
NEW HORIZONS RESOURCES, INC.
1974-2024

50th ANNIVERSARY



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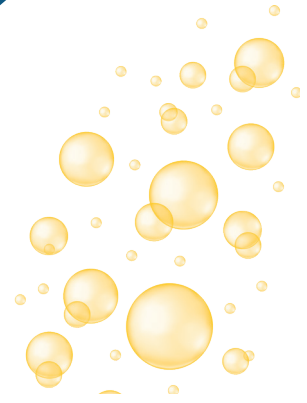
NEW HORIZONS RESOURCES, INC.

50th

ANNIVERSARY GALA

October 19, 2024

Honoring
Doris Shaw
and
Regis Obijiski



Our Golden Anniversary

**Please
Join Us
For An Evening
Celebrating
New Horizons
Resources
With Dinner,
Dancing
&
An Elegant
Silent Auction**

October 19, 2024

**The Chateau
240 Boulevard Ct., Rte. 32
Kingston, NY**

5:30pm – cocktail reception

6:30pm – dinner

Black Tie optional

NEW HORIZONS RESOURCES, INC.
1974-2024

50th ANNIVERSARY

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KEVIN - SAM - SHANNON

Peter Leonard

WELCOME

Sam Laganaro, Executive Director

Thank you for being here with us today to celebrate our 50th anniversary! Since our founding in 1974, New Horizons Resources (“NHR”) has sought to enable people with intellectual and developmental disabilities to achieve fulfilling lives in their local communities by engendering a sense of home, belonging, self-determination, learning, productivity and individual respect. Today, NHR supports over 200 people in New York’s Dutchess and Ulster Counties by offering a variety of living arrangements and day services so we can provide the best options for each person at every stage of their life. NHR has a strong commitment to a continuum of services and supports over the course of a person’s lifetime.

Our success as an organization is inextricably bound to the strength of the relationships existing between people receiving supports and the Direct Support

Professionals (“DSPs”) who support them. These strong bilateral relationships (often lasting decades) form the fabric of NHR’s

organizational culture. That fabric is strengthened and enriched by the families of people we support who from our very beginning have inspired, challenged and supported us in our work, by the contributions of our clinical, quality and administrative teams who support the work of DSPs, by our regulator OPWDD,

by our colleagues in the provider community and by the broader communities in which we operate.

At our gala today, we honor two individuals – Doris Shaw – who as a parent of a son we served was an early supporter and Board member of NHR. Doris led NHR’s Board during a particularly challenging time for the agency. We also honor Regis Obijiski, NHR’s second Executive Director, who during his 26-year



tenure at NHR did more than any other single person to set our course and provide the framework for our success. He tirelessly worked to provide professional development opportunities and recognition for NHR's "second most important people" – our DSPs and is a positive influence in our field far beyond NHR.

As we enjoy the gala today, it is important to recognize the hard work of our 50th Anniversary Gala Committee co-chaired by the current Vice-President of our Board, Rita McPeck and former NHR Board President Stacey Langenthal

and the 50th Anniversary Gala Journal Committee chaired by Board member Donna Seelbach. Our gala could not have happened without the hard work of everyone on these committees.

Our 50th Anniversary is a valuable opportunity to reflect on and give thanks to our past, celebrate the success and acknowledge the promise of this present moment and to recommit to our work and inspire those who will ensure the ongoing success of our mission in the years ahead. Past, present and future – we are NHR!



Sam Laganaro and Regis Obijiski attending the 2024 New York Alliance Conference.

"Some of the happiest people I know in Dutchess County are NHR residents."

SUE SERINO
DUTCHESS COUNTY EXECUTIVE

"Sharing board members and human rights values, Family Services is looking forward with NHR to support everyone's right to thrive for another 50 years."

LEAH FELDMAN
CHIEF EXECUTIVE OFFICER
FAMILY SERVICES

"Congratulations New Horizons Resources! Happy 50th Anniversary! Feel proud of your accomplishments and the reputation you have as an agency with the highest quality, continual learning and values driven services. I congratulate Regis Obijiski for his leadership and for setting that direction and Sam Laganaro for following that path that leads to greatness. It takes everyone to get there so my cheers to the Board of Directors and all the staff for your commitment and accomplishments."

LOVE. ANN HARDIMAN,
FRIEND AND CHIEF INNOVATION OFFICER
NY ALLIANCE FOR INCLUSION AND INNOVATION

“For 50 strong years, New Horizons Resources has celebrated, nurtured and assisted people of all abilities who live in our community. I congratulate them on reaching this anniversary, realizing the profound, caring work they do to enable people with development challenges to achieve fulfilling lives in their local communities. New Horizons Resources’ Direct Support Professionals are key to providing essential services and activities for each phase of a person’s life to give them the best chance to realize their potential. On behalf of the City of Poughkeepsie, I thank New Horizons Resources for their work and wish them all the best as they reach this milestone and look forward to the next 50 years.”

CITY OF POUGHKEEPSIE MAYOR YVONNE FLOWERS

“With New Horizons, we’re blessed by America’s best.”

REV. GAIL BURGER
INTERFAITH ADVOCATE

“I am honored to congratulate New Horizons Resources on 50 years of service to the Hudson Valley! Your work has created a supportive, uplifting, and dignified environment for countless people living with developmental disabilities, and our community couldn’t be more grateful. Here’s to another 50 years of incredible work!”

CONGRESSMAN PAT RYAN,
18TH CONGRESSIONAL DISTRICT

REGIS OBIJISKI: A CAREER IN HUMAN SERVICES

Everyone hopes that their life makes a positive difference for at least one or two people. Maybe, the way we choose to live in this “crazy, mixed-up world” can make someone else’s life experience a little better. In our quiet, positive moments, most of us hope we leave the world we inhabit better than we found it. In our noisy, negative moments, we often forget about all that good will. However, if you find yourself in human services in some capacity, making the world a better place is actually what you do for a living. Doing good is explicit in the mission. Enabling people with developmental challenges to realize their potential is more than a nice thought. It is what is expected of us. It’s more than a meme—a clever picture or witty phrase.

A mission isn’t simply a suggestion. It is a purpose that influences every

single decision before us. Damn. That’s hard to do. It gets a little easier when you are surrounded by people struggling with the same thing... and succeeding. One high privilege in working



in human services is encountering really good people who are choosing to ask the question, “what does a good day look like for you, and you?” and making that happen. The other high privilege is witnessing another person’s potential being released before your eyes. It could be as

simple as tying sneakers, combing hair, re-stocking a supermarket shelf as a job, or sending a birthday card to a special friend. How can such simple accomplishments generate equal amounts of joy in the doer and in the enabler? Because both are touching on one of the deepest aspects of our nature—human potential, striving to touch the greatness within each of us. On a grand scale, witnessing the achievements of

this year's summer Olympics in Paris show us in breathtaking moments what human beings are capable of. All records are broken by hundredths of a second. In sports we celebrate the thinnest of margins. The privilege of knowing, witnessing, and enabling the release of human potential becomes very obvious in human services, especially among people who have developmental challenges. It is so amazing to be taught life lessons by people whom you are teaching to overcome the thinnest of margins through their own self-determination to create their own life story.

So, what influenced Regis both profoundly and practically?

Besides family role models, he lived for 16 years in a Franciscan Order community dedicated to emulating Saint Francis of Assisi's modelling of service to people who were poor and disenfranchised. Through Covenant House in NYC, he provided shelter and direction to boys and girls caught up in dangerous lives on the streets.

When he was recruited by a former Covenant House colleague, Ed Moran, to work at Westchester Arc, Regis said he "fell in love" with people who have developmental challenges. This was not one of those love at first sight encounters everyone has. It was actual

grace. What this meant to Regis was a "moment" in which he knew instantly that this is where he belonged. He was inspired by co-workers who felt similarly. In 1987, Ed Moran, once again, recruited Regis to join him at another agency—New Horizons. By that time, Regis was also chairing the board of NYSACRA, a trade association now known as the NY Alliance. The trade association was and remains an inspiring group of professionals that advance two co-related commitments: mission-centeredness and workforce development.

The attraction to New Horizons was made clear to Regis by Ed Moran, New Horizons' first executive director. Ed said to Regis that the 165 residents who lived at their campus facility deserved much more than a quasi-institutional life and that this job required slowly integrating them into the various communities in Ulster County by developing small homes. Within three months of his new job as Associate Executive Director, a 75,000 sq. ft. building on the campus burned to ground in the middle of the night. Thanks to fire drills and highly conscientious direct support staff, no one perished or even suffered physical injury. What Regis learned on the night of that awful fire was that life throws curve balls. Among those curves was having to re-open on a tem-

porary basis, 3 locked buildings on the Wassaic Developmental Center in eastern Dutchess County. Another ill-effect was that 200 incredibly loyal New Horizons staff, who were bussed every day between Ellenville and Wassaic, would eventually lose their jobs because the infrastructure of the Ellenville campus was so compromised by the fire. If there was any example of resiliency, any brightness in this glum picture, it was the people with developmental disabilities whose lives were completely turned upside down by these circumstances. Their gift to all of us was the simple message that everything will eventually get better and, in the meantime, we should make the most of it. It is in this time that Regis became New Horizon's second Executive Director. He was heartened by this unspoken message, and he drew inspiration not necessarily from his spiritual roots but from a Janis Joplin song--"Freedom's just another word for nothing left to lose...." He said that he felt free to try anything; for example, build a new team of administrators because the others were unable to take a pay cut; to meet with a newspaper reporter and ask her to print a positive story about the wonderful things going on with people with disabilities under these circumstances; to ask our principal bank to extend our line of

credit so that we can feed people with disabilities and pay wages to those loyal to the mission; to meet with the Executive Deputy Commissioner in Albany and tell her that we would cooperate 100% with either the dismantling of the agency or a rebuilding of the agency from scratch with her financial help. The reporter demurred; the commissioner stepped up to help both financially and morally. Another lesson was: sometimes you don't even have to ask until silent compassion and generosity overflow the cup. Regis discovered that our insurance broker, the same one until this day, was covering our premiums because we couldn't. Nothing humbles the soul and fills the heart in one motion more than the silent gift.

Every baby-step New Horizons took felt like an Olympic leap. One thing was certain: New Horizons was going to do nothing less than succeed breaking our margins by hundredths of a second because that is what people with developmental challenges and direct support staff taught us every day. Self-advocates directly challenged the Board of Directors and administrators to start by altering our corporate name from New Horizons for the Retarded to New Horizons Resources, because "the "R" word "makes us feel bad." In other words, the "R" word in our title was a social insult

to the very people who are at the heart of our mission. Big, unexpected changes foisted upon our agency did not destroy us, it made us more flexible. The Board not only changed our corporate name, they held a retreat to examine our wounds and move with the speed of self-determination to redefine priorities. They turned the table of organization upside down: “persons receiving service” were now at the top of the org chart, followed by those who were most closely involved in the services and supports—namely, Direct Support Professionals (DSPs); followed by clinical staff, management, administrators and the Board at the bottom in a position of support. This was not just a paper exercise but rather the bones of a strategic plan which led to decades of state and national efforts to professionalize DSPs.

New Horizons took inspiration from and contributed to the development of the Mid-Hudson Coalition for Direct Care Practice (MHC). We were further inspired by the social pedagogy in Denmark, other Scandinavian countries, western and northern European countries. Our agency worked with several local human service organizations to develop a concentration in human services based on Scandinavian models of educational practice within the department of Sociology at SUNY New Paltz.

New Horizons’ work with the MHC led to national work with the University of Minnesota’s (UMN) Research and Training Institute (RTC) and Institute for Community Integration (ICI). Our agency had board membership on the burgeoning National Alliance for Direct Support Professionals and worked with the national trade association, ANCOR, to establish national standards for DSPs with the US Department of Labor as well as the NY DoL in creating two apprenticeship programs for DSPs.

The people who inspired Regis in his work at New Horizons are too numerous to recount by name. He often says that the 26 years of his life at New Horizons are without doubt the happiest 26 years of his life. He “retired” from NHR in 2013, to work for the NYS Office for People With Developmental Disabilities leading Direct Support Professional and Frontline Supervisor workforce development efforts statewide. For the many lives that Regis touched at New Horizons and the broader community, Regis is a mentor, a champion of learning and innovation and a person who believes that we are a group of people who care about each other and belong together and that in those supportive relationships with each other, hope for a better world is palpable.

DORIS SHAW – HONOREE



Doris served on the Board of New Horizons Resources and ultimately became President of the Board. She was also a member of the Queens Speech and Hearing Service Center, which provides services for hearing-impaired children.

Doris Shaw is a founder and supporter of Long Island Jewish Hospital in New Hyde Park, NY, with her late husband, J. Stanley Shaw. She worked with Hillside Hospital and developed an organization called “Friends of Low 5,” a special unit which treats the mentally handicapped population in a separate environment. She is a long-time member of the AHRC, Broader Opportunities for Learning Disabled and a supporter of Hollywood Memorial Hospital of Hollywood, Florida.

Currently on the Board of Trustees of Adults and Children with Learning and Developmental Disabilities, Doris Shaw served as the Corporate Chairperson of the Annual Dinner Dance and was honored with her family for their efforts. Doris resides in Bayside, NY, is an avid golf and tennis player, and enjoys spending time with her two granddaughters and two grandsons.

Doris Shaw is a supporter and contributor of organizations that enrich the lives and well-being of persons with developmental disabilities. She attended New York University as an education major, and was active in the Association for Neurologically Impaired Brain-Injured Children. She was instrumental in raising the funds necessary to begin building community residences for people with brain-injury related disabilities.

EVENING'S PROGRAM

WELCOME

RITA MCPECK, GALA CO-CHAIR

EXECUTIVE DIRECTOR'S UPDATE

SAM LAGANARO
NEW HORIZONS RESOURCES EXECUTIVE DIRECTOR

RECOGNITION OF HONOREES

DANIEL HICKEY
NEW HORIZONS RESOURCES PRESIDENT OF THE BOARD

DORIS SHAW
REGIS OBIJISKI

DINNER / DANCING

SILENT AUCTION

CLOSES OUT AT 8:45PM

THANK YOU FOR BEING A PART OF
NEW HORIZONS RESOURCES' 50TH ANNIVERSARY
HAVE A NICE EVENING

PHOTO GALLERY



PHOTO GALLERY



PHOTO GALLERY



PHOTO GALLERY



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SANDRA SWAN

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PEGEEN WALL

JUSTIN VARUZZO

LINDA MILROY PROVIDED VALUABLE ASSISTANCE TO THE JOURNAL COMMITTEE AND HAS OUR THANKS.
THANKS ALSO TO DAVID TANGUAY FOR DESIGNING AND EDITING THIS JOURNAL.



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HONORARY DIRECTOR

DORIS SHAW



INTRODUCTION TO NHR HISTORY

Peter Leonard

New Horizons Resources is dedicated to recognizing, advocating for, and supporting the human rights of people with developmental disabilities.



Isadore Furedy was a kind man who always had a smile and was always interested in other people. He was gentle, yet deliberate, in the way he lived his life.

People with developmental disabilities, intellectual disabilities and autism are among the Americans who are most in danger of being excluded from the fundamental American ideal that all are created equal.

The banishing, shunning, and shaming of Americans with disabilities was at

its most horrific during the years before a 24-year-old ABC-TV reporter, Geraldo Rivera, sneaked a camera into the Willowbrook Developmental Center on Staten Island in 1973. There, he documented the inhumane conditions under which people with disabilities were warehoused. It was common practice in the decades leading up to Rivera's expose that parents of children with developmental disabilities were pressured to "put the child away" at the insistence of doctors, lawyers, clergy and government officials. Nine institutions, referred to as either Developmental Centers or State Schools, existed across New York State.

What Rivera documented in a series of nightly broadcasts was that there were no educational programs at the State Schools which each housed populations of up to 5,000 people. The residents spent day after day, decade after decade on the floors of huge rooms rocking back-and-forth, often naked, with 50 residents under the supervision of one staff member. With human rights unheeded, nutrition was minimal, and

medical care scarce, so death came unnaturally early to these banished citizens.

Shocked and shamed, America responded to the Willowbrook report with resolve to shut down large state-run institutions and offer individuals with developmental disabilities homes and services closer to their communities.

NHR with its steadfast dedication to human rights, an insistence on education, and the vision of genuine community integration became a state-wide leader in the hard-fought changes that occurred over the subsequent 50 years. This moral, social, and practical commitment continues, every single day, at the agency.

Always alert to the vital role of the Direct Support

Professionals in implementing NHR's values, the agency now serves 200 people in Dutchess and Ulster counties, operating 31 group homes, 13 supportive apartments, services for children living with parents and two site-based and one community-based day habilitation program.

Here's a decade by decade history of how we got where we are today:



John Lee (second from left) with his parents, flanked by staff members Charles Owuor and Sonia Grant at Dwight Street.

“For a half century New Horizons Resources has been an important partner for families and individuals with a range of intellectual and developmental abilities,” said NYS Assemblymember Didi Barrett. “I congratulate them on this milestone anniversary and thank them for 50 years of effective support and advocacy here in the Hudson Valley.”

NEW HORIZONS RESOURCES: A LIVING HISTORY

Regis Obijiski & Sam Laganaro

VISION STATEMENT

New Horizons Resources, Inc. enables people with developmental disabilities to realize their human potentials and become valued citizens within their communities.

MISSION STATEMENT

The mission of New Horizons Resources, Inc. is to enable people with developmental disabilities to achieve fulfilling lives within their local communities by establishing a home, belonging, self-determination, learning, productivity and individual respect.

UNIFYING PRINCIPLES

New Horizons Resources, Inc. embraces and measures itself against the following principles which guide us in the work we do: **Integrity, Respect, Positive Relationships, Innovation, and Learning.**

For 50 years, New Horizons Resources, Inc., (NHR) has been guided by its foundational principles in all of its services for people with developmental disabilities, the wisdom and love of the families who have trusted us with their loved ones, the

thousands of NHR staff over the years who have been the frontline enablers of inspiring human potential, and the unselfish volunteers and friends who have emboldened our mission with their generous commitments of time and talents.

What follows is five highlighted summaries of each of our celebrated decades, each introduced by one of our five unifying principles because we do think that believing is seeing.

1974-1983: Our unifying principle of Innovation: a decade in which we questioned the status quo, built on current successes and offered new ways to improve the system of supports.

No one knows people with developmental disabilities better than those who love them most, namely families who make their children the centerpiece of homelife now and into the future. That was the beginning of the incorporated Friends of New Horizons for the Retarded, Inc. (NHR). Ellen P. Hymes, founder of NHR, was an organizer, pulling together other mothers of children with developmental challenges - Jeanne Jompole, a de-

decades-long board member of NHR; Emily and Charles Kingsley, whose son, Jason, was the first actor with Down's Syndrome on Sesame Street; Arlene Howard, wife of NY Yankees star (#32), Elston Howard; and other influential friends in New York City. Their purpose was to raise funds to provide private community services for people with developmental disabilities as a viable alternative to large institutions across New York State that warehoused people. Fifty years ago, that was innovative thinking.

Charles Kingsley helped recruit Edwin F. Moran

as NHR's first executive director. The agency's board envisioned their dream of community services in Vineland, New Jersey but they failed to obtain approvals from that state. NHR quickly pivoted back to Dutchess County, NY, where they were warmly welcomed by Hollis Shaw, director of Wassaic Developmental Disabilities Services Office, who approved NHR to manage four existing group homes located within

view of the state institution's campus.

1984-1994: Our unifying principle of Learning: These years saw the organization committing to continuous quality improvement of self and task

outcomes, and advancing understanding and applying skills effectively. At NHR, we learn so that we can participate more in life and apply lessons learned to important decisions related to self-determination.

NHR acquired the former Greenwood Rehabilitation Center in Ellenville, NY, an organization that was de-certified by New York State because of gross management malfeasance. On

this campus were close to 200 people with developmental challenges and more than 200 staff. Organizationally, this was not just a major growth spurt for NHR, but an enormous challenge beyond the agency's management capacity and political influence. There was an underlying, unspoken intent on the part of the State to close down this campus program for previous violations that were irreparable. NHR moved quickly to develop four group homes in the first two years;



Ed Moran, NHR's first Executive Director.



NHR's former campus-based program in Ellenville.

however, the pace of this deinstitutionalizing effort was not quick enough while simultaneously attempting to fix the existing infrastructure of the campus. What NHR learned was that good intentions and hard work would never be enough to right this inherited wrong.

Regis Obijiski was recruited by Mr. Moran to turn-around these odds which were increasingly disfavorable. Within three months of his hiring, the 75,000 square foot main building burned to the ground in the middle of the night. Thanks to fire drill protocols and brave direct support staff, no one was injured. Within 24 hours of the fire, 165 residents on this campus were moved to available space in three buildings at the Wassaic Developmental Center that were required to be re-opened and operationalized by New Horizons until new homes in the

various communities in Dutchess and Ulster counties were created. During this period, Mr. Moran resigned and Mr. Obijiski was appointed executive director.

Learning opportunities for service-recipient self-advocates who endured the agency's bumpy journey were abundant. Because life can be tough and painful, we all grew up together, quickly. Self-advocates created a petition for the board of directors to change our corporate name from New Horizons for the Retarded, Inc. to simply New Horizons Resources, Inc. The board not only acquiesced to the name change but decided to flip our organizational chart upside down because the persons being supported are the most important people at NHR, followed by direct support professionals (DSPs) and so-on down to the administration and the board in a position of embracing support. Subsequent strategic planning reflected this thinking and commitment. Our agency was learning the most fundamental of life's lessons: it is a privilege when you have no place to look but "up." Everything is an opportunity.

1995-2004: Our Unifying Principle of Positive Relationships: building strong, healthy bonds with co-workers and encouraging responsible choice and self-determination with people we serve. New Horizons Resources, Inc. is committed to compassion, enthusiasm, active listening, clarity of information sharing,

constructive problem solving, cooperative teamwork, and responsibility.

Nothing good happens without positive relationships. In human services, they are our foundation. We know ourselves best in relationships and realize our best potential in the environment of others. Also, our goal of excellence is achieved only in collaboration with other organizations and entities.

During this decade, NHR was able to pay close attention to families not ready for residential services. “Friday Night Out” was an example of a free service so that weary parents could have time to themselves for dinner out, a movie or playing cards with friends, while their child had fun with agency staff playing games, doing art, and celebrating their masterpieces with cookies and juice.

The agency purchased the 65-acre Briggs Farm by fundraising at two golf tournaments. The farm became a sanctuary for goats, horses, llamas whose owners could no longer care for them, and a site for a day habilitation program for some of our clientele who preferred outside activities, like growing food, to an indoor program. The farm attracted generous community support in the form of building a brand-new farmhouse at cost and receiving legislative member items for things like a new tractor and barn repairs. NHR shared day habilita-

tion with another agency, and even attempted at least one merger with a sister agency to save administrative costs.

NHR partnered with OPWDD with the NYSCARES initiative to develop residential options in communities for individuals living at home with their families. During this time, NHR developed several residences in suburban areas throughout Dutchess and Ulster counties.

True to the strategic commitment of the board to develop our DSP workforce, the agency offered scholarships and generous tuition assistance. NHR collaborated with local agencies in developing a DSP concentration within the SUNY New Paltz Department of Sociology which was modeled after Danish and other Scandinavian and western European countries’ practice of Social Pedagogy and Educateur education for DSPs. NHR also developed the first apprenticeship program for DSPs with the New York State Department of Labor.

2005-2014: Our Unifying Principle of Respect: honoring diverse backgrounds and exhibiting a high level of regard, courtesy and commitment to everyone's dignity and rights.

DEI (diversity, equity, and inclusion) is in our DNA. DEI and ESG (Environment, Social, and Governance) have unfortunately become politically controversial in some areas of business as an

agenda imposition rather than a business opportunity to discover and use people's strengths rather than "fixing" their weaknesses or disabilities. It is easier to observe what a person cannot do rather than what they can do, but the pay-off is far greater when you discover another person's strengths and capitalize on them. That is the heart of respect—understanding before being understood—and the engine that drives positive change.

NHR was selected as one of five agencies nationwide to participate in creating competencies for frontline supervisors with the University of Minnesota. This eventually led to a national validation of these competencies. In addition, NHR participated on two important national writing teams: one to create the U.S. Medicaid's DSP competencies for four service sectors: developmental disabilities, mental health, aging, and physical disabilities. Partnering with large trade associations—ANCOR and NADSP--along with the University of MN, this second writing team shaped the national competency-based standards for DSPs with the U.S. Department of Labor. This latter task led New Horizons to sponsor the first competency-based apprenticeship program in the NY Department of Labor.

During this decade, our agency began to hire people we support as employees of the agency.

For two consecutive years, NHR received the national distinction from ANCOR as having the lowest turnover rate of DSPs in the United States. Being able to retain DSPs is never easy. We think our success in this regard is due to the respect we have for and demonstrate to our frontline workforce.

During this period, the agency sought national accreditation with The Council on Quality and Leadership. NHR was the fourth agency in New York to achieve this rigorous distinction of demonstrating a high record of quality services based on international standards.

A year before NHR's 40th anniversary, Mr. Obijiski resigned as Executive Director to accept an offer from the Commissioner of New York State's Office for People with Developmental Disabilities to shape a special initiative called DSP workforce transformation for the public and private sectors. He was succeeded by William Beattie, who was the agency's associate executive director. Bill's talent for strong leadership in operations as well as his 30 years of respectful, unselfish service at NHR made him the ideal person to lead the agency.

2015-2024: Our Unifying Principle of Integrity: doing the right thing for the right reason, telling the truth and providing a positive example of ethical and principle-based behavior.

Committing to doing the right thing when no one is looking is the height of anyone's and any organization's integrity. It means that our individual and collective center holds true to what we believe as an agency.

Early in the period, Mr. Beattie retired as Executive Director after nearly 34 years of service to the agency in a variety of roles. Samuel Laganaro became NHR's fourth Executive Director in March 2015. Sam has been part of NHR since 1998, serving as NHR's Director of Human Resources with a focus on supporting NHR's second most important people - our staff. Prior to working at NHR, Sam was an attorney focusing on civil rights.

During this decade and building on work we began in the 1990s, NHR committed to providing more opportunities for people we support to live more independently in small supportive apartments. Research has shown that many people do better in smaller settings and the agency is committed to offering people more choice about where and with

whom they live. We took on this work because it was the right thing to do. During the years 2016 to 2023, we developed 15 new supportive opportunities in Dutchess County in eight apartments in that county, and two supportive opportunities in one new apartment in New Paltz. In addition, we developed five small supervised group homes ranging in size from one to three people that provide for

24/7 supports. In our

existing group homes, we continue to reduce the instances where people are required to share bedrooms as a condition of support and have made significant progress in that goal. We also have developed two apartment-like suites for individuals in two of our group homes.

As people moved from our group homes to supportive apartments, we repurposed our group homes with people graduating from residential schools who have greater support needs. We also developed two new traditional group homes and in 2024 will develop a third. In so doing, NHR was among very few agencies in our area



Alison Heady and Alicia D'Eufemia enjoy apartment living at their home in Poughkeepsie.

in this period that was willing to commit to developing housing and day supports for these individuals. Included in these efforts, was a home we repurposed to support



Ada Drive in Wappinger Falls is undergoing a complete renovation to become NHR's 32nd group home. Ada Drive is scheduled to open in 2025 as the home for eight young men who graduated from residential schools.

people with Prader-Willi syndrome and NHR became one of a few providers in New York State specializing in providing these supports.

The growth in our residential program supporting people with greater support needs required NHR to relocate and expand our site-based day habilitation program from Briggs Farm to what had been administrative space at West Road in Pleasant Valley. We also developed a new site-based day habilitation program in Napanoch in Ulster County. We also established a Community Engagement Coordinator position with initial funding provided by family members of

people we support to assist agency staff better connect people with interests/resources in the community to foster community integration. We also deepened ties to the Dutchess County community by becoming a contractor supporting the work of the ThinkDIFFERENTLY initiative to help make the community more welcoming to people with disabilities.

Throughout this time, NHR supported our DSPs to acquire skills and grow in their work including Ukeru which is a method of engagement based on trauma-informed care. NHR became one of a few agencies in New York State with two certified Person-Centered Thinking trainers. Building on work we began with the University of Minnesota pilot project, we were a lead agency in establishing a six-agency training collaborative to develop the skills of our frontline supervisors using a licensed curriculum provided by the National Alliance for Direct Support Professionals.



This decade, of course, was the one in which the COVID-19 pandemic challenged all of us worldwide. NHR was no exception and during that time we continued to honor the promise we made to people we support in very challenging circumstances. The importance of DSPs during this time was urgently and vitally clear moment by moment throughout the pandemic. DSPs did not work remotely. They were present throughout the pandemic and often put the needs of people they supported above the needs of their own families. Managers and administrators were filling shifts, going grocery shopping and making deliveries to our houses, holding weekly Zoom meetings with families to keep them informed, and coordinating online talent shows for people we support.



During the pandemic - people, families and staff came together virtually for NHR talent shows.

Thinking of integrity - both on an organizational and personal level - the COVID-19 pandemic is a time in which our integrity was tested and we held firm and true.

The lessons we've learned over the past 50 years informs the work we do each and

every day. As an organization deeply committed to our mission and vision, we look forward to what the future holds for the individuals we serve, the employees who breathe life into our work, and all of the individuals and organizations who have been in our corner, supporting us along the way.



NHR's site-based day habilitation program that opened in Napanoch in Ulster County in 2020.

A PERSONAL HISTORY

Innoh Ngbodi

Innoh was hired by NHR in 1991 as a Direct Support Professional at our Spruce residence and was later promoted to Residence Coordinator at our Pleasant Valley residence. Since 2009, Innoh has been an invaluable member of our Clinical Team as a Registered Nurse. Here is his personal history at NHR.

It was a hot day in the Summer of 1991 when I walked into the main office of New Horizons Resources located on the second floor of a building on Main Street in Millbrook. The days of emails or applying for a job online were years away. I climbed up the stairs and was greeted by Dottie DeNunzio who welcomed me and the many people who came for one thing or another.

I had gone there to fill out a job application and possibly wait until I got called for an interview. Dottie gave me the agency's job application to fill out. She also

alerted Jayne Violon, the then Residential Program Coordinator, who offered to interview me right away. At the end of the interview, she offered me the counselor position (now known as DSP), and asked if I was willing to meet with the house coordinator where she would like to have me work. It was easy to say yes because I had the day off from the job that I had at that time. I went to the house and met with Tom McCluskey who was the then house coordinator. Tom introduced me to the merry full house where I was bid an amazing welcome.



It was a new job and a new journey right in front of me, and a day that I will never forget. That was the day I met the most incredible individuals we serve, as well as the staff who ended up being like family to me. This was the Spruce House - a home for seven ladies and the staff were mostly ladies. The male workers were Tom, Marty Pruner who worked part-time and me who worked full-time. We all worked as a formidable team for the

people that we serve and prioritized the safety, joy and progress of each of them.

At Spruce, mealtimes were usually family dining style. The dining tables were set for everyone in the house, including staff. We all sat and ate together with the ladies we served. I was placed next to one of the house ladies on my first day.

Even after she and others had been told about me before dinner, my sitting next to her caused her to become agitated. She said, “I don’t like this one” as

she stormed out and went to her room. I was confused and did not know what to do. Tom happened to be present when this incident occurred. He immediately came to the rescue. He suggested to the agitated lady to take a moment to go to her room to calm down and return to enjoy her meal when she was ready. Later that evening, Tom explained to the lady that I was a new staff member and encouraged her to be nice to me.

It is remarkable to note that although there were behavioral problems that required management, Mr. McCluskey was

always at the rescue and quick to help calm situations that could agitate the ladies who were residents of the house, as well as protect the staff from injury or other possibly aggravating situations. The great leadership and the strength of the family-like atmosphere and support at New Horizons resulted in my longevity of my service with the agency

“I’m proud to stand with NHR in defending the human rights of people with developmental disabilities, and the economic rights of their DSPs.”

**ROB ROLISON,
NYS SENATOR**

Another aspect of the care that we provided at Spruce was that the staff took pride in promoting nutrition, hygiene and the appearance of the residents in and out of the house. They were people with disabilities, but we did not allow for any societal

labeling to define them. We helped them to eat well and stay clean and healthy.

As I think about my journey with New Horizons, I have worked with so many people and experienced various phases of their lives and mine. I have personally grown and seen many of our served folks progress in various ways as well. As we celebrate the Golden Jubilee of New Horizons, it is my hope that New Horizons will continue to promote the well-being of the people we serve and continue to help them to achieve goals towards fulfilling their lives in various ways.

CONNECTIONS TO THE BUSINESS COMMUNITY OVER THE YEARS

Pegeen Wall

New Horizons has a rich history as a welcomed and respected not-for-profit among the business community. While in Millbrook, the agency established a small craft store called “Crafts Plus” in the heart of the village. This was the idea of



one of the agency's earliest founders Jeanne Jampole. The store was an active part of the village's unique shops and small-town charm. Several NHR board members were also active members of the Millbrook Rotary Club, thus bringing the agency's mission and activities to the attention of the local business community.

When the agency's administrative offices moved to the Arlington business district in the Town of Poughkeepsie, led by Executive Director, Regis Obijiski, who believed that by staff being known and active in the community, it paved the way for the people NHR served to be welcomed as well, the agency focused on becoming a part of the larger business community. Early on, connections were made thanks to the support of affiliates such as Hickey-Finn & Co. Insurance, Gellert & Gellert, Attorneys at Law, KeyBank, and Royal Carting. NHR employees quickly became involved in the Chamber of Commerce, attending and sponsoring monthly breakfasts and serving on various committees. Many also served as volunteers for the United Way as Campaign Chairs and Loaned Executives.

With the significant downsizing of IBM in the 1990s, a task force was formed and met at New Horizons for monthly meetings. The Dutchess Alliance for Human Needs was chaired by local insurance agent, Tom Sipos. The members were representative of a wide range of not-for-profits offering assistance, guidance and empathy to those recently unemployed.

The New Horizons Resources Annual Community Leadership Award has been honoring volunteerism for over 30 years. Recipients are chosen for their spirit, dedication and leadership in fostering a better life for all residents of the Hudson Valley. This breakfast, held every Fall, has brought many honorees and guests together to learn of the important role NHR plays in the community.



24th NHR Community Leadership Awards breakfast in 2019. That year's honorees are (from second on left front row) Susan Grove and Larry and Nancy Miller.

For over 50 years, New Horizons has had a place of significance in the community. First, for the services the agency so outstandingly provides for people with

disabilities and second, for the support and contributions the agency has made to the greater community.

“The work of New Horizons Resources, Inc. to support people with disabilities is truly admirable. It is worth noting that NHR enables individuals to realize their full potentials in a way that ensure their dignity. And that is what makes NHR a true inspiration to human services community.”

**SABRINA JAAR MARZOUKA
JD, MPH COMMISSIONER
DUTCHESS COUNTY COMMUNITY & FAMILY SERVICES**

NHR COMMUNITY PARTICIPATION

Peter Leonard

Part of NHR's person-centered approach to supporting individuals with disabilities means including each person in the community. To make this real, NHR has been a community leader both as the initiator of and participant in community-wide projects. Here are just a few:

NHR Fashion Show

The NHR Fashion Show, a high energy fundraiser, created a runway for people with disabilities, staff members, community members, and students from Marist College's fashion program to model the latest fashions from local boutiques. Year after year, the enthusiastic audience, bright lights, and stylish clothing enlivened these surprising teams of models to demonstrate just how inclusive the desire to look one's best and have fun really are. Invariably, some

of our shy residents would discover newfound social talents and joy, under the magic of community attentiveness.

1033 Project

The 1033 Project was an initiative to mitigate the final indignity suffered by people who lived in the harrowing New York State Development Centers. When their lives of being excluded and shunned ended, individuals from the centers were buried on the institutions' grounds in graves that were marked by just a number - not a name. The anonymous character to these numbers emblazoned on metal, saucer size disks was compounded by layers of administrative rules that forbade the numbers to be matched to the names of the people they represented. NHR staffer

for more than 30 years, Tom

McCluskey spearheaded the agency's participation in the statewide 1033 Project's process of cleaning up the cemeteries and revealing the names of these individuals, salvaging a modicum of dignity for these forgotten souls, who



Sharon Gyurits on the fashion runway!

still remind us of the importance of human rights and just social policy.

Potential Unlimited

In the 1990s, Potential Unlimited featured musically gifted people with developmental disabilities displaying their humanity through art. Originating in the music department of the Wassaic DDSO, supported by artists in sound engineering, lighting and costuming, Potential Unlimited sold out the Bardavon 1869 Opera House three years in row, with a hand-clapping, toe-tapping, soul-soaring rebuke of the conventional view of disability. NHR played a major administrative and financial part in this innovative community collaboration, and MaryAnn Simonelli, who lives in one of the agency's residences, will – with just a little encouragement – still belt out her show-stopping rendition of “Somewhere Over the Rainbow.”

Mid-Hudson Coalition

With an inclusive, forward-looking energy emanating directly from NHR principles, Regis Obijiski was a leading force behind the Mid-Hudson Coal-

ition for Direct Care along with educational innovator Frank Mulhern (now an NHR parent). From the beginning, the Coalition organized conferences to share best practices and to advocate for greater professional standards, increased pay, and highlighting the dignity of the workers we now call Direct Support Professionals. With the centrality of the DSP built into the NHR DNA, we look back at the Mid-Hudson Coalition as the first of many evolving opportunities to express our enduring appetite and advocacy for DSPs advancement.



Big Mouth Lunches

Every month for over two years, NHR hosted the “Free, First Friday Big Mouth Lunch,” honoring someone known for telling the truth about human services – the “Big Mouth of the Month.” Their reward? Their name was emblazoned in the middle

of the event logo, a huge open mouth printed on a tee shirt. The mastermind and chef behind Big Mouth Lunches, Peter Leonard served up free spaghetti (topped with a secret sauce) that attracted the 50 leaders per month from business, politics, government, media, and human services. Some of the Big Mouths hon-

ored included New York State disability leader Hollis Shaw, Poughkeepsie Mayor Sheila Newman, Mary Lou Heissenbittel of Grace Smith House, and John Evangelista, a NHR resident. Luncheon attendees were always guaranteed a good meal, plenty of fun, and sincere appreciation for their roles in our community.

Social Justice Through Art

When George Floyd was murdered in 2020, Ryene Fenner, an African American NHR DSP, was so affected that she had a

difficult time coming to work. NHR leadership viewed this as an opportunity to learn more about our employees of color and a committee was formed to discuss issues of race and diversity at NHR. The committee launched a project to express feelings of racial injustice in the workplace and the society through art. Participating artists included DSPs, residents and administrators. The artwork, in a collaboration with Arts Mid-Hudson, was exhibited throughout the Hudson Valley, earning NHR the “ThinkDIFFERENTLY” award from Dutchess County Executive, in 2022.



NHR ARTISTS

Justin Varuzzo

Neil:

Neil, affectionately known as “Post” at his current residence in Mountain View, has been a cherished member of the NHR family for many years. Music has always been an integral part of his life. Neil is a talented musician, proficient in playing the steel drums, piano, and various other instruments. At home, he enjoys playing his electric piano and immersing himself in the sounds of classic rock. In the 1970s, during his high school years, Neil was a member of the touring steel drum band, Calliope’s Children. The band performed locally and had the opportunity to travel extensively, including memorable performances at Disney World and a cultural exchange tour in Romania. Neil’s musical journey continues to inspire those around him, making him a beloved figure in our community.



MaryAnn:



MaryAnn has been a treasured member of the NHR family since the early 1990s, having previously resided at Greenwood School. She has a deep passion for singing and is often heard serenading those around her, whether at home or in the car. During her time with Potential Unlimited, MaryAnn had the opportunity to perform on stage at the Bardavon in Poughkeepsie, showcasing her beautiful voice. She loves sharing her musical gift with others, and her rendition of "Somewhere Over the Rainbow" is especially memorable, as she channels her inner Judy Garland to captivate her audience. MaryAnn's talent and enthusiasm for music bring joy to everyone around her.



Michael:

Michael, who resides in a group home in Stormville, NY, possesses perfect pitch and has a deep passion for all aspects of music. He delights in listening, singing, dancing, and playing the piano. Michael's musical talents have led him to perform at various venues, including concerts, senior facilities, classrooms, weddings, and other special events. His musical tastes are diverse, encompassing classical, folk, pop, children's songs, show tunes, and rock and roll. Additionally, Michael is an active participant in the Songbirds, a weekly chorus group. His love for music

and his exceptional abilities bring joy and inspiration to all who have the pleasure of experiencing his performances.

Todd:

Todd is a talented artist and musician who seamlessly blends his passions for both. He particularly enjoys sound painting to the rhythms of 60s music, creating a unique fusion of visual and auditory art. A gifted musician, Todd excels in playing the harmonica, drums, and piano, showcasing his versatility. One of his most memorable experiences was performing on the banjo in New York City, a highlight in his vibrant musical journey. Todd's artistic talents extend beyond music; his paintings are a testament to his creativity and dedication. His ability to combine these art forms has made him a standout figure in the NHR community, inspiring many with his innovative approach and captivating performances.



Alex:

Alex is a dynamic young man pursuing his diverse passions, ranging from music and magic cards to being an avid movie buff. With comedy in his blood, he often shares his dream of becoming a stand-up comedian. Alex cherishes spending time with his family and friends, finding joy in their company. His love for music, especially singing, has always been a significant part of his life. Recently, Alex has taken a brave step out of his comfort zone, deciding to perform in front of a crowd for the first time. His musical talents, nurtured at home, are now being shared with others, adding to his growing list of creative pursuits. Alex's enthusiasm and willingness to explore new avenues make him a truly inspiring individual.



Luke:

Luke calls NHR's Angelo Boulevard his home. Early in his youth, Luke's mother encouraged him to play the piano, and his siblings continue to support him by providing opportunities to share his talents at family gatherings and social events. Luke attended Berkshire Hill Music Academy in Massachusetts, where he enjoyed learning about music. He practices and plays the piano consistently and loves to sing songs from the musical "Annie," as well as other Broadway hits. Luke enjoys entertaining others by putting on shows and showcasing his piano skills. He remains dedicated to improving and practicing his music whenever he can.

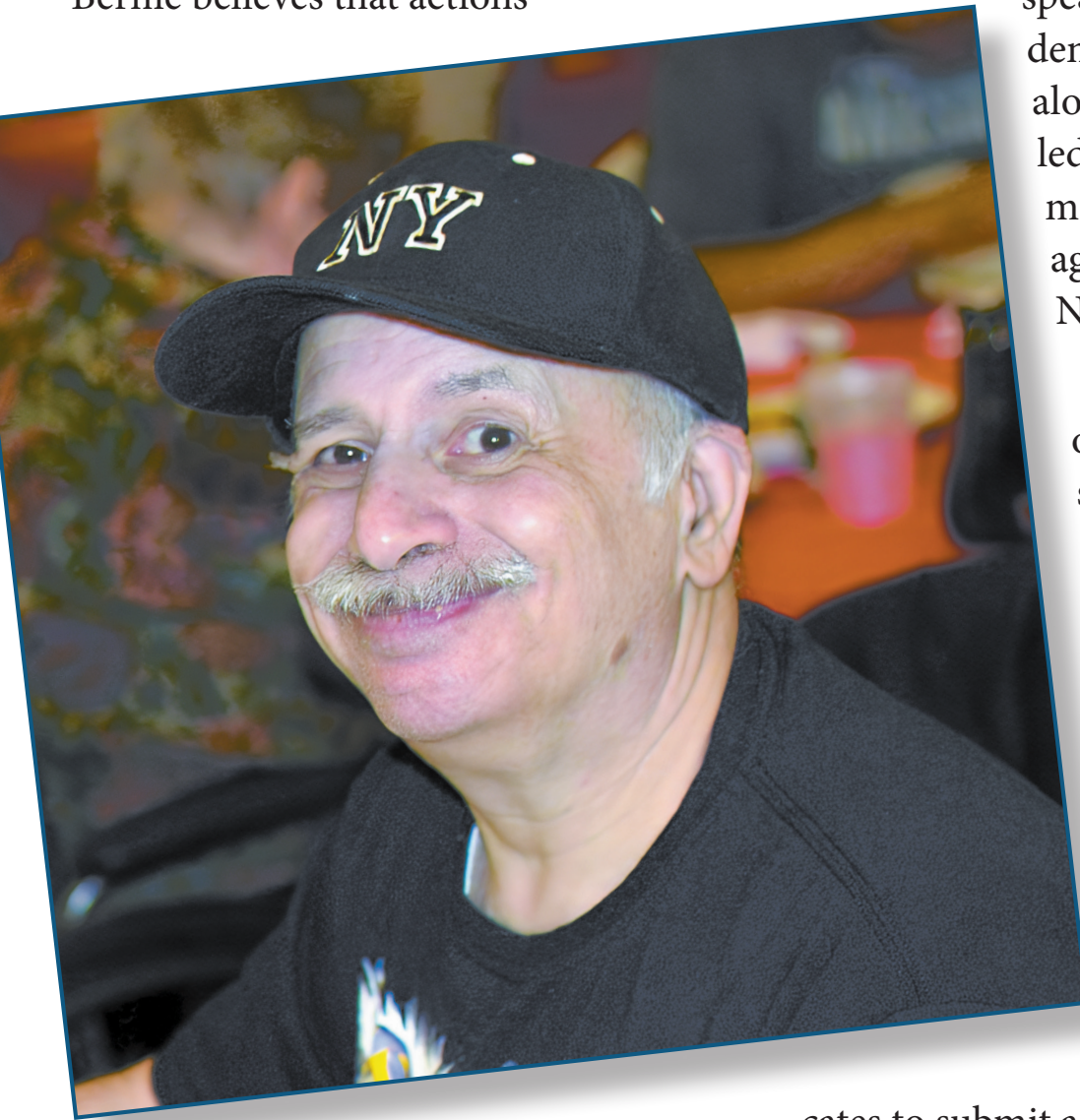
PEOPLE STORIES

Regis Obijiski

Bernard Kosby has always been known for his advocacy speaking up for himself and others, and has always been clear about what is on his mind. He participated in regional and statewide self-advocacy groups and represented New Horizons in the Office for Persons with Developmental Disabilities self-evaluation COMPASS committee. Bernie believes that actions

speak louder than words and demonstrated this when he, along with several others, led the charge in a movement which resulted in the agency changing its name to New Horizons Resources.

Bernie Kosby, for most of his life, was a strident self-advocate among his peers. Displaced from the agency's Ellenville campus by a terrible fire in 1987, he moved into the Deer Run group home in Shawangunk where he still lives. Less than a year after the fire that nearly caused the agency's dissolution, he led self-advocates to submit a petition to the Executive Director and board president to change the agency's name from New Horizons for the Retarded to simply "New Horizons." In his loud and crackly voice, he asserted that "we are not retards...we are people who need a



cates to submit a petition to the Exec-

utive Director and board president to change the agency's name from New Horizons for the Retarded to simply "New Horizons." In his loud and crackly voice, he asserted that "we are not retards...we are people who need a

little help now and then.” The power of Bernie and self-advocates led to a board retreat, a legal name change, and a radical strategic plan that flipped the agency’s hierarchy: self-advocates at the top, followed by DSPs, and Board and administration at the chart’s base in a position of support. Thank you, Bernie!



Lynda DiPressi provided daily direct supports for three young women—Alicia, Alison, and Linda—in their home. Lynda was astonished to learn that she was chosen as ANCOR’s Direct Support Professional of the Year in 2016. ANCOR is a national trade association of over 1,000 agencies like NHR. One of these young women’s mother brimming with pride and gratitude told us: “who knew that my daughter would be diagnosed with ovarian cancer, survive and be in good hands better than mine; who knew she would join a self-advocacy group and actually speak in public; who knew that she could work productively

and get paid; who knew that she could ever manage without me. I am no longer healthy but finally at peace, thanks to Lynda.”

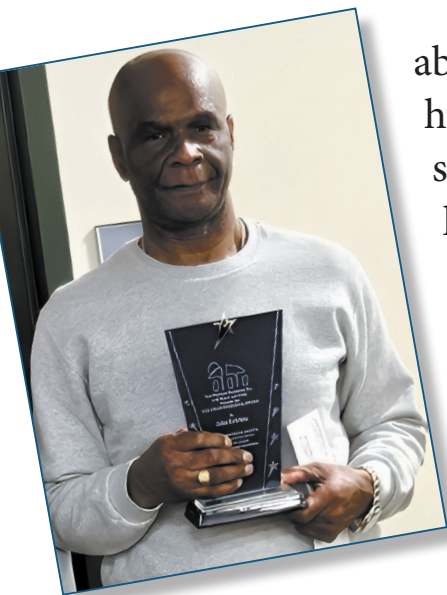
Dorothy “Dee” Eckert. To those of us who have known Dee for decades, we recognize her greatest virtues are professional competency, mission-driven focus, kindness, and fierce love. Linda, who passed away due to debilitating circumstances, was under the able care of Dee and the Pinewood staff. Linda’s brother Bill, wrote, “one of my major concerns...was what would happen to Linda if Lomen and I should predecease her? Dee, with the support of the Pinewood staff and the entire New Horizons organization, took that concern off the table...quite a testament to everyone’s respect for Dee and her leadership.” Dee is a Goldman Award winner.



Winsome Hope Badroe has a middle name that says it all. Even during the confidence-erosion period we describe as the COVID pandemic, hope emerged wherever Hope appeared. She is a can-do person in both nature and commitment, finding individual ways to turn frowns upside down. Her answer to what makes people feel better about themselves is what they can do for themselves with just a little encouragement. She has an instinct for a person's culture and the small things that help someone light up. She can be found leading an exercise group, assembling a cooking class, creating a day spa, or arranging a phone call to a family member just for fun. Hope is a Goldman Award winner.



John LeBlanc possesses the gifts of emotional intelligence about which much has been written. He carries himself with a humility that grabs your attention. He has self-awareness and self-regulation that comes from knowing himself—skills and limitations. As a DSP who may find himself in the middle of another's crisis, he gives reassurance with his familiar empathetic words: "It's OK. We'll get through this." The effect is both calming and positive. He is motivated to assist people with disabilities build on the individual strengths that they were not sure they had. Whether John is working in residential or day habilitation settings or is interfacing with colleagues, his presence remains a gift. John is a Goldman Award winner.



Phi Bao is another DSP for whom successful human services seems to come naturally. Phi's colleagues describe him as the embodiment of the DSP Code of Ethics: integrity, responsibility, respect, self-determination, healthy relationships, and advocacy. For the past nine years, his co-workers note that he always puts people we support first, and he adjusts to changes with grace and ease, willing to learn and change his approach as needed. He works with people to maintain their skills and enhance them as they determine. People like Phi



challenge some to wonder, reassess, and possibly correct their own jaded notions of human nature going straight to hell in the handbasket. Phi is a Goldman Award winner.

Jayne Violon was New Horizons' first administrator to receive the Goldman Award, the agency's highest



award. Among the many ways to describe her are: mentor, advocate, supervisor, co-worker, confidante, visionary, and voice of reason except when she is skiing. A person whom she hired more than 30 years ago recalled Jayne's first interview question: "Why do you want to work here?" "I told her that I like caring for and helping people." Jayne's response: "That's it? Gee whiz, I am looking for people who do more than care for people; staff need to teach people to become as independent as they can be as they learn things and participate in community life."

Tom McCluskey hired as a DSP 34 years ago, is currently the NHR's Chief Quality and Compliance Officer. Tom is distinguished for advising the NY Self-Advocacy Association, helping shape the NADSP Code of Ethics, formulating NHR's two DSP Apprenticeships and national credentialing programs. Tom was a Goldman Award winner for his work on the "1033 Project." 1033 was the first grave marker uncovered by Tom and his fellow volunteers at the closed state institution in Wassaic, NY. Tom shook the system all the way to Albany to ensure that people with disabilities who died in these circumstances were identified as persons with names, not just by a number.



Sarah Civile is kindness personified in ways that are not random acts of niceness (like paying for a stranger's cup of coffee) but by deliberate, sustained, other-centered actions that dignify personal end-of-life chapters from which most of us wearily shrink away. When Sarah was a Service Coordinator, she taught us

never to mistake kindness for weakness. One such example among many was Cynthia's last days with and without feeding tubes. When medical professionals were not listening well and could not agree, she pulled together the Vassar Medical Center's ethics board to face Cynthia's non-verbal decisions, her mother's guardianship instructions, and Sarah achieved not only unanimity but preserved Cynthia's dignity. Sarah is a Goldman Award winner.



Dorothy “Dottie” DeNunzio has been agency “mom” to countless of her colleagues during her steadfast 35 years at NHR because she brought out the best in us (“come-on, you’re better than that”) and made us feel proud (“Yup, that’s the way we do things here at NHR”). Dottie never thought of herself as a queen bee, but she was tuned into the buzz. That made her one of our treasured truth tellers. When others often told NHR leadership what they thought they wanted to hear, Dottie would lean in gently with the truth and explain the opportunity just missed and how to fix it. Dottie always knows if you just need an oatmeal raisin cookie to make things better.

Theresa Burdick would not recognize an introduction of her that included a string of superlatives, such as academically brilliant, uniquely practical, philosophical, conscientious beyond expectations, appreciative of all human potential, and humble. While working mostly full time, she earned degrees in psychology and Nurse Practitioner (NP) licensure that require masters and doctorate degrees. After working in various supervisory and administrative roles at NHR, she accepted NP positions elsewhere, but accepted an invitation to NHR board membership which has lasted to this very day. Her busy work life and distance from the agency's Pleasant Valley headquarters make it impossible to attend meetings in person but we can



ALWAYS count on her to call in from wherever she happens to be. “Yup, I’m here!” is more than just her confirmation she’s present for the Zoom; it’s a motto for her life.



Bill Beattie was NHR’s third executive director. He was recruited as NHR’s first nurse by our founding executive director, Ed Moran, in 1981. Because Bill was a full-time treatment team leader at the Wassaic developmental center at the time, Ed swung for the fences: “I’ll give you \$9 an hour.” “Make that \$9.50,” Bill said: “Okay. Part time. Only if you make me stop laughing.” Bill continued in this role until his retirement from Wassaic. Because of his dedication to people with developmental disabilities and his abundant talent as

an administrator, savvy with professionals of all stripe, practicality with the trades, understanding of how money works and doesn’t, ability to problem solve and finesse personnel anomalies, and implementation of great ideas into even greater, practical realities, Bill consistently distinguished himself as a leader at New Horizons.

Allison Heady, an NHR board member, who lives in an NHR supportive apartment, has been honored as a “40 Under Forty” community leader. She lives a life where solving problems is expected. So, when John, a visitor to NHR Headquarters was looking to charge his phone, which was wired to a non-standard network, and several attempts by several people already failed, Allison expressed the faith that characterizes her life. With a tender touch to John’s disheartened shoulder, she said, “Don’t worry John, we’ll find a way to help. We always do.” Moments later John’s phone was somehow smoothly charging away.



LABEEZE KANDY MARILYN JACKSON

It's official! Through Person Centered Thinking and cross-functional teamwork, NHR was to make one person's longstanding dream come to true!

It was important to LaBeeze Kandy Marilyn Jackson (formerly Oriele Barker) to change her name.



With the unexpected influx of stimulus money available to LaBeeze, and



the support of the Pinewood and Finance teams, LaBeeze is now legally LaBeeze with a new Social Security and Medicaid card too! Her new name represents so many things that are important to and for LaBeeze. It represents a new beginning, safety, and freedom from her past. Congratulations to LaBeeze and her support team!!

"Today was a true confirmation of how blessed I am to get to do what I love everyday and know I have made a difference"

ANTOINETTE WILLIAMSON-TANZI IN RESPONSE TO BEING RECOGNIZED BY THE NYAII AS THE HUDSON VALLEY REGION DSP OF THE YEAR. ANNETTE HAS BEEN WITH NHR 17 YEARS.

TODD MOTTER

I have a strong desire to be on my own without agency support sometime in my life. I came to live at NHR in 2010 when I was 20 years old. I moved to Pinewood in Ulster County. While I liked some of the folks and some of the staff, I was not really happy. I especially did not enjoy having to share a room.

In 2010, I was able to move to the Amenia IRA which is a smaller house and where I had my own bedroom. It was much closer to my hometown and to my family. My life was much more active at Amenia. We did a lot of recreational activities, visited many places and I became active in Special Olympics. The staff there, especially Vince McDonald and Joe Parker, taught me important things like how to handle my money, how to cook and how to travel independently. I became active in attending self-advocacy meetings locally and at the statewide conference. I

learned more about my rights, different services and how to speak up for myself.

In 2016, I moved to a supportive apartment in Poughkeepsie. I love the freedom I have. There is less staff telling me what

to do and when to do it. I want to continue to become more independent in the future and live in a non-agency supported apartment.

This past year, I applied for and was hired into two different jobs; one at the GAP in Fishkill and then at Shoprite in Poughkeepsie where I currently work. I did this on my own without the help of any staff. I am proud of the progress I have made in my life.



Self-Advocate Todd ("TJ") Motter.

***"I'm inspired by NHR's
steadfast commitment to
diversity and dignity."***

THE POET GOLD

KEVIN – SAM – SHANNON

Peter Leonard

Kevin, my 43-year-old son and 17-year NHR resident, has an unusual way of talking.

Yet it was clear to everyone that he enjoyed the recent NHR Family and Friends picnic, spending a good deal of the afternoon in a lawn chair with Shannon, a favorite DSP from his home on Angelo Blvd.

Long after he waved good-bye to Shannon, Kevin was in a casual group of six, including Sam Laganaro and me, when he said – in a way that completely eluded me, but not Sam – that he

wanted a new name tag. An odd, but not completely surprising request. I went to write Kevin's name on the blank nametag when Sam – again somehow

understanding Kevin in a way I simply missed – quietly indicated that Kevin wanted Shannon's name on the nametag, not his own.

“Ah-hah, that's it!” Kevin exclaimed with his left index finger straight in the air. Then, he gently placed his new treasure in one of the two, generally empty, women's clutches he always carries with him.

So, you see, it's easy for a parent to be grateful for the abundant soul and attentiveness embodied in this tiny NHR moment by Kevin, Sam and Shannon.



Kevin Leonard at 2024 Family & Friends Picnic.

“At our house we will treat the staff with respect and they will treat us with respect because, we are family.”

**JOHN EVANGELISTA ADDRESSING SUNY NEW PALTZ CLASS ON 9/10/24
JOHN HAS LIVED AT THE PLEASANT VALLEY IRA SINCE 2001 (23 YEARS)**

NHR SENDS A SPECIAL THANKS TO THESE SPONSORS
WHO HAVE HELPED MAKE THIS GALA POSSIBLE

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Peter Leonard

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Barr & Company**

Wallace & Wallace LLP

**Thank you for honoring
me and Regis on this
great occasion.**

**Thank you to Sam Laganaro
and his wonderful staff!**

**We wish
New Horizons Resources
continued success!**

**Doris Shaw
and
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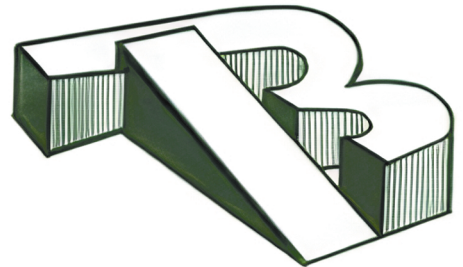
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TO NHR**

*for 50 years in service
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**Congratulations
to NHR
on your
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**Thank you
for everything you do!**

**MARY LOU
TAMASON MITCHELL**

***Congratulations to
NHR!***

***Thanks for 50 years
of service to the
community***

KEITH ALARCON

CONGRATULATIONS NHR!

Thank you Doris for introducing
us to New Horizons!

Regis, so glad you were able to
appreciate Adam's capabilities!

**Here's to 50 more years
of NHR supporting
our loved ones!**

THE KAPLAN FAMILY

CONGRATULATIONS REGIS OBJISKI

Thank you for your
contributions and leadership
in the human services field.



With Gratitude,
the NADSP Board and Staff



**IAC Congratulates
Regis Obijiski and Doris Shaw
as New Horizons Resources
celebrates 50 years of providing
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to our community!**



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**Congratulations New Horizons Resources
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**With appreciation to
Doris Shaw and Regis Obijiski
for years of love and leadership!**

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50 years of exceptional service to our community!
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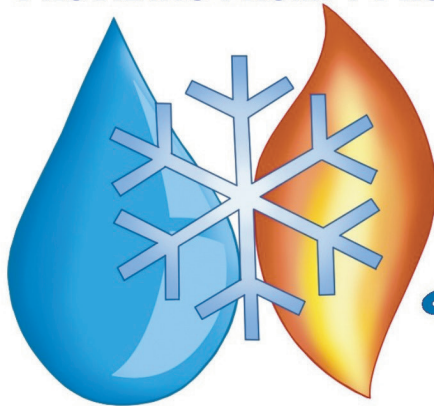
Regis Obijiski understands that “quality happens at the point of interaction” and without supporting the professional development of the workforce this would not be possible.

During his time at New Horizons, he established a culture where everyone contributed to and was supported by the larger community. Everyone had a voice and Regis expected everyone to be heard.

May the next 50 years continue to support full engagement where integrity, respect, positive relationships, innovation, and learning can flourish.



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Congratulations Regis on this well-deserved honor. You have enriched our lives enormously with your wit, intellect, and heart (and your darn good golf game).

Here's to many more rounds of golf.

**MICHAEL NAPOLITANO
&
LINDA TRUMMER-NAPOLITANO**



CONGRATULATIONS

NHR

**for 50 years service
to the community!**

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Congratulations to Doris Shaw & Regis Obijiski.

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Congratulations to all families served and honoring of
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Congratulations

to

New Horizons Resources, Inc

and

Honorees

Regis Obijiski

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Congratulations!

We believe achievements that have a positive impact on people and the community should always be recognized.

Thank you, New Horizons Resources, Inc. for your dedication and
Congratulations on your 50th anniversary!

