



ELIZABETH MARTIN, CEO



A MESSAGE FROM OUR CEO

October brings meaningful reminders of what is possible when people have opportunities to share their talents. During National Disability Employment Awareness Month (NDEAM), we celebrate the contributions of people with disabilities and the partnerships that help build more inclusive workplaces.

In this month's newsletter, you will meet Brendan, who is celebrating seven years at St. Peter's Hospital, and Denise, who earned her CNA license at Teresian House. You will also read about our partnerships with Honest Weight Food Co-op and Hawthorne Ridge, along with conversations from our recent Power of Possibilities event. These stories show how access, opportunity, and a belief in each person's abilities can open doors.

Creating those opportunities takes people who put our mission and values into practice every day. That commitment is reflected in our Direct Support Professionals (DSPs), including our September Value Award recipients. We are proud to recognize their dedication, kindness, and support for the choices and goals of the individuals we serve.

To our award recipients, staff, employment partners, individuals supported, and families: thank you for all you bring to Living Resources. Together, we are building workplaces and communities where everyone has the opportunity to contribute, belong, and thrive.

STAY WARM THIS SEASON WITH THE OFFICIAL LIVING RESOURCES STORE!



<https://www.bonfire.com/store/living-resources-store/>



CONGRATS TO OUR DSP VALUE AWARD WINNERS!



ADVOCACY: SHEVONNA HALL

“Shevonna demonstrates genuine care and consistently advocates for the individuals she supports.”

COLLABORATION: WILMER ALVAREZ

“He is always willing to help out and support the people we support and his teammates.”



EMPOWERMENT: LORI IRA

“She consistently encourages the individuals she supports to try new opportunities, build confidence, and achieve greater independence.”

EXCELLENCE: STEPHEN BELL

“He consistently demonstrates remarkable patience, ensuring individuals have the time, space, and assistance they need to succeed and feel respected.”



INCLUSIVITY: ANNA DEMPFF

“They believe in equality and individuality, and always make the people we support feel valued for who they are.”

INTEGRITY: BRIAN ROMAN

“He consistently follows through on his responsibilities, supports his colleagues, and serves as a trusted resource for those around him.”



KINDNESS: KAREN PALMUCCI

“Working with Karen is a joy as she truly is the most compassionate human I have ever met in my entire life.”

MEET "THE MAYOR" OF ST. PETER'S HOSPITAL



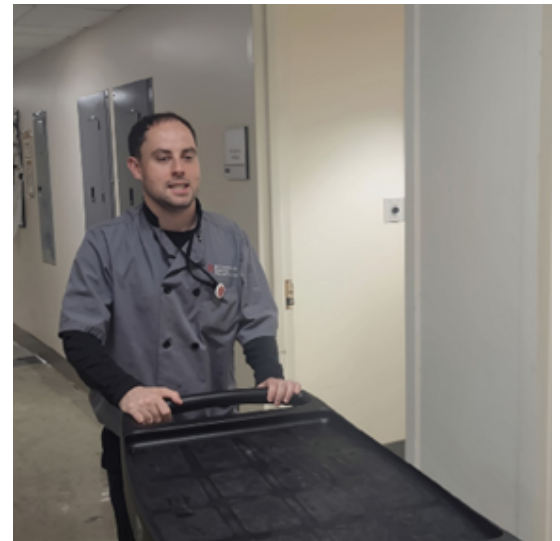
Every October, National Disability Employment Awareness Month (NDEAM) celebrates the skills, dedication, and vital impact of workers with disabilities. At St. Peter's Hospital, Brendan Salmon stands out as a prime example of how inclusive hiring builds stronger, more joyful workplaces.

Through the support of Living Resources' Supported Employment Program, Brendan has spent the past seven years establishing himself as a key player in the hospital's patient services department. His daily routine covers critical ground: packaging to-go items like cheeses and croutons, assembling meal trays, and stocking clean sanitizer supplies throughout the building's patient kitchens. Yet, if you ask Brendan, nothing beats his time spent in the kitchen prepping fresh fruit cups.

It is not just Brendan's efficiency that sets him apart, it is his personality. Known around the facility for his steady punctuality and warm demeanor, Brendan has earned a reputation that precedes him. As he walks the hallways alongside his job coach, friendly greetings follow him from every direction, leading his team to fondly dub him "the Mayor" of the hospital.

That infectious attitude has a tangible effect on his peers. His supervisor, Jeremiah Richardson, Patient Service Manager at St. Peter's, emphasizes that Brendan's work ethic and quick smile set a standard for the entire room. Combined with the steady partnership of his career counselor, Lori, the ongoing collaboration between Brendan, his support network, and hospital management creates an environment where everyone thrives.

Brendan sums up his perspective simply and confidently: "With being employed, it's that I am an awesome employee, and everyone knows I like to do the job" Living Resources takes immense pride in celebrating Brendan Salmon's seven-year milestone and his continued contributions to the St. Peter's Hospital community.



SCAN TO HEAR MORE FROM BRENDAN





EMPOWERED BY PURPOSE: MEET DENISE R.

National Disability Employment Awareness Month (NDEAM) highlights the vital contributions of workers with disabilities. Among those leading the way is Denise R., whose journey at The Teresian House Center for the Elderly demonstrates the power of persistence and meaningful support.

Supported through Living Resources' Supported Employment Program, Denise has built a fulfilling 13-year career at Teresian House. She originally joined the team as a dietary aide, serving residents in food service. Driven by a desire to provide direct care, she set her sights on becoming a Certified Nursing Assistant (CNA).



Transitioning roles required immense dedication. Denise worked with tutors, studied at the local library, and practiced tirelessly. Her efforts paid off when she passed her exams. Receiving her CNA license marked a major milestone, allowing her to transition into hands-on caregiving.



For Denise, employment provides key financial independence, but her primary motivation is purpose. "Being employed is very important because you have an apartment or a house... enough to pay your rent," Denise shares. "But you don't want to do it just for the money though. You want to do it because you enjoy what you do. You want to show that it's your passion."

Living Resources' Supported Employment Program helps individuals with developmental disabilities and brain injuries achieve career advancement through job coaching and skill development. Denise's transition from dietary aide to CNA illustrates what is possible when community support aligns with personal goal-setting.

Living Resources is proud to celebrate Denise's continued growth and dedication to the residents of Teresian House.



SCAN TO HEAR MORE FROM DENISE



EMPOWERING ABILITIES, BUILDING COMMUNITY



National Disability Employment Awareness Month serves as a timely reminder of how transformative meaningful workplace inclusion can be for individuals and local businesses alike. True community strength built through accessible opportunities comes alive through the ongoing partnership between Living Resources and Honest Weight Food Co-Op. By matching dedicated job seekers with employers who value diverse talents, this collaboration demonstrates that inclusive hiring is far more than a fulfilling policy, it is a cornerstone of a vibrant, compassionate, and effective workforce.

At the heart of this partnership are individuals whose contributions invigorate the co-op environment every day. Caesar brings exceptional dedication and energy to his role, ensuring essential daily operations run smoothly while uplifting coworkers and shoppers with his positive presence. His work highlights how tailored job placement allows individuals to channel their unique strengths into reliable, impactful workplace contributions. Similarly, Taylor's hard work and commitment exemplify how personal growth and professional achievement go hand in hand when given the right tools and supportive environment. Taylor's everyday accomplishments demonstrate the real-world value of fostering independence and confidence through meaningful employment.

The success of employees like Caesar and Taylor is made possible by the seamless collaboration between Living Resources and Honest Weight Food Co-Op. Living Resources provides tailored employment services, job coaching, and skill development, while Honest Weight offers an inclusive, welcoming culture where every team member is given space to thrive. Together, they demonstrate how community-minded organizations can break down barriers to employment and create sustainable opportunities for individuals with developmental and intellectual disabilities. Inclusive hiring enriches company culture, strengthens business operations, and builds a community where everyone's contributions are recognized and valued.



SCAN TO HEAR MORE





EMPOWERING INDEPENDENCE: HOW KAYLEE IS SHAPING THE WORKFORCE AT HAWTHORNE RIDGE

National Disability Employment Awareness Month is a time to celebrate the invaluable contributions that disabled workers make to our workplaces and communities, and Kaylee's story at Hawthorne Ridge in East Greenbush perfectly captures that spirit.

As an integral part of the dining services team, Kaylee takes on a wide range of responsibilities that keep daily operations running smoothly. From keeping up with dishwashing to bussing tables, preparing coffee, and ensuring the dining area is welcoming for everyone, her hard work creates a seamless experience for both residents and staff.



A central part of Kaylee's workplace experience is the supportive community she has found among her teammates, whom she warmly describes as fun, sweet, and always capable of making her laugh. Supportive co-workers play a critical role in fostering a truly inclusive environment where employees with disabilities feel welcomed, respected, and valued for who they are. When colleagues build genuine connections, offer everyday support, and create a culture of camaraderie, it bridges gaps and ensures that workplace inclusion moves beyond policy into an everyday reality where everyone can thrive.



For Kaylee, having a job goes far beyond her daily tasks, it is a cornerstone of her personal growth, self-reliance, and freedom. Earning her own money and managing her own bank account allows her to stand on her own two feet without depending on her parents, giving her the pride and confidence that comes with true financial independence. As Kaylee explains, gaining that level of autonomy allows her to be her own person, an empowering experience that transforms how she sees herself and her future.

Leadership at Hawthorne Ridge recognizes just how vital team members like Kaylee are to their culture and success. Andrey Matseyev, Director of Dining at Hawthorne Ridge, emphasizes that hiring people with disabilities is an essential, highly valued pillar of their organization under St. Peter's Health Care. Inclusive hiring practices enrich the entire workplace, bringing dedicated talent, diverse perspectives, and a stronger sense of unity to the team.

SCAN TO HEAR MORE





MASTERING THE ART OF COOKING



Stepping out of your comfort zone trying something new can be both thrilling and incredibly rewarding. Thanks to the generosity of Honest Weight Food Co-op, individuals in Living Resources' Art Program got to do just that by swapping their paintbrushes and art tools for aprons and kitchen gadgets. Honest Weight kindly donated time in their state-of-the-art teaching kitchen, giving our group a wonderful opportunity to step out of their everyday routines and discover the art of cooking. With two delicious sessions already under their belt and a third coming up this November, the culinary journey is officially in full swing.

During the very first session, we had the pleasure of catching up with the class and sitting in as they learned to prepare a beloved comfort classic entirely from scratch: creamy macaroni and cheese paired with crispy chicken tenders. Guided by the expertise and

warmth of volunteer Chef Donnie Graham, everyone jumped right into the action. Class members took turns mastering every step of the process, from whisking together the roux and boiling the pasta to grating the cheese and carefully frying the breaded chicken. Chef Donnie provided encouragement at every turn, ensuring everyone felt confident in their culinary skills.

The excitement in the kitchen was contagious throughout the entire session. Not only did everyone gain hands-on experience crafting a meal from scratch, but they also took home copies of the recipe so they could proudly recreate the dish for family and friends. When the cooking was done and mouthwatering aromas filled the room, everyone gathered around the table to enjoy the fruits of their labor. The normally chatty group went completely silent as they happily devoured their meals, which is always the truest sign of a successful dish.

We extend our heartfelt gratitude to Honest Weight Food Co-op and Chef Donnie for making this empowering experience possible. Your support gives the individuals in our program a safe, welcoming environment to explore new passions, build valuable life skills, and create wonderful memories together. We are so grateful for your partnership and cannot wait to see what delicious creation our class cooks in November!





BUILDING WORKPLACES WHERE EVERYONE BELONGS: THE POWER OF POSSIBILITIES HIGHLIGHTS



National Disability Employment Awareness Month (NDEAM) reminds us that true inclusion requires rethinking traditional hiring practices. At our recent NDEAM event, co-hosted by Living Resources and Northern Rivers Family of Services, community leaders and advocacy partners gathered to discuss how businesses can build more accessible, supportive work environments.

The event opened with welcoming remarks from William Gettman, CEO of Northern Rivers, and Elizabeth Martin, CEO of Living Resources, who set a collaborative tone for the day by emphasizing the vital role inclusive employment plays in strengthening our communities. Keynote speaker Maureen O'Brien, President and CEO of NYSID, then presented recent survey statistics highlighting both the progress made and the work remaining to expand competitive integrated employment.

Following the keynote, Assemblymember Angelo Santabarbara shared remarks reaffirming his ongoing commitment to supporting individuals with disabilities and advocating for resources across New York State.

The highlight of the event was the interactive panel forum, where industry experts addressed actionable strategies to eliminate workplace barriers and drive long-term. The event concluded with an interactive panel forum focused on breaking down workplace barriers. Panelists urged employers to shift to skills-based hiring over rigid degree requirements, with panelist Brian noting, "You can't just cast the wider net. You need to be changing how you're looking at that person."



BUILDING WORKPLACES WHERE EVERYONE BELONGS: THE POWER OF POSSIBILITIES HIGHLIGHTS

The discussion also tackled how subjective ideas of cultural "fit" can lead to bias. Panelists stressed adapting workplace systems and policies rather than expecting individuals to conform. As panelist Jen put it, "Instead of asking 'how do we get this person to fit in?', we need to ask 'what might be getting in the way of that person being successful here?'"

Thank you to our presenters, panelists (Jennifer Massey, Michael Seereiter, and Brian Williams), and our sponsors for making this event such a success! By challenging outdated norms and adopting practical accommodations, organizations can build environments where every employee thrives.



THANK YOU TO OUR SPONSORS





CELEBRATING CREATIVITY AND RESILIENCE: HIGHLIGHTS FROM THE ABI TALENT SHOW



The Living Resources Brain Injury Services Department recently hosted its annual talent show, a vibrant celebration of creativity, determination, and community. The event offered individuals in the program a platform to showcase their remarkable talents, sending a clear and powerful message: anything is possible following a brain injury.

Throughout the event, our core agency values of Empowerment and Excellence were on display in every performance.

Empowerment is about creating opportunities for individuals to take center stage, share their stories, and pursue their passions. The show kicked off with an uplifting performance by the ABI Chorus, who brought inspiring renditions of “Pure Imagination” and “Tomorrow” to the stage.

Dance and group expression also brought energy to the program. Bobby and Jorelle performed a choreographed piece titled “We Can Do This Together”, while the Women’s Group came together for their moving feature, “We Celebrate Our Accomplishments Together”. Additionally, Michelle shared her comedic talents, and Bryce took the stage with a moving guitar solo, “Faces That I Understand”.

Excellence shines through the dedication, skill, and discipline each participant brought to their craft. Instrumental classical performances highlighted impressive technical skill and passion:



- Lea & Matteo performed Franz Schubert's Piano Quintet.
- Victoria performed Beethoven's classic Symphony No. 5 in C Minor.
- Matteo delivered a rendition of Louis-Nicholas Clérambault's “Basse et Dessus de Trompette”.

Events like the ABI Talent Show serve as a powerful reminder of what can be accomplished when individuals are supported, encouraged, and empowered to shine. Congratulations to all of our incredible performers, artists, and staff who made this inspiring event possible!





EXPANDING OPPORTUNITIES: LIVING RESOURCES OPENS NEW AFTER SCHOOL PROGRAM SITE



On October 6, 2026, Living Resources officially opened its newest After School Program site at North Albany Middle School (NAMS), marking the culmination of two years of dedicated planning and effort. The opening was made even more meaningful as we welcomed two students transitioning from our Albany School of Humanities (ASH) program as our very first participants at NAMS. We look forward to growing our program and welcoming more students in the coming weeks.

Our program provides students with a safe, fun, and welcoming environment where they can engage in arts and crafts, build with blocks, play games, and build friendships. This supportive setting gives parents total peace of mind, knowing their children are in caring hands while they complete their workday.

We currently operate three days per week, with plans to expand to five days as additional staff members join our team. We extend our deepest gratitude to the Albany City School District for their invaluable collaboration and support throughout this journey, and we are excited about the lasting impact this partnership will have on the NAMS community.

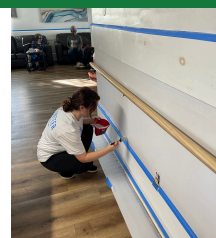
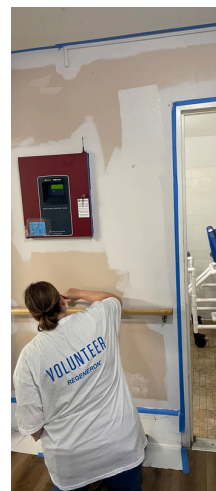


BRIGHTENING LIVES ONE BRUSHSTROKE AT A TIME

A huge thank you to our incredible friends at Regeneron for participating in their annual "Day for Doing Good"! This day is an annual, week-long global employee volunteer initiative where workers step away from their labs, offices, and manufacturing sites to give back to local communities.

Volunteers spent their time refreshing and repainting the interiors of two Living Resources residential homes, creating bright, welcoming spaces that truly feel like home. When asked why he gives back, one volunteer happily stated, "It strengthens the community and has a positive change for Living Resources."

By generously sharing their time and energy, the Regeneron team showed what community spirit is all about—brightening the lives of the individuals we support, one brush stroke at a time!





THANK YOU FOR MAKING A DONATION IN HONOR OF OR IN MEMORY OF A LOVED ONE

In Memory of Louis J. Bonan

Vincent Capka and Mary Bonan

In Honor of Brian Bouchey

Peter Ancelli

In Memory of Maureen Conboy

Kathleen Conboy Schreck

In Memory of Louis J. Gilboord

Susan Lieberman

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Donna and Paul Rogers

Diane Welch

In Honor of Peter Razanousky

Lisa and John Razanousky

In Honor of Gary Tryon

Charlynn and Clifford Tryon

In Memory of John Vogel

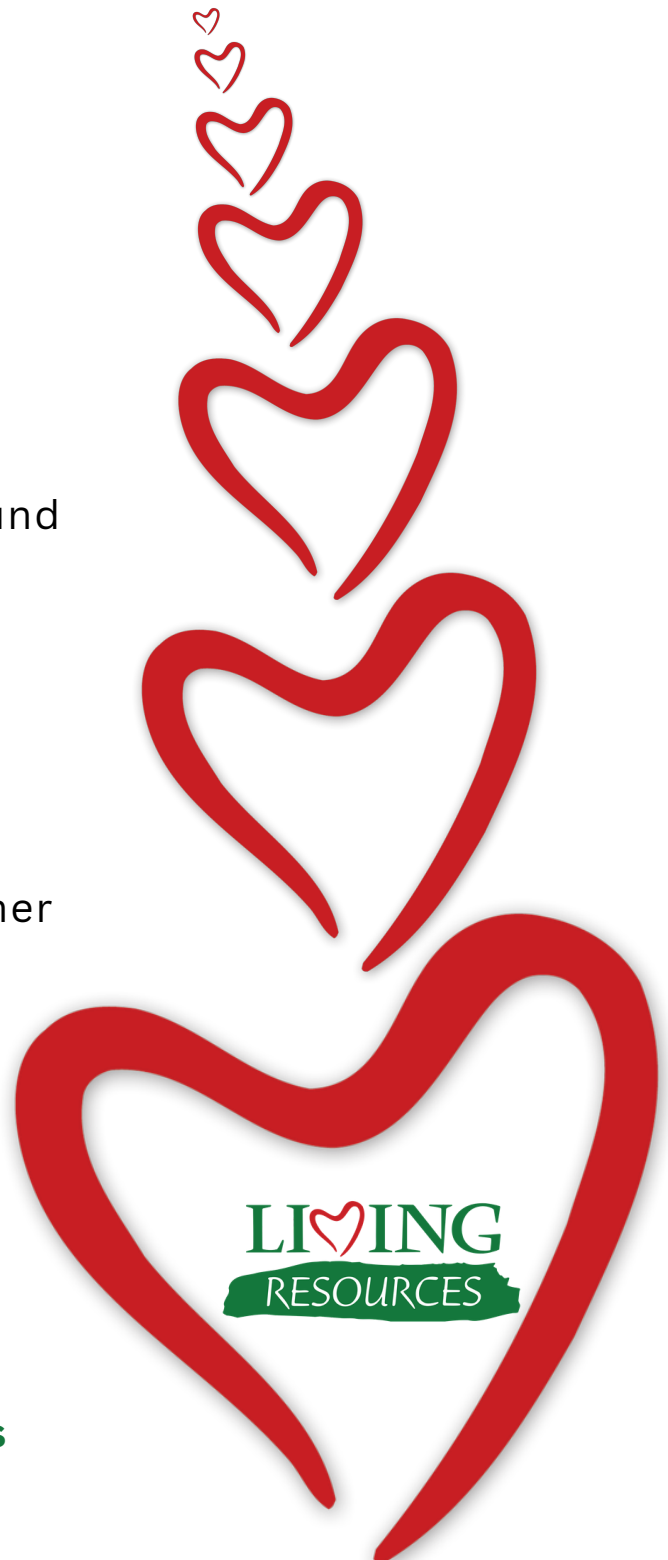
Richard and Elisabeth Vogel

In Memory of Irma & Harry Weiss

Lisa and John Razanousky

In Honor of Morgan Wise

Christine Marchesiello



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