



A Message from the Chief Executive Officer



Elizabeth Martin

Throughout this newsletter, in recognition of National Disability Employment Awareness Month (NDEAM), we are sharing the employment successes many of our supported individuals have achieved and the employers who have made that success possible.

The NDEAM theme for 2022 is Disability: Part of the Equity Equation. The month is not meant as a celebration, but more of a call to action. A time to recommit to truly creating an inclusive, diverse, and equitable workforce. Often when discussions regarding a diverse workforce are held, individuals with disabilities are not part of the conversation or the equation. It is time to change that equation and ensure that adoption of equitable and inclusive hiring practices includes the disability community. We all deserve to be part of the equation.

A special thank you to each of our employment partners listed below. These businesses understand and value the crucial role that individuals with disability play in creating a diverse and inclusive workforce and we are most grateful for their support.

It is my pleasure to announce the businesses that support Living resources' mission to help individuals with disabilities achieve independence and self sufficiency through meaningful employment

ACCESS-VR
Albany Medical Center
Albany School District
Albany County
Amazon
American Eagle Outfitters
Baptist Health
Bethlehem Public Library
Bethlehem School District
Bountiful Bread
Burlington
Capital Region YMCA
Capital Milestones
Capital Region Food Bank
Care Design
Cavoli's Grinding Services
City Mission of Schenectady
Cheese Traveler
Community Care Physicians
Crossroads Industries
CVS
C&W Cleaning Services at Emma Willard
Dick's Sporting Goods
Druther's
Dunkin Donuts
East Greenbush Community Library
Ebiz Docs
Eco Kids

Evergreen Commons
FedEx
FYE
Gatherer's Granola
Grrreendog Grooming & Spa
Hannaford Supermarkets
Helping Hands
Hoffman's Car Wash
Home Depot
Honest Weight Food Coop
Hudson Valley Community College
Image Data
Janitronics
Jean Paul Spa and Salon
Jewish Community Center
Kenwood Manor at Good Samaritan
Marshalls
Marriott
McDonald's
McCarroll's Village Butcher and Deli
Mercy Care for Kids
Mohawk Hudson Humane Society
NYS Government Offices
Nine Pin Cider
Niskayuna Coop
Niskayuna School District
Our Lady of Mercy
Panera Bread

Paradise Travels
PetSmart
Pet Supplies Plus
Peter Harris
Pioneer Bank
Price Chopper/Market 32
Samaritan Hospital
Schools Out
Shop and Save
Shop Rite
Siena College
St. Peter's Hospital
St. Vincent's Preschool
Swiftly's
Tender Care Child Center
Teresian House
The Center for Start Services
The College of Saint Rose
The Elliot of Troy
Trans Tech
Union College
United Healthcare
Vent Fitness
Walgreens
Walmart
Warren Washington ARC
West Ave Mobil Mart
Zombie Planet





Turning a Passion into a Profession



Luke always had a love for animals. When he attended our College Experience program, he chose to focus on the different aspects of pet care for his internships. He started at Grrreendog Grooming and Spa where he learned about canine behavior and his second internship focused on the retail side of pet care while working at Pet Supplies Plus.

These internships prepared him for graduation (June of 2022) and his first employee role. When he interviewed for a position at PetSmart, he was able to speak knowledgeably about working with animals and pet supplies and he quickly got the job.

Luke appreciates the family-friendly environment at PetSmart saying, "My coworkers are hilarious. We have a great time and have each other's backs. I'm proud to be working in a company that is nationwide and supports the LGBTQ community and recognizes women's history month." His favorite part of working at PetSmart is giving milk bones to the dogs as they leave their grooming appointments. "I learned verbal commands at Grrreendog which is a transferrable skill that I get to use at PetSmart."

Keeping everyone healthy at VENT Fitness!

Molly began her VENT Fitness career as an intern while attending Living Resources College Experience Program. As part of her position, Molly was responsible for helping to keep the equipment sanitized and cleaned. Since the pandemic, this position is extremely valuable in helping to maintain the health of everyone at the gym.

Molly's internship ended recently when she was hired as a VENT Fitness employee. Molly's manager Kim shared that "after COVID, it was really difficult to find staff. I reflected back on family members with disabilities and thought about how I would like them to have career opportunities. Working with Living Resources College Program allowed Molly to learn the ropes as an intern before she became our employee, which made the hiring process so easy. Molly is just a perfect match! We love having Molly, she has such a great personality, fits right into our team and she really wants to work!"



Opening New Doors



In her ten years of employment at the Albany ShopRite, Christina had found a sense of family. Even when she moved from an apartment in Albany to one in Niskayuna in December 2020, she continued working there, making the commute to the Albany store via STAR bus or taxi, which proved to be difficult sometimes.

Early this past year, Christina's Customer Service Manager, Marian transferred to the Niskayuna store which sparked an idea for Christina's job coach Brian. He suggested that Christina consider transferring to Niskayuna as well. Christina approached the idea with excitement, and was transferred in July.

Christina now has a new work family that embraces her with affection and support. Her supervisor said "I love having Christina at my store. She is friendly with everyone and she always finishes her chores. Christina is awesome. She's such a nice person and she always says hello to everyone. I wish I had more employees like her."



Getting Joy from Giving Joy

Emily Durkin began her journey with Living Resources seven years ago as a College Experience student. After graduation, Emily decided to give back to Living Resources by sharing her knowledge with others. For the past five years, she has been working as a Direct Support Professional in our After School Program. She helps high school students with disabilities develop social and recreational skills while their parents are finishing their work day. She loves knowing that she is making a difference in the lives of the students and their families.



She said, "Without the After School Program, they wouldn't have anywhere to go and no one to watch them, so I know I know I'm doing something that matters." She is thankful for her amazingly supportive supervisors saying, "I can always go to them if I have an issue or questions and they are open to helping me work everything through."

Jacqueline Calder, who oversees the After School Program said, "The families and individuals we support are thrilled and grateful to have her in their lives." John Breitenbach, Director of Community Living at Living Resources added, "Emily is a truly dedicated staff person. She always ensures that the people she supports are happy, healthy, and safe while attending the After School Program. I am proud to know her and be working with her!"

His Work with Food is Bearing Fruit

Chris explored a few careers before he discovered a passion for cooking and the desire to become a chef. In April 2018, his job coach helped secure a position at Our Lady of Mercy Life Center, St. Peter's Health Partners where Chris proved to be worth his salt. Chris' Manager Heidi shared, "Chris is a wonderful success. He began his career journey here washing pots, then he began serving food on the units, one on one with the residents. He then did cold prep, making salads and fruit plates, then on to baking and making desserts for the residents."



Chris wanted more! He then began taking culinary classes at SUNY Schenectady to build up his skills and try his hand at cooking. "We trained him as a night cook and his growth has been exponential. Chris is always willing to try different things, he is a real go-getter in trying to find his career path."

Chris said, "I love when I'm cooking for a lot of people. People need to eat, especially at a nursing home. They love me there. When I'm there, they ask if I'm serving when I say yes, they say thank God! I think they like me best. My supervisors and other staff members are great, they have no doubt I can get it done."



Coming Soon: Art Reception

Living Resources Arts will be holding an Art Reception at our 70 Beekman Street Gallery on **November 4, 2022** from **11:00 am to 9:00 pm** featuring art created by individuals in our program. There will be acoustic music from 6- 9pm to raise money for the Arts Program. Come on Down!



The Best Things Come in Threes

Brendan, a graduate of Living Resources' College Experience Program recently celebrated his three-year anniversary working in the Nutrition Department at St. Peter's Hospital in Albany. His duties include cleaning approximately fifteen kitchen spaces and nutrition areas on patient floors, sanitizing handles and microwaves, inspecting foods for expiration dates, and documenting and attesting that the areas he cleaned are compliant with NYS and national hospital regulations and audits.



In addition to his job-related duties, Brendan has reached new personal goals as well including traveling to and from work independently. Additionally, he now shares his knowledge of public transportation and assists the incoming Freshman to the College Experience Program in navigating their community.

Brendan said, "I enjoy my job and cleaning each kitchen unit on the floors. The best part is the people I've met while at work every day." His job coach Lori shared that while "Covid protocols and changes have certainly made things interesting, Brendan has adjusted to every change and continues to work each week with commitment and a smile."

Hot Shot Jake

Our 2018 College Experience alumnus Jake Siskin has been working at Community Care Physicians (CCP) since July 2021. Jake helps with all the tasks needed for an office to run smoothly, such as making photocopies, scanning, sorting the mail, and stapling. Most importantly, Jake provides a friendly face for incoming patients and is a pleasure to work with. His positivity is so infectious, staff members are known to say, "If you're having a bad day, go see Jake!"



One of his co-workers celebrated Jake's contribution to their work culture by awarding him with a "Hot Shot Nominee" saying "Since joining our team, Jake has been a great addition. His positivity is contagious. Jake is a hard worker, always willing to do what is asked with a positive attitude, and accepts constructive feedback. Jake always has a smile on his face and brightens the day of everyone he encounters! He makes our workplace an extra happy place to be!"

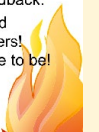
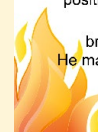
Jake's contributions don't stop there, he is a trailblazer. Thanks to his positivity, dedication to work, and ability to complete tasks, the Human Resources Director of Community Care Physicians, has reached out to Living Resources' Supportive Employment Department seeking to fill other part-time positions with interns and employees with disabilities.

Congratulations

Hot Shot Nominee!

Since joining our team in July, Jake has been a great addition. His positivity is contagious. Jake is a hard worker, always willing to do what is asked with a positive attitude and accepts constructive feedback.

Jake always has a smile on his face and brightens the day of everyone he encounters! He makes our work place an extra happy place to be!



SAVE THE DATE:

NYDA CAPITOL RALLY

A call to action to invest in the future of individuals with intellectual and developmental disabilities and the Direct Support Professionals who support them.

November 16th, 11:30 AM EST,

Steps In Front of the Albany Capitol Building,
State St. and, Washington Ave, Albany, NY 12224

[RSVP HERE](#)



Brewing Up Some Excitement



After graduating from the College Experience Program in 2017, Jordan began working in the brewery at Druthers Brewing Company and fell in love with the world of craft beer. And what's not to love, really? Not only was Jordan a valued member of the team and involved in the production of the brew, he occasionally even got to sample the beers and get the first glimpse of new brews and merchandise being put out.

Unfortunately, like many, Jordan was furloughed in 2020 due to the pandemic. Although he was grateful to find part-time positions at Empire Wine and Oliver's Beverage center, where he learned many new skills, he missed having his finger on the pulse of the brewery and knowing that his tasks were directly related to the end product.

To Jordan's thrill, Druthers' head brewer, Jon Turo invited Jordan to return to the brewery this past spring. Jordan's excitement about returning was evident. Likewise, Jon was delighted to have Jordan back. He has seen incredible growth in Jordan's abilities and feels that his attitude and passion for the job is exemplary. He said, "Jordan shows up ready to work, he's reliable, flexible with the needs of the brewery, and always has a smile on his face." This energy radiates from Jordan to the rest of the staff.

Jordan's job coach Koryn said, "Ultimately, being given a chance to learn and grow within his role has allowed him to gain the confidence and skills he needs to thrive." Moving forward, he aspires to create a Beer Podcast where he rates and talks about all the products he likes and dislikes. Working in this setting only supports that dream and helps to inspire him.

Engaging the children is what she loves

Alicia R. has been working with the Capital District YMCA's After School program for over three years. She is proud of her role as activities assistant for the Pre-Kindergarten/Kindergarten room in both the morning and afterschool programs. In her role, Alicia is responsible for keeping the children engaged and focused using many social and educational activities, such as story time, outside play, crafts, and themed activities. The Director of Childcare for the YMCA, who is also named Alicia, shared that "they adore Alicia. She has grown immensely in her role over the last three years. She is now more confident in the room, takes initiative when she sees a need, and most importantly, she is there for the children! Alicia brings positivity in all that she does and we are so fortunate to have her on our team."

When asked about what she enjoys most, Alicia stated that she likes meeting different kids and getting to watch them grow up from Pre-Kindergarten to 5th Grade. She refers to the children as her babies and she even goes to their Kindergarten graduation ceremonies to take pictures with them and their families. Alicia says that she likes working at the YMCA "because everyone helps each other out."

Alicia's job coach, Frank shared that "Alicia identified childcare as her career goal. She enjoys working with the kids, and her managers are extremely happy with her work and her work ethic. As a job coach, my role is to ensure that Alicia is successful in reaching her goals. She is doing a great job!"





Fall Fun on the Farm

The participants of our Saratoga Day Community Opportunity Programs (DCOP) have been taking advantage of this month's beautiful autumn weather by visiting some of the many local farms and orchards. They have been picking apples, going on tractor rides, petting animals, watching piglet races, and, of course, enjoying yummy baked goods.



Let's Go to Legoland

The beautiful fall weather has allowed our individuals to get out on numerous road trips lately! Those who live in one of our Schenectady residences took a road trip to Goshen, NY to experience the wonders of Legoland. As you can see all had an amazing time. We are grateful to the staff who did all the planning to make this such a successful day for all involved.

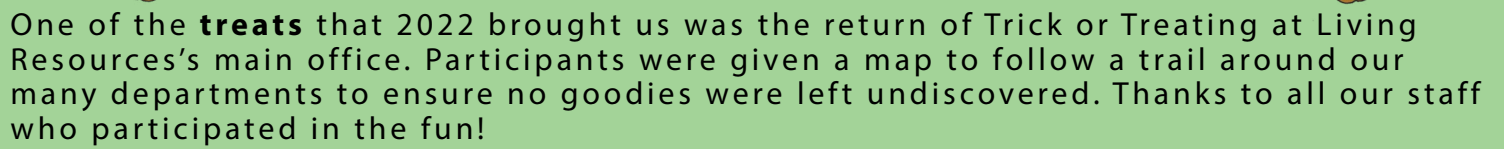


Putting on the Pink



In honor of Breast Cancer Awareness Month, the staff and participants of our Schenectady and East Greenbush Site based programs recently wore pink to promote breast cancer awareness and support the women and men who have received a breast cancer diagnosis. Assistant Director of the program Michele Pacheco and staff member Iris Reeves came up with the idea saying, "We all have known someone who has been affected by breast cancer in some way."

The program participants and their families loved the idea and represented the cause!





Scenes from Living Resources Participant Picnic



It was amazing to see individuals from our residential and day programs at our annual Fall Participant Party at Birch Hill in Castleton-On-Hudson. They enjoyed delicious catered food, took pictures at a photo booth and danced to the energetic live band Three of a Kind.



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

