

jobpath JOURNEYS

Job Path supports people with disabilities in their efforts to make choices about their lives.

Job Path's Next 25 Years BY FREDDA ROSEN

Throughout 2004, Job Path's 25th anniversary year, we planned critical next steps to strengthen our programs and our organization for our second 25 years.

We are always seeking new ways to connect Job Path participants not only to employment and housing, but also to people and places in their communities. Now we have created a studio-like area within our current offices, a newly dedicated space in which participants will have the opportunity to think about how they want to enrich their lives and map out new goals with the help of their support workers. This **Life Path Center** officially opened on January 7, 2005 (see picture below). Its program and curriculum was designed by Job Path staff with consultant Dr. Beth Mount.

For Keith, a bass guitarist, the Life Path Center could help him plan how to get a job in a music store, or jam regularly with other musicians or occasionally go to a jazz club in his Brooklyn neighborhood. David, who wants to get more physically fit, could plan with his support worker a schedule of regular workouts at his gym.

To extend our work to younger people with developmental disabilities, we also have **Community Pathways** on the drawing board. We plan to tap the resources of neighborhood community organizations to help provide a structured way to assist disabled youth between ages 14 to 17 find a place in mainstream community activities. These young people will be able to learn life skills and prepare for their adult years just as their nondisabled peers do, through participation in civic, social and recreational activities. We have targeted Brooklyn as the first community where we will work because several community centers there are ready to partner with us. Through our efforts, we will help them extend their local programs to include youth, enabling eager young people to become part of community life earlier than before.

Finally, in the following pages (see especially page 2), there is exciting news from our Board of Trustees, who have made a commitment to build a solid new financial infrastructure for Job Path's future.

Fredda Rosen is Executive Director of Job Path.

LIFE PATH CENTER OPENS WITH THE NEW YEAR



Participants and support workers gathered for the first session at Job Path's new Life Path Center on January 7, with consultant Dr. Beth Mount and Job Path intake director Carolann Granata.

From Job Path's Board of Trustees: Preparing to Establish an Endowment

Since Job Path spun off from the Vera Institute of Justice five years ago, we have developed an active and enthusiastic board under the leadership of Chairman Daniel Cunningham. Although Job Path's current programs are financially stable, the Board of Trustees foresees a long-term need to establish funding to support the design and piloting of new program ideas that will enable people with developmental disabilities to expand their lives. The goal is to consolidate and support Job Path's role as a center of innovation. An endowment fund is the next critical step in our strategic development. The fund, for example, could finance innovative programs and activities that government cannot underwrite.

Last September, the Board formed a subcommittee to plan the launch of an endowment campaign in 2005. We wish to thank the O'Neill Foundation for their generous kick-off grant of \$100,000 and their continued support. (See "Spotlight," at right, about trustee John O'Neill.) Meanwhile, Mr. Cunningham and his wife Alice have contributed \$50,000, and pledged an additional \$50,000 challenge grant that will be available when other board members raise a total of \$200,000. Individual trustees have already responded with endowment pledges of up to \$50,000. Stay tuned later this spring for an announcement about Job Path's endowment campaign, its official launch and further details about its ultimate fundraising goal.

Spotlight on: Board Member John O'Neill



Trustee John O'Neill and
Chairman Daniel Cunningham.

Executive director Fredda Rosen considers Dr. John O'Neill the "go to" guy for many of Job Path's needs. He is always generous with his time, money, connections—including his family's William J. & Dorothy K. O'Neill Foundation. He also gives the executive director valuable advice on staff development issues.

O'Neill's decision in 1970 to become a Conscientious Objector when he faced military service in the Vietnam War was a turning point in his life: He was assigned for two years to work in a psychiatric hospital. "That's how I got involved with human services," he explains.

After earning a master's degree in rehabilitation counseling, he went on to earn a Ph.D. in psychology from Syracuse University and became very involved with the field of developmental disabilities. He worked through NYU's Rusk Institute for Rehabilitation Medicine and spent several years overseeing Federal grants. In 1984 he went to Hunter College, where today he is a full professor and coordinator of Counselor Education. His path often crossed with Job Path's over the years, getting to know the executive director when both served on the New York State Rehabilitation Advisory Counsel. "It's a community of like minds," says Dr. O'Neill, who has been on the board for six years.

"BETTER THAN COUNTING SHEEP"



Ricardo Vazquez, a Job Path support worker, makes a big difference in the daily lives of the people with whom he works. But he is also responsible for how Jack spends his nights. Ricardo vividly recalls his initial interview with Jack Callahan, "a survivor of Willowbrook," who has cerebral palsy and is now visually impaired. "Jack was depressed. It was, 'Why go to sleep when all I do tomorrow is just what I did yesterday? And that was being stuck in the house.'"

Ricardo quickly got Jack unstuck. Instead of focusing on what Jack couldn't do, Ricardo says, "I starting thinking about all the things we could do and should do." At the top of the "should" list was making sure Jack was a member of the Library for the Blind, where they have large selections of books and tapes. Another priority was taking Jack back to Bellevue Hospital where he once was a volunteer. Now, Jack delivers magazines—and a whole lot more—to patients. Recently, Jack connected to a 36-year-old man who had lost his sight in a chemical accident. Jack, now 50, shared with the man what it was like for him when he lost his sight four years ago. As Ricardo notes, over time Jack managed to make the patient smile, and he introduced him to books on tape. And now Jack sleeps through the night!

The Job Path “Walk of Fame”

BY EMILY ELLIS

At our May 12 benefit reception and auction, Job Path will recognize companies that have partnered with us for 20 years or more through our “Walk of Fame.”

Looking back more than two decades, what stands out is the nature and quality of those jobs we got people right from the beginning in 1978. We placed people in good jobs with good salaries. One young man, Anthony, who has been working 24 years at the law firm of Cahill Gordon & Reindel, started out at an annual salary of \$10,000. To me, that’s awesome.

I’m often asked why we have such good retention rates. In general, people stay on the job when there is good pay and a good match. We spent a lot of time customizing jobs that both met the needs of the company and matched the skill level, temperament and personality of the person we placed.

I look over the list and smile at the memories of the relationships we have

forged. Who can forget Eddie Burns, one of the first people we ever placed on a job, who is still at 1010 WINS.

And then there are all the employers like Josephine Brown, at the Human Resources Administration, who went out of her way to support the people we placed with her. If someone had trouble filing, for example, she created visual cues. When HRA was looking to put people on the civil service roster, Josephine went to the head of personnel and said, “I have this team of men and women who have already been doing these jobs, and I want them hired.” As she noted, Job Path employees were her top performers. Nadine and Dandra, for example, were there for years.

It wasn’t easy. We got door after

door slammed in our faces. We recognize today the companies that let us in all those years ago—and kept inviting us back. That’s not to say there weren’t problems or challenges, but the companies that are still with us allowed us the flexibility to replace people, to customize jobs, to take the time to work out the kinks. When there was a problem, they never said, “This program doesn’t work”—just that this one person doesn’t fit. All we ever wanted was a fair shot.

We’d like to take this opportunity to recognize the employers who have partnered with us. To them we say thank you.

Emily Ellis is Deputy Director of External Affairs and was hired in 1979 as Job Path’s first job counselor.

ANATOMY OF A JOB

BY AMY ADACHI

When I started working as a job developer in late December, 2004, I noticed the beautiful Job Path quilt on the wall. As a quilter and craftsperson for many years, I felt instantly at home. Getting to know our participants, I heard about Leon McCutcheon, the artist. He had made a square on the quilt. I read a newsletter profile of Leon and saw a painting he had made hanging in one of the offices. When I met him, we discussed all the skills he has and how they might be used helping an artist in a studio.

My aunt, an art teacher, had told me about the Outsider Art Fair. It turned out Leon was *in* the fair, through Pure Vision Arts Studio where he makes art on Saturdays. I attended the fair and collected cards from New York galleries. On Monday, January 31, in a “what the heck” kind of moment, I went online to the Craig’s List site and found an ad for an artist’s assistant. The artist was Harvey Lloyd, a photographer and poet. On his web site he said taking risks was part of his philosophy of life. When I called his studio, Mr. Lloyd told me he hated labels like “mentally retarded,” and that all he cares about is art. When I told him Leon was a good artist, he



Working artists:
Harvey Lloyd and
Leon McCutcheon

said, “Well, then we should be able to help him out.”

Leon had an interview with Mr. Lloyd later that week. The artwork in Leon’s portfolio was pronounced “very good,” and Leon was hired to start Monday at the studio as a part-time assistant/guy Friday. Mr. Lloyd reports, “Leon is excellent, efficient and does everything we ask with great good cheer.” Leon called to tell me he is very happy at the art studio. I feel a bit like a fairy godmother.

Amy Adachi is a job developer.

Live from Williamsburg... A Tour of the Brooklyn Brewery



These days, the borough of Brooklyn is home to a brewery that bears its name. At last year's auction, we offered a beer tasting and tour of the Brooklyn Brewery with world-renowned author and brewmaster Garrett Oliver, brother of associate board member Roger Oliver (see right). Limousine service was included, compliments of another associate board member, Sheila Mathis of On Hold Marketing. The winning bidder, Job Path friend Paula Elbirt, MD, invited Job Path support worker Scott Krupnick and two other people to share a special evening. They all enjoyed their excursion to hip Williamsburg. Paula's review: "The beer was fabulous, and I loved the special attention." Scott agreed, "Garrett showed us all there was to making beer—from the hops to the equipment. Along with all these different types of tasty cheeses, he introduced us to about 10 beers that the Brooklyn Brewery has to offer." Scott's favorite was the Weiss, a wheat beer, and he plans to come back on a Friday night when they have happy hour and a free tour. As he says, "I had such a good time, I'll bid to win if it's offered again." Scott's in luck. Another evening at the Brooklyn Brewery will indeed be auctioned off on Thursday, May 12, 2005.

Job Path

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In 2004 we developed an associate board of committed young professionals who are helping us expand Job Path's network of supporters.

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SAVE THE DATE:

Thursday, May 12, 2005, and join us at our annual benefit/auction!

jobpath

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Fredda Rosen, Executive Director

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