

LEXINGTON HAPPENINGS



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

TUESDAY, NOVEMBER 21, 2017



On November 4, the Lexington Strikers went to the Regional Special Olympic Bowling Tournament in South Glens Falls! The athletes practiced every Saturday in preparation for the tournament, and their hard work paid off: the 10 team members earned four gold medals, four silver and two bronze. For some, this was their first time bowling in a tournament. Congratulations to all of our athletes! Pictured, clockwise from top left, are Dennis Hoyer, Kim Stewart, Ana Pendlebury, Joshua Brooks, Ross Carangelo, Myron Monroe and Zen Anderson.

JOHNSTOWN NURTURING ENVIRONMENT MEETING

The Nurturing Environment Meetings originally scheduled for Nov. 30 and Dec. 28 have been combined into one meeting on Thursday, Dec. 14, 11:30 a.m. at the Training Center, 465 N. Perry St., Johnstown. The goal of the Nurturing Environment Program is to strive toward creating a more nurturing, caring, supportive and safe environment for everyone – 24 hours a day, seven days a week, in all locations – that, in addition to making Lexington a 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.

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

LEARNING ABOUT RESOURCES, GAINING EMPLOYMENT: CAREER COACHING FOR THE WORKPLACE

Wednesday, November 22 and 29 | 8:00—9:00 a.m. | Café, The Center at Lexington, 465 N. Perry St., Johnstown

In school we received grades for math, English, science and social studies, but most likely not for things like dealing with difficult situations, showing compassion or solving an unexpected problem. In the workplace, these skills are a necessity! Come to this coaching session to network with others who also want to improve these skills with the support of Employment Specialists from Employment Resources!

DAY HAB/FMCC CAN DRIVE

Help support the men and women of Quest I and Mobile Day Habs as they partner with students from Fulton-Montgomery Community College to collect canned goods and non-perishable foods. Collected items will be donated to Catholic Charities to help families in need during the upcoming holidays and cold winter months. You can bring your items to Quest I and MDH until **November 22**. Thank you for helping out those in need!

PLEASE REMEMBER TO PICK UP YOUR CO-OP ORDERS!

Oppenheim Day Hab
Wednesday, November 22
3:30—4:30 p.m.

ANNUAL PIE SALE AND WREATH AUCTION

Johnstown Day Hab's Classroom 7/10 will hold its annual Pie Sale **Friday, December 1**! Pies will be on sale for \$1 per slice from 10 a.m. until they are sold out. There will be more than 20 varieties to choose from, all made with healthy ingredients!

Wreaths for the annual Wreath Auction will be on display and tickets will be sold from **Monday, November 27, to Friday, December 1**. Winners will be drawn at 1 p.m. on December 1. Tickets cost \$1 for 1, \$2 for 3 and \$5 for 15.

All proceeds go to benefit Adopt-A-Family. Thank you for your support!

LEXINGTON'S GOT TALENT!

Friday, December 8 | 6:00—7:30 p.m. | Paul Nigra Center for Creative Arts

Jose Kemp is hosting this year's talent show to benefit the Paul Nigra Center for Creative Arts! Spread the word and let your inner star shine! Admission is \$2 per person at the door on the night of the event. Light refreshments and baked goods will also be available.

SENIOR DAY HAB OPEN HOUSE

You are invited to Senior Day Hab's Open House on **Thursday, December 14**! Stop in at your leisure between the times of 10-11:30 a.m. or 12:30-1:30 p.m. at 43 Harrison Street, Gloversville. Light refreshments and beverages will be served. Call (518) 773-2064 with any questions. We hope to see you there!

TRAINING: TRACKING BEHAVIORAL DATA ON THERAP

Tuesday, December 19 | 7:00—8:00 a.m. | Conference Room, 465 N. Perry Street, Johnstown

The Behavior Department is holding a training session on Tracking Behavioral Data on Therap, presented by Kayla Duesler. If you are interested in attending, please RSVP to Maria Betts at bettsm@lexcenter.org or (518) 921-8817.

HR NEWS AND INFORMATION

NOVEMBER 2017 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: Lori Passero-Holden

PROGRAM: Bridge Street

POM: Best Possible Health

Lori is working with LB to help him become self-medicating so he can travel out of state to go to a NASCAR race more independently!

NAME: Colin Capon

PROGRAM: Sacandaga

POM: Realize Personal Goals

Colin took TL to New Hampshire to see drag races and made sure TL had the opportunity to meet one of the drivers!

NAME: Tim Whitman

PROGRAM: Northampton

POM: Interact With Community

Tim made sure that PB got to go out and enjoy what was left of the warm weather, since due to being hospitalized, PB was unable to go to the Fonda Fair like he looks forward to doing every year. Tim took PB to Cooperstown on an overnight trip so he could visit the Baseball Hall of Fame and the Farmer's Museum!

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 OCTOBER:

Lacey Courtney
Kiera Fountain
Tammy Gordon
Toni Houle

Kyle Joslin
Haley Kirk
Deven LaPorta
Ashley LeVeille

Freddie Mabila-
Munsie
Qui'arah Oliver
Mikalla Sartin

Savannah Simonds
Stephanie Strouse
Reuben Trumble
Bree Wilkinson

Carol Williams
Sharay Williams
Christina Wilson
Kirsten Young

GREAT ESCAPE/SIX FLAGS THEME PARKS 2018 SEASON PASSES AVAILABLE

Lexington is pleased to offer discounted Gold Passes for The Great Escape/Six Flags Theme Parks to employees, their friends and families, and the people we support. This pass allows you unlimited visits to any Six Flags Theme Park on regular operating days for the rest of the 2017 season and the 2018 season as well as FREE parking at any Six Flags location. The cost for a 2018 season pass is \$55, payable by cash or personal check. Buy them now in the Human Resources office at 127 E. State Street through December 31, 2017. The price will go up on January 1, 2018!

EMPLOYEE ANNIVERSARIES (10+ years)

NOVEMBER 21 TO DECEMBER 4 | Congratulations!

Janet Kretser, Day Hab, 12/2, 15 years

Antonia Akerley, Day Hab, 12/3, 10 years

Brandi Periard, Day Hab, 12/2, 15 years

Janie Griffin, Residential, 12/3, 10 years

Lisa Vertucci, Day Hab, 12/2, 15 years

Lori Patterson, Med Services, 12/4, 30 Years



Congratulations to these winners of the summer incentive drawing! These staff each won \$500 for referring new employees to Lexington. Pictured from left to right are Mary Eaton, Cindy Jaiken Sutton with Penny Walrath and Kaye Schrader, and Cristal Tejada.

PENSION 401K UPDATE

Lexington has a pension loan policy available to eligible employees. Strategic Benefit Solutions, our pension advisors, have indicated that the number of loans our plan permits limits our ability to shop the pension plan out to providers, which could provide savings to employees, and that the loan expenses, such as origination fees and maintenance fees, are being paid for by all plan participants. The following changes will take place effective January 1, 2018. If you have questions, call Ned Hirt at (518) 775-5336 or Fran Schneider at (518) 775-5425.

New Loans: Participants may not have more than two loans outstanding at a time. After January 1, 2018, each new loan opened will carry a \$95 Loan Origination fee, plus a maintenance fee of \$12.50 per quarter. All fees will be charged to the participant's account balance.

Existing Loans: If a participant already has more than two loans outstanding at the end of 2017, the participant may continue to make payments on those existing loans, but no new loans will be issued until the number of loans is less than two. Starting January 1, 2019, the quarterly maintenance fee will be charged for every outstanding loan.

HEALTH INSURANCE INFORMATION SESSIONS

If you participate in Lexington's health insurance plan, it is very important that you attend one of the meetings listed below to learn about changes that will affect you and your family. Lexington offers a robust health insurance plan to eligible employees and their dependents. Currently, about 1,000 employees and 1,200 family members are covered at an annual cost of \$14 million to Lexington. Despite increases in healthcare costs, Lexington has been able to keep employee contributions very low. Employee contributions cover only 3% of the cost of healthcare.

During 2017, Lexington's healthcare costs increased by over \$1 million. This level of increase is expected to continue during 2018. We have explored many other options besides passing these costs onto employees and chosen a different route to address this challenge. In partnership with CDPHP and St. Mary's Healthcare, we have made some benefit design changes that will reduce costs for you and Lexington. However, this plan will not be successful without the active participation of every Lexington health insurance participant. Please attend one of the meetings listed below to learn how this will affect you and how you can avoid additional costs to you for healthcare.

The Center at Lexington	Oppenheim Day Hab	Albany
Nov. 29, 7:00-8:30 a.m. Cafeteria	Nov. 29, 3:00-4:30 p.m. Cafeteria	Nov. 27, 10:30-11:00 a.m. TBD

WELLNESS TOGETHER

WALKING GROUPS

Walk with a group of coworkers and support each other to fit exercise into your routine! We will walk outside if the weather permits. Please be sure to wear appropriate shoes and bring water to drink. The walks will be held as listed below. 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

Wednesday, November 29 | 3:30—4:00 p.m. | Indoor Track, 465 N. Perry Street, Johnstown

Friday, December 1 | 12:00—12:30 p.m. | Gym, 127 E. State Street, Gloversville

LIFE POINTS WELLNESS INCENTIVE AND CAFEWELL PROGRAM OVERVIEW MID-YEAR CHANGES



Attend this program to learn how to earn Life Points and request your retailer gift cards! There is \$37,690 of unclaimed Life Points as of October 1, 2017. Claim yours today! Your 2017 Life Points must be redeemed by December 31, 2017. This program is open to employees enrolled in Lexington's Medical Plan. Space is limited! This class will be offered four times each month at various locations. The sooner you get started, the better chance you have of earning \$365 in gift cards in 2017!

DATES, TIMES & LOCATIONS

Friday, December 1 | 3:30—4:00 p.m. | Oppenheim Day Hab Conference Room, 405 Co. Highway 114, St. Johnsville

****Prior to attending any program, please get approval from your medical practitioner. Register to attend any of these events by contacting Michelle Peryea at (518) 775-5420 or peryeam@lexcenter.org.**

MAINTAIN NO GAIN EMPLOYEE CHALLENGE

Commit to a healthy holiday season! Maintain No Gain is a wellness challenge for everyone. At a time when schedules are packed with increased responsibilities and holiday gatherings, it can be hard to sustain physical activity and a healthy weight. The Maintain No Gain challenge will equip you with tips, tools and support to fend off holiday weight gain this season! Participants who earn 78 points or more will have their name entered into a raffle to receive one week of Blue Apron's Family Meal Plan. Five employees will receive this prize.

Registration is open until Wednesday, November 22. The Challenge lasts until Tuesday, January 2. [Click here for more information about the Challenge and how to participate!](#)

ATTENTION: EMPLOYEES ENROLLED IN LEXINGTON'S MEDICAL PLAN

CDPHP offers free wellness classes for all CDPHP members. By registering for and attending these classes, you can even earn CDPHP Life Points. [Click here to check out the variety of classes they have to offer.](#)

TELEMEDICINE REMINDER

Flu season is upon us! If you're too sick to leave home or are having a hard time getting an appointment with your primary care doctor, remember you have United Concierge Medicine available at **NO COST TO YOU** and **NO APPOINTMENT NEEDED!** Upstate Concierge Medicine provides you and your covered dependents with unlimited access to local physicians and physician assistants via phone, video, email and text message 24/7/365. They can diagnose, treat, prescribe medication, order labs/x-rays and make recommendations for specialists in your area. Telemedicine does not replace your primary care doctor, but can communicate with them and offer you care quickly without having to schedule an appointment or leave your home. You can access United Concierge Medicine by downloading the app at www.UpstateVIPmedicine.com or calling 1-844-484-7362 (844-4-VIP DOC).

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.



Your little one is cordially invited to the annual
Prince & Princess Holiday Tea
on November 25th. [CLICK HERE](#) for details.



BACK BY POPULAR DEMAND!

Polar Express Celebration!

Saturday, December 9
12:00 - 3:00PM

[CLICK HERE FOR MORE INFO!](#)



Holiday Magic Photo Showcase

Take a black and white photo & support the Nigra Arts Center!

[Click here for details.](#)

Until Monday, Nov. 27, post a black and white photo on Facebook with the #NigraHolidayMagic hashtag! The arts center will raffle off selected photos during the Dec. 17 [Celebrate Christmas with Tim Keegan concert](#).

WINTER FUNDERLAND DAY CAMP!

Wednesday, December 27 — Friday, December 29

9:00 a.m. — 2:00 p.m.

Ages 5-10

Cost: \$130 pre-registration | \$150 at door

[Click here to register](#)

The holiday break from school will be a blast with three days of non-stop fun! Campers will enjoy something different each day as our instructors keep them active, engaged and using their imaginations in a wide range of crafts and activities. Campers should bring their own lunch, snack and water bottle each day. Refrigeration is available

FEATURED CLASS

Ornament Making | Kittie Coffey-Bintz, instructor | Monday, November 27 | 10:00—11:30 a.m. | \$25 or 1 gift card

Join instructor Kittie Coffey-Bintz as she instructs you on how to make your own personalized ornament for this holiday season. This is a beginner class and all are welcome. Special accommodations are available. [Click here to register online.](#)

CONTACT INFORMATION

Megan Balser

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