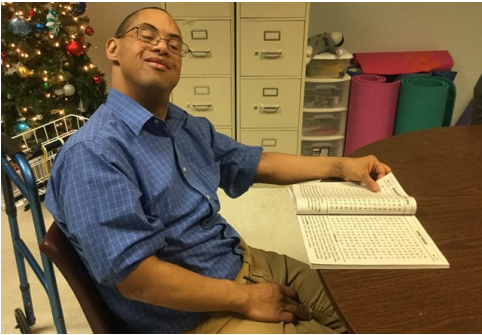


LEXINGTON HAPPENINGS



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

TUESDAY, JANUARY 30, 2018



At the Nurturing Environment Meeting on January 18, Connections Day Hab shared a video highlighting Engaged & Empowered, a transformational Health and Wellness program developed to help everyone. Each day hab comes up with their own activities to embrace Engaged & Empowered, which has been going strong for four years. It includes the following elements:

- Physical (yoga, dancing, sports, creative movement, etc.)
- Emotional (art, relaxation, music, etc.)
- Intellectual (learning activities, reading, using iPads, etc.)
- Spiritual (aromatherapy, lotion therapy, religious learning, sensory activities, etc.)
- Occupational (volunteering, housekeeping skills, hobby exploration, etc.)
- Environmental (the outdoors, animals, etc.)
- Social (cooking, gardening, friendships, etc.)

Pictured, clockwise from top left, are Tyrone Lawson keeping his mind sharp with word searches, Kristopher Bickmeyer delivering pumpkins for painting and Chuck Alley expressing himself through music.

See pages 3 and 4 for a recap of what was presented and discussed in the Nurturing Environment Meetings on January 18 in Johnstown and January 19 in Albany!

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@lexcenter.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

2018 NURTURING ENVIRONMENT MEETINGS

Fourteen years ago, we began the Nurturing Environment Program. Our goal is to continually strive towards creating a more nurturing, caring, supportive and safe environment for everyone – 24 hours a day, seven days a week, in all Lexington locations – that, in addition to making Lexington an even better place for everyone, will eliminate the possibility of abuse. One aspect of the program is a monthly meeting where we share ideas and suggestions on how to make Lexington an even better place for people we support and our employees.

JOHNSTOWN

Training Center, 465 N. Perry St., Johnstown

February 21 — 10:00 a.m.	August 29 — 10:00 a.m.
March 29 — 11:30 a.m.	September 27 — 11:30 a.m.
April 26 — 10:00 a.m.	October 31 — 10:00 a.m.
May 30 — 10:00 a.m.	November 29 — 10:00 a.m.
June 28 — 11:30 a.m.	December 27 — 11:30 a.m.
July 26 — 10:00 a.m.	

ALBANY

Hampton Inn, 1442 Western Ave., Albany

March 7 — 10:00 a.m.
May 9 — 10:00 a.m.
July 11 — 10:00 a.m.
September 12 — 10:00 a.m.
November 9 — 10:00 a.m.

EMPLOYMENT COUNCIL MEETINGS

Please join Employment Resources at their quarterly Employment Council Meetings! Anyone interested in gaining employment or furthering their employment goals is welcome to attend. At these meetings, you will hear from fellow employees, local employers and the Employment Resources staff about services and supports available to help you reach your employment goals. Please call Employment Resources at (518) 736-4266 for questions and to register. Meetings take place in Classroom C at the Training Center, 465 N. Perry Street, Johnstown, from 9:30 to 10:30 a.m. on the following dates:

April 26

July 26

BE ON THE LOOKOUT FOR 2018 BUS TRIPS!

The Paul Nigra Center for Creative Arts is offering bus trips in partnership with Brown Coach throughout the year! Join us for unforgettable day trips to exciting destinations in the Northeast. Tickets are \$55 apiece for community members or \$50 apiece for Lexington employees and people we support. Attendees of the Finger Lakes Wine Festival will need to pay \$35 in addition to the bus ticket for admission to the festival. Keep an eye out for more information on these trips as the dates approach! If you have any questions, please contact Lynette May at (518) 661-9932 ext. 126 or mayl@lexcenter.org.

May 19
Boston, MA

July 14
Finger Lakes Wine Festival

October 20
Salem, MA

December 8
New York City

SAVE THE DATE: US FOODS SHOW

Join us on **Tuesday, March 6**, from 10:00 a.m. to 2:00 p.m., for the U.S. Food Service Seminar and Food Expo! All cooks, assistant directors, managers and food buyers are encouraged to attend and learn how to incorporate the U.S. Foods products into your daily menus for easy meal preparation. There will be cooking demos with executive chef Tim Warnock, samples and tastings throughout the day. Email Tim White at whitet@lexcenter.org to register!



NURTURING ENVIRONMENT MEETING RECAP — JANUARY 18 AND 19

FROM JUDY SCHELLE, BOARD PRESIDENT

The New Year will bring new events, books, movies and the Winter Olympics. There are so many adventures ahead. The New Year may bring us new challenges, which in turn will create new opportunities. Wherever we have new opportunities to work through, we become stimulated, and when we are stimulated, we become more creative and efficient. Because you work together, you create a comfortable environment where you feel the strength of those around you and see results unfold.

You could compare this to being in an orchestra. Many people, who all read music and play instruments, come together and break into different sections: strings, violins, horns, percussion and drums. The conductor stands before them and raises the baton. All eyes are on the conductor, waiting for the signal to begin playing their part. When the playing begins, it is one beautiful sound of music, even though there are many kinds of instruments and many kinds of people playing them.

Everyone here has different skills, responsibilities and roles, and when everyone works together, you make the music of Lexington. You make it a place of harmony for people to live and work. Our parents and families are grateful for all you do to make this happen. We are very proud of you. May God bless you and your families.

DISCUSSION TOPIC: HOW TO INCREASE PARTICIPATION IN THE NURTURING ENVIRONMENT PROGRAM

- Encourage people to come and invite others.
- Schedule relief staff to come.
- Carpool from houses so staff without cars can come.
- Communicate meeting dates to staff. Put them on the calendars in the offices at the houses.
- Schedule some meetings for 3 p.m. so awake night staff can attend.
- Flex the hours staff attend to motivate them to come to meetings on their days off.
- Look into meetings being broadcast remotely at day hubs so those unable to travel can “attend.”

WHAT DO YOU GET OUT OF ATTENDING MEETINGS?

- Paula hears staff talk about meetings. They say they have never seen this before, they love it here and they love the people they work with.
- Staff understand changes in policy better when they hear them explained at meetings.
- Our staff are so focused on other people, what they want and how to make it happen. Meetings show this.

DISCUSSION TOPIC: HOW TO PREVENT SLIPS AND FALLS

- Make sure sand is put down where vans are parked.
- Schedule trucks to plow before staff come to work.
- Park vans closer to houses and buildings.
- Avoid texting and walking.
- Use whiteboards to put up safety reminders.
- Discuss winter safety at staff meetings.
- Remove the signage in front of 465 so that trucks can plow the whole lot.
- Use Yak Tracks, but only outside, not inside.
- Examine the salt we use — it makes floors slippery.
- Warm up vans and open the doors ahead of time.
- Advocate for sand/salt to be used in the community.
- Team effort is crucial. Overnight staff should shovel so it doesn't pile up until the morning staff get there.
- If you need more sand or salt, promptly submit a work order to get more.
- Review plans at each location, activate them and do not deviate from them.
- Make sure there aren't any other obstacles in the way, such as broken tree branches.

“You learn a lot at Nurturing Environment Meetings. I always learn something new at them. I knew what to do before, but now I know why I do it. If everyone believes in the same thing, it makes the job easier. I learned from these meetings that I work here because of the impact I have on other people's lives. It's not about the money. It's about what I believe in.”

— Mamadou Diallo, Direct Support Staff, Pinewood IRA

NURTURING ENVIRONMENT MEETING OPEN MIC STORIES

JJ has maintained his blood sugar on his own, earning him community independence. Dietary has helped him make healthier food choices.

A young girl recently moved into Rapp Road as an emergency admission. She fits in, feels comfortable there and talks to everyone. Kathy attended a meeting at her school and left with everything in place for her (speech, PT, etc.). She is living a much better life now than before and knows she is safe.

Quest I makes rosaries and prayer cards for the elderly. David also delivers them to Army bases for soldiers, churches, hospitals, etc.

Sue joined Weight Watchers to become healthier. Since then, she has lost 27 pounds, was able to remove two medications and had to buy new clothes!

Thanks to the help of Employment Resources, Brigitte works as a receptionist and Evelyn works in Production.

Family Services improved their communication by installing white boards on which to write notes for staff just coming on shift.

Belmont and Mayfield help Stratford by asking Jen to accompany them when they go out. When things got difficult, they thought outside the box and found a solution.

Mike attended Health Matters at FMCC and lost 7 pounds by walking, playing basketball and eating well.

A new young man at Prospect has shown great growth in just three weeks at Lexington, and his mom appreciates being included in all the team meetings. She loves that Lexington really respects her and her knowledge of her son.

Pinewood started music therapy. Jeff comes to each home weekly, sings and brings instruments for everyone to play. Ned plays the guitar, Ruth the maracas and Edwin the drums. Everyone loves it!

The residents of Myrtle cleaned out their basement. They went through all their clothing and donated what they didn't need to City Mission, including many coats. City Mission said a special thank you to Lexington for their generosity!

Levi is planning a trip with staff he loves.

Mandy was invited to attend the 518Gives Telethon on January 28.

Shawn and Sam shared photos from their vacation in Italy.

Feura Bush is setting up kits for the homeless and keepsake boxes for babies in the NICU. They also make catnip toys and blankets for the animal shelter.

The team at 69 Chestnut is working with Clinical and the schools to support the boys there in the transition from Junior to High School.

Carol recently moved into Krumkill. Some of her friends from her previous home regularly call and visit. One has two dogs that he brings when he visits. They sit with Joann on the couch, which she loves! Carol's friends have developed relationships with the other people at the house, too.

Amy's staff shared photos of a special trip they made with her to Cortland, Amy's hometown, to help her remember happy things from her past.

DISCUSSION TOPIC FOR THE NEXT NURTURING ENVIRONMENT MEETINGS

(FEBRUARY 21 — JOHNSTOWN AND MARCH 7 — ALBANY)

Large, complex agencies like Lexington sometimes develop procedures that over time may become unnecessary, but are not eliminated because "we've always done it this way." Can you think of an example of something we do at Lexington, such as a meeting, committee, form or process, that is no longer necessary or should be changed? If so, please come and share it at the next Nurturing Environment Meeting!

GOAL OF THE NURTURING ENVIRONMENT COMMITTEE:
To create a more nurturing, caring (supportive) and safe environment for everyone — 24 hours a day, seven days a week, in all Lexington locations — that, in addition to making Lexington an even better place for everyone, will eliminate the possibility of abuse.

Do you have any suggestions to make Lexington an even better place for everyone? Let us know by contacting your supervisor, calling the Nurturing Environment Hotline (1-800-5602), sending an email to nurture@lexcenter.org or sending a note to Terry Williams at 127 E. State St., Gloversville.

HR NEWS AND INFORMATION

JANUARY DIRECT SUPPORT STAFF RECOGNITION

If you know of a staff who consistently shows a solid understanding of Personal Outcome Measures and ensures that each person we support, their staff and families are treated respectfully, then please nominate them for recognition! A different POM will be recognized each month, and each month an employee will be recognized for their commitment to ensuring the featured POM is met. If you are a manager who would like to honor one of your staff, please submit their name, a photo and a description of why they are being recognized to your AD!

NAME: LeeAnn Cummings

PROGRAM: Kyser Lake

POM: CMS Checklist

LeeAnn supports the men and women at Kyser Lake in their home environment. She often brings forth new ideas for ways to engage and support the men and women in their daily lives. She also takes the lead in coming up with creative ways for them to express their creative and artistic sides. Thank you, LeAnn, for all that you do!

401(K) PENSION MEETINGS

Chip Gamello, an account representative from Strategic Benefit Services and Lexington's primary advisor for our 401(k)/retirement benefit, will be on-site and available to meet one-on-one with employees, by appointment, on the dates and locations listed below. Mr. Gamello can review your 401(k)/retirement portfolio and answer any questions about Lexington's 401(k) benefit. To book your 30-minute appointment, contact Bridgett Nestor, Benefits Coordinator, at (518) 775-5422 or nestorb@lexcenter.org. Appointments will be booked on a first-come/first-served basis. If you are not available on any of these dates/times, Mr. Gamello can also schedule individual telephone consultations. Future on-site dates will also be announced.

Monday, February 12	Tuesday, February 13
Conference Room, Johnstown Day Hab, 10 a.m.—1 p.m.	Upstairs, Western Avenue, Guilderland, 10 a.m.—12p.m.
Human Resources, Bishop Burke, 2—5 p.m.	Conference Room, Oppenheim Day Hab, 2—4 p.m.

EMPLOYEE ANNIVERSARIES (10+ years) | JANUARY 30 TO FEBRUARY 12 | Congratulations!

Serena Allen, Transportation, 2/1, 25 years



George Hladik, Family Services, 2/9, 15 years

Patricia Hosbach, Residential, 2/4, 10 years

Dawn Shipley, Administration, 2/10, 15 years

Amanda VanSlyke, Administration, 2/4, 10 years

EARN A BONUS FOR RECOMMENDING EMPLOYEES!

 Are you looking for a way to help us recruit employees AND make some extra money? Lexington can help with your expenses and you can help Lexington by referring qualified candidates! If we hire a person you referred, you could earn up to a \$500 bonus. There's no limit to how much you can earn by referring candidates that we hire! Give an application to a friend or family member, or have them apply online at www.lexingtoncenter.org. Just make sure they list your name on the application as the referral source! 

HERE ARE SOME EMPLOYEES WHO REFERRED NEW HIRES IN JANUARY:

Fri Annoh	Lietisha Farmer	Lashara Heath	Darlene Mykel	Brianna Scalice
Yvonne Baird	Chris Fox	Hailey Hinman	Sherry Passero	Celia Sleezer
Matthew Bobilin	Rodesha Garland	Andresa Jackson	Stacy Peck	Andrea Sproule
Shatasha Carter	Taylor Gifford	Kathy Kane	Jordan Oliver	Gina Warsaw
Delania Duncovich	Kimberly Handy	Ashley Karas	Jennifer Randall	Deanna Watson

WELLNESS TOGETHER

WALKING GROUPS



Does your New Year goal focus on physical activity? If you need help getting started, come join a walking group with your coworkers! We will walk outside if the weather permits. Please wear appropriate shoes and bring water to drink. Eligible employees who attend this program may earn 5 CDPHP Life Points by reporting their participation on CDPHP Life Points under "Employer Wellness Program."

DATES, TIMES & LOCATIONS

Friday, February 2 | 7:30—8:00 a.m. | Gym, 127 E. State Street, Gloversville

Friday, February 2 | 3:30—4:00 p.m. | Indoor Track, 465 N. Perry Street, Johnstown

Wednesday, February 7 | 7:30—8:00 a.m. | Gym, 127 E. State Street, Gloversville

Wednesday, February 7 | 3:30—4:00 p.m. | Reception Area, 405 County Highway 114, St. Johnsville

Thursday, February 8 | 7:30—8:00 a.m. | Indoor Track, 465 N. Perry Street, Johnstown

2018 LIFE POINTS WELLNESS INCENTIVE AND CAFEWELL PROGRAM OVERVIEW



Come see what's new in 2018! There are even more ways available to earn Life Points in the new year. Remember that every point is equal to \$1 in retailer gift cards of your choice through CDPHP. You and your family can earn a combined total of \$365 in gift cards. Come see how easy it is! This program is for employees enrolled in Lexington's Medical Plan. Space is limited. This class will be offered four times a month at various locations. The sooner you get started, the better chance you will have of earning all \$365 in gift cards this year.

DATES, TIMES & LOCATIONS

Monday, February 5 | 3:30—4:00 p.m. | Large Conference Room, 127 E. State Street, Gloversville

***Prior to attending any program, please get approval from your medical practitioner. Each employee who attends a Lexington Wellness class or activity in February will have their name entered into a raffle for a prize. The prize will be awarded in the beginning of March. Register to attend any of these events by contacting Michelle Peryea at (518) 775-5420 or peryeam@lexcenter.org.*

COMING IN FEBRUARY — NO SUGAR ADDED CHALLENGE

This upcoming Challenge will encourage everyone who participates to detox their bodies from added sugars ingested throughout the holidays. We know this will be a challenge, but we are also sure that YOU can do it. Further details to be announced!

LET'S UNITE ON NATIONAL WEAR RED DAY!



Wear RED on **Friday, February 2**, to help raise awareness of the issue of women and heart disease! The American Heart Association sponsors Go Red for Women every year to harness the energy, passion and power women have to band together and collectively wipe out heart disease. It challenges them to know their risk for heart diseases and take action to reduce their personal risk and gives them the tools they need to lead a heart healthy life.

To participate in this special day, all you have to do is wear red and encourage others to get involved as well! Take a picture of you and a group of people you encouraged to participate. Forward your picture to Michelle Peryea at peryeam@lexcenter.org, along with the names of everyone in your picture. All participants will have their name entered into a raffle to win an insulated cooler prize basket.

THANK YOU FOR YOUR PARTICIPATION!

PAUL NIGRA CENTER FOR CREATIVE ARTS

Lexington employees get a 10% discount on classes at the Paul Nigra Center for Creative Arts! Just enter the code **LEXEMPLOYEE** at checkout to redeem. Through the end of the year, the Paul Nigra Center for Creative Arts is offering free classes to the people we support. If your house, program or someone you know would like to take a class, please call (518) 661-9932 or contact Maria Nestle at nestlem@lexcenter.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.



KID COOKING CAMP

February 20-22 | 9:00 a.m.—1:00 p.m.

Ages 6-12 | \$130 pre-registration or \$150 at door

Our popular Kid Cooking Camp is back! Children will practice key kitchen skills as they work closely with our instructors to prepare a tasty gourmet lunch each day. Campers will also make fun food-related art projects they'll get to take home children should bring a water bottle each day. [Click here to register online.](#)



Meet the Instructors Open House & Great Chili Cook-Off

Join us **Saturday, February 24**, 11 a.m.—2 p.m., to meet our wonderful instructors and experience a fun-filled day of music, dance, art and more! Admission is free. Concessions will be available for sale, and for just \$10 you can taste the entries in our Great Chili Cook-Off and vote for the winner! Click the image for more information and to enter your chili in the cook-off.



Angie and Frankie's Anniversary is a one-of-a-kind night of entertainment where guests are part of the fun! Join us on **Saturday, February 10**, 6:30 p.m., for an Italian-American family-style celebration that includes food, dancing, mingling and, of course, drama. Guests play the part of this big, fun family. Tickets are \$35 apiece. Click the image for more information and to register!



Announcing our 2018 Concert Series featuring:

New York Players • Drew & Crew Comedy Show • Annie and the Hedonists
The Flipsydz • Hitrick and Brooks • Caroga Lake Music Festival
The Usual Suspects • Upswing Duo • Novelette 13 • Tim Keegan

[Click here for more information and to buy tickets!](#)

FEATURED CLASS

Mosaic Pendant | Linda Biggers, instructor | Thursday, February 8 | 6:00—7:30 p.m. | \$30 or 1 gift certificate

In this beginner's class, students will create a mosaic pendant using a variety of glass, tiles and beads. You will create your own pendant to keep or give to that special someone for Valentine's Day. [Click here to register online.](#)

CONTACT INFORMATION

Megan Balser
Lexington, Fulton County Chapter, NYSARC, Inc.
2736 State Highway 30, Gloversville
balserm@lexcenter.org



"Like" us on Facebook!

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