

The Resource

July 18, 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.

NYS LEGISLATURE CALLS IT A WRAP

By Jeff Wise, NYSRA President & CEO

It's never over till it's over.

The phrase, of course, comes from baseball's legendary Yogi Berra, who naturally was talking about the national pastime.



He could easily have been talking about the New York State Legislature, which worked late into the evening of June 23 – one day past its original shutdown date – and, even after the houses officially adjourned, work went on until past midnight that night.

All-in-all, NYSRA can find quite a few good things to say about the 2006 regular session of New York State's lawmakers. The State Budget for the most part was acceptable, with trended programs receiving a 3.03 percent boost and, for the first time in 12 years, several un-trended programs getting a cost-of-living-adjustment of 2.5 percent this October. Two more 2.5 percent bumps, to kick on April 1, 2007 and April 1, 2008, were enacted in statutory language. We must be sure that the new governor and legislature act to appropriate sufficient money to fund those boosts in the next two budgets.

The 2006 session may be seen as one that saw mental health programs make some good strides. New money for programs was forthcoming, and some policy choices were made that also should invest more state money into the mental health arena.

Here is a rundown of programs that NYSRA, joined by many others, worked to see happen:

OMH will expand community mental health services for children, funding new Medicaid waiver slots, enhancing clinic services and increasing family support services.

After the Governor approved the NY/NY III agreement that provides money for new supportive housing units in New York City, the Legislature agreed on a down payment of \$850,000 for units in upstate areas. This is hoped to be just a first step and will fund some scattered site locations. Senator Thomas Morahan, Senate Mental Health chair, was joined by his Assembly counterpart Peter Rivera in getting this initial appropriation.

The Legislature passed, for the first time, a bill requiring OMH to maintain a housing waiting list of those seeking units for integrated community living. The list would work much like the similar list compiled by OMRDD under the NYS CARES program. Again, Senator Morahan was a key player, getting Senate approval of a bill that the Assembly had passed in prior years as well as this year. It must be noted, however, that OMH opposes the legislation and it is not clear if Governor Pataki will approve or veto the provision.

In the waning hours of the session – actually, beyond the adjournment of both houses late on June 23 – Assembly and Senate negotiators found agreement on insurance parity for mental health diagnoses – Timothy's Law. This agreement is historic in that it marks the first time in many, many years that the two houses have found common ground. The final agreement does not, however, include chemical dependence/substance abuse, nor does it cover every diagnosis advocates were seeking, such as post-traumatic stress disorder. The agreement was memorialized after adjournment in a bill that should be acted upon by each house later this year.

In another area extremely important to NYSRA members, the two houses passed – despite cautions from some staff, NYSRA, and other associations – a bill that would require DD providers to compensate direct-care staff on a par with those state employees who fill the same types of positions.

NYSRA and other trade associations have worked for years to ensure that our members have the resources to continue to recruit and retain our high-quality direct-care workers. This legislation, proffered by the CSEA public employees union, is conceptually a good step. Unfortunately, however, the bill passed by the Legislature on the evening of June 23 carries an appropriation of just \$25 million to fund the requirement.

Yes, \$25 million is a lot of money. But by all accounts, the bill's requirements would have to see increased funding of \$600 million, or more, to actually be realistic. Those estimates come from the trade associations' staff and even analysts inside the legislative process. Still, the measure was passed.

We continue to call for the union, providers, associations and state officials to come together to carry on a realistic

discussion of this important issue. There is no question that more resources should be devoted to compensating the dedicated staff who work serve consumers in our members' programs. But there are real issues here: Without sufficient funding, it is unfair to pass "parity" legislation that cannot do the job and can only strain providers further. And this legislation unrealistically applies to only staff providing services under OMRDD programs - yet we find no reason to leave out providers of services to other workers who, despite displaying the same quality work, are funded by other programs.

We will continue to work with all other stakeholders to try improve this important area. Discussions continue as the bill awaits its being sent to the governor for approval or veto.

And we will await the two houses' return later in the year. As of this writing, it appears likely the Senate will convene in September. It is not clear when the Assembly may meet.

But one thing is clear: In Albany, as in Yankee Stadium during Yogi's day, it's pretty much never over.

NEWS FROM STATE AGENCIES/NYSRA ADVOCACY

THREE MEMBERS OF STATE OVERSIGHT AGENCY CONFIRMED

Governor George E. Pataki's re-nomination of Gary O'Brien, of Latham, as a member of the NYS Commission on Quality of Care and Advocacy for Persons with Disabilities, has been confirmed by the State Senate for a term to run through 2009. The Governor also re-designated O'Brien as chairman of the Commission. Confirmed for their first terms as members of the Commission were Bruce G. Blower, of Huntington, and Patricia Okoniewski, of Fulton.

"Gary O'Brien has sustained a deep and enduring commitment to assisting our state's citizens with disabilities as they live lives to the fullest extent possible," Governor Pataki said. "I know Bruce Blower and Patricia Okoniewski will continue their previously demonstrated commitment and dedication to further advocacy for all New Yorkers with disabilities."

In 1998, O'Brien was named to chair the Commission on Quality of Care for the Mentally Disabled, which in April of 2005 merged with the State Office of Advocate for Persons with Disabilities to become a single agency responsible for oversight and advocacy on behalf of individuals with disabilities. Prior to that, O'Brien was a Carmelite priest for over 20 years, including a term as provincial superior. He holds a B.A. from Marquette University; M.A.'s from the Washington Theological Union and the University of Notre Dame; and a doctorate from the Catholic University of America.

Gary O'Brien said, "I am grateful to Governor Pataki for his continued confidence in me and his unwavering support for the mission of the Commission. I look forward to working

with the Chamber, my colleagues in other state agencies, the Legislature, and New Yorkers with disabilities in the years ahead."

Bruce Blower, a disabled veteran, has been director of the Suffolk County Office for the Handicapped for 25 years, was a Governor's appointee to the State Hospital Review and Planning Council, a former chair of the State Education Department's Office of Vocational and Educational Services for Individuals with Disabilities' State Rehabilitation Council, and previously chaired the Advisory Council for the former State Office of Advocate for Persons with Disabilities.

Patricia Okoniewski is a certified family nurse practitioner, the past president of the NYS Association of Boards of Visitors, and a longtime member of the Board of Visitors of Hutchings Psychiatric Center.

The NYS Commission on Quality of Care and Advocacy for Persons with Disabilities is an independent oversight responsible for monitoring and advocating for quality of care and individual rights in facilities and programming for New York State's citizens with disabilities. Its office is located at 401 State Street, Schenectady, New York.

JOSEPH P. KENNEDY, JR. FOUNDATION PARENT PUBLIC POLICY FELLOWSHIP PROGRAM

The Joseph P. Kennedy, Jr. Foundation is seeking parents of persons with mental retardation, intellectual, and developmental disabilities for an intensive one-year Public Policy Fellowship in Washington, D.C. During this one year Fellowship, the successful applicant will learn how legislation is initiated, developed, and passed by the Congress, or how programs are administered and regulations promulgated by federal agencies. Each year the Foundation brings a parent or close family member of a person with a disability to Washington for a full year, where they actively participate in public policy development through work on the staff of a congressional committee, or a federal agency. Former Parent Fellows describe the Fellowship as a major turning point in their lives. The coming year offers exciting opportunities to be involved in policy and legislative development in key areas such as special education, health and mental health care for persons with mental retardation, child care, housing, justice, child welfare, and other areas related to improving the quality of life for individuals with mental retardation/intellectual disabilities.

Since its founding in 1946, the Foundation has supported the creation of practical programs to benefit persons with mental retardation, their families and their communities. The Foundation has always worked with national leaders who understand the realities of government. The need for skilled leadership in government and public policy has never been greater. In response to this need, the Foundation initiated the Public Policy Fellowship Program in 1980. Fellows receive first-hand knowledge and experience in the development of public policy and the opportunity to participate in an

advocacy training workshop, national disability policy seminars the intensive week-long Bioethics course at Georgetown University's Kennedy Institute of Ethics. We seek parents or other family members with outstanding experience in:

1. State-level advocacy for persons with intellectual and developmental disabilities and their families, beyond the level of advocacy to benefit solely the candidate's own child;
2. Vocational rehabilitation, education, child care, child welfare, law, employment, community organizing, housing or development of inclusive community supports and services;
3. Health or mental health care for people with mental retardation; or
4. Development of family training or family support services. The successful applicant's background will include distinguished involvement in efforts to improve the lives of persons with mental retardation and other disabilities at the regional, state or national level. Salaried experience in the field is NOT a requirement. The expectation is that fellows will become future leaders in the field of disabilities, and will return home after their year in Washington to make significant contributions to policy and program development in their home state.

The program provides a one-year full-time exposure to the federal public policy making process, and includes a stipend and relocation expenses. Program applicants must be from the United States. Selected fellows must be prepared to live in the Washington, DC area during their fellowship year and to devote themselves full-time to the fellowship.

The Application Process: Applicants should submit a letter between 2 and 4 pages stating their interest and accomplishments to date, and what they hope to do with the knowledge and experience gained from the fellowship. They should also attach either a resume or a summary of their involvement in the field, and three letters of support from people familiar with their work. Please direct any questions about the application process to Steven Eidelman at 302-831-2574. Applications should show the candidate's name, address, telephone number(s) and e-mail address on the first page. The preferred method of sending application letters and resumes is via e-mail attachment (i.e. not in the body of the e-mail) to Steve Eidelman at sme@udel.edu. Applicants may follow up with hard copies via regular mail if they wish. Letters of support are also encouraged via e-mail but a hard copy on letterhead with the supporter's signature must follow in the mail. Applications must be sent to the Foundation's office by September 15, 2006.

Applicants are encouraged to submit their applications as early as possible, since a postmark of September 15 is the absolute deadline for the receipt of completed applications. Any applications that are still incomplete or postmarked after the deadline will not be considered. The Fellowship starting date will be negotiated with the successful applicant, but is expected to begin in January of 2007. Finalists will be invited to Washington in the Fall to be interviewed by a distinguished panel of Public Policy experts. Address letters of application to the foundation's administrative offices:

Mrs. Eunice Kennedy Shriver
The Joseph P. Kennedy, Jr. Foundation
1133 19th Street NW, 12th Floor
Washington, DC 20036
ATTENTION: Parent Public Policy Fellowship Program

PARK OFFERS FREEDOM OF WILD TO DISABLED

Adirondack native Sue Beck was a runner, pilot, sky diver and avid hiker before her small plane crashed in 2001, leaving her a paraplegic. Now in a wheelchair, she could no longer navigate the woods of her childhood. John Dillon Park, the only park in the Adirondacks built solely for the needs of people with disabilities, is Beck's first opportunity to leave her car behind and go deep into the woods. "Being a native of the Adirondacks, I miss getting into the woods. It's not the same as seeing it from a car. Providing accessibility like this makes a huge difference," Beck said at a ribbon-cutting ceremony Tuesday.

Beck, 52, who now lives near Rochester, paddled an outrigger canoe during a tour of the park for visitors from Heritage Christian Services, which serves the developmentally disabled in the Rochester area. Five miles of manicured, 6-foot-wide gravel paths — space enough for two wheelchairs to pass each other — lead to fishing and boating docks on Grampus and Handsome lakes, as well as nine lean-tos and outhouses, all built to accommodate people with disabilities.

The entire park is solar-powered, including two portable charging stations for the use of electric wheelchair and respirator users. Despite the special features, the park feels like an outpost in the wilderness. It is at the end of a dirt road more than a mile long and ringed by mountains and miles of uninterrupted forest in the heart of the Adirondacks. "Our overriding goal was to come across as natural, we wanted the facilities to fit in," said Tom Koks, a retired U.S. Forest Service employee who now designs parks.

John Dillon Park was named in honor of the retired chief executive of International Paper. The company owns 15,800 acres of land, protected by a conservation easement with the state, where the 200-acre park sits off Route 30. Creating a park for the disabled was a compromise, an idea that first surfaced 10 years ago during a discussion in Long Lake between environmentalists and businesspeople arguing about how best to use the extensive forest IP controls, according to Joe Hanley, a timberland manager for IP.

The paper company put up \$1.5 million to build the park and is in the process of raising another \$1.5 million to serve as an endowment. Admission is free. IP chose Dillon's alma mater, Paul Smith's College in Franklin County, to manage the park. A supervisor and four students will live on the property when the park is open, between Memorial Day and Labor Day. Dillon is a native of Sue Beck's hometown of Schroon Lake. He worked at IP for 40 years and retired at 65 in 2004. He now lives in Connecticut. Dillon, his wife, sister and niece flew into Glens Falls on a private plane for the ceremony, along with Michael Deland, the president of the National Organization on Disability, and Tim Barnett, the vice president of the Adirondack Conservancy. Barnett had spent much of his adult life working to protect the wilderness when an accident in 1998 left him paralyzed and unable to explore it as he once did. "I've seen Mount Everest and the Amazon, but many people have not had the opportunity I've had to experience the Adirondacks. In a place like this, they can get out easily and safely," Barnett said.

2006 SPECIAL OLYMPICS

The 2006 Special Olympics at Albany were held on June 15th, 16th, and 17th at the SUNYA Campus and other venues in Albany. Over 2,000 Athletes and coaches showcased their training and skills in eight Olympic-style events which included aquatics, basketball, bowling, gymnastics, power lifting, track and field, tennis and volleyball.



Opening Ceremonies were moved indoors due to inclement weather. The opening ceremonies were emceed by Rich Becker of Fox 23 News and Yolanda Vega of New York State Lottery and entertainment was provided by The Rock band Flame. Special Olympics athletes Kara Siddons and Chuck Probst, both of Albany carried the Flame of Hope to the Special Olympics cauldron.



Over 4700 individuals participated in the 2006 Summer Games at Albany, including 1,625 athletes, 535 coaches, 150 support staff, over 2,000 volunteers and 400 family members.

Special Olympics New York Board Chairman Richard Salinardi said, "The true meaning of the competition is that the athletes prove to themselves that they can do something. Many of the athletes when they start to compete don't have the skills. They don't have the skills because they don't have the opportunities.



Through training, they develop their abilities and then all of a sudden they're in a real competition and they have real results."

Special Olympics, New York was organized by Dorothy Buehring Phillips in 1969. The organization provides year-round training and competition for individuals with intellectual disabilities. Athletes may or may not have a physical disability. Special Olympics New York achieves its goals through quality sports training in 22 Olympic-style events. Athletes can advance from local events to regional, state, national and even international competitions.

Special Olympics New York is part of a global movement involving more than 2.25 million athletes located in over 150 countries. The number of registered athletes in New York State increased 10% from 36,274 in 2004 to 39,965 in 2005.

For more information or to volunteer, please visit www.specialolympicsny.org.

ACCSES & DSPA Form New Alliance to Promote Employment & Independence for Americans with Disabilities

Washington, DC (June 26, 2006) – The American Congress of Community Support & Employment Services and Disability Service Providers of America announced on June 26, 2006 that they have formally affiliated as the ACCSES-DSPA Alliance. The new ACCSES-DSPA Alliance combines two well-respected national trade associations with reputations for broad, creative policy thinking and promoting innovation within the rehabilitation industry.

"Facing seismic demographic changes in an aging population with more and more people with disabilities present and mounting funding challenges, Congress and the Bush Administration are in need of a coherent disability policy framework to promote equality of opportunity, independent living, economic self-sufficiency, and full societal participation - the values held dearly by people with disabilities in the promise of the Americans with Disabilities Act," John D. Kemp, CEO of the ACCSES-DSPA Alliance summarized. The ACCSES-DSPA Alliance, with over \$2 billion in annual expenditures in services and supports for people with disabilities, has come together to elevate the discussion immediately and to create a new approaches to serving people with disabilities and their families in America."

The two organizations will focus their combined expertise and resources on Medicaid reform - especially as it relates to increasing access to home and community-based supports and services - employment initiatives designed to offer meaningful job opportunities for workers with disabilities - with a special emphasis on modernizing the Javits-Wagner-O'Day (JWOD) Act - and targeted provisions within the Workforce Investment Act, Rehabilitation Act, and Individuals with Disabilities Education Act.

The ACCSES-DSPA Alliance will be represented by a stellar team of lobbyists and consultants, including Peter W. Thomas of Powers, Pyles, Sutter & Verville, Dave Roberts of DPR Consulting, Brandon M. Macsata of The Macsata-Kornegay Group, and Charlie Harles of Harles & Associates. The legislative team will be supervised by long-time disability rights advocate, John D. Kemp.

"We're seeing a major re-thinking about the federal role in funding health care, long-term care, and services leading to employment of people with disabilities," said Charles Houston, Executive Director of Queens Centers for Progress (a NYSRA member) in New York City and President of the DSPA Board of Directors. "Our formal relationship with ACCSES positions the ACCSES-DSPA Alliance to better advocate for community-based solutions that are designed to increase opportunities for meaningful employment and community living. We look forward to educating lawmakers about the importance of the federal programs supporting the full integration of Americans with disabilities into their communities." ACCSES is a national, nonprofit organization of vocational rehabilitation service and community supports committed to maximizing employment opportunities and independent living for individuals with mental and physical

disabilities. NYSRA has been a long standing Association member for many years of ACCSES.

DSPA is a national, nonprofit organization representing disability service providers whose mission is to strengthen the effectiveness of direct service provider agencies by prioritizing, shaping and advocating for focused and targeted national policies and legislation that will result in the promotion and enhancement of services and supports to individuals with disabilities.

The ACCSES-DSPA Alliance now reaches across 24 states nationwide, representing disability service providers community agencies whose combined annual expenditures exceed \$2 billion.

To learn more about the ACCSES-DSPA Alliance, visit them on the Internet at www.accses-dspa.org. For more information about ACCSES, DSPA, or their new Alliance, please contact John D. Kemp at (202) 466-6550 or John.Kemp@ppsv.com, or Brandon M. Macsata at (305) 519-4256 or brandon@macsata.org.

BUSH ADMINISTRATION RELEASES INTERIM FINAL REGULATION IMPLEMENTING THE NEXT PHASE OF WELFARE REFORM

HHS Secretary Mike Leavitt announced interim final regulations for the Temporary Assistance for Needy Families (TANF) program to implement statutory changes to the TANF program in the Deficit Reduction Act of 2005. The regulations ensure consistent measurement of work participation rates in state welfare programs.

"These regulations complete what President Bush has called 'the unfinished business of welfare reform,'" Secretary Leavitt said. "We are rebooting the system to help more individuals transition from welfare dependency to work and self-sufficiency."

The new regulations further strengthen work participation requirements by:

- Defining work activities.
- Defining work-eligible individuals to include additional categories of individuals in the calculation of state work participation rates.
- Requiring states to establish and maintain work verification procedures and holding states accountable for compliance with them.

"The Bush Administration believes in supporting people through work instead of welfare dependency," said HHS Assistant Secretary for Children and Families Wade F. Horn, Ph.D. "These new regulations implement important changes to improve the effectiveness of work programs, because we know that the only way to escape poverty is through work."

Since welfare reform became law in 1996, welfare rolls for families have declined by 57 percent. The most recent caseload numbers show that 1,870,039 families remain on

the TANF rolls. The 1996 law stipulated that 50 percent of welfare recipients in state programs must participate in productive work activities, but it also allowed states to reduce the required participation rate by the percentage decline in their caseloads since 1995. With welfare reform's dramatic caseload reductions, many states' work participation requirements were reduced to zero or near zero. In a typical month in FY 2004, nearly 60 percent of adults on the TANF caseload did not participate in any work or work preparation activities.

That is why the Congress passed and President Bush signed a TANF reauthorization bill that recalibrates the caseload reduction credit so that states only receive credit for caseload reductions after FY 2005. The effect of this is that states must engage significantly higher percentages of their caseload in work or work preparation activities. The new law and regulations also add new categories of individuals in the calculation of state work participation rates, including those receiving assistance in separate state programs and certain families in which only children currently receive assistance. The 2005 welfare reform reauthorization maintains the program's overall funding and basic structure and provides \$150 million annually for healthy marriage and responsible fatherhood initiatives.

TRANSPORTATION FOR INDIVIDUALS WITH DISABILITIES

Courtesy Disability Watch - Macsata-Kornegay Group

The US Department of Transportation is proposing to amend its Americans with Disabilities Act (ADA) and section 504 regulations to update requirements concerning rail station platforms, clarify that public transit providers are required to make modifications to policies and practices to ensure that their programs are accessible to individuals with disabilities, and codify the Department's practice concerning the issuance of guidance on disability matters. Comments MUST include the docket number 2006-OST-23985 and they are due by July 28 (date extended beyond initial April 28th deadline). Comments may be submitted electronically. Instructions for submitting comments, reprinted from the DOT notice.

The New York State Rehabilitation Association extends its condolences to The Ray Lewandowski Family. Our thoughts and prayers are with you.

BIPOLAR DISORDER IN CHILDREN AND TEENS IS DIFFERENT FROM ADULTS

Courtesy MedicineNews.net (Brown University)

Children and teenagers with bipolar disorder suffer from the illness differently than adults do. Their symptoms last longer and swing more swiftly from hyperactivity and recklessness to lethargy and depression.

This is the first major finding published from the Course and Outcome of Bipolar Illness in Youth, (COBY), research program.

Under COBY, psychiatrists from Brown Medical School, the University of Pittsburgh, and the University of California–Los Angeles have studied more than 400 pediatric patients, some for as long as five years, to determine the course of bipolar disorder as well as gauge its behavioral and social effects. COBY is the largest and most comprehensive pediatric study of bipolar disorder to date.

In their first COBY publication, in the Archives of General Psychiatry, researchers report on 263 subjects aged 7 to 17 with bipolar spectrum disorder.

Subjects were studied over a roughly two-year period and asked about mood, behavior, and medical treatment.

The aim was to determine how bipolar disorder, in all its forms, progresses in children and teens.

Martin Keller is principal investigator for the Brown Medical School research team.

Also known as manic-depressive illness, bipolar disorder is marked by dramatic changes in mood, energy level and behavior. One extreme is mania, which can be accompanied by extreme irritability, lack of sleep, poor judgment, restlessness and impulsiveness. The other extreme is depression, which can be characterized by hopelessness, fatigue and, in some cases, suicidal thoughts. These manic and depressive episodes are interspersed with milder symptoms and impaired function in a majority of patients.

Bipolar disorder often begins in late adolescence or early adulthood, although it can develop as early as the preschool years.

According to the National Institute of Mental Health, about 2 million American adults suffer from bipolar disorder.

At least another 750,000 children and teenagers live with the illness, the Child & Adolescent Bipolar Foundation estimates.

The COBY study, however, shows that the illness runs a different course in young people than it does in adults. For example, study subjects with bipolar I - the classic form of the illness marked by swings between severe mania and major depression - had symptoms that lasted significantly longer than typically seen in adults.

Mood swings were also more frequent than reported in adults.

In fact, researchers noted that many children and teens switched illness sub-types during the study period. For example, one-third of subjects diagnosed with bipolar disorder not otherwise specified - a milder version of the illness - converted to bipolar I or bipolar II during the course of follow-up.

This was an important finding. While researchers suspected that such conversions might occur, this is the first large-scale study to clearly document the phenomenon.

“Although moodiness and irritability can be common and normal in teenagers, this study helps to clarify that when these symptoms are excessive, persistent and impairing, a bipolar spectrum illness should be considered,” said Henrietta Leonard, at Brown University.

Other findings from the COBY study:

- more than two-thirds of subjects recovered from their first major manic or depressive episode in the first two years of follow-up;
- subjects had an average of 1.5 recurrences, particularly depressive episodes, each year during the two-year follow-up;
- subjects displayed symptoms about 60 percent of the time during follow-up visits;
- subjects whose illness starts in childhood displayed more symptoms at follow-up visits compared with subjects whose illness began in their teens.

ANNOUNCEMENTS/OPPORTUNITIES

EMPLOYMENT OPPORTUNITIES

Director of Vocational Services: Ulster-Greene ARC, a not-for-profit agency located in upstate NY, has an immediate opening for Director of Vocational Services, Pilot Industries. This position is responsible for effective operation and growth of a full complement of Vocational Services for developmentally disabled individuals. We are seeking a committed, action-oriented person to lead a diverse array of departments around a shared mission. The successful candidate will possess a relevant Master's Degree. Managerial/administrative experience with the OMR/DD and VESID regulations is preferred. Experience in providing services to persons with MR/DD is a plus. Our agency serves over 1,200 people who have developmental disabilities throughout the Mid-Hudson and Catskill Mountains region. We offer a competitive salary and excellent benefits package. For immediate consideration, please forward resume, with cover letter including salary requirements, to:

Ulster-Greene ARC
471 Albany Avenue
Kingston, NY 12401
Attn: Tammy Paquette
Recruitment Manager
FAX (845) 340-0463
E-mail: tammyp@uarc.org

EMPLOYMENT OPPORTUNITIES

~ *Lexington* ~

If you have been searching for the "Career of a Lifetime" you would most likely find it at Lexington. Located in upstate New York, we are a true human services career experience. Lexington is a thriving, half-century-old, non-profit organization that has been built on the honored commitment that "people come first." With programs located throughout historic Fulton County, in the foothills of the Adirondacks, our mission is to serve adults and children with disabilities, and our dedication to providing the highest quality service ranks second-to-none. We are 1300 employees and \$60 million dollars strong, and are preparing for a major expansion of services over the next three years. In preparation, we are searching for the best and the brightest individuals to add to our Management Team to help shape our future.

Executive Level Management

Lexington's Executive Management positions report directly to the Chief Operating Officer and work closely with the Executive Director and Board of Directors. A member of this team must be a highly effective leader, demonstrate extraordinary professional management experience, possess impeccable character, and firmly embrace the goals of Lexington's mission. An executive manager is responsible for administrative oversight of programs, supervision of managers and operations, implementation of the organization's goals and initiatives, and the assurance that quality services are provided by Lexington. Master's degree professionals preferred, Bachelor's degree and appropriate experience considered.

Director Level Management

Lexington has a wide variety of Director positions that report to members of the Executive Team. Our Directors are responsible for the oversight and management of the departments within the organization, some of which include: residential and community-based programs, clinical services, transportation, operations, finances, information technology and human resources. A Director must be able to lead, encourage and motivate others, have strong written, verbal and listening skills, be an effective problem solver and organizer, and exhibit a professional work ethic at all times. Bachelor's degree professionals with relevant education and management experience preferred.

Program Level Management

Program managers are the cornerstones of Lexington's management structure. They are responsible for the daily operations, service delivery and supervision of staff throughout the organization. They are often the very individuals who go on to become Directors and Executives at Lexington. A successful program manager must be committed to continuous learning, demonstrate program knowledge and understanding, exhibit sound judgment and responsiveness under the most challenging conditions, maintain effective communications among subordinates, supervisors and other stakeholders, welcome a challenge, and have a true affection for working in the human services field. Bachelor's or Associate's degree and relevant experience preferred, a strong combination of training and experience considered.

Nurse Practitioner or Physician Assistant - Full Time

The qualified candidate will assist with health management for people with developmental disabilities, in conjunction with physicians. Some key responsibilities include physicals, assessments, diagnosis, treatment and prescription management. Talk with us and see how fulfilling and challenging this type of medicine can be with some very special people!

Candidates should be currently registered in NYS. This is a Monday through Friday position with on-call responsibilities. Experience in internal medicine or family practice preferred. We offer an excellent medical and dental plan with a generous time off package. Salary is commensurate with experience.

For more information contact the Director of Nursing at 773-7931 Ext. 237

Become a part of the Lexington Management Experience...
and find a Career of a Lifetime.

Send your resume to:
Lexington
Human Resources Department
127 East State Street
Gloversville, New York 12078
Phone (518) 773-7931 Fax (518) 775-1333
www.lexingtoncenter.org or email: hr@lexcenter.org



PHOENIX FRONTIER, INC.

Quality Assurance Coordinator: - FT. BA w/2 years experience working in the OMRDD field; 6 month experience doing QA preferred. EOE. Resume to Phoenix Frontier - SH, 100 Ave., Buffalo, NY 14214

NYSRA AND RRTI CALENDAR**August 2006**

August 1
Vocational Rehabilitation Division

August 2
Employment Options Committee (Voc. Rehab Division)

August 3
Clinic Committee Committee (DD Division)

August 8
DD Division

August 9
MH Division

**SAVE THE DATE**

NATIONAL THEATRE WORKSHOP OF THE HANDICAPPED
PRESENTS

3RD ANNUAL SUMMER GALA

ON

THURSDAY, AUGUST 17, 2006 AT 8:00 P.M.

FOR MORE INFORMATION CONTACT
(212) 206-7789 OR VISIT WWW.NTWH.ORG