

2019
ANNUAL
REPORT



ON
THE
MOVE



OUR MISSION

CWII 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

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 evolved to become Community, Work & Independence, Inc., to better reflect the range of programs and services offered. Today, CWI assists roughly 800 individuals at nearly 30 locations across four counties. We offer a diverse range of services to meet the needs of people who have developmental or learning disabilities, are medically frail, brain-injured, economically disadvantaged as well as individuals with other challenges. Our not-for-profit organization has grown to become one of the largest employers in the area with close to 700 employees and an annual operating budget of almost \$30 million, substantially impacting the region's economy.

Community, Work & Independence Inc.'s basic tenet is to create opportunities for individuals to build meaningful lives and discover their potential, while being productive members of their local community. Our programs and services place emphasis on supporting individuals to find and sustain employment, participate in vocational skill building activities, engage in leisure activities and learn independent living skills to the best of their abilities.

Our programs volunteer over 6,000 hours a year to benefit more than 50 organizations in our four county service area. This volunteer work supports a variety of local businesses including service at regional food pantries, nursing homes, schools and hospitals.

We volunteer time at horse sanctuaries, the SPCA, the Salvation Army, as well as local churches and firehouses.

Our programs deliver approximately 1,500 meals a month for the Meals on Wheels program in Warren and Washington counties.

WHO WE ARE



Most recently, after years in the making, CWI opened a not-for-profit retail dollar store on October 7, 2016. This store is a partnership with the Just-A-Buck Corporation to provide employment, internships, assessments and training opportunities for people with disabilities. CWI is the 7th human services organization in the nation to operate a mission-driven dollar store.

Part of the foundation in our communities across the four-county region, Community, Work and Independence Inc. continues to transform the lives of individuals and invites the community to share in this journey.

MESSAGE FROM

our President/CEO and Chair of the Board of Directors



CWI and our sister agencies across the state are experiencing unprecedented change in the delivery of supports and services to people with developmental disabilities. As we continue to shift from rate-based funding to managed-care funding, we must operate more efficiently and redirect our resources whenever possible.

2019 saw the consolidation of our administration with our community and employment supports division into one site at our new Pearl St. facility. We also embarked on a major renovation to Everts Ave. to repurpose a portion of the former sheltered workshop space into beautiful new suites for our day services. These changes will create long-term financial savings, helps us operate more efficiently, and allow us to continue to respond to the ever-changing needs of those we support.

CWI is on the move!! Our organization as a whole is always on the go and so too are our supports and services. Our individuals are very active as meaningful contributors to our community. This year's annual report highlights some of their diverse activities and it showcases abilities over disabilities. We pride ourselves on being a resource supporting our community whenever we can. At Community, Work, and Independence, community is part of who we are ...

Sincerely,

MARK DONAHUE
President/CEO

DR. HARRIET BUSCH
Chair, Board of Directors



CWI BOARD OF DIRECTORS

STANDING BACK ROW (L-R):
Steve Trevlakis; J. Andrew Collins, Secretary; Kurt Moser, Treasurer; and Steve Bush, Vice Chair

SEATED (L-R): *Dr. Harriet Busch, Chair; Holly Klingenberg; Della Shiell; and Julie Leonelli.*

ABSENT: *Stacie Grimes; Lisa Hayes; Linda Noon; Angela Petrone; and Erin Houck, Board Advisor.*



2019 GRANTS

Wood Foundation Grant Supports Park Club Renovation

CWI was awarded a Charles R. Wood Foundation Grant of \$21,540 to renovate the outdoor space at their Park Club Day Program building located in Hudson Falls, NY. The project addressed the need for increased accessibility to safely use outdoor space for elderly program participants. The grant funds were used to build an even terrain outdoor patio (29' x 25") with a roof to provide shade as well as the purchase of some outdoor furniture. The contractor for the project was Hilltop Construction.

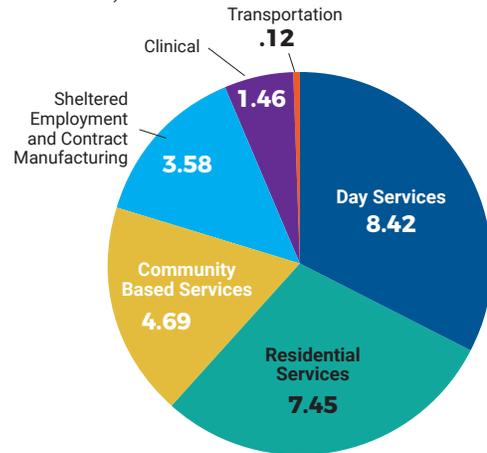
Thanks to The Charles R. Wood Foundation, the Park Club Day Program participants with unsteady mobility can more freely use the outdoor space. Also, those with sun sensitivity can now spend quality time in the outdoor area without risk of adverse health effects. Additionally, program participants and staff are now enjoying more opportunities for activities in the space while exploring how best to utilize this wonderful new aspect of their program.

An Open House was held on August 28th to celebrate the Park Club's new Pavilion. Below are some photographs of this momentous occasion.

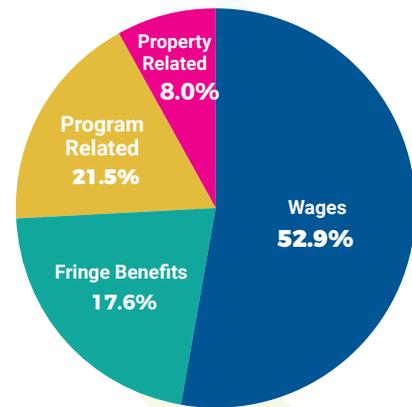
2018 FINANCIALS

ANNUAL OPERATING BUDGET

(in millions)



2018 EXPENSES



Community Partner Award

AWARD RECIPIENTS 2019



CWI is pleased to recognize **Home of the Good Shepherd** on Bluebird Road in South Glens Falls, NY as a recipient of our Community Partner

Award. They were nominated for their partnership with CWI's Just-a-Buck Traveling Store hosted by the agency's Community Prevocational Services participants. This venture was started with the South Glens Falls location and later branched out to include their other locations in Wilton, Saratoga Springs and Malta with huge success! The store has allowed the individuals to gain retail experience including running a cash register, answering customer questions, bagging, purchases, inventory, merchandising, etc. This opportunity has provided tremendous growth with the program participants who were once shy - they are now welcoming, discussing the merchandise on their tables and forming relationships with staff as well as the residents. The venture has also demonstrated how this relationship has helped the residents of Home of the Good Shepherd to maintain their independence by buying their own snacks, personal care items, stationary, birthday/Christmas presents for grandchildren/great grandchildren – and let's not forget the ever-so-popular Window Dancers!

Thank you Home of the Good Shepherd for partnering with CWI's Pre-Voc program and Just-a-Buck to enrich the lives of those we serve.



CWI is pleased to recognize **Wax 'n' Wix** as a 2019 Community Partner Award recipient.

Wax 'n' Wix is a candle-making store owned and operated by Jim and Laurie

Ferris in Lake George, NY. For the past few years, they have brought their candle-making workshops to several of CWI's day service sites enabling all individuals to make candles for themselves or for birthday, wedding or holiday gifts. Several of CWI's programs have also traveled up to their shop to make candles.

Jim and Laurie have worked with CWI staff to adapt the candle-making process for those individuals requiring specific modifications and have listened to feedback in regards to details such as the variety of music playing in the background to the need for wickless candles for our residences. Jim and Laurie have been receptive to the needs of our individuals and staff and have developed a caring relationship with our artists! We appreciate their sensitivity, their outreach and their willingness to make candle-making accessible to all who wish to participate.

Thank you WAX 'n' WIX for making some wonderful memories for the individuals we serve.

Enriching Lives Recognition

AWARD RECIPIENT



Lisa Hayes

Community, Work & Independence, Inc. (CWI) is honored to recognize **Lisa Hayes** as their 2019 Enriching Lives Award Recipient. Lisa is a dedicated Board Member of CWI. She is always willing to share her advice

and expertise for all of our building projects and was involved in helping us with our 50 Pine Street renovations, as well as our residential relocations to Fuller Road and Ryan Ave. In 2019, CWI embarked on some of the largest infrastructure projects in our history. Lisa was involved from design, to bidding, to completion of our Everts Ave. workshop transformation project. She also lent her expertise on the agency's new Community Services and Administrative Center located at 16 Pearl St in downtown Glens Falls and was involved in all phases of the purchase of the property. From purchase and design and renovation to coordination of donated furniture and office assignments, all of her efforts made for an incredibly smooth transition. Our sincere thanks and appreciation go out to Lisa for helping us to enrich the lives of so many every day.

Lisa is employed as a Senior Architect with Butler Rowland Mays Architects, LLP, in Ballston Spa, NY. With 30 years of experience, Lisa has a wide range of architectural expertise developed through the design, construction documents, and construction administration for a wide variety of building projects. In addition to serving on the CWI Board of Directors for the past several years as a Director, Vice Chair and Chair, she also serves on our human rights and finance committees. In addition, she serves as a pastoral council member of St. Joseph's Roman Catholic Church in Greenwich, and the Newsletter Chair for the Friends of the Greenwich Free Library. Lisa also enjoys family vacations, reading mysteries, jewelry making, painting and illustration, advocating for autism and other developmental disabilities, and volunteering in the community (library, church, school).

We thank you, Lisa for all you have done and continue to do for CWI.

PROGRAMS AND 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 people to have increased control of their service with regard to selection, scheduling, and co-managing of staff.

- *Community Habilitation*
- *Community Recreation*
- *Consumer Directed Personal Assistance Program*
- *Individual Support Services*
- *Respite Services*
- *Saturday Club*

CONTRACT MANUFACTURING

Our Adirondack Fulfillment Center collaborates with NYS as well as local businesses to identify partnership opportunities that create jobs for individuals with disabilities. The division currently maintains contracts for calendars, toilet tissue, correction tape and wet wipes. Adirondack Fulfillment is an integrated workplace where individuals with disabilities' develop skills necessary to succeed in a production environment while emphasizing quality work standards.

DAY SERVICE PROGRAMS

Our Day Services Division offers a variety of programs with supportive therapy and skill building activities that enrich the lives of those we serve. We provide an opportunity for adults with all types of disabilities, to be active and volunteer in the community and socialize with peers, as well as receive needed health/personal care services. CWI also offers one of the first of its kind campus based programs for matriculated students through the Life Unlimited program on the SUNY Adirondack campus.

- *Community Helpers / Glens Falls*
- *Eastpointe / Granville*
- *Everts Avenue / Glens Falls*
- *Expressions / Queensbury*
- *Generations / Queensbury*
- *Glenwood / Hudson Falls*
- *Helping Hands / Queensbury*
- *Life Unlimited / Queensbury*
- *Midtown / South Glens Falls*
- *New Beginnings / Granville*
- *New Journeys / Queensbury*
- *Park Club / Hudson Falls*
- *Pathways / Hudson Falls*
- *Quaker Road / Queensbury*
- *Quaker West / Queensbury*
- *Schroon River / Warrensburg*

EMPLOYMENT SERVICES

These services are designed to provide support and guidance for the whole journey beginning with assessments, career discovery, then to job placement and on-going supports for the duration of employment.

- *Pathway to Employment*
- *Community Prevocational Services*
- *Competitive Edge – Supported Employment*

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.

- *Family Empowerment*
- *In-Home Behavioral Supports*

JUST-A-BUCK

After years in the making, we opened a not-for-profit retail dollar store on October 7, 2016, in the Queensbury Plaza. This store is a partnership with the Just-A-Buck Corporation to provide employment, internships, assessments and training opportunities for people with disabilities. Just-A-Buck provides an opportunity for individuals to develop vocational skills.

TRANSITION SERVICES

Our Transition Services program collaborates with regional school districts to guide high school students with disabilities and their families as they transition from adolescence to adulthood. This service provides students and their families assistance with facilitating the movement from school to post-school activities, including postsecondary education, vocational education, integrated employment (including supported employment), adult services, independent living and/or community involvement.

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 12 CWI Individualized Residential Alternative (IRA) homes and 2 Supported Apartment locations. In our Supported Apartment Settings individuals' needs for minimal supports are met by a variety of staff that intermittently assists them throughout the week.

YEARS OF SERVICE AWARD RECIPIENTS

20 YEARS OF SERVICE



Billii Jo Laprairie

Billii started her career with CWI after working as a teen providing private duty care and then working at a Nursing Home. In addition, she had seen up close what could be accomplished with the right

support and teaching for a close relative who had experienced a Traumatic Brain Injury. As a result, it didn't take very long before a friend who worked at CWI got her interested in joining the team.

There is no doubt that Billii loves her job and the people she supports. Billii explains that she has been supporting the same group of people for 20 years as a Direct Support Professional (DSP). Initially she worked at CWI's Harrington Individualized Residential Alternative (IRA) house that later transitioned into the Fuller Road IRA where she now works. She says, "The people we serve in the residence become your 'other' family." Billii has always introduced her own children to the people she works with. In fact, the apple doesn't fall far from the tree! Currently, two of Billii's daughters also work in the service field, her oldest a busy mom of 4 and in fact, one actually works at CWI's Generations Day Program!

Billii takes pride in the opportunities she has provided the people at the Fuller Road IRA, such as visiting the Buffalo Farm, vacationing and berry picking. She is glad to have been able to impact their daily lives and celebrate their accomplishments. "It's the little things that make them happy" she says. "I love this work, it's just my thing." She and her family also mourn the residents who have passed away.

Billii makes a point to work with new CWI staff. Her advice: "Talk to the new staff, tell them the little things not written down, pay attention to what you feel and see." She adds, "Most importantly, keep in mind that these are PEOPLE. This is not just a paycheck, it's a career and an opportunity to have an impact in their lives."

Outside of CWI Billii is busy! A single mom for the last couple of years, Billii has four children ages 10 to 30. Her youngest son is active in sports. Billii enjoys baking, watching movies, reading, road trips, fishing and relaxing by the river.



Susan Schermerhorn

Sue's first introduction to people with special needs was with her sister Dorothy. She has

always helped to take care of her. She also had gained experience working at the East Field Day Camp in Glens Falls. Her early career was in the military, serving in the Air Force for 8 years, 3 months and 6 days working on airplanes. Since she didn't want to travel to Albany to continue with that career, she began her career working with people with special needs, working 11 years with Warren, Washington ARC in residential services, working for both CWI and WWARC for a bit before transitioning to CWI for the better benefits and insurance.

"I enjoy helping the individuals we serve and watching them grow...you get attached," Sue says. "I also enjoy that the people I have worked with in the past still remember me."

Sue enjoys crocheting and knitting as well as travelling and camping. She loves to bake pies, cakes, and cookies, and her father had once told her she's the only one who can bake like her grandmother. Sue is a Mom of two, a son she lost tragically at the age of 15 and a daughter who has given her two granddaughters. She now has a great granddaughter and a great grandson on the way!

Sue tries to show new staff what to do and explain things to them. She shares what people like and don't like and enjoys taking people out for new experiences. Sue's words of wisdom to new staff: "Give it a try, give it time."

15 YEARS OF SERVICE

Kimberly Fulton-Reeves
Juanita Gonyea
Larry Hall
Cora Irwin
Yeanda Tracy

10 YEARS OF SERVICE

Linda Frulla
Donald Mansmith
Melissa Middleton
Kathy Natale
Donna Porter
Erik Szewczyk
Jennifer Tougas

5 YEARS OF SERVICE

Lauren Aliotta
Denice Bussicula
Darlene Eichen
Deborah Grace
Sabrina Gregory
Meredith Hastings
Jennifer Hawley
Deborah Hersey
Todd Jenkins
Amy Macy
Kathleen Marinelli-Scully
Diana Marshall
Harry McDonald
Janet Monroe
Amanda Muratorri
Noel Palmer
Megan Rabbitt
Gabrielle Scally
Jamie Schwindt
Leah Shea
Karl Smoczynski

3 YEARS OF SERVICE

Jill Barone
Kerry Brush
Jarred Butler
Katherine Center
Meredith Clynes
Raymond Coulman
Cortina Greene
Sarah Hanchett
Melissa Jenison
Jeanne Jenkins
Brooke Kinderman
Crystal LeFaucheur
Autumn Malone
Lisa McDonald
Kelly Meehan
Sara Morehouse
Alyssa Moynihan
Edward Parker
Lori Robillard
Emmeline Sleezer
Kristina Strain
Jamie White



CWI's Andrew Paolano Received Post Star's 20 Under 40 Award

Congratulations to Andrew Paolano, who was recently selected as one of the *Post Star's* 20 Under 40 honorees for 2019! The newspaper holds this annual event to honor people younger than 40 who have demonstrated success and dedication to their careers and who are role models in their trades or communities.

Andrew is employed as a Direct Support Professional in CWI's Helping Hands day program and Community Services. In addition, he donates his time and energy towards making life within the community better for all. Andrew is a staunch advocate for people of all abilities and is dedicated to bridging any gaps for people with autism to be successful and valued members of the community.

When asked by the *Post Star* what he likes best about working at CWI, he replied, "I have autism myself and I feel like I can really understand and interact with the individuals better than some of my other co-workers can. I feel like I can connect to the individuals better and the individuals can connect to me better. The job is very rewarding and at the end of the day I always leave with a smile if I don't start off my day with a smile. Most days I go from beginning to end smiling and happy as it's a very rewarding job. I also go above and beyond and I talk to some of the individuals outside of work by text or call just as friends and sometimes we hang out I am always there for the individuals I work for even if it's after hours in the evenings or on the weekends."

Andrew also founded the SOCIAL GROUP FOR THE NICE AND KIND – a social activity group for young people with autism. He also works closely with the Upstate New York Autism Alliance organization and volunteers for their Muscle Puzzle Gym. Recently, Andrew contacted the high school he graduated from and worked with his previous Resource Room Teacher to become a mentor to a student. In addition, he works diligently with the PET CONNECTION as he believes all animals deserve a loving home.

Andrew was honored at an Awards Luncheon along with 19 other individuals on September 18th at SUNY Adirondack.

Direct Support Professionals Honored

Congratulation to three CWI employees

who were selected to attend the 2019 New York Alliance for Inclusion and Innovation Direct Support Professionals Conference that took place in September in Saratoga Springs, NY. The CWI DSP attendees were Miranda McFarren, Community Prevocational Services (CPV); Lillian Rivers, Pearl Street IRA; and Cindy Taran, Eastpointe Day Services Program.

The New York Alliance for Inclusion and Innovation Direct Support Professionals Conference offers a multifaceted day full of learning and networking opportunities that celebrate and recognize the important work that Direct Support Professionals do to enhance the quality of life for people with intellectual and developmental disabilities every day.

Miranda, Lillian and Cindy were all nominated by their Supervisors to attend this year's conference. Here's what they had to say...

Lillian Rivers



“What sets Lillian apart is her genuine love of supporting all the individuals in her world. Whether it be the residents of Pearl Street, taking individuals from other residents on medical appointments, filling in at other houses when they are short staffed or helping her fellow shift mates, she has never hesitated to jump in and assist or volunteer to help. Her compassion is evident in the way she interacts with the individuals she serves. She has investigated, proposed and completed special outings keyed to an individual's passions. Lillian has a heart of gold and demonstrates it daily. We are grateful to have her as part of the Pearl Street family and the CWI team. ”

Cindy Taran



“Cindy has provided outstanding support. She has been working at Eastpointe since 1993 and has developed meaningful relationships with individuals. She is highly in tune with the nursing care needs of all individuals and always notices when a person isn't feeling well. Cindy has embraced the person-centered approach and consistently searches for and plans community integration activities that match the interests of individuals involved. ”

“Miranda is dependable and flexible. She works well with individuals and has a good understanding of their goals as well as their needs. When working with program participants, she is always pleasant and able to find a balance. I am glad that Community Pre-Voc has her on board. ”



Miranda McFarren

Check out our new YouTube Channel

Search Community Work & Independence and click CWI logo



Check out Human Resource's new recruitment video at www.cwinc.org



Dancing with the Adirondack Stars!

Back by popular demand, CWI held its second *Dancing with the Adirondack Stars* fundraiser at the Charles R. Wood Theater in downtown Glens Falls, NY on Saturday, April 6, 2019. Tickets sold out for the popular event within a week and more than 300 people attended. Guests enjoyed a cocktail hour before the show, silent auction and raffle. The show opened with Queen's song "We Will Rock You" playing while beach balls were tossed into the audience by last year's dancers Gail Hamel (2018 Mirror Ball winner), Mark Donahue, Mike DuBray and Major Jim LaFarr. Emcees for the evening were CWI's Amy Macy and Chuck Akien of Big Show Entertainment. The Judges, Gordon Woodward (News Editor for the *Glens Falls Chronicle*), Leesa Knoblauch Stiller (District Office Manager for NYS Assembly) and Kurt Jaeger (Executive V.P. and Chief Marketing Officer for Jaeger & Flynn Associates), awarded the coveted **Mirror Ball Award** to **Tricia Rogers** (Adirondack Regional Chamber of Commerce) and **Grey Masko** (Fred Astaire Dance Studio) and the Fan Favorite Award, elected by the audience, went to **Paul Bricoccoli, Jr.** (Bullpen Tavern/Talk of the Town) and

Deanna Krug (Arthur Murray Dance Studio), 2017 winner of the Fan Favorite award. In between dance acts, special musical performances by Josh Wood singing "Folsom Prison Blues" and Charlie Fisher performing "Ring of Fire" (pictured together at right) were met with raucous applause! Following the show, guests were treated to dessert, coffee and a chance to meet the dancers. Herein are some photos of cast and crew. Special thanks to all of the dancers, sponsors, guests and CWI staff who supported this phenomenal event. Proceeds from the fundraiser benefitted CWI's programs and services.



Community Agencies Partner for Sixth Annual Stuff the Bus Food Drive

Driving together to curb hunger!

Once again Community, Work and Independence Inc. and the Tri-County United Way joined forces with other local agencies to host the **Sixth Annual Stuff the Bus Food Drive** to benefit food pantries in Warren, Washington and Northern Saratoga counties. The event was a huge success and generated 8.34 tons of food! That is double the food amount collected in 2018. This event is a kick-off to the holiday season when many people are looking for ways to give back to their communities and many people are feeling the pressure of wanting to prepare a holiday meal for their family.

The food drive was held on Friday, November 1-2 at the Upper Glen Street Price Chopper/Market 32 store in Queensbury, NY. The community was encouraged to drop off non-perishable and non-breakable food items at any one of the 65+ businesses in the tri-county area who sponsored a food collection site prior to the event or at the CWI bus that was located at the Price



Chopper/Market 32 parking lot during the event hours on November 1-2.

"Community, Work & Independence Inc. (CWI) is proud of the involvement of our staff and the people from CWI that we support who are volunteering to assist the event by delivering and picking up food collection bins from area businesses," says Mark Donahue, President/CEO, CWI, Inc. "These people also spent multiple days

at Price Chopper/Market 32 prior to the event packing \$5 and \$10 quick purchase food bags. Their participation is key to the success of the program."

Special thanks to our program participants and staff for their help in prepping, delivering and picking up food collection bins at business sites in the region, organizing pre-packaged food bags to sell during the event and for volunteering at the food drive.

Thanks also to our generous sponsors: Price Chopper/Market 32, Glens Falls National Bank & Trust Company, Stored Tech, Jaeger & Flynn; NBT Bank; Hank's Quality Flooring; Just-A-Buck Queensbury; M&M Digital Printing; G & S Printing; Six Flags Great Escape Theme Park and Lodge; and Adirondack Broadcasting's 107.1 The Point Hits Music, Froggy 100.3 Everything Country and Q101.7 Classic Hits.

2018-19 HIGHLIGHTS



CWI Opens New Community Services and Administrative Center

In mid-August, CWI moved its senior managers, human resource, accounting, employment/consumer directed care, corporate compliance and QA offices as well as Community Hab/Respite program into its new Community Services and Administrative Center located at 16 Pearl Street in downtown Glens Falls.

"For the first time, CWI's administrative offices are now housed under one roof," says Mark Donahue. "This was a cost-effective move resulting in an improved, more efficient work environment for our staff."

The Center consists of the entire first floor and part of the second floor of the building. It was purchased by CWI's Community Workshop Resource division in December, 2018 for \$1.4 million. Funding for the purchase was provided from the sale of Resources Broad Street building that sold for \$1.8 million. In addition, we are extremely grateful to community members Al Boychuk (property seller), the law firm of Baker, Morris, Fitzgerald and Firth, PC; Genpak; and TD Bank whose in-kind and office furniture donations were valued at \$400,000.



Bike Safety Program Held at Everts Ave Site

Check out this Bike/Pedestrian Safety Event held during the summer at Everts Ave parking lot with friends from Pathways, Community Helpers and Everts Day Hab! This event was a collaborative effort with Washington County Public Health and Washington County Health Educator Elizabeth St. John. Kudos to all who participated!



CWI's Got Talent

CWI's Got Talent Show was held on Friday, September 13, at the Cooper's Cave Park Pavilion in South Glens Falls and it was a rockin' good time! Forty of CWI's program participants performed music, instrumentals, dance and comedy! Mistress of Ceremonies was Amy Macy, CWI's Director of Human Resources. The panel of judges were CWI's Accounting Department staff Cate Lange and Chrissy Lewis as well as Steve Bush, Vice Chair, CWI Board of Directors. Music was provided by DJs Kyle Welcome and Ashley Davis. Thank you gift designers were CWI's Expressions Day Program. Special thanks to Barry Fitzgerald, Ashley Davis, Lauralee Tucker and the Village of South Glens Falls Department of Public Works. The winners of the competition were as follows:



FIRST PLACE went to Jim Fitzgerald (Generations) singing Everyday by Buddy Holly.

SECOND PLACE was awarded to Dorothy Wheeler (Community Helpers), for her performance of Crazy by Patsy Cline.



THIRD PLACE was given to Justin Firlit (Community Helpers) singing You are My Sunshine by Elizabeth Mitchell.

Congratulations to the winners and hats off to all who participated! Thanks to everyone who helped make this annual event a big success!

RANDOM ACTS OF KINDNESS

CWI's Midtown, Helping Hands, Quaker Road and New Journeys Day Programs Bake for Dog Shelters!

Participants from CWI's Midtown, Helping Hands, Quaker Road and New Journeys day programs joined forces to make dog biscuits to donate as part of their Random Acts of Kindness program. This project represents the first step in the groups' chosen theme of kindness to animals. They had a blast preparing the dough, cutting out the cookies, bagging and tagging the treats and most importantly, getting to hang out with friends from different programs.



Expressive Art Expo!

From August 26-30, Expressions Day Hab held an art exhibition led by program participant David Hoffman titled **Hoffman's Expressive Art Expo**. The theme was "Creatures in Flight." Twenty-one works of art created by program participants were on display.



Rubber Duck Race Fundraising Results

The 29th Annual Kiwanis Club of Glens Falls \$1,000,000 Duck Race and Family Fun Day held on Saturday, July 27th at Haviland's Cove, Glens Falls, NY, was a huge success! Congratulations to CWI for selling 669 race tickets garnering \$3,345 in proceeds to purchase recreational equipment for CWI's Day and Residential sites. Also during the event, CWI sponsored the Chuck-a-Duck game. In addition to the duck race and Chuck-a-Duck game, attendees enjoyed all sorts of family activities including face painting, train rides, corn sand boxes, pony rides, bouncy house, food, drinks and more! Special thanks to the Kiwanis Club for hosting this annual event and all those who sold and/or purchased a race ticket on behalf of CWI!

Congrats on a job well done!





Men of Moreau Go Camping!

In September, the gentlemen from CWI's Men of Moreau IRA were able to take a nice long weekend and go enjoy themselves on a camping trip or rather a "glamping" trip! They stayed local at the Adirondack Gateway RV Resort and Campground, Gansevoort, NY, in one of their

lovely cabins. The weather was gorgeous so the guys were able to enjoy all sorts of activities such as sitting around the campfire at night, going to see the DJs who performed, painting pumpkins (courtesy of Patrick Jones), taking leisurely strolls around the campground to enjoy the scenery and meeting some of the neighboring campers, and even watching a little football! They all had a great time and cannot wait to go again next year.

WHITewater RAFTING!

During the summer months, CWI's programs enjoy many outdoor adventures such as barbecues, visiting parks, camping, miniature golf, concerts and so much more. So it isn't surprising that on August 16th, 49 individuals and staff from CWI's Expressions, Pathways, Everts Ave, Quaker West, Life Unlimited, Helping Hands, New Journeys and Community Helpers Day Programs got together for a fun-filled day whitewater rafting on the Sacandaga River! Guides and rafts were provided by Beaver Brook Outfitters, Lake Luzerne, NY. This is an annual outing for the day programs. Check out the smiling faces during the whitewater rafting event in the photo below!



#bFair2DirectCare Rally

In March, CWI's Direct Support Professionals (DSP) staff and Helping Hands Day Program participants joined forces with other agencies from across New York State for the #bFair2DirectCare Rally held in Albany. During the event, participants waved posters with messages urging Governor Cuomo and legislators to increase minimum wage for DSPs in the State budget. Planning for the rally also included a "Prep Rally" event that included activities such as making posters and a letter-writing campaign.

Voices were heard! The Assembly, Senate and Governor agreed to fund a 2% increase to total salaries for direct support professionals and direct care staff for eligible programs beginning January 1, 2020, and another 2% increase to total salaries for direct support professionals, direct care staff and clinicians for eligible programs beginning April 1, 2020.

WAYS TO GIVE

For over 50 years, CWI has been enriching lives and empowering people to discover their potential. We have been able to significantly impact lives through innovative supports and services. Contributions have become a more important source of revenue for human services organizations as we have endured significant reductions in government funding. With your help, we can continue with our mission of empowering people and enriching lives throughout our community.

DONATE ONLINE AT

<https://cwinc.org/support/donate/>

Please Make Check or Money Order payable to:

Community, Work & Independence, Inc.
16 Pearl Street, PO Box 303
Glens Falls NY 12801

For more information, please contact:

Leah Shea, Human Resources
Phone: 518-793-4700 ext. 11100
E-mail: lshea@cwinc.org



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.

Follow CWI & Just-A-Buck on Facebook & Instagram



COMMUNITY, WORK & INDEPENDENCE: CWI's Facebook page keeps the community, individuals, families, advocates, staff and other constituents aware of upcoming events, advocacy efforts, fun activities and other goings on within CWI via pictures, videos and posts!



JUST-A-BUCK QUEENSBURY: Interested in the newest products at Just-A-Buck? Like following #diy Craft Ideas? You will stay up to date on our newest items and get tips on #diy Dollar Store crafts!

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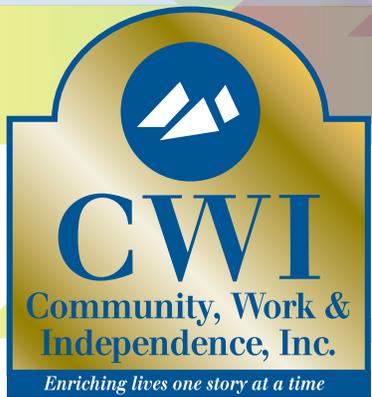
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Adirondack★
stars

Saturday, April 4, 2020

Charles R. Wood Theater

GLENS FALLS, NY



16 Pearl Street
P.O. Box 303
Glens Falls, New York 12801

518.793.4700
www.cwinc.org