

# The Resource

January 31, 2006

FOR PERSPECTIVE  
AND ANALYSIS

The Source of information for providers of community-based services for people with differing abilities.  
A member service of NYSRA.

## NYSRA IN ACTION AT THE CAPITOL

On Tuesday, January 17, Governor Pataki released his proposed \$110 billion executive budget.

As expected, the document proposes tax reductions in some areas. It also proposes \$150 million in new savings under Medicaid through new provisions that, if adopted in statute, would create a new program overseen by the Department of Health to combat Medicaid fraud, waste, and abuse.

NYSRA reported to members that day - and then sent a more detailed and informed analysis out over the week-end - that the budget has positive elements as well. No significant cuts in program funding are proposed (though some flat-funded programs could use inflationary boosts). Trended OMRDD programs continue to receive their trends at an approximate 3 percent. And, in a welcome move, the Governor proposes a cost of living adjustment for several community service programs that have not recently received any regular inflationary increases. The proposed COLA, while appreciated, should go further to help these programs catch up to inflationary pressures of the past several years. State Education funding for VESID remains level raising further concerns for cost of living increases that again this year may not be addressed.

Also included in the budget are a new child mental health initiative, acceleration of Medicaid managed care enrollment of populations previously exempt from mandatory enrollment in managed care plans, and some expansion of the home and community-based waiver program.

So just what has NYSRA staff been doing in reaction to this budget proposal and in preparation for the upcoming NYSRA Legislative Forum on February 6?

Along with many phone calls and personal contacts to state agency staff to ensure clarity on what the budget actually proposes, NYSRA has been represented at the OMH Briefing on January 17<sup>th</sup> where a comprehensive presentation of the OMH budget was discussed.

Testimony was prepared and presented at the Mental Hygiene hearings held jointly on January 25 by the Assembly Ways and Means and Senate Finance Committees. Similarly future testimony will be offered to Committees on Health and Education. NYSRA comments will be in reaction to the Governor's proposal but driven by the position document developed by the NYSRA Policy Divisions at the end of 2005.

On January 26<sup>th</sup> NYSRA was in attendance as Commissioner Maul provided his briefing to all DD trade groups. At this meeting once again the trends on Medicaid programs were highlighted as was a further commitment to direct care workforce issues.

While the main emphasis of work since the release of the Governor's Budget was to analyze and share the pertinent information with all members, work continues in building coalition and collaboration with other organizations.

There is a renewed energy in Albany about Timothy's Law; new funding proposed under the new Geriatric Mental Health Act, which means that there is heightened energy for the Geriatric Mental Health Alliance's work; confusion caused by Medicare D, which brought NYSRA and five other trade groups together in contacting the Pataki Administration to advocate for dually eligible recipients; and there is the work of the MH 10% Coalition, which is striving to see the aforementioned COLA boosted and made permanent. All this and more have kept NYSRA staff very busy.

Budget information that has been sent to date (archived on [www.nyrehab.org](http://www.nyrehab.org)) will continue to be reviewed and updated. Working with Malkin and Ross, the new lobbying firm for NYSRA, we will provide membership with the best understanding of how and what the proposed budget means for your agencies and most importantly the people to whom you provide vital services.

If you have not already made arrangements to attend the NYSRA Legislative Forum in Albany on February 6 and 7, we urge you to do so. Joining us will be John Cape, State Budget Director, as keynote. His appearance will precede a Commissioners Panel, which will include appearances by Commissioner Tom Maul of OMRDD, Deputy Commissioner Martha Schafer-Hayes of OMH, Chairman Gary O'Brien of the Commission on Quality of Care and Advocacy for People with Disabilities, Director Neal Lane of the State Office for the Aging, Acting Director Brian Daniels of CBVH, Commissioner Richard Mills (or a designee) from the State Education Department, and Employment Services Director Karen Papandrea of the State Department of Labor.

It promises to be a very informative and constructive session and will go far in furthering the legislative and policy agenda that you, our membership, have crafted.

Questions or for registration information please contact Stacie Muscolino at [Stacie@nyrehab.org](mailto:Stacie@nyrehab.org).

**"ACCESS TO HOME" FUNDING ANNOUNCED:  
NYSRA MEMBERS AMONG THE  
FIRST RECEIVING AWARDS!**

On December 7 2005, Governor Pataki announced state funding for "Access to Home" awards of more than \$10.2 million. The funding awards will be used to develop new long term care options for seniors and individuals with disabilities. The goal is to assist them in staying out of nursing homes and other institutional settings and or to transition back to their own homes once they are suitable to live in again.

This is the first round of funding with a second round of proposals currently being accepted by the State Division of Housing and Community Renewal. Award funds can be used to build ramps, modify bathrooms, and provide other home or apartment features for those in wheelchairs or with other impairments.

NYSRA has a copy of the full listing of awards for those that might be interested but more importantly wanted to **CONGRATULATE** two NYSRA members that have been successful in the first round - *Services for the Underserved* (\$200,000) and *People, Inc.* (\$200,000).



## NYSRA AND RRTI CALENDAR

### February 2006

*February 6 - 7*  
NYSRA Legislative Forum

*February 15*  
Waiver Services Committee (formerly the Service Coordination Committee) (DD Division), Albany

*February 15*  
NYSRA OPTS TA Conference Call, 3pm

*February 23*  
'Special' Clinic Coordination Committee, 10:30 - 2:30  
Topic: Joint venture conversion with Jim Moran, Gary Lind and Karen DeRuyter  
NYSRA Office, Albany

*February 27*  
Partnerships for Youth in Transition Committee (Voc. Rehab Division), Albany

*February 28*  
RRTI Audio Conference: *Job Creation/Job Carving as a Job Development Technique*

### March 2006

*March 6*  
Employment Options Committee (formerly the joint meeting of Workcenter Services & Community Employment Committee (Voc. Rehab Division), Albany

*March 7*  
Vocational Rehabilitation Division - Lobby Day, Albany

*March 8*  
DD Division - Lobby Day, Albany

*March 9*  
MH Division - Lobby Day, Albany

*March 9*  
RRTI Seminar: *Creating a Positive Work Environment*, Albany

*March 21*  
RRTI Audio Conference: *Resource Ownership & Job Obtainment*

*March 15*  
NYSRA OPTS TA Conference Call, 3pm

*March 22*  
RRTI Board Meeting, Albany

*March 23*  
NYSRA Board Meeting, Albany

*March 24*  
Clinic Coordination Committee (DD Division), Albany

## SARBANE-OXLEY ACT (SOX)

*Jim Amell, CPA of Marvin and Company, PC CPA's* - Although the internal control documentation and attestation requirements imposed by the Sarbanes-Oxley Act (SOX) only apply to publicly traded companies, certain oversight entities are imposing similar, if somewhat limited, standards that are similar to SOX Section 404. Briefly, the objectives of Sarbanes-Oxley Act, Section 404 are to ensure reliable financial reporting, a sound internal control structure, and effective anti-fraud programs and controls; these are laudable objectives for any entity! School districts in New York State will soon be required to implement an "internal audit" function, which includes risk assessment and internal control documentation and evaluation activities. The New York State Attorney General proposed SOX type standards for non-profit organizations that were not enacted; however, similar proposals are expected in the future.

The first step towards SOX 404 compliance is to identify all processes and activities, and locations where they occur, within the organization. (For example, the purchasing process may all run through one employee, but the requisitions originate from multiple departments and physical locations.) Then, a thorough documentation of the processes and activities is undertaken for each significant location. Documentation normally includes flowcharts along with accompanying narratives to explain what is going on within the process. Understanding and documenting computer based processes and controls are an integral part of the exercise. Finally, internal controls within the processes are identified, further documented, and evaluated. SOX 404 further requires periodic testing and evaluation of internal controls.

Benefits of completing the process documentation and control evaluation process include:

- Audit committee (or board members) better understand the activities under their control.
- Audit committee can improve decision making by being able to drill down further into processes.
- Improved internal control and eliminate duplicate control activities.
- Improved financial reporting
- Better understanding of control activities by those performing them.
- Consistent procedures and controls throughout the organization.
- Continuity of procedures and controls in the event of employee turnover.

Organizations not required to comply with SOX may desire the benefits noted above that can be realized by going through the process documentation exercise. One way toward this end would be to approach the project on a piecemeal basis. Board members and management could collabo-

rate on an overall risk assessment, rank transaction cycles in order of significance and risk, and document and evaluate one key area at a time.

Another approach to accomplish the risk assessment and control evaluation process is to assign risk assessment, process documentation and control evaluation to those individuals most directly involved in each process. These are the individuals who "own" the process, manage the pertinent risks and are most impacted by the effectiveness of control procedures.

Regardless of whether a business entity chooses to undertake the process documentation and control evaluation process, business leaders (board members and management) are still responsible for the overall identification and assessment of risks faced by the organization. Specifically, the leaders should be considering the following:

- What analysis is the organization taking to identify risks?
- Is the organization assessing identified risks?
- What is the organization doing to mitigate the identified risks?
- Is there timely, sufficient communication within the organization to ensure that changes affecting controls, operating and compliance requirements, or other matters are also adequately addressed?

Once an organization's leaders understand their risk evaluation responsibilities, a frequent outcome is that the leaders initiate the process documentation and control evaluation process within the organization!

## CELLS INVOLVED WITH DOWN SYNDROME RESTORED

Johns Hopkins University scientists in Baltimore say they've restored the normal growth of nerve cells in the brains of mouse models of Down syndrome.

The restoration occurred in the cerebellum — the rear, lower part of the brain that controls signals from the muscles to coordinate balance and motor learning.

The finding is important, investigators say, because the cells rescued represent potential targets for therapy in human babies with Down syndrome. And it suggests similar success for other DS-related disruptions of brain growth might lead to additional treatments, perhaps prenatally, that restore memory and the ability to orient oneself in space.

Down syndrome is caused by an extra chromosome 21, a condition called trisomy — a third copy of a chromosome in addition to the normal two copies. Children with Down syndrome have a variety of abnormalities, such as slowed growth, abnormal facial features and mental retardation. The brain is always small and has a greatly reduced number of neurons.

A report on the Hopkins work appears in the Jan. 24 issue of the Proceedings of the National Academy of Sciences.

## HARKIN PRESSES FOR STRONGER EMERGENCY PREPAREDNESS AND RESPONSE FOR PEOPLE WITH DISABILITIES

In a report offered by PPVS, NYSRA offers you the following information. Following several days of tense floor debate and closed-door negotiations, the Senate approved just before Christmas the two remaining Appropriations bills for fiscal year (FY) 2006 – Labor-Health and Human Services-Education and Defense, and adjourned for the year. In the final days of this year's session, Congress considered a series of bills that reduced funding to many programs, both discretionary and mandatory, that benefit people with disabilities and chronic conditions. Although both chambers are currently adjourned, a number of loose ends still remain including the final passage of reconciliation legislation that addresses both the Medicare and Medicaid programs. However, following the final approval from the House, the Labor-HHS-Education and Defense spending bills now head to the President for his signature, wrapping up the Appropriations process for FY 2006. Congress is scheduled to return toward the end of January.

### Labor-Health and Human Services-Education

Adopted by voice vote the Labor-Health and Human Services (HHS)-Education spending bill (HR 3010) includes \$142.5 billion in discretionary spending for FY 2006, which represents an approximate \$163 million decrease in spending from last year.

This legislation has been described as one of the most austere Labor-HHS-Education spending bills in recent history, as it implements an overall \$1.5 billion cut to discretionary programs under the three departments. In addition, the Defense spending bill includes a general 1% cut to all discretionary programs, excluding Veterans Affairs. This 1% cut applies to all discretionary programs under the Labor-HHS-Education Appropriations bill.

### Department of Health and Human Services

Within the Department of Health and Human Services, the National Institutes for Health (NIH) will receive \$28.6 billion in funding in FY 2006 – a 1% increase over FY 2005 funding levels. Under the NIH, the National Institute of Diabetes and Digestive Kidney Diseases (NIDDK) will receive an additional \$8.56 million in funding in FY 2006. The National Institutes of Neurological Disorders and Stroke will receive \$10 million in additional funding in FY 2006 for a total budget of \$1.55 billion in funding. The National Institute of Arthritis and Musculoskeletal and Skin Diseases will receive an additional \$1.9 million for a total funding level of \$513 million. The National Institute of Child Health and Human Development will receive an increase of \$7.2 million from FY 2005.

Under the conference report, the Centers for Disease Control and Prevention (CDC) will receive \$5.9 billion in FY 2006, including \$1.6 billion for terrorism preparedness and response. This level represents a funding cut of \$61 million from FY 2005.

The Substance Abuse and Mental Health Services Administration will face an approximate \$30 million decrease in funding in FY 2006 while Social Services Block Grants maintain level funding of \$1.7 billion in FY 2006. Under the Bureau of Maternal and Child Health, the Traumatic Brain Injury Program will receive almost \$9 million in funding in FY 2006, a decrease of \$297,000 from FY 2005.

### Department of Labor

The Labor Department will receive \$14.8 billion in FY 2006, \$558 million less than in FY 2005. Within Labor appropriations, One-Stop Career Centers will face a \$15.5 million decrease in funding in FY 2006 while Work Incentive Grants maintain level funding. Youth Employment and Training Programs will receive \$30.8 million less in FY 2006 than in FY 2005 and Adult Employment and Training Programs will receive \$866 million, 3% less than the current level. The Office of Disability Employment Policy is scheduled to receive a \$19 million decrease from FY 2005 spending levels.

### Department of Education

Funding for the Department of Education will total about \$56.5 billion, or \$59 million less than last fiscal year. Title I Programs for low-income school districts will receive \$12.8 billion, about \$100 million more than in FY 2005. Education Technology State Grants will receive \$221 million less in funding in FY 2006 while 21<sup>st</sup> Century Community Learning Centers will maintain level funding for \$991 million next year.

As part of Special Education, Part B Grants to States will receive \$10.7 billion to educate students with disabilities, an increase of \$100 million from last year, while Grants to Infants and Families will be level funded. The Special Education – Vocational Rehabilitation Transition Initiative will not be funded in FY 2006 and Personnel Preparation and Technology and Media Services will be level funded.

The National Institute for Disability and Rehabilitation Research (NIDRR) will receive level funding of \$107.7 million in FY 2006. Assistive Technology Programs will receive an increase of \$1 million FY 2006 to be funded at the \$30.7 million level. Vocational Rehabilitation State Grants will receive an increase in funding of \$84.3 million in FY 2006 for a total funding level of \$2.7 billion. Projects with Industry will face a \$1.9 million decrease in FY 2006 for a funding level of \$19.7 million next year, but this is relatively good news, considering that this program was proposed by President Bush to be zero-funded earlier this year.

### Conclusion

In the final days of this year's session, Congress considered a series of bills that reduced funding to many programs, both discretionary and mandatory, that benefit people with disabilities and chronic conditions. Although both chambers are currently adjourned, a number of loose ends still remain including the final passage of reconciliation legislation that addresses both the Medicare and Medicaid programs. However, following the final approval from the House, the Labor-HHS-Education and Defense spending bills now head to the President for his signature, wrapping up the Appropriations process for FY 2006. Congress is scheduled to return toward the end of January.

## HARKIN PRESSES FOR STRONGER EMERGENCY PREPAREDNESS AND RESPONSE FOR PEOPLE WITH DISABILITIES

Senator Tom Harkin (D-IA) introduced on December 20, 2005 the Emergency Preparedness and Response for Individuals with Disabilities Act of 2005. The legislation will address the needs of individuals with disabilities in emergency planning and relief efforts.

“Hurricane Katrina’s aftermath has shown us that we need to have a better emergency response plan, especially one that includes preparations for assisting people with disabilities,” said Harkin. “This bill is an important step to ensure that the needs of disabled Americans will be addressed in case of an emergency.”

Under this legislation, a Disability Coordinator would be created in the U.S. Department of Homeland Security, who will report directly to the Secretary. The Coordinator would be responsible for:

Working with local, state and federal authorities about the needs of individuals with disabilities in emergency planning and relief; developing a curriculum for first responder training on the needs of individuals with disabilities; ensure telephone hotlines and websites containing information about evacuations are accessible; and provide guidance about the rights of individuals with disabilities regarding post evacuation residence and relocation, among other things.

The Emergency Preparedness and Response for Individuals with Disabilities Act of 2005 will also require that 30 percent of temporary housing for disaster victims be accessible, and usable by individuals with disabilities, and would provide incentives to create more accessible housing during reconstruction efforts.

Harkin is a longstanding advocate for individuals with disabilities in the U.S. and has worked tirelessly to call attention to disability rights. He was the chief sponsor of the Americans with Disabilities Act (ADA), landmark legislation which seeks equality of opportunity, full participation, independent living, and economic self-sufficiency for millions of Americans with physical and mental disabilities.



## 'Art In Motion'

NYSRA's Art Show  
Official Entry Form  
Leaders in Motion:  
Fueling Future Success

As you know NYSRA's Leadership Summit will be held September 18 – 20 this year. During the Summit NYSRA hosts a Reception and Awards dinner. This year we will be adding a little something special.....

NYSRA's Art Show, 'Art In Motion'.

### What is 'Art In Motion'?

It is a celebration of the artistic abilities of our consumers 16 years and older. One piece of art will become NYSRA's Awards Brochure cover. Artists are invited to the Reception and Dinner. All artwork from all the participants will be displayed in various locations during the reception.

Have an art program for persons 16 years and older? Interested in participating in the first annual Art Show?

If so please contact Stacie Muscolino at 518-449-2976 ext 321 or [Stacie@nyrehab.org](mailto:Stacie@nyrehab.org)



## FREE BOOKS FOR READ ACROSS AMERICA DAY

The Literacy Empowerment Foundation, a 501(c)3 non-profit organization, invites your school or other literacy project to apply for FREE books for Read Across America Day. During the past year, LEF has distributed over 3,000,000 books to schools all across the country for Read Across America Day and other literacy projects. Resources are allocated on a first-come, first-served basis. Orders must be received by February 8, 2006.

Visit <http://LEFbooks.org> for more information and an order form or call at 717-791-6210 or 610-719-6448

## JOB OPPORTUNITIES

**Training & Staff Development Evaluation Specialist 1 (PS&T SG-18)** - The NYS Commission on Quality of Care and Advocacy for Persons with Disabilities is seeking a Training and Staff Development Evaluation Specialist 1. Permanent - Full Time, non-competitive position located at One Empire State Plaza, Suite 1001, Albany (will relocate to Schenectady). Minimum qualifications: A Bachelor's degree in a human services or social science field with at least one year of experience in planning and conducting training activities and workshops; excellent oral and written communications skills; effective basic research skills. Preferred skills: Experience working with people with disabilities, their families, advocates and service providers; knowledge of special education and other service delivery and advocacy systems; good interpersonal and community relations skills; able to take initiative and work independently as well as work as part of a team; good public speaking skills; general computer skills; valid NYS Drivers' license. Duties: Working individually or as part of a team, conduct various statewide trainings including Educational Advocacy, Disability Awareness, Assistive Technology, and other topics. Assist in updating and modifying existing training programs and with developing new training modules; perform research activities; participate in technical assistance sessions; serve as staff liaison for the Boards of Visitors, including assisting with organizing meetings and providing related assistance; collaborate with other agency Divisions on joint projects; perform other duties as assigned. This position requires extensive travel throughout the State, including evenings. When not traveling, must work on site at the Division office. Salary range: \$43,024 - \$53,547. Submit resume with cover letter to: Rosemary Lamb, Director, Division of Advocacy and Outreach Services, NYS Commission on Quality of Care and Advocacy, One Empire State Plaza, Suite 1001, Albany, NY 12223-1150; OR fax to 518-473-6005 OR email to [Rosemary.Lamb@cqcaped.state.ny.us](mailto:Rosemary.Lamb@cqcaped.state.ny.us)

**Trainer/Investigator** - Full time. Experienced Trainer and Investigator. Familiar w/ OMR/DOH/DOL/OSHA regulations and required training. BA w/2 yrs exp. Car and drivers license required. EOE Resume: Phoenix Frontier - SH, 100 Leroy Ave, Buffalo, NY 14214

## LEGISLATIVE FORUM 2006

*(formally NYSRA's Budget Briefing)*

**Acting on New York State Budget  
and policy priorities for  
people with disabilities.**

**FEBRUARY 6-7, 2006**

Monday, February 6, 2006  
*Legislative Day*

and

Tuesday, February 7, 2006  
*Meet with your Legislators*

Members: \$75.00 (covers lunch and program)  
Non-members: \$100.00

For further information contact  
NYSRA at (518) 449-2976.

## GRAPHIC DESIGN SERVICES *by Becky Lane*



**LIKE THE LOOK  
OF THE RESOURCE?**

**SEEKING FREELANCE  
GRAPHIC DESIGN?**

I'd be happy to discuss my services with you! I have experience in designing a variety of promotional material, including:

Newsletters	Catalogs
Postcards	Flyers
Brochures	Advertisements
Direct Mail	Business Cards

Sample designs and references available.  
Please feel free to contact me at  
[blanegraphics@gmail.com](mailto:blanegraphics@gmail.com).

## JOB OPPORTUNITIES

**Program Director, Residential Services** - Mountain Lake Services seeks an experienced, results oriented senior management professional to join a progressive management team providing services to people with developmental disabilities. The incumbent reports to Administration and shall have strong leadership capabilities with a background in program development and implementation in a health care/human services setting. Responsibilities include quality of care, staff development, fiscal management, and physical plant management in a residential environment. Master's degree in Human Services or a related field with 7-10 years experience in positions of increasing responsibility. Bachelor's degree with significant management/administrative accomplishments may be considered in lieu of a master's degree. Salary commensurate with experience. Excellent fringe benefit package. Apply to Human Resource Office, Mountain Lake Services, 10 St. Patrick's Place, Port Henry, NY 12974 [www.mountainlakeservices.org](http://www.mountainlakeservices.org) EOE

**Vision Rehabilitation Teacher** - Develops individualized treatment plan for consumers - both adults and children. Performs case management for consumers ensuring quality outcomes are successfully met. Provides adaptive skills training and rehabilitation teaching including personal care, health needs, meal preparation, household finances and children's services. Refers and networks with primary care givers, CBVH, VESID personnel, human service agencies, school districts, children's providers and associated professionals. Responsible for developing weekly schedules, completing all required documentation in a timely manner and making presentations in the community. Position requires Bachelor's Degree in related field, training including Braille I leading to professional R.T. certification. Agency will provide on the job training toward certification. ACVREP certification desirable. Salary commensurate with experience. Contact Nanette Pullus, (315)782-2451 or mail resume to 321 Prospect St., Watertown, NY 13601

**Director of Financial Operations** - COARC is a not for profit organization dedicated to creating opportunities for individuals with disabilities and their families. COARC is seeking a dynamic and knowledgeable professional to join our management team and oversee our Financial Operations. The successful candidate will have a Bachelors degree in Accounting and 8 years of executive management experience or a Masters Degree in Business Administration or related field and 5 years of executive management experience. The successful candidate will need to demonstrate positive leadership abilities in a team oriented management system. Excellent verbal and written communications skills are a requirement for the job. The Director of Financial Operations reports directly to the Executive Director, and must be comfortable interacting with the Budget and Finance Committee and Board of Directors. Salary commensurate with experience. Excellent benefit package; including health, dental, and vision insurance, liberal time off policy, and excellent retirement package. Interested candidates should contact: Heather Space, Director of Human Resources, P.O. Box 2, Mellenville, NY 12544. (518) 672-4451, ext. 3338 for more information and a complete job description.

**Executive Director** - Wayne ARC is a private not-for-profit 501 (c) (3) corporation in New York State providing the full range of services for individuals with disabilities in the area of mental retardation/developmental disabilities, pre-school children with special needs, and behavioral health in the Wayne County area. Wayne ARC provides services to approximately 1500 individuals through a full array of supports and services. Wayne ARC has a total operating budget of \$ 23 million and employs over 600 staff. Wayne ARC is a chapter of NYSARC, Inc.

Reporting to the Board of Directors, the Executive Director is responsible for: effective executive leadership of the programs and operations of Wayne ARC; leading in the development and execution of Wayne ARC's mission, vision and strategic plan; ensuring the integrity and financial oversight of Wayne ARC by setting appropriate standards for operations that are consistent with the policies and guidance of the Board and governing committees; managing the operations of Wayne Hostels Holding Inc., a related entity to Wayne ARC.

The Executive Director will be required to provide leadership in collaborations and partnerships, program innovations, outcome-based research, and community involvement activities. A major responsibility of the Executive Director is to be the chief advocate for the organization and its constituents since the organization receives the majority of its budget from government sources. Candidates must have a Bachelor's Degree plus ten years of experience leading complex organizations serving individuals with special needs; or a relevant Master's Degree with eight years experience in leading complex organizations serving individuals with special needs; or a relevant Ph.D. Degree with six years experience in leading complex organizations serving individuals with special needs. Wayne ARC is an Equal Opportunity Employer and encourages applicants who represent diverse cultural, socioeconomic and ethnic orientations. For additional information, please contact: Ed Rivera, Principal, Kittleman and Associates, 300 South Wacker Drive, Suite 1710, Chicago, IL, 60606; Phone 312-986-1166; Fax 312-986-0895; Email: [erivera@kittleman.net](mailto:erivera@kittleman.net).

**Program Director: Residential Services** - Mountain Lake Services seeks an experienced, results oriented senior management professional to join a progressive management team providing services to people with developmental disabilities. The incumbent reports to Administration and shall have strong leadership capabilities with a background in program development and implementation in a health care/human services setting. Responsibilities include quality of care, staff development, fiscal management, and physical plant management in a residential environment. Master's degree in Human Services or a related field with 7-10 years experience in positions of increasing responsibility.. Bachelor's degree with significant management/administrative accomplishments may be considered in lieu of a master's degree. Salary commensurate with experience. Excellent fringe benefit package. Apply to Human Resource Office, Mountain Lake Services, 10 St. Patrick's Place, Port Henry, NY 12974 [www.mountainlakeservices.org](http://www.mountainlakeservices.org) EOE