL!



There's nothing more a-peeling than a day spent at the orchard! Living Resources' Schenectady Site-Based Day Habilitation Program (DCOP) participants couldn't have picked a better day to branch out and go apple-picking! They hopped aboard a giant tractor trolley at Bowman's Orchards for a tour of the apple trees. All the individuals then disembarked to pick their own apples and experience all the best sights, sounds, and scents of the season. Once their bags and hearts were full, they took a second tractor ride back to the farm store where they had an outdoor lunch at the orchard, complete with freshly made apple cider donuts.

It was curtains for our Rensselaer DCOP participants, or in this case, we can say it was "sheets!" These amazing artists proved that the art of photography is simply to die for! Participants started with personalizing sheets, placing and cutting the eye holes where each person wanted/ needed them. Each participant chose their props and came up with their own unique poses for their photo session. Afterward, they used the photo editing software Lightroom to edit their photos.

The participants did every part of the editing. They picked the filters and changed the lighting, colors, vignettes, and every other facet until they got the photo exactly how they wanted it. Amanda Doty, Manager of Rensselaer DCOP said, "It was amazing to see them have so much fun with the photoshoot and editing!"



Learn more about our Day Community Opportunities Program [HERE](#)





## CREEPIN' IT REAL AT LIVING RESOURCES

Having fun was eerie-sistible as we got an early start to Halloween! Our after-school program got the scary party started at the main office on Thursday afternoon as students and staff enjoyed snacks, games, crafts, and even some dancing.

Friday was wicked awesome as participants from our many programs toured our main office's Trick or Treat trail in their fa-boo-lous costumes, "goblin" up candy, healthy snacks and other fang-tastic goodies. Everyone agreed that, like a trusty witch's cat, it was a purr-fect way to end their week.



CHECK OUT OUR HALLOWEEN DANCING!

We're showing off our moves in the style of Wednesday Addams! Look for the video posted on our social media pages on October 31.



Click [HERE](#) to read September's Newsletter