

LEXINGTON HAPPENINGS



Welcome to "Lexington Happenings," a collection of things to do and see and experience at Lexington!

FRIDAY, AUGUST 7, 2020

MESSAGE FROM SHALONI



Dear Lexington staff member,

I hope each of you is doing well, as are your families.

COVID-19 at Lexington

We currently have one employee in our Albany programs who is positive related to exposure. He is doing well. There is no exposure to anyone else at Lexington. We continue to do testing for travel, new admissions, return from extended home visits and hospitalizations. There have been no other new cases diagnosed. We are reminded each day that preventative measures are most important. We remain grateful to all of you who are doing all you can to protect yourselves and the people we support.

COVID-19 in Our Communities

In Fulton County and in Albany County we are hearing of new cases, mostly due to exposure in the community, at retail stores and restaurants that gives us cause for concern and the opportunity to remind each of us that we must remain vigilant in our safety protocols at work and in our personal lives. As of August 6, there were a total of 291 positive cases of coronavirus in Fulton County (an increase of 23 since July 23) and 2,565 in Albany County (an increase of 164 since July 23). Montgomery County continues to see a rise in cases as well with 169 positive cases as of August 6.

Re-opening Programs

The visits home to see families have gone well, and we know your efforts to help the people we support and their families to understand the importance of the protocols and steps to remain safe, have made

MANAGERS:

Please post/share this information with your staff.

Does your program have an event/information you'd like listed here?

Please send all information to Megan Balser

(balserm@thearclexington.org)

at least two weeks in advance of the event. For community events in Fulton or Albany Counties, please visit the links below.

COMMUNITY EVENTS

FULTON COUNTY:
fultonmontgomeryny.org
44lakes.com

ALBANY COUNTY:
albany.com/events/
events.timesunion.com

this possible. We continue to develop plans to re-open more programs under the guidance of OPWDD. People we support who live in the community have returned to abbreviated Day Programs in the last two weeks. Everyone has adjusted to the requirements for wearing facemasks and social distancing and we are learning how best to expand these offerings when we are ready.

Something Fun

In case you didn't know, the month of July was National Ice Cream month. While we don't need an excuse to have ice cream, we are going to use that excuse to come and visit you at each of our homes and day programs that are open. During the months of August and September, we will visit a few homes and day programs each week and bring with us an ice cream truck for everyone to enjoy. We will let you know the schedule so that you can have everyone ready to come outside and enjoy some ice cream.

We are also planning a socially distanced ice cream social for employees and your immediate families at the Arts Center. Plans for a drive-in Flame concert is also underway. Stay tuned for more information.

Nurturing Environment Program Meetings

With guidance from Dr. Cope, our medical director, we are planning to host our first Nurturing Environment Program meetings in person since the COVID-19 shut down. We know it is important for us to meet in person to share what we have learned and to talk about our plans going forward, but we must do it in a safe and socially distanced way. There will be 4 meetings that will take place outside under a tent at the Nigra Arts Center during the first week in September. Each meeting will only hold 50 people so advance registration for the meeting will be required. We will be sending out information regarding dates/time and how to register for it if you would like to attend.

Employee Recognition

The month of September is especially important to us as we honor our exemplary employees. During the last few months, there have been countless examples of Lexington employees truly going above and beyond. The amazing work they do deserves to be recognized and we need your help to do that. During the next three weeks, you can nominate them for a Nurturing Environment Award. In this newsletter, we have included information on how you can nominate someone for going above and beyond. Last year, we recognized over 200 employees with gift cards from \$10 to \$250. Please take this opportunity to nominate a co-worker or another employee who makes a difference in the lives of the individuals we support every day.

Summer is rolling by quickly so we hope that you are taking time to relax and enjoy the wonders the season brings. Please remain safe and know that we are grateful for all that you do to keep Lexington and the people we support safe and happy. I'm going to end by sharing something I heard from a parent today:

"Thank you for this opportunity of enriching my life and for creating an environment that cared for my son. He lived the remainder of his life with love, friends, and in a home atmosphere that I was not able to give him. I am so very grateful for that and will always remember this kindness and the quality of life he was able to have because of you all. Each and every one of you at Lexington works from their hearts and gives all they can so those that they support would experience a quality of life they would not know otherwise."

With my sincere gratitude for all you do,

Shaloni

RECOGNIZING OUR EMPLOYEES

It's that time of the year again! Lets recognize all of the wonderful employees we have! Do you know a staff member who truly exemplifies the goal of our Nurturing Environment program? If so, please nominate him or her for recognition!

Recognizing our employees gives you the opportunity to recognize the actions of Lexington employees, to enhance the supports we provide and improve our environment. Please complete the form, found at the end of this newsletter or by [clicking here](#), for the employee you would like to nominate and return completed nomination form to Terry Williams at the Gloversville Day Hab building by **August 21, 2020**. If you have any questions, please contact Terry at williat@thearclexington.org or (518) 775-5382.

WHO IS ELIGIBLE?

Any staff member who goes beyond the expectations of their job and demonstrates excellence in creating, building and maintaining a nurturing environment is eligible to be nominated. A staff who champions the vision of the Nurturing Environment program, with language and actions that demonstrate enthusiasm, may be nominated.

WHO CAN NOMINATE?

Anyone who receives services from Lexington, their family, and/or any Lexington staff member can nominate someone for recognition.

REWARDING EXCELLENCE

All nominations will be recognized at the Nurturing Environment Program meetings in September. Employees who stand out will be selected for an award. Last year, 200 employees received recognition awards of \$10 to \$250, plus a Certificate of Appreciation and a gift card to the Paul Nigra Center for Creative Arts, totaling over \$7,000.

Please take this opportunity to nominate and recognize Lexington employees who go above and beyond every day!

LEXINGTON EMPLOYEE RECOGNIZED ON WRGB CBS 6 NEWS!



Our own Carmen Robinson was recognized as a Community Hero this week on WRGB CBS 6 News!

Carmen is a direct support coordinator in one of our Albany homes, and she was nominated for this recognition by Barbara, the mother of someone she supports. Barbara said her son has been making great strides since he moved into the home and Carmen's hard work during the pandemic is a major factor in the safety of the people she supports

during this challenging time. Carmen is dedicated, compassionate and devoted to the people she supports.

We are so proud of and grateful to Carmen and all of our staff, who are heroes every day in helping people we support live their best and safest lives!

#RISINGTOGETHER AT LEXINGTON!



It has been another busy two weeks at Lexington! The weather has allowed for a lot of relaxing outdoors time, whether in our own backyards or on fun outings! Here are some stories of how people are keeping busy across the agency.

- *The Feura Bush family went to the Henry Hudson Park in Selkirk for a picnic day! Even with masks and social distancing, everyone had a wonderful time getting out of the house and enjoying the outdoors.*
- *Tracy Lee had the opportunity to visit a small game farm to pet and hold a variety of animals and unusual pets! Thank you to Terri Salvione for arranging this fun trip!*
- *This past Sunday, 107 lost a member of their family, Tim VanAmburgh. The 107 team decided to honor him by planting a tree that they could visit in their yard every day. Thank you to all the staff who made it possible for the people they support to remember their friend in such a beautiful way!*
- *15 Lex celebrated the end of last month with a weeklong Christmas in July! They went all-out with the festivities, making centerpieces for the tables, homemade banana bread muffins, sugar cookies, ugly Christmas t-shirts, a snowman and palm tree photo-op area, and Christmas cards for everyone who lives there. They also put up and decorated a tree, listened to their favorite Christmas CDs, had a snowball fight and got small gifts left under the tree! George Spencer even provided some live music for a Christmas carol sing-along. Everyone had a blast all week! Thank you to all the staff who work so hard and so creatively to make everyone happy with special things like this.*
- *The men at Northampton took a virtual art class through the Paul Nigra Center for Creative Arts that walked them through making their own personalized slate signs for their rooms! Pictured is Nick LoCascio showing off his work.*

SUPPORT LEXINGTON BY BECOMING A MEMBER!

Lexington memberships are crucial to providing the best possible support to individuals with disabilities and their families, and to being the best possible employer to you! In a difficult time like this, memberships are crucial to financially supporting us to provide enough personal protective equipment and cleaning supplies to keep you and the people we support safe and healthy every day. Memberships are also crucial for education and advocacy purposes, as the more members we have, the stronger our representation is with The Arc New York. Your support in membership gives us a stronger voice on behalf of the people we support and you, our employees.

As a Chapter of our statewide organization, The Arc New York, and a member of the national organization, The Arc, we are working together closer than ever on advocacy for services and funding as state and federal financial crises unfold. By becoming a member, you help us show strength and provide resources to keep our advocacy efforts working.

Lexington is a strong organization and we are confident we will be even stronger as we come out of this, but not without your support. **Annual memberships are only \$3 for Lexington employees.** You can purchase a membership for a family member at your same address for \$5, and additional family members for \$3. You can also sponsor someone we support to be a member for \$1. To learn more about membership and sign up, please visit thearclexington.org/membership or contact Lynette May at (518) 661-9932 or mayl@thearclexington.org. Thank you for your support!

WORKPLACE RESOURCES—EXPLORE WORKPLACE MOBILE APPS

Stay connected with your team and the Lexington family anytime, anywhere using the Workplace and Work Chat mobile apps! The Workplace mobile apps make it easy to stay in touch, connect with co-workers and get instant updates on what is happening within the agency directly on your mobile device. The Workplace Chat app is a great way to communicate with your co-workers! Built on the same foundations as Facebook Messenger, it's an easy, intuitive and fast space for teams to share ideas, make decisions and get work done. Chats are ideal when you need a quick answer, or when you're just chatting back and forth!

TEAMWORK & COLLABORATION—USING WORKPLACE APPS TO WORK FASTER AND BETTER TOGETHER

CONNECT	WORK	ENGAGE
<ul style="list-style-type: none">Instantly message and call anyone in your agency to make decisions fast.Collaborate with coworkers in private chats and in project-related group chats.Make voice and video calls with up to 50 people from your desktop or mobile.	<ul style="list-style-type: none">Share files and videos in a flash without having to switch apps or work screens.Gather feedback from peers with polls to make better decisions.Share and receive audio messages when written words just won't do.Search your message history to find information, links and files stored on desktop and mobile.Automate repetitive tasks that take time out of your day with bots.	<ul style="list-style-type: none">Enrich your conversations with colleagues by sharing photos and videos in chat.React and interact in a language that everyone can understand with emojis.Lighten up your day-to-day dialogue with fun stickers and GIFs.

Download the Workplace Mobile Apps: If you haven't done so already, download the Workplace and WorkChat Mobile Apps on your phone. Check out this short step-by-step guide on [How to Download and Use the Workplace Mobile Apps](#). For more info on all the cool features that you can use within the apps, check out this brief video on [Ways to Use the Workplace Apps!](#)

Not on Workplace? Email Meredith Fritch at fritchm@thearclexington.org for an invitation. Check it out and be part of the Lexington conversation!

LAST CALL! EMPLOYEE OPPORTUNITY: LEXINGTON DSP APPRENTICESHIP PROGRAM

The opportunity to apply for the **Lexington Apprenticeship Program for Direct Support Professionals** has been extended through August 14! Apply now to participate in this unique opportunity to [strengthen your career and increase your skill level while doing hands-on DSP Trade Training and Job Related College Courses through SUNY FMCC.](#)

To be considered for this program, please complete the online [Apprenticeship Program Application Form](#) no later than **August 14**. Please visit the [Lexington Apprenticeship Program Overview Posting](#) for a full overview of the program. If you are interested in learning more about the program, please contact Meredith Fritch, Lexington's Human Resources Generalist & Benefits Specialist, at (518) 775-5422 or fritchm@theardlexington.org.

[Click here to learn about the twelve current Lexington Apprentices, their amazing dedication to the program and the outstanding accomplishments they have achieved!](#)

COVID SAFETY PRECAUTIONS—NEW YORK STATE TRAVEL ADVISORY

Effective June 25, New York State issued travel restrictions addressing any travel to states currently experiencing higher COVID-19 infection rates. Please review the list of states below where these restrictions apply as of this week:

Alabama	Florida	Iowa	Minnesota	Nevada	Oklahoma	Texas
Alaska	Georgia	Kansas	Mississippi	New Mexico	Puerto Rico	Utah
Arizona	Idaho	Kentucky	Missouri	North Carolina	Rhode Island	Virginia
Arkansas	Illinois	Louisiana	Montana	North Dakota	South Carolina	Washington
California	Indiana	Maryland	Nebraska	Ohio	Tennessee	Wisconsin

If you have traveled from and spent more than 24 hours in one of these states, you must comply with the following:

- Report this travel to your supervisor and, as needed, ask them for guidance.
- Seek diagnostic testing for COVID-19 as soon as possible upon arrival back in New York (within 24 hours) to ensure you are not positive. Failure to get tested in a timely manner upon your return will require you to quarantine as noted below.
- You must furnish your negative test result prior to returning to work. For any shifts missed while test results are pending, available vacation and/or personal time will be used or time will be unpaid if none is available.
- You will need to be retested approximately 7 days after your first test, and again furnish a copy of the test result upon receipt.
- It is possible that your work assignment may need to be temporarily adjusted while awaiting the results of the second test, depending on the circumstances of your responsibilities.
- You will need to monitor temperature and signs of symptoms, wear a face covering when in public, maintain social distancing, and clean and disinfect workspaces for a minimum of 14 days.
- To the extent possible, you are required to avoid extended periods in public, contact with strangers and large congregated settings for a period of at least 7 days.

Should you choose not to comply with the above requirements, you must remain out of work in self-quarantine for at least 14 days. During this time, your vacation and personal time will be charged for your unscheduled hours. If you do not have vacation and/or personal time to cover these hours, your time away from work will be unpaid.

HR NEWS AND INFORMATION

EARN A BONUS FOR RECOMMENDING EMPLOYEES!

The Employee Referral Bonus recognizes your efforts to help Lexington hire the best new employees.

If you know of great people who are looking for jobs, have them apply at Lexington! If we hire a person you referred, you could earn up to a \$500 bonus. Give an application to a friend or family member or have them apply online at www.lexingtoncenter.org. Make sure they list your name as the referral source!

HERE ARE SOME EMPLOYEES WHO REFERRED NEW HIRES IN JULY:

Karri Atkins	Rebecca Hansen	David Hazzard	Kerrie Sander	Tamika Williams
Elizabeth Dudar	Sophia Hayes	Janet Kretser	Brittany VanHorn	

NEW RN/LPN REFERRAL BONUS PROGRAM!

The Human Resources Department has added a new bonus program for employees who refer RNs/LPNs who are subsequently hired by Lexington! You can earn up to \$750 in bonuses through this new program. For more information, please [click here](#) or contact Heidi Smith at smithhei@thearclexington.org or (518) 775-5439.

THE ARC NY SCHOLARSHIPS FOR DEGREE-SEEKING STUDENTS IN I/DD FIELDS

The Arc NY presents annual scholarships to students seeking degrees in fields related to intellectual or developmental disabilities, including special education, physical or occupational therapy, and more! Applications are open now through **January 11, 2021**. Each \$3,000 scholarship is paid in two installments of \$1,500 per semester and must be claimed within four years of being awarded. For more information and to apply, please visit www.thearcny.org/about/scholarship-awards or click the scholarship name. For questions, email scholarships@thearcny.org.

<u>ARTHUR W. PENSE SCHOLARSHIP</u>	<u>JAMES F. REVILLE SCHOLARSHIP</u>	<u>JONATHAN WEINGOLD SCHOLARSHIP</u>	<u>JOSEPH T. WEINGOLD SCHOLARSHIP</u>
For physical or occupational therapy degree program students. One presented annually.	For full-time college students in a program related to I/DD, such as behavioral sciences, social work, healthcare administration and management, psychology or nursing. Two presented annually.	Presented annually to four full-time Arc Chapter employees who wish to further their education with the intention of contributing to the field of intellectual and developmental disabilities.	For students enrolled in a New York degree program leading to a special education certification. Two presented annually.

RETIREES—THANK YOU FOR YOUR YEARS OF SERVICE!

Marcia Ladeau, Nurse | Years of Service: 31 years, 1 month | Retirement Date: July 22, 2020

EMPLOYEE ANNIVERSARIES (1, 5 & 10+ YEARS)

AUGUST 7 TO AUGUST 20 | CONGRATULATIONS!

Amanda DeForest, Residential, 8/10, 15 years

Roy Clark, Residential, 8/17, 5 years

Ellen Fowler, Residential, 8/8, 5 years

Divya Mohan, Med Services, 8/17, 5 years

Priya Winston, Transitions, 8/17, 5 years

Klein Aboki, Residential, 8/12, 1 year

Jodi Breton, Day Hab, 8/19, 1 year

Karl Frasier, Day Hab, 8/19, 1 year

Glenda Looman, Med Services, 8/19, 1 year

PAUL NIGRA CENTER FOR CREATIVE ARTS

Lexington employees get a 10% discount at the Nigra Arts Center! Just enter the code **LEXEMPLOYEE** at checkout to redeem. We offer free classes to the people we support. If your house, program or someone you know wants to take a class, please call (518) 661-9932 or contact Maria Nestle at nestlem@thearclexington.org to sign them up. The center is located at 2736 State Highway 30 in Gloversville. For full listings of the classes and events offered, visit www.pncreativeartscenter.org.



VIRTUAL CLASSES AT THE NIGRA ARTS CENTER

The Nigra Arts Center is offering free, interactive arts classes and other social activities through Zoom! To see the full August calendar, which includes bingo, painting, photography, makeovers, crafting, baking, yoga, dance, music and more, please visit <https://thearclexington.org/s/August-2020-Nigra-Arts-Center-Calendar.pdf>. Pre-registration is required. To sign up, please call (518) 661-9932 or email lozierh@thearclexington.org.

THE NIGRA ARTS CENTER IS OPEN!

The Nigra Arts Center is once again open to the people we support! Come enjoy the grounds, view our new art show after July 30 and check out our gift shop! In-person classes will resume soon. There have been some changes in protocol to keep everyone safe and healthy in our new normal. To see a video outlining the new procedures and showing you what to expect at your visit, please go to <https://bit.ly/3jLFbGO>. We can't wait to see you again!

COME VIEW OUR NEW ART SHOW!

The Nigra Arts Center's 2020 New York State Summer Art Show is open! The show includes a huge display of work from artists across New York State, a special exhibition from featured artists Cheryl Horowitz and Terry VanGenderen, and a showcase of award-winning photographers featured in *Adirondack Life* magazine. All are welcome to come see the show **weekdays 9 a.m. to 6 p.m. until September 25!**

RESOURCES AND COMMUNICATIONS

Previous resources can be found at thearclexington.org/wellness or thearclexington.org/family-connections.

- **United Concierge Medicine: The Virtual ER**—Lexington's Telemedicine provider (1-844-484-7362).
- **CDC Guidance: Visiting Parks and Recreational Facilities**—Visiting public outdoor spaces is a great way to stay active! Click the link for guidance from the CDC on how to do so safely and responsibly in the world of COVID-19.
- **Tips for a Successful Indoor Herb Garden**—From the [Lexington Activity & Resource Center](#): With us spending so much time at home, it's a great time to start an indoor garden! Click the link for great tips on how to get started.

UPDATES LIKE THESE ARE POSTED ON LEXINGTON'S WORKPLACE COMMUNITY!

If you aren't on Workplace, contact Meredith Fritch at fritchm@thearclexington.org for an invitation. Select how and when you receive notifications for new posts by clicking your profile icon, clicking "Settings," then "Notifications."

LEXINGTON HAPPENINGS DIGITAL ARCHIVE

The online digital archive of Lexington Happenings, which includes active links to all the resources and documents highlighted, can be found at thearclexington.org/lexington-happenings! If you have questions or would like to submit information for a future newsletter, please contact Megan Balsler at balserm@thearclexington.org or (518) 661-9932.

CONTACT INFORMATION

Megan Balsler | balserm@thearclexington.org
Lexington, Chapter of The Arc New York
2736 State Highway 30, Gloversville



"Like" us on Facebook!

www.facebook.com/LexingtonARC
www.facebook.com/FlametheBand
www.facebook.com/TransitionsUSA
www.facebook.com/PaulNigraCenter

Nurturing Environment Program - Recognizing our Employees

NOMINATION FORM

Recognizing our Employees gives you the opportunity to recognize the actions of Lexington employees, to enhance the supports we provide and improve our environment.

Who are you nominating (please use a separate form for each employee)?

Name of Employee	Work Location

Please provide specific examples of what the nominee has accomplished, how it was achieved, and why do you consider it truly nurturing that is above and beyond his/her normal duties

You may attach additional pages if you wish.

Please print your name	Your work location	Please sign and date
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Please return completed form to Terry Williams at the Gloversville Day Hab building by August 21, 2020.