



ANNUAL REPORT 2016



N E W C H A P T E R S

CWI...
Enriching lives one
story at a time.

Our mission

CWI offers innovative supports and services empowering people with differing abilities and needs to discover their potential and pursue the lives they envision.

Our vision

Creating opportunities to build meaningful lives.

Working with compassionate people to write personal life stories.

Inviting communities to share in each person's journey.

Our values

PEOPLE are the heart of what we do.

We value...

Personalized attention and recognition

Ethical conduct

Open-mindedness

Partnerships within our communities

Living safe and fulfilling lives

Evaluating the impact of what we do every day



Who we are

In 1963, CWI began as Community Workshop, Inc. serving a humble contingent of six community individuals in a sheltered employment setting. Over fifty years later, CWI has changed our name to Community, Work and Independence, Inc. to better reflect the range of programs and services offered. Today CWI assists 1,200 individuals at nearly 40 locations across four counties. In addition, our not-for-profit organization has grown to become one of the largest employers in the area with over 700 employees and an annual operating budget of nearly \$30 million resulting in a substantial impact on the region's economy.

CWI has worked to bring about positive change and hope for many. A cornerstone in communities across the four-county region, CWI has transformed the lives of numerous individuals with disabilities and other barriers. CWI offers a myriad of services to meet the needs of people who are developmentally and intellectually disabled, medically frail, brain injured, economically disadvantaged and individuals with other challenges. CWI supports these individuals who strive to be productive and meaningful members of their local community by building a foundation which allows individuals to springboard toward a higher level of independence. Independence may equate to CWI helping individuals find and sustain employment, become involved with volunteer opportunities, partake in recreational opportunities, learn independent living skills, and promote self-advocacy, to name a few.

CWI's program participants assisted by support staff volunteer over 12,000 hours a year to benefit more than 50 organizations in our four county service area. Some examples of our volunteer work includes cleaning local churches and firehouses as well as delivery of 1,500 meals a month for the Meals on Wheels program in Warren and Washington counties. Additionally, we volunteer at regional food pantries, nursing homes, schools, hospitals, horse sanctuaries, SPCA and Salvation Army, just to name a few.

A Message from the President/CEO and Chairwoman of the Board of Directors



CWI has always been about assisting people with disabilities and their families to achieve personal outcomes. Early on, we created a first of its kind workplace in our region. Focus then shifted to an expansion of community based services including residential, day and competitive employment services. Today, we focus on preserving some key services while reinventing and redefining others to meet the changing needs and expectations of individuals and their families.

During 2016, we added new chapters to our story as we triumphed in major accomplishments in our day, residential, and employment services. Our facility at 50 Pine St in Hudson Falls underwent major renovations from which we were able to welcome the relocation of Glenwood Day Services to the building. Community Prevocational Services expanded to a second site operating out of the newly renovated Pine St facility. Our friends from the Reynolds Road residence moved into their newly built sprinklered and accessible home on Pearl Street in Hudson Falls. All of these projects assist us in providing a higher quality of supports and services to the individuals in the CWI community. These changes have strengthened our infrastructure for the future, reinforcing the core of our organization.



Ongoing financial and regulatory obstacles have challenged us to proactively reinvent ourselves. In 2016, we achieved success in doing just that and in showcasing that our organization's mission and vision still hold true. CWI displayed its entrepreneurial spirit in becoming one of only seven human services organizations in the nation to open a JUST-A-BUCK dollar store franchise; a fully integrated workplace which not only employs individuals with disabilities, but also provides opportunities for skill assessments and student internships. Our sneak peek fundraiser celebration was a resounding success that assisted us in offsetting some of the costs incurred to open the store. In only its first few weeks, the community's support has been outstanding and unprecedented for our new not-for-profit retail store.

All of our successes are only possible because of the drive and commitment of those we serve, their families, our dedicated staff, Board of Directors and our community as a whole, who combined make up the CWI Family. Our passion of bringing about a quality of life that ensures a real place to call home, a job, opportunities to learn, and meaningful community participation continues to drive us every day. We strive to embrace opportunities presented to us, while creating our own when we needed to make certain that we provide people with choices and opportunities to further fulfill their lives.

The CWI Family remains strong and committed to our mission, vision, and values as we remain focused on...*enriching lives...one story at a time.*

Sincerely,

Mark Donahue

MARK DONAHUE
President/CEO
Community, Work & Independence, Inc.

Lisa Hayes

LISA HAYES
Chairwoman, Board of Directors
Community, Work & Independence, Inc.

CWI Board of Directors



SEATED L-R: Della Shiell, Director; Dr. Harriet Busch, Director; Patty Reed, Advisor; J. Andrew Collins, Secretary
STANDING L-R: Kurt Moser, Treasurer; Julie Leonelli, Director; Linda Noon, Director; Lisa Hayes, Board Chair, Steve Bush, Board Vice Chair
ABSENT: Donna Kirker, Director; Dr. Edward Kerr, Director; Howard Nelson, Director

CWI's 2016 Enriching Lives Recognition Award Recipient Derek Ellis, Sensei

CWI is pleased to recognize Derek Ellis, Sensei as the recipient of the 2016 Enriching Lives Recognition Award. This award recognizes an individual who has given their time to CWI, as well as the community at large. Derek is the third recipient of this award.

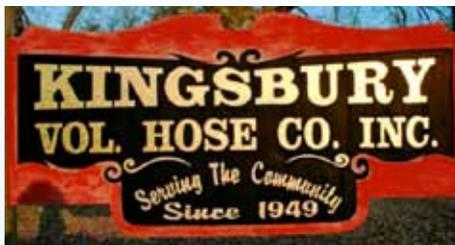
For the last 5 years, Derek has taught a class to New Journeys and Midtown CWI day services individuals at the Adirondack Martial Arts Academy in Queensbury. Reflecting on his teaching style, Derek says, "I try to learn from them while I teach; it's awesome! Everyone gets along great and you get to see the improvement." Derek wants all participants to remember, "The ultimate aim of karate lies not in victory, nor defeat, but in the perfection of the character of its participants" said by Gichin Funakoshi. To provide incentive to the student's attitude while training, Derek uses a belt ranking system. Derek has been training for 21 years, having started with Karate at 4 years old.

Adirondack Martial Arts Academy, formerly The Karate Center was established in 1969. Derek Ellis is the Owner and Chief Instructor for Adirondack Martial Arts Academy. The Academy strives to offer the best Japanese martial arts in the area. The Academy offers Judo, Karate, Kickboxing, Self-Defense and Jiu Jitsu.



2016 CWI Community Partner Award Recipients

Community, Work & Independence, Inc. is grateful to have the support of area businesses and volunteers whose commitment contributes toward enriching the quality of life for individuals with differing abilities. The Community Partner shares our dedication and willingness to support the needs of the people we serve and epitomizes extraordinary community service. CWI is thankful for their compassion and support of our mission. In appreciation, CWI recognizes our Community Partners annually for their continuous support and this year's recipients are...



Kingsbury Fire House

Since 2004, the Kingsbury Fire House has been committed to partner with CWI. The Kingsbury Fire House has offered an expanded Fire Safety Program including all of CWI's programs for the last 7 years. The program teaches about fire escape plans and emphasizes fire prevention. The Fire House offers lunch, at their own expense to all participants who come to learn these lifesaving skills!

Pathways day service program volunteers time at the fire house to perform general housekeeping. In return for their service, the fire house always offers the individuals' a drink to celebrate their efforts. Every June, in appreciation of Pathways service, the Kingsbury Fire House plans a luncheon which includes bingo games, prizes and T-Shirts. The commitment of Kingsbury Fire House contributes to CWI by sharing a dedication and willingness to enrich the quality of lives of individuals with differing abilities.

This year, the Kingsbury Fire house has opened their doors to support CWI's 3rd Annual Stuff the Bus by allowing their Bingo hall to become a temporary food storage site for the recipient food pantries. "It's important to us to be an integral part of the community", says Ron Baker, board member.

Thank you Kingsbury Fire House for your compassion, support and commitment in contributing to your community!



Davidson Brothers Brewing Company

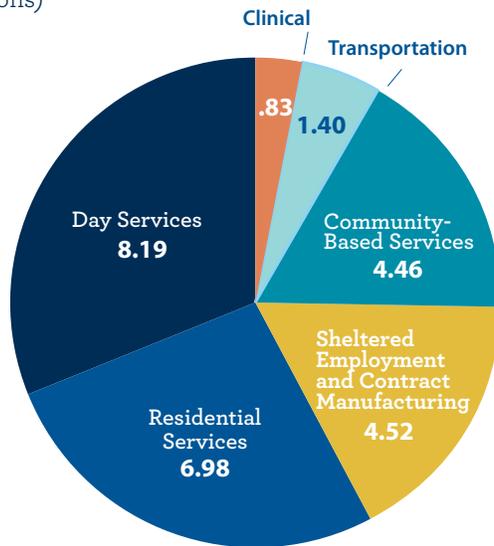
Davidson Brothers went above and beyond in supporting CWI's latest venture, Just-A-Buck at the fundraising event in October 2016. Davidson's graciously donated all of the food and beverages for the fundraiser which helped make the event an enormous success. When asked about their support, Rick Davidson said, "Our company mission is to make our community a better place. Everything we do is to that end." The Davidson's believe that to understand community is to look at it on a larger scale, they are proud to have had the opportunity to support CWI because they understand that the people who are most vulnerable need the most resources. They felt strongly connected with our mission to bring value to the community.

Davidson Brothers Brewing Company was established 20 years ago by a couple of brothers, John and Rick Davidson. This family is proud to offer their company to the community and grateful for the people who have helped them along the way.

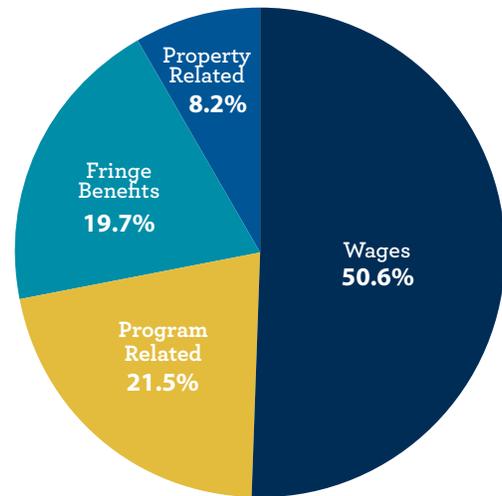
Thank you to everyone at Davidson's, you've been wonderful to work with and it is nice to have such a great community partnership!

2015 Financials

Annual Operating Budget (in millions)



2015 Expenses



Residential Homes

CWI operates 12 supervised residences and 3 supported apartments that are home to 57 individuals.

Day Services

CWI operates multiple programs and a without walls program on the SUNY Adirondack college campus. In all, providing day program services to more than 300 individuals.

Sheltered Employment and Contract Manufacturing Services

North Country Ventures, a division of CWI, employs up to 40 individuals in a supported and sheltered manufacturing environment. More than \$4 million in revenue is generated annually through assembly, packaging and fulfillment contracts with New York State and private industry.

Transportation

The Transit Connection, a division of CWI, provides daily transportation needs to 400 individuals in three counties and provides maintenance and management of a fleet of 120 agency vehicles. In addition, fleet and maintenance services are provided to more than 60 vehicles operated by other not-for profit organizations.

Clinical Services

CWI's clinical division provides a full-range of services to over 500 individuals including speech therapy, occupational and physical therapies, rehabilitation counseling, psychotherapy and testing, psychiatry and behavioral and health services. Many clinical services are provided directly through CWI's Article 16 Foothills Clinic.

Community-Based Services

Competitive Edge

CWI's employment division, Competitive Edge, serves 200 individuals by providing support to individuals to obtain and maintain employment in the community along with offering prevocational and vocational assessment services for those exploring the world of work.

Consumer Directed Personal Assistance Program

CWI serves as fiscal intermediary for over 100 individuals receiving personal care in their homes in Warren, Washington, and Essex counties.

Community and Family Support Services

CWI serves over 400 people in the community by providing Service Coordination, Respite, Transition Services, Community Habilitation, Individual Support Services and Family Support Services. Respite services that are offered can be provided individually, or in a group setting such as: Youth Club, Saturday Club and Skills Streaming.

Programs and Services



Clinical Services

Foothills Clinic

The Foothills Clinic offers confidential services provided by licensed professionals with expertise in supporting people with developmental and intellectual disabilities. Treatment objectives are tailored to the individual's distinct needs, designed to enhance the person's quality of life. A range of services are offered by Foothills Clinic including:

- Rehabilitation counseling
- Psychiatric and psychotherapy services
- Autism spectrum screening
- Testing and assessment services
- Occupational Therapy
- Physical Therapy
- Speech Therapy

Community Services

Some community services offer the option of a **self-directed** model which allows for individuals to have increased control of their service with regard to selection, scheduling, and co-managing of staff, as well as wage rates.

Consumer Directed Personal

Assistance Program Offers a unique approach to empower individuals with differing abilities to customize the personal care services they need with their own personal assistants and to choose how and when care is provided. CWI acts as a guide and fiscal intermediary in conjunction with Warren, Washington and Essex County Department of Social Services and various Managed Care Organizations.

Individual Support Services Arranges financial assistance for individuals with

disabilities in the form of a rent subsidy to enable their independent living and prepare them for progressive autonomy.

Community Habilitation Designed for individuals living on their own or with family. CWI facilitates services to maximize individuals' independence with activities of daily living both in their home and in the community. Each individual's personal interests, needs and abilities are reflected in the services provided. This service is available to be **self-directed** by the individual and/or their family.

Respite Services This is a service provided to primary family caregivers living with a family member with a developmental disability. Respite provides a break from caregiving for the family members while ensuring the individual's needs are met, both at home and in the community. This service is available to be **self-directed** by the individual and/or their family.

Saturday Club (ages 21+) is an hourly respite waiver program held on Saturdays that provides recreational services to eligible individuals who reside at home with their family. The program activities are a combination of site and community based offerings. CWI's Transit Connection provides transportation to and from the program within a designated radius.

Skill Streaming for Success is for young adults on the Autism spectrum. The program is designed to foster growth and development in identified areas such as social skills, preparing for employment, relationships, developing self-advocacy and problem solving.

Youth Club (ages 16 to 25) is an hourly respite waiver program providing recreational services to individuals who reside at home with their family. Activities are community-based and primarily scheduled on the weekends

but occasionally weeknight activities are slated. Transportation is a component of this program.

▶ Contract Manufacturing

North Country Ventures (NCV)/ Contract Manufacturing

NCV collaborates with area businesses to identify business partnership opportunities that create jobs for individuals with disabilities within a manufacturing or other affirmative business. NCV is an integrated workplace where individuals with disabilities develop competencies, emphasizes their important roles in production and encourages continual building of employment skills.

▶ Day Service Programs

Day Habilitation services are offered in a variety of settings. Individuals with intellectual or developmental disability barriers are supported in improving, acquiring or retaining skills in several areas such as socialization, self-help, adaptive skills and adult education. Activities are designed to assist individuals in promoting their independence, creating meaningful bonds through shared activities, participating in their community, developing appropriate behavior, improving their self-advocacy with informed choice and relationship building. CWI operates the following community based day services options in Warren, Washington and Saratoga Counties:

Community Helpers / Glens Falls

The individuals that participate in this program are very active in their community performing volunteer work. The members are eager and have an affinity for volunteerism; they enjoy the challenges and rewards it can bring.

Destinations / Glens Falls Small and individualized best describes this experience designed for young adults. They volunteer through various

community outlets with an emphasis on structure, routine and beginning job skills.

East End / Queensbury Relaxed and comfortable best describes this program's environment. People with diverse backgrounds and abilities find East End to be a great fit. Independence, choice and community inclusion is promoted.

Eastpointe / Granville Participants experience community integration, stimulating activities, and self-determination. Direct Support Professionals encourages volunteerism, socialization, bowling, skating, dining out, music, group discussion, crafts, flea markets, self-advocacy, gardening and bake sales. Integrated clinical services are an essential part of these services.

Everts Avenue / Glens Falls

This program offers opportunities for individualized learning, socialization, community volunteering. Independence is promoted and achievements are recognized. Everts is particularly successful with individuals with a history of poor social and coping skills who benefit from a busy schedule.

Expressions / Queensbury The arts are the focus of this program. The individuals participating in this program have an interest in cultural exploration. Most of their day is devoted to painting, bead work, computer graphics, dance and connecting with various artists in our local community. They also focus on nutritional and exercise topics to support physical fitness. For those individuals who have jobs, this program provides essential opportunities to maintain social connections and skills.

Generations / Queensbury The individuals participating in this day service program represent a wide range of ages and varied interests and supports needed. Individual goals are achieved through the teaching of daily living skills as well as activities that promote community inclusion. Integrated clinical services are an essential part of these services.

Glenwood / Hudson Falls This program draws individuals who choose to experience life at a casual pace. Participants take pleasure in volunteering,



walking, visiting cultural sites, shopping, socializing, dining out and participating in broadening activities among peers.

Greenbridge / Greenwich Both independent and small-group activities are available to participants in this Washington County program. Activities include walking, shopping, bowling, art class, dining out, volunteer work, movies and needlework activities.

Helping Hands / Queensbury

Integrated clinical services play a large part in supporting Helping Hands' individuals to accomplish personal goals. Educational outings and the arts provide this program with the tools for personal growth and social connection.

Life Unlimited / Queensbury This unique "without walls" program at SUNY Adirondack assists young adults with disabilities to reach their goals of a college education. Life Unlimited participants are matriculated students who are engaged in social settings, define personal goals and pursue academic interests. Students are encouraged to consider their employment options and to participate in volunteer activities. The students are supported by CWI throughout their experience at SUNY Adirondack. This select and growing group accesses resources on and off campus. Students have the support to express disappointments and triumphs with peers as they navigate through this experience in their life. Transportation is arranged.

Midtown / South Glens Falls This program is designed to offer young adults opportunities to develop employment readiness skills. This is an active group exploring employment and volunteer options, clinical services, recreational and social pursuits while striving for meaningful achievements.

New Beginnings / Granville This small group of high-energy young adults eagerly participates in their community through volunteer, recreational and pre-vocational

opportunities. They work on self-development and future long-range goals.

New Journeys / Queensbury This setting offers young adults opportunities to learn and utilize community navigation skills in a structured environment as they access local resources for volunteering and increasing self-sufficiency.

Park Club / Hudson Falls Relaxed outings, dancing, music, picnics, gardening and cultural events fill participants' days. This program is ideal for people easing into retirement. Individuals' input into plans is solicited, underlining the importance of their self-determination in daily life.

Pathways / Hudson Falls This individualized program for young adults focuses on developing employment readiness. The individuals receive training in travel, tours of area companies, employer presentations as well as internships. The young adults also focus on self-sufficiency skills including budgeting, health and nutrition and safety awareness. Integrated clinical services are an essential part of these services.

Quaker Road / Queensbury Innovative and responsive to a diverse population, this site offers individual and group activities including volunteering, ceramics, baking and encourages visits to nearby downtowns. Integrated clinical services are an essential part of these services.

Quaker West / Queensbury Located near both the bike trail and Route 9, this site's upbeat atmosphere encourages dancing, music, socialization, volunteering and games. Individualized attention and small-group activities, as well as clinical support, are emphasized.

Schroon River / Warrensburg Conveniently located for residents of the North Country. Participants managing multiple challenges engage in sensory and motor activities, basic skills education, socialization, art projects and group dining. The beauty of the North Country is a tranquil but stimulating setting for outings. Community interaction is a key focus. Individualized attention and small-group activities, as well as clinical support, are emphasized.

Whipple City / Greenwich Participants in this Washington County setting often

requires multiple supports to achieve maximum skill levels. Staff encourages community integration, visits to the library and shops, sensory stimulation, both independent and one-on-one and group activities, crafts, walking, recycling and visiting friends.

▶ Employment Services

Employment services at CWI are designed to provide support and guidance from the beginning of the journey – career discovery – to job placement, often with on-going supports for the duration of employment. CWI partners with various state agencies and local businesses to provide services for individuals with a cross section of disabling conditions.

Pathway to Employment A short-term comprehensive career/vocational exploration and assessment service designed to provide individuals guidance who are interested in beginning the process of obtaining competitive employment.

Community Prevocational Services

A longer term approach to assist individuals who are interested in obtaining competitive employment, but are not expected to be ready within the next year. Prevocational services are focused on the development of soft skills, understanding the employment relationship, exploring the individual's strengths, areas of need and interests related to employment and local employment opportunities.

Competitive Edge – Supported

Employment A full-service employment program that matches individuals with jobs that are compatible with their skills, abilities and preferences. Staff assists individuals with career exploration, job development and the application and interviewing process. Following a job placement, Competitive Edge offers job coaching, employment counseling, soft-skills training and support, a safe forum for workplace concerns and guidance to manage employment benefits. Competitive Edge works to ensure satisfaction for both the individual and the employer with each job placement.

Group employment options are also available through contracted work opportunities.

▶ Family Support Services

Offering customized solutions, these services can help families access funding for services, supplies or equipment for a loved one with an intellectual or developmental disability and individual challenges. Respite is a service offering participation in community activities and recreational programs for small groups. Skill building groups and a psychological service to address behavioral difficulties in the family home are also available.

Family Empowerment provides families with financial assistance for requested goods and services for a family member living in the home that has an intellectual or developmental disability. Funding is available for appropriate purchases such as respite care, adaptive equipment and non-funded medical expenses, among other needs. Please contact the program director for eligibility requirements.

In-Home Behavioral Supports provides assistance in the home to address behavioral challenges for individuals living with their family.

▶ MSC & Transition Services

Medicaid Service Coordination CWI's dedicated service coordinators are often the cornerstone of information for the individuals we support, and their families. Coordinators work with the individuals and key supports to identify their valued outcomes and develop a person-centered plan. Coordinators then refer and link individuals to services to support outcomes, such as day and residential opportunities, in-home and community supports, clinical services, employment, education and home modifications to accommodate individual challenges. Coordinator's also advocate for individuals and their families for access to county, state, federal, private and custom assistance. Coordinators visit the

home, workplace or educational setting of an individual for insights into their daily life and monitor for health, safety and satisfaction with services. Coordinators often develop long-term relationships with individuals and their families as they plan for the future and discuss strategies for addressing life's challenges.

Transition Services Guiding students from adolescence to adulthood, CWI assists any high school students with a *disability* and their families to understand and explore realistic prospects for future employment, structured day service programs or residential services, vocational or volunteer training or further education. Services are contracted directly with school districts and are provided to individuals mostly in the school-based setting.

► Residential Services

CWI supports people who need specialized services in compatible family-like groups balancing independence and safety for those ready to leave their family home, improve personal skills, interact cooperatively with peers and create friendships. Direct Support Professionals focus on an individual's preferences as well as his or her broader needs, and encourage bonds among the housemates. Activities vary based on ages, personalities, physical and social abilities, interests and aspirations of the residents. More than 50 individuals are served at the following 12 CWI Individualized Residential Alternative (IRA) homes and 3 Supported Apartment locations:

Bay Road / Queensbury One-story, four-bedroom home for four adults that focuses on community integration and personal growth.

Big Bay Road / Queensbury This two-story supervised home accommodates four adults whose needs include appropriate problem solving, communication of needs and appropriate social skills. Individuals are encouraged to participate in lively but safe community relations.

Cherry Street / Glens Falls Three adults live in this home located in a vibrant neighborhood within the city. Staff

supports residents with personal growth and independence as well as individual achievement.

Cronin Road / Queensbury This apartment setting for three adults maintains around-the-clock staffing to support residents in independent and group activities.

Emerald Ridge / Fort Edward Five adults living in this totally accessible home benefit from supports that enable them to experience the rewards of independence.

Faxon Street / Glens Falls In this comfortable, supervised home for three, soon to be four adults, Staff supports residents to improve their daily living skills, preparing them for community integration and personal accomplishment while meeting their regularly changing needs.

Flat Rock Road / Lake George This three-story home for six adults is in a popular, vibrant community, offering stimulating activities within the natural beauty of the Adirondacks. Staff encourages residents' personal growth and independence.

Fuller Road / Queensbury Six adults with physical challenges live in a large ranch house modified to be a barrier-free residence. Staff supports residents in meeting their personal and medical needs and encourages interactions and individual achievement.

Knapp Hill Road / Chestertown Five adults live in this ranch style barrier-free log home. Around-the-clock staffing assists residents to fulfill their goals and develop skills useful in other settings. *These individuals will soon relocate to Ryan Ave*

Men of Moreau / Moreau Four gentlemen live in this comfortable home in a warm and friendly neighborhood exercising their independence in all of their daily activities. The gentlemen are very active having a wide variety of interests.

Pearl Street / Hudson Falls This brand new supervised five-bedroom completely accessible home serves five adults with multiple physical needs and other challenges. The residents are encouraged to express themselves among peers and learn basic living skills.



Regency Park / Queensbury Three adults live in a townhome where each is encouraged to function independently, engage in the community, foster friendships, and define and strive for accomplishment.

Coming Soon! Ryan Avenue / Queensbury This newly renovated five bedroom/two bathroom, barrier free home will house the five adults from **Knapp Hill**. This renovated residence will provide closer access to amenities and support the changing needs of these residents. Around-the-clock staffing will assist residents to fulfill their goals and develop skills useful in other settings.

Supported Apartment Settings

Individuals may choose to live alone or with roommates. Their needs for minimal supports are met by a variety of staff that intermittently assists them throughout the week. CWI facilitates independent living in the following Supported Apartments:

Regency Supported Apartment / Queensbury Three adults live in a townhouse with intermittent supports. Periodic staffing is provided throughout the week to support these active gentlemen with reaching their full potential.

Robert Gardens Supported Apartment / Queensbury This apartment is home to one adult. Minimal supports are met by a variety of staff that intermittently provide assistance with cooking, medication management, and organization throughout the week.

Whispering Pines Supported Apartment / Queensbury This apartment setting for two adults provides periodic staffing support to maintain/increase their independence. Staff supports the ladies to improve their money management, cooking, and organizational skills.

CWI Employee Years of Service Award Recipients

35 years OF SERVICE



Janice C. Norman



Diana Schleicher

25 years OF SERVICE



Stephen LaPoint



Robin Harrison



Kelly Miller

20 years OF SERVICE



Julie M. Prendeville



Myndi Wells

15 Years of Service

Thomas Bapp
Daniel Bombard
Kasey L. Collins
Mark Donahue
George R. Drum

Daniel Foote
Wendy L. Hadley
Star C. Holmgren
Patricia Porter
Trudy Smith

10 Years of Service

Scott M. Bethel
James M. Cuyler
Peter L. Ellsworth
Nicole Facey
Hallie Hallahan
Joel L. InFante

Jennifer Langlois
Deborah McNally
Marcella C. Minor
Alicia L. Palmer
Dianna J. Potter
Lisa M. Smith

5 Years of Service

Brad D. Baker
Sarah L. Coon
Marcia Edwards
Betsy A. Frye
Brooklyn M. Generous
Orion G. Harrison
Mary L. Hughes-Mabb
Krista A. Klock
Nicole R. Lafond

Mark E. McLeod
David J. Norton
Jamie A. Persons
Catherine E. Persutti
Karen M. Porter
Samantha P. Rivers
Christina M. Secor
Christopher T. Watson

3 Years of Service

James W. Banner
Kimberly H. Bolton
Adina G. Boutin
Tara L. Boutin
Kathi J. Branchcomb
Betsy A. Buckowski
Katie Carroll
Andrea Colvin
Courtney S. Dunkley

Barbara J. Harrington
Julia K. Lumbra
Kim Meade
Dani M. Oliver
Lindsay Rounds
Leslee Selleck
Lisa M. Twiss
Stacey L. White



Janice Norman

35 YEARS OF SERVICE

35

“Anyone can take an approach and say we’ve done that before and it won’t work”, Janice says. Instead, she says “I try to see if this way will be different and more successful.”

Janice started her career with CWI in 1981 as a Treatment Assistant.

Today, she works at Quaker West as a direct support professional. Janice is also a certified SCIP-R instructor for the agency. Reflecting on her time here, Janice muses that the agency has helped her to learn about herself, her likes and dislikes, strengths and weaknesses. Janice expresses that, “in some ways I am a lot stronger emotionally than I thought I was, the job has helped me to become more decisive. I would miss the component of working with the individuals. I’ve learned a lot from a lot of the people I have worked with and it doesn’t matter if they are my peers or my supervisor, I think in a way we learn something from everyone. And you learn to appreciate differences.” Janice fell in love with the people here, it is the little things they do that mean so much. Smiling, she says “they’d give you a twig and it was like a flower, a gift”.

If she could give advice to anyone working in the field it’s remembering that we need to be giving people respect and freedom, we are not their mother, or principal. “When you expect instead of demand the results you can get are

impressive. Have expectations, give respect” said Janice.

Janice has continued to be open to industry changes. Some of the major changes she has experienced are approaches toward training. “Anyone can take an approach and say we’ve done that before and it won’t work”, Janice says. Instead, she says “I try to see if this way will be different and more successful.” Asked why she has stayed so long, Janice declares “I enjoy my relationships with a lot of the individuals, I have grown very close to some of the individuals, and in some instances I’ve known them for 25-30 years! You become their friend, their mentor, their big sister and they come to rely on you.”

In her spare time Janice likes to read and she has recently started painting again. She takes pictures of the flowers in her garden and paints them in an abstract way on canvas. She tried to walk as often as possible and likes to attend community events with friends. Janice has been a board member for Adirondack Productions & Theater for 3 years. She has an 18 year old son of whom she is very proud that he is an Eagle Scout.



Diana Schleicher

35 YEARS OF SERVICE

35

“I enjoy the individuals I work with, being able to help them create things and supporting them in arts and crafts.”

Diana Schleicher had a background working at a Psychiatric Center on Long Island and when she was preparing to move to Upstate NY, she applied to work at CWI as a bus monitor. Instead, Diana was hired in 1981 as a Treatment Assistant, today she serves as a direct support professional. “I started working in a small building behind Stan’s seafood, at that time there were only three or four buildings in the whole agency”, says Diana.

Reflecting on her 35 years of service, Diana muses that CWI has grown so much adding residential and other

program services. Diana worked at Everts and Quaker West when the buildings were opened for the first time and she appreciates the planning process that went into the programming of these sites. She says that she “enjoys the individuals I work with, being able to help them create things and supporting them in arts and crafts.” Helping them create things is how she gets to know them and by seeing them over the years, in some cases they become like family. Diana is a talented artist. She has shared her talent and love of art through the years, with people she

was supporting as well as with her peers. Diana says that she has always looked forward to taking advantage of training programs offered and plans to continue to learn until retirement, in order to best support the individuals she serves.

When she’s not working Diana is a member of the Valley Artisans Market in Cambridge, she sells stained glass work at the Combinations Art Gallery and Gift Shop. Diana loves to be outdoors, she looks forward to taking hikes and working in her garden.

25

Steve LaPoint

25 YEARS OF SERVICE



“I’m very proud to work here”, says Steve. Steve likes it here, that’s his secret to staying with the agency since 1991. Starting out Steve played music with part-time jobs for a living. As his family grew, Steve entered into a more stable position with a small retail company. He first learned accounting at Pearl’s department store which has since closed. Looking to make a change, Steve applied to and was hired into his career in Accounting with CWI. At the time he was responsible for accounts payable and he worked taking orders for the bird feeder contract the company owned. Today though, with the agency having seen significant growth over the years Steve’s job responsibilities

have evolved. Internally, he creates Consolidated Fiscal Reports, completes State Aid requirements, works on special projects and other financial tasks. Steve also handles creating reports for external constituents as needed. In his time with CWI Steve has sought out additional training as his duties’ have changed, he’s proud of that accomplishment. Learning new skills has made him a valuable asset to the accounting department.

Steve has been married for 35 years and he has three children. Steve is a twin brother. In his free time, Steve likes to practice photography. Steve is a long-time musician playing keyboard and even plays gigs once in a while.



Robin Harrison

20 YEARS OF SERVICE

Robin started as a relief employee for CWI in 1996. After a several months, Robin transitioned into working for the Knapp Hill residence, one of only three residences in the agency at the time. She became passionate about the quality of care and took a managerial position with Knapp where she stayed for over two years. For about 7 years Robin worked as a Residential Assistant taking individuals on medical appointments before becoming a Consumer Facilitator/ QIDP in 2007.

When asked why she has stayed a facilitator for so long, Robin said that she

likes that she is involved with putting the program together but she still has the connection to the individuals. She says that it's comforting to be able to go into a classroom and say to any one of the individuals there, "let's go read a book" and being able to ask them to take a walk with her. These interactions are fulfilling and rewarding. Robin is continuously facilitating new adventures and activities, keeping activities fun and fresh for all. Robin is proud to work at Schroon River, with four classrooms there is a constant momentum to strive toward new ideas, to provide a better service.

Robin appreciates the support system CWI has offered, she feels that the agency is putting valiant efforts into changing for individuals with intellectual and developmental disabilities. Looking at the changes today, she can look back and appreciate how far we've come.

If Robin is not working she likes to do an occasional rock climb, she enjoys geocaching, and attending church with her family. Robin also enjoys reading, mostly science fiction and mystery. She has been married for 34 years, has three grown children, one granddaughter and one on the way!

Kelly Miller

20 YEARS OF SERVICE

Kelly started her career with CWI in 1996 working at Knapp Hill on the overnight weekend shift. For several years Kelly gained a variety of experiences by working in a few different residences including Reynolds, Faxon and Emerald Ridge. Kelly also spent five years working in the day services division. Realizing that she preferred the pace of residential and seeing a specific shift open at Emerald Ridge; Kelly applied to return to the Residential division. Kelly's advice for everyone is to exercise compassion for your fellow coworkers in another division, "it's easy to pick on day services in residential and vice versa, but you don't know what happened that day in that program."

Kelly is proud of the work she does every day, "I feel like everyone has differing abilities and gifts and I feel like I have the patience. I do not get easily upset, this is a niche and I like having a job feeling like I made a difference in someone's life". One of the other major keys to success Kelly says is listening. Sometimes when talking about her profession she says, "I will tell people that you need to get to know your people. Listening, slowing down being present." She recounts that she doesn't see the individual's disabilities; she sees their capabilities and strives to always help them be as independent as possible.

When she's not working Kelly likes to practice photography and she really



enjoys traveling. Kelly is getting ready to go on a mission trip with an organization called Wheels for the World. It will be her 4th trip, the organization brings wheelchairs, walkers and crutches to individuals' in Third World Countries'. She also adores playing with her grandchildren.

20



Julie Prendeville 20 YEARS OF SERVICE

Julie started at CWI in 1996 as an Employment Counselor. She started working with the Consumer Directed Program in 2004. Julie oversees contracts with the counties and with managed care organizations. "I enjoy the contact with the individuals and the employees' and feeling that we are providing a needed and critical service", says Julie.

She says that her work has been fulfilling, because of her unique position she has to coordinate intakes for the individuals while also acting as a liaison for the

people who are employed by the service recipients. She started the position not having any HR experience, and has learned over time how to be effective. Julie has enjoyed learning the new skills; "I have always felt that I have very supportive coworkers and supervisors throughout my tenure here." There's one thing Julie wants people to know, this program is designed for any family out there. Even a family that simply has an aging parent, this program is for any individual who meets the asset eligibility criteria. She states that this is not typical

of what CWI does through OPWDD. "I go into people's homes and some of them are million dollar homes and in some instances they are falling through the floor", says Julie.

When Julie's isn't working she enjoys outdoor activities and staying active. Julie has coached skiers for 30 years locally and she has been coaching swimmers at the YMCA since 1995. Julie is married and she has two daughters. She looks forward to spending time with her family.



Myndi Wells 20 YEARS OF SERVICE

Myndi began her career with CWI in 1996. She has worked a variety of positions, including Consumer Assistant Float, Confidential Secretary and most recently works as a direct support professional in the Day Services Division. Myndi assisted in opening the CWI Greenbridge program where she was a contributing member as part of each participants planning team and held additional responsibilities within the program.

In 2011, Myndi joined the Pathways' Team. She seeks to develop positive, supportive relationships with every individual at the program. Myndi feels strongly that actively working with the individuals and their clinical teams is the way to success.

In the program, Myndi will develop activities that engage the individuals to develop friendships, increase their employment readiness skills and enhance their independence. It's her compassion and determination for all individuals to achieve their personal aspirations which is observable in her interactions, her ideas and plans. Myndi states that she likes to support individuals to turning the "can't do's into CAN DO!"

In her spare time, Myndi likes to be creative through designing jewelry and refinishing furniture. Myndi has an eye for antiques; possible antique shop in her future! Myndi holds an Associate's Degree in Liberal Arts and is a certified CPR/FA Instructor for CWI.

North Country Ventures of Service Award Recipients

40 years
OF SERVICE



David Maki

30 years
OF SERVICE



Allen Threw

25 Years of Service

Adella Riley
Brian Kibling

15 Years of Service

Mary Updike

10 Years of Service

Andrew Bauer
Patricia Rutkowski
Mathew Westcott

5 Years of Service

Christy Farrington

William B. Joslin Award Outstanding Performance Nominee

Dennis Sandoval

Community, Work & Independence (CWI) is very pleased to put forth Mr. Dennis Sandoval as our 2016 William B. Joslin Outstanding Performance Award Nominee. Dennis Sandoval has worked in the production of the NYSID toilet tissue commodity for the past 10 years. Dennis works at the SCA paper manufacturing plant in South Glens Falls as a laborer. His position involves monitoring quality assurance of paper products. This includes working to repack or throw out damaged goods, stocking items and boxes, and cleaning responsibilities. This stable and steady employment; assisting in the production of NYSID toilet tissue; has enabled Dennis to take steps toward personal and financial independence that might not otherwise have come to fruition.



Dennis grew up in the metro NYC area. He has a Mild Intellectual Disability: this includes speech, language, and cognitive functioning issues. As a result Dennis demonstrated very low self-esteem, extreme shyness and lack of social skills. He lived with family members well into his 30's. His family was always worried about how he would take care of himself. They worked with Dennis to show him how to live on his own by taking care of personal needs and chores, shop and handle his finances. Dennis and his family moved to upstate NY and he worked at a series of jobs, including Saratoga Raceway, Fort William Henry Resort, Hannaford and NIBCO. Just prior to engaging CWI for support and assistance with employment Dennis was working at Boston Scientific, but was let go due to co-worker disagreements. CWI assessed Dennis' vocational skills and assisted with his hire at the SCA paper manufacturing plant. At that time Dennis' family had also begun the process of slowly stepping away in hopes of increased independence on his part. Dennis' job at SCA provided him with the financial ability to move out on his own for the first time ever.

However, the impact that his job had on Dennis' life reaches far beyond financial! Since working at SCA, Dennis has been able to continue to attain the skills necessary to communicate and function socially. He has been able to deal more effectively with co-workers and supervisors. Dennis always struggled at school making friends and getting in to trouble for joking around. He also had trouble handling frustration and anger. He now is able to communicate his feelings in a more productive way. His family is very proud of how far he has come and that he is able to live on his own and be a productive member of society.

Vocationally Dennis has truly grown. Dennis has picked up more responsibilities at work and is able to move around the plant independently on his assigned tasks. Dennis is also very punctual, reliable and is able to use his benefit time appropriately. Dennis uses the support of his CWI Employment Counselor regarding any concerns at work. This has enabled Dennis to get his frustrations out so they do not escalate and learn how to handle situations properly. Dennis is a hard worker who is described by his supervisor as someone who likes to remain active throughout his shift.

The jobs created by NYSID commodity program, in this particular instance, the production of toilet tissue, have contributed in no small part to Dennis Sandoval living a full, rewarding and independent life of which both he and his family are proud.

Support for a reason, support through all seasons

The Journey to a New Home

CWI applied to the New York State Office for People with Developmental Disabilities (OPWDD) and received conceptual approval in 2013 to develop a barrier free home designed to support the residents at Reynolds Road for the span of their lifetime. After years of advocacy, planning and certification review, on July 7th, 2016 the four residents of Reynolds Road IRA moved into their new home on Pearl Street in Hudson Falls.



The new house is double the size of their previous residence at 2,176 square feet. There are five separate bedrooms so that a fifth person needing a barrier free environment can join the IRA, personalized to provide comfort and privacy. The home has ample additional living space for the residents and two fully handicap accessible bathrooms which support the aging needs of these individuals. Additionally, a state of the art sprinkler system will help keep the residents safe in the event of an emergency.

This move provides “updated amenities and a relaxed space for each individual to use” says Betsy Frye, Residential Manager. Improvements go beyond the inside of the home; the exterior grounds are a much safer location for the residents to explore and enjoy as they previously lived on a very busy road. When the home

was built a portico was added,

something the previous home did not have. This covered entrance will provide protection from the elements for the residents, especially those who rely on wheelchairs and other transport aids, and safe transfer when boarding and de-boarding. The home blends perfectly into the surrounding community.

CWI supports people who need specialized services, such as individualized residential alternatives like the new Pearl Street home, in compatible family-like groups, balancing independence and safety for those ready to leave their family home, improve personal skills, interact cooperatively with peers and create friendships. Direct Support Professionals focus on an individual’s preferences as well as his or her broader needs, and foster development of friendships and other meaningful relationships. Activities vary based on age, personality, abilities, interests and aspirations of the residents.



Making the Transition, Meet Brianna



She's the starlight in her family! She loves soda, pepperoni pizza, participating in Meals on Wheels and Ceramics. Brianna Loeffler currently attends the Quaker West day program at Community, Work & Independence. Brianna transitioned from school into Quaker West day services after graduating in June 2016.

In June 2015, Brianna's parents knew it was time to start planning for her transition out of Corinth Central School and the Wildwood Program. There was a year until she would graduate. The family looked at three area service providers, with one being Community, Work & Independence. They felt a strong connection to CWI, "there's a certain kiss

CWI puts on things," says John Loeffler, Brianna's father. Within CWI, the family considered three day programs. Dawn Loeffler, Brianna's mother says, "as soon as we saw Quaker West we knew this was the program for Brianna." A few months went by and then the family scheduled a visit in December 2015. On that day in December, Brianna entered the program, made herself right at home and with one of the other individuals she began harmonizing the Christmas carol 'A Partridge in a Pear Tree'. "It was just wonderful, she was very comfortable there, from that point we decided this is where she would transition to," says Dawn. Their next step was to contact Brianna's Transition Counselor at the Wildwood Program in Schenectady, and the Corinth School to make arrangements for the transition. Brianna absolutely loves her program says mom, "it's the best move we have made in a very long time".

Brianna's parents didn't expect that she would ever talk. As the years have passed, their daughter began to progress and they were able to communicate with her. "It takes time, but it does happen and I am just so proud of her", beams Dad talking about his daughter. "We still have some mountains to climb and we always will", her father John says, "I was so proud to see her on graduation day; she walked up the aisle to that stage and patiently waited for her diploma."

While it's only been a short few months since Brianna began attending Quaker West, one of the most important things that her parents' have already noticed is that she has become more expressive. She is talking so much more, interacting with her family and opening up in a way she did not before.

The support and services provided by staff and peers has made a change in her life, the kind of impact that will allow her to be more of who she is in a way that hasn't been fully revealed. Brianna's father John remarks that, "as time goes on, we feel that CWI is the best program for her and we will get the most out of her having the best life that she can have."



Enriching Lives One Buck at a Time



take an extra minute to make sure they are doing the job right, and they ask in return for your patience. Without community support, this opportunity wouldn't allow them to develop in ways they've only ever dreamed about.

The CWI family is being proactive by developing this innovative concept in our community; we are committed to creating opportunities to foster meaningful lives. And in this chapter of our history, we are inviting the community to share in each associate's journey. Many of the individuals employed here have never had the opportunity to work in a store before. Our associates all have differing abilities but what matters the most is that together they are a team and customer service is what they do best.



The first thing most people notice is that this isn't a typical retail dollar store. Everything is clean, well-stocked and the people have a wide range of abilities. Just-A-Buck is a collaborative not-for-profit partnership opened by CWI this year on October 7, 2016 in the Queensbury Plaza on Glen Street. It's a concept that was in the making for nearly three years with a mission to bring individuals of all abilities together. CWI's Management and Board of Directors strive to keep CWI an organization offering innovative and entrepreneurial supports despite wide spread funding and regulatory changes. As only the seventh human services organization in the nation to operate

such a store, CWI is proud to offer the community a shopping experience unlike any other. The store offers employment, internships, assessments and training opportunities for people with disabilities.

Just-A-Buck (JAB) fundamentally is a close-out dollar store. This store is more than a place to shop it's a place of dreams and development. Visiting JAB you might interact with an associate who is still learning, an associate who gets flustered or someone with limited physical mobility. You might have to wait an extra few minutes for your order and then the register receipt might not be straight. These associates might need to



PHOTOS COURTESY OF
ERIN REID COKER, GALLERY 9 NORTH

Transitioning from High School to Adulthood

Transitioning from a teenager to adulthood is a complex and confusing time for many. It is an especially difficult time for an adolescent with a disability. It's not only critical, it's the law for students with a disability to have access to guidance as they develop a plan for their future before leaving school.

Community Work and Independence currently contracts with 9 school districts to provide transition services for qualified students. All students, based on the Individuals with Disabilities Act (IDEA 04) must have transition planning discussed and memorialized in their Individualized Education Program (IEP) by the age of 16. A statement of the student's needs, based upon an assessment and the student's future goals is captured and written into the IEP.

Often a school district will assign their Psychologists or a Special Ed teacher as their transition coordinator. In schools where CWI is contracted as the transition coordinator, we connect with the school's CSE Chairperson and the case manager to attain a list of the Special Education students. There are often hundreds of kids on this list. The transition coordinators role is to facilitate person centered planning with the student. They set up a private time to discuss what they want and need as they prepare to leave school. Some students work more closely with the transitions coordinator than others, the relationship is developed from how involved the student wants to be in the planning process.

Ann Schnell and Kim Meade are employed by CWI to provide transition services to those schools CWI contracts with. Kim Meade currently works in 6 area schools. Kim has worked in the human services field her entire career and enjoys guiding a student toward college, "Every day and each phone call is new. When you have had a student who has gone to college, it is so rewarding. We always try to give the student what they want." This year, Kim is working on minimum of 22 OPWDD

eligibility packets. OPWDD can assist with supports for students who are interested in pursuing waiver services such as community habilitation, day services or a college supported option after high school. Prior to working with CWI, Ann Schnell worked in special education and she currently works in 3 different area schools, "this is a great position and agency, one day I am working as a mentor or coach to a student and then on another day I am working with school administrators, each day is different." Both, Ann and Kim report that there are demands on districts to support students to reach a potential they may not be ready for and because of this, the need for transitions services support will become a higher priority.

Starting the conversation with a student can be difficult but it is imperative that the student begin thinking about life after high school. Assessments with the student are conducted privately to help gauge their current needs and future aspirations. The transition coordinators work in combination with the school case manager, student and the family to figure out the best course of action. A coordinator can guide a student as part of career exploration in considering study or work options. Depending upon the student's circumstances, they act as a middle ground between the two entities.

The transition coordinator can help with ACCES VR applications, college applications, the FAFSA, connecting with OPWDD Front Door/eligibility and provide guidance in the transition to an adult service provider. They can arrange site visits to a college location and they can connect a student with the college to help them understand



(l-r) Ann Schnell, Transition Coordinator; Lisa Buckley, Community Services Manager; Kim Meade, Transition Coordinator

accessibilities services. Any student interested in potential future OPWDD services is encouraged to consider their options and apply early; it is very difficult for a student to get approvals in place if the process is not started until their senior year. Ann and Kim assist with the beginnings of the person centered process to find supports and services to help each student achieve their personal outcomes. A transition coordinator is a critical support professional that helps guide a student to explore their best potential and possibilities for their future.

(l-r) Mary Beth Brewer
and Jen Andrews



Whispering Pines

Jen Andrews and Mary Beth Brewer met when they lived across from each other in an apartment complex off of Ridge Road in 1998. In 1999, Jen was in need of a new roommate and Jen suggested to her Medicaid Service Coordinator to see if Mary could move in with her. A few years later they moved to Manor Drive in Queensbury and received Medicaid Service Coordination, Community Habilitation, and Day Services through CWI.

After many years of living together Jen and Mary began to need a little more support, and they worked with CWI to identify what they needed. With significant planning and research the team was successful in finding a barrier free apartment and obtaining state support and certification. Jen and Mary moved into the Whispering Pines

Supported Apartment on 12/1/2015. When asked today how she likes the new apartment Jen said, "I like it, we get around well in the kitchen. The neighbors are good." Jen and Mary both enjoy their continued hard earned independence with intermittent staff support. Both women look forward to visiting familiar community locations, independently. Each woman has areas of focus that are supported through the direct support professionals that are hired to guide them. Jen receives assistance in keeping her space organized and decluttered and she is supported to maintain contact with family members. Mary receives guidance in planning and participating in community activities as well as meal prep and planning. The supported lifestyle has helped support Mary and Jen to continue to live as independently as possible.

CWI has three supported apartment locations in Warren County. Individuals may choose to live alone or with roommates. Their needs for minimal supports are met by a variety of staff that intermittently assists them throughout the week. Some of the requirements for supported living require the completion of a comprehensive assessment tool, identifying the types of support and the individual's desired outcome of moving into the setting. Together the team will decide if sufficient supports can be built in and funded to appropriately assist each individual's pursuit of identified personal outcomes.



2016 Highlights

Day Services Athletic Club

This summer, for the first time Life Unlimited, New Journeys, Everts, Pathways and Community Helpers all came together on the first and third Tuesday of the summer months to play a game of baseball or kickball. Each program represented their team with tie-dyed shirts, or colorful bandanas. Cheers went up for the solid hits and great catches, and there were groans all around for strike outs, regardless of whether the play was in favor of their team. Everyone demonstrated excellent sportsmanship on the field. The Athletic Club had the opportunity to play a ball game with the Glens Falls Dragons. The game was opened up to the CWI community; tickets were sold to watch the game and the money raised was donated to a Special Olympics athlete. The club concluded in August with a pizza party; in between bites of garlic knots, there was already talk of getting on the field together again next spring.



April Boucher, 2016 Post-Star 20 Under 40 Award Recipient

April Boucher was a 2016 Post-Star 20 under 40 award recipient. This award is a recognition and celebration of someone who has demonstrated success and dedication in their career and in their community. The award also recognizes these individuals as a role model in their vocation. "April is an outstanding representation of a committed, responsible professional who is dedicated to her career", says Mark Donahue CWI's President/CEO who nominated April. April Boucher is the Director of Quality Assurance at CWI and has worked for CWI since 2002. Join us in Congratulating April on her achievement!



Whitewater Rafting on the Sacandaga River

Friday, August 19th CWI & Beaverbrook Outfitters teamed up again for a day of wet and wild fun on the Sacandaga River! This sunny warm day adventure carried close to 50 people down the river! A few people even hopped out in calmer water to swim.



2016 Highlights

Balloonists visit CWI!

On a sunny Tuesday morning in September, two hot air balloons and a walkabout balloon visited CWI's Pathways Day Services site! It was an exciting opportunity for the individuals' at CWI to get up close and personal. Some people climbed into a basket to get an extreme experience while others visited together inside the walkabout balloon that is a retired hot air balloon gusted open by a fan.



Superhero Themed Annual IRA Party

CWI's Individualized Residential Alternative (IRA) residents held their annual IRA picnic dinner on Thursday, October 13th, at West Glens Falls Fire Department. Family members, Advocates, CWI Staff from various departments and members from the Board of Directors joined the party. Nearly everyone who attended was in a Superhero themed costume. More than 75 people enjoyed hamburgers, hot dogs, a variety of cold salads and cupcakes!



NCV Award Ceremony

NCV held their annual award ceremony on October 19th. Nine employees were recognized for their years of service. One longevity recipient had as many as 40 years invested! This award ceremony is a celebration and recognition of the hard work that these employees exemplify.



Holiday Parties!



Community Gives Back “Tons” for Live United Stuff the Bus Food Drive

The **Third Annual Stuff the Bus** food drive conducted with the Tri-County United Way was a big success! **More than 3.1 tons of food was collected** to help 20+ food pantries in Warren, Washington and Northern Saratoga Counties. Sixty-four area businesses, schools and agencies collected food at their sites for two weeks prior to the event and 120 individuals volunteered to help man the bus during the two-day event held November 4-5 at Price Chopper in Queensbury.

Numerous staff and participants of CWI’s day programs volunteered their time to deliver and pick up food collection bins at the business sites to help stuff the bus. In addition, CWI’s day program staff and participants prepped hundreds of pre-packaged \$5 and \$10 grocery bags with non-perishable items for store customers to purchase and donate during the food drive.

Thank you to the following event supporters: Washington County Community Action Angels, Price Chopper, NBT Bank, The Post Star, Regional Radio Group, Six Flags Great Escape Theme Park, G & S Printing, DeMarsh Real Estate and Hank’s Quality Flooring as well as the numerous businesses, schools and agencies that collected food prior to the event. Special thanks to the all who volunteered, especially SUNY Adirondack!



CWI’s Got Talent!

On Friday, October 7th 2016 CWI held its annual talent show at the Cooper’s Cave Pavilion in South Glens Falls, NY. Forty-eight individuals CWI serves performed in 42 acts singing, dancing, playing guitar and reading original composition. The top three winners received gold medals and all participants received a certification of appreciation. The winners were: **1st Place** Christine Lorne, singing “All I Ask” by Adele; **2nd Place** Peter Storch, singing “Something about the way you look tonight” by Elton John; **3rd Place** Eric Masef, singing “My Way” by Frank Sinatra. The winners pictured are (l-r) are: Christine Lorne and Eric Masef, absent is Peter Storch.

The judge’s this year were: Cynthia Borozny, Chief Financial Officer; Chrissy Lewis, Property and Procurement Administrator and Richard Hewlett, Director of Transit. Small canvas button leaf paintings on an easel were presented to all judges as a token of appreciation for their time. The gift and small goodie bags were prepared by Expressions Day Services site.

Congratulations to all of the winners and participants who competed in this year’s talent show!. A great big thank you to all of the members of the Talent Show Committee this year: Kasey Collins, Barry Fitzgerald, Kelly Hungerford, Tom Manley, Debbie Keane, Casey Marinelli-Scully, Krista Klock and Mark Armstrong. A special thank you to Sue Dingman for supporting our efforts and a HUGE thank you to our MC Amy Macy, Director of HR.



Ways to Give Pledge Form



PERSONAL INFORMATION

NAME _____

PHONE _____ EMAIL _____

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DONATION TYPE

I would like my/our donation to support the following:

- Consumer Recreational Activities
- Equipment for Autism Program
- Psychological/Clinical Assessment & Learning Tools
- I'd like my gift to benefit the following program/service: _____
- Electronic Educational Tools
- Adaptive Lifting/Durable Medical Equipment
- Please use my donation where needed most

PAYMENT INFORMATION *(Please make check payable to CWI, Inc.)*

Enclosed is my gift of \$ _____

I authorize CWI to charge my donation to: VISA MasterCard Discover American Express

CARD NUMBER _____ EXPIRE DATE _____ SECURITY NO. ON BACK OF CARD _____

ADDRESS FOR CARD (IF DIFFERENT FROM ABOVE ADDRESS) _____

PRINT NAME AS IT APPEARS ON CARD _____ SIGNATURE _____

Gifts to Community, Work and Independence, Inc. are tax-deductible to the full extent of the law.
If you have any questions regarding making a donation to CWI, please call 518-793-4700 Ext. 12129.

PLEASE RETURN COMPLETED PLEDGE FORM WITH DONATION TO:

CWI, Inc. Accounting Dept.
P.O. Box 303, 37 Everts Avenue
Glens Falls, NY 12801

Thank you for your generous support!



When You Shop, Amazon Gives to CWI!

AmazonSmile is a simple and automatic way for you to support CWI each time you shop, at no cost to you! When you shop at Smile.Amazon.com, you'll find the exact same low prices, vast selection and convenient shopping experience as Amazon.com with the added bonus that Amazon will donate a portion of the purchase price to CWI. Also, you are just one click away from helping CWI with their Amazon Smile Wish List! If you are interested in making a donation to CWI, check out Smile.Amazon.com, select Wish Lists and input CWI, Inc. A variety of items are needed for CWI's residential and day services programs including office, electronic, household and gardening products and prices start as low as \$3.99.

2015-2016 Annual Appeal Campaign Donors

The list below reflects community support from individuals and businesses as a result of CWI's 2015-16 Annual Appeal Campaign which was conducted from November, 2015 thru June, 2016. We are grateful to each of you who has contributed to our second annual appeal. We make every effort to honor each gift. If we missed honoring your 2015-2016 donation of any kind, please let us know so that we may express our thanks and correct our records.

Up to \$100.00

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\$1,000+

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J. Lawrence Paltrowitz

Special thanks to all our donors!

Grants

During the past year, CWI was awarded the following grants:

- \$2,200 from **Washington County Aged Women Grant** to cover a portion of the improvement of outdoor space for greater accessibility of Park Club participants to their patio area.
- \$8,000 from **Charles R. Wood** for a mechanical lift and accessories at the Pearl Street IRA.

2016 Just-A-Buck Sponsors

We'd like to recognize these philanthropic businesses for their support of our new not-for-profit retail store Just-A-Buck that supports people of all abilities.

Platinum

Bartlett, Pontiff, Stewart & Rhodes, P.C.
Fun World

Gold

Davidson Brothers Brewing Company
Glens Falls National Bank
Jaeger & Flynn Associates, Inc.

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