

# STRONGER TOGETHER

January 2023 | Advocates Incorporated



## LIVES OF DISTINCTION

Hearing about remarkable achievements in the face of obstacles is inspiring no matter what the circumstances are. Read the incredible story of Lance and Lori Gonzalez and their determination to overcome their challenges in leading a fulfilling life together.

## HAPPY NEW YEAR

As we ring in the New Year, we would like to thank our families who access supports and services from Advocates. We are so grateful to you, and we are honored to offer valuable resources to your loved one.

To our wonderful employees, we are thankful for your dedication and commitment. Thanks for working so hard throughout this past year to support our families. We wouldn't be where we are today without your contributions.

To all, may our hopeful wishes follow you all throughout the new year. We wish you a happy and healthy New Year, and one that is full of endless blessings for you and your family.

## GREATNESS UNFOLDING BEFORE OUR EYES

Featured in this edition of the newsletter, read how Jahiem Moore overcame his challenges by ambitiously fostering positive and mindful skills. His inspirational story is one of courage and allegiance.



More photos from Advocates Annual Holiday Party inside!



ADVANCING INCLUSION | EMPOWERING FAMILIES | CREATING COMMUNITY

## A Message from the Executive Director - A Year in Review

2022 was a great year for Advocates. We continued to grow by expanding our services across NY State to assist even more people with self-directing their services. We took pause to reflect on our strengths and areas for growth and planned accordingly for our future.

While working together to create a “new normal”, we played an important role in providing individualized services for over 1,000 children and adults with intellectual and/or developmental disabilities and their families this year. Most importantly, we recommitted to build upon the cornerstones of our mission: advancing inclusion, empowering families, and creating community.

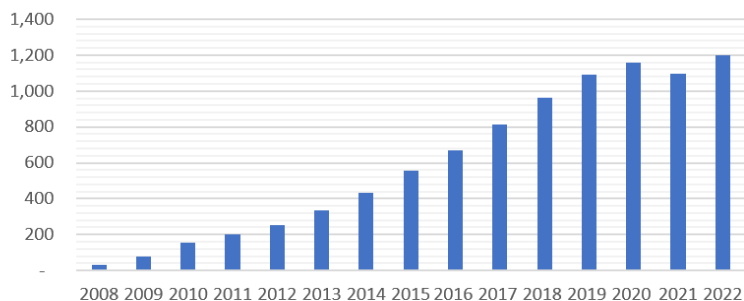
In 2022, Advocates:

- Expanded its service delivery reach by offering services and supports in 53 counties across New York State
- Provided services to support over 1,000 families
- Assisted numerous children with adaptive and sensory integration products and assistive technology devices
- Provided complimentary training and workshop opportunities for our families in partnership with the NY Alliance for Inclusion & Innovation
- Employed more than 1,200 Central New Yorkers, a 9.5% increase from 2021



- Offered virtual and in-person recreation events that included a virtual talent and art show and Halloween showcase, kickball league, and an in-person holiday party
- Hosted Advocates 4th Annual Stroll & Roll 5K Run/Walk, Advocates 17th Annual Charity Golf Tournament, and Holiday Giving Campaign
- Provided families with funding for Respite and Goods and Services through our Family Support Services contract
- Offered presentations and discussions on Guardianship Options, Navigating SNAP Benefits and Eligibility, Self-Direction, Life After High School, Estate Planning, Supports and Strategies in Managing Sensory Processing Patterns, Preventing Parent Burnout, and Saving for the Future
- Attended community outreach events to promote Advocates' services and to assist families with OPWDD eligibility

Advocates - Number of Employees  
(2008-2022)



Thank you for being an important part of our 2022! As we continue to learn and grow, there is so much for which we can collectively be proud of. We remain dedicated to being responsive and supportive to meet the needs of the people and families who are counting on us. Together, we will continue to build a strong and inclusive community, and we are so grateful to be on this journey with you!

*Amy Dugliss*

Executive Director

## Advocates Annual Holiday Party

Advocates Annual Holiday Party was held on Sunday, December 4th at Driver's Village in Cicero. Over 350 people we support and their families and staff joined in on the festivities offered throughout the afternoon which included a DJ, photos with Santa, crafts, and a delicious light lunch and dessert.

Advocates would like to thank Driver's Village for usage of their facility and to all of the volunteers who assisted to make the event a success. This family event is sponsored by OPWDD Family Supports and Services (FSS) Recreation grant.



## Advocates Winter Party and Information Fair

Join us for a night of fun and information! Our Winter Party and Information Fair is a great opportunity to learn about a variety of services and supports that are available in our community. This event is for people who receive services from Advocates and their families/guests.

Enjoy a live DJ, dancing, games, a bounce house, and other fun activities! Refreshments, pizza, popcorn, and ice cream will be provided. Visit local businesses, agencies, and other connections within the community that enrich the lives of people with developmental disabilities and their families.

More information to come in our monthly eNewsletter! If you do not receive our eNewsletter, please email [info@advocatesincorporated.org](mailto:info@advocatesincorporated.org) to be added to our email list!



## RECREATION

Advocates is looking for people who are interested in participating in our Art Gallery in 2023. Paintings, drawings, or photos will be displayed for friends of Advocates and the general public to enjoy at Advocates' main office in Liverpool. Each piece will be displayed for six months and will accompany a brief biography on each artist.

If you are interested in participating by displaying your artwork, please contact Shannon Eckler at [seckler@advocatesincorporated.org](mailto:seckler@advocatesincorporated.org)

### Winter Indoor Kickball



Advocates winter indoor kickball league will resume in January. Kickball will run from January 18th through April 4th for people ages 11+ who receive services from Advocates.

Sessions will be held on Wednesdays from 4:00pm-5:00pm at CNY Family Sports Centre, located at 7201 Jones Road in Syracuse. The

league can accommodate the first 60 people that register; so, we encourage you to sign up as soon as possible.

Please email [recreation@advocatesincorporated.org](mailto:recreation@advocatesincorporated.org) to request a registration form. Please remember to provide the best phone number to receive text message notifications on the registration form. We will send a text message if we must cancel due to weather or other circumstances. If you feel the weather is not suitable, please do not feel obligated to attend. Safety comes first!

The fee for this session will be \$45 per person. Payments will be accepted at the Liverpool office. Please make your check payable to Advocates Incorporated and mail your check and registration form to Advocates Incorporated, 290 Elwood Davis Road, Suite 101, Liverpool, NY 13088.

We look forward to seeing everyone back on the field!

### Syracuse Crunch Games

Don't delay - get your tickets today!

The Syracuse Crunch is offering discount tickets (\$20.00 per person) to people/families receiving services from Advocates along with employees for their January 21st, February 25th, March 11th, and April 8th games. Games are played at Upstate Medical Arena at the Oncenter War Memorial, 515 Montgomery Street, Syracuse.

To purchase tickets, please contact Emily Kissinger at (315) 473-4444 ext. 126 or online at [www.syracusecrunch.com](http://www.syracusecrunch.com) using promotional code: **ADVOCATES**.

Artist Opportunity



### MARK YOUR CALENDAR



**January 18**  
Indoor Kickball League

**January 21**  
Syracuse Crunch Game

**February 25**  
Syracuse Crunch Game

**February TBD**  
John Wolford Coffee House/  
Dance

**March 11**  
Syracuse Crunch Game

**April 8**  
Syracuse Crunch Game

**May 20**  
5th Annual Stroll & Roll



# LIVES OF DISTINCTION - LANCE AND LORI GONZALEZ

Lance and Lori Gonzalez were married in 2011, but it's their history that predates their nuptials and their time together since that has shown just how perfect they are for each other.

Lance and Lori met as toddlers through a parent-founded support group for children with disabilities. The pair remained close friends throughout the years, each of them knowing they had deeper feelings for the other. The Gonzalezes' remarkable journey as a couple began when they started dating in 2010. Around that same time, they were in a state of flux with their previous service providers, as they both needed additional supports, and neither was completely satisfied with the services they were receiving. "We have a great support team through Advocates," Lance told us. "But sadly, this wasn't the case prior to joining."

One of the major obstacles Lance and Lori faced early in their relationship was finding a suitable shared residence. At the time, Lance lived in a group home in Syracuse, while Lori lived in a separate supportive environment with a roommate. According to the Gonzalezes, their previous providers did not take enough action to assist them with this mutual goal. What some failed to realize is that to Lance and Lori, living together meant more than being able to gain some semblance of independence. It even meant more than being able to share a residence with their one, true love. Having a home together meant fulfilling dreams they'd each had for as long as they could remember.

"Having our own house and getting married one day were our biggest dreams," Lori said. Unfortunately, their dreams had been hindered for some time, due to no fault of their own. It wasn't until a friend of Lance's referred them to Advocates that they began to have hope that their dreams would soon come true.

Lance was good friends with Tina Fitzgerald, who had nothing but positive things to say about the services, supports, and progressive approach she had come to know of Advocates. Because they had seemingly exhausted all other options, Lance heeded Tina's advice and began exploring other providers.

"I remember the instance vividly," recalled Ryan VanHoover, longtime Residential Coordinator and friend to the Gonzalezes. "The very next day, Lance and I explained their situation to Advocates, and the rest is history." This history is one Lance says wouldn't have been possible, had it not been for Tina's referral, or their support team's advocacy. "Thank God we switched to Advocates, because it was they who united us," Lance said. "Self-Direction was still in the infancy stages, with the exception of Advocates," Ryan added. "Advocates was the only provider who thought outside the box and made this possible."

With the Gonzalezes' successes and achieved goals have come many obstacles as well. "We face many challenges, but Advocates makes things much easier," Lance said. The Gonzalezes require full assistance from their support team with things like getting out of bed in the morning, preparing and eating meals, personal care tasks, various household duties, and venturing into the community for appointments and leisurely activities. "I feel as though we wouldn't be able to do anything at all, if it weren't for our wonderful support staff," Lori said. "We're totally dependent on staff," Lance added. "I've always said that if it wasn't for Advocates, we wouldn't be here."

"I've broken down in tears over some of the struggles they've faced; that's how much I care about them," said Reina Campbell, Advocates Residential Coordinator and Support Broker for the Gonzalezes for nearly a decade. "We've built a strong rapport over our many years of being

friends, and they've become a very important part of my life." Reina isn't the only one to have built a family-like bond with the Gonzalezes. "I call him 'Brother Bear,'" Lori said affectionately, referring to Ryan. "He is like the brother I never had, and he treats us like his own family."



"It is like family here," Ryan concurred. "I try to go above and beyond to make sure they're doing well and working towards their goals." Because of Lori's passion for music, she hopes to release a CD she has been working on for some time. Her other goals include learning how to garden and expanding her abilities in the kitchen. Lance's goals center on advocating for people with disabilities. He is heavily involved in Ability Tree, a networking resource for people with disabilities. He has his sights set on starting his own chapter and spreading the word of their mission locally. With everything Lance and Lori aspire to do, they do so knowing they have the unconditional and unwavering support of those who care about them. They also know they have each other to lean on if they need it. "She's my rock," Lance said. "We've had so many challenges, that it's hard to describe. But having her makes things so much easier."

"He's my prince charming and he means everything to me," Lori beamed. "It's each other and our faith that helps us through the challenging times." Because of their strong faith life and a faith in each other, Lance and Lori have persevered despite their indescribable adversities. They have admirably embraced their challenges and disabilities, and have come to appreciate their ability to direct their own lives.

"It's been amazing, seeing them grow as individuals," Reina said. "It's so rewarding, watching them interview their own staff, learn how to become supervisors, and take on additional responsibilities that weren't granted to them in the past."

"Being included in conversations on how to direct our lives was a foreign concept until coming to Advocates," Lori said. "Advocates has empowered us from the very beginning." It is through this empowerment, the Gonzalezes' self-advocacy, and the ongoing support of their dynamic team that they are able to live fulfilling and meaningful lives. Moreover, it is these things that have helped turn dreams into reality. "I'm living my dream now," Lori said. "And so am I," Lance chimed in.

Lance and Lori's story is one that truly exemplifies the vital role each member of a support team plays. It also demonstrates the compassion and hard work of our employees on a daily basis. And perhaps best of all, it shows that dreams can come true – regardless of the barriers we each face in our own ways.

The couple has asked to share the following message as a tribute to everyone involved in their care over the years at Advocates: We would like to send a big shoutout to each and every person who has helped us on our journey. Everyone has been extremely supportive, even through the pandemic. Our team works very hard for us and the least we can do is say "thank you." We appreciate you from the bottom of our hearts!

On behalf of all of us at Advocates, we appreciate the tireless work of not only those who support Lance and Lori Gonzalez, but all of the nearly 1,000 individuals and families receiving services from Advocates. We thank you!

## FUNDRAISING



### Birthday Fundraisers

Birthday fundraisers are a great way to give back to Advocates as well as help us advance our mission! Why not ask your friends and relatives to forgo their daily cup of joe for a day or two and donate \$5-\$10 to your birthday fundraiser?

For our families and employees, please consider creating a birthday fundraiser on your Facebook (Meta) account. Facebook makes it incredibly easy to rally your friends to support your birthday fundraiser. To create a Facebook birthday fundraiser, you must have an active Facebook account. Two weeks before your birthday, you'll receive a notification directly from Facebook inviting you to host a campaign for Advocates. If you need assistance, please contact the Development Office. Thank you for your consideration!

### Advocates Holiday Giving Campaign

We are humbled at the generosity of our families and employees who supported this year's Advocates Holiday Giving Campaign. To demonstrate their commitment to our mission, in addition to giving their time serving on Advocates Board, all of our Board Members made a financial gift to this year's campaign.



Gifts to Advocates ensure that we continue to deliver exceptional supports and services to the individuals and families we serve. Advocates accepts financial gifts throughout the year. To make a donation, please mail your check to Advocates, 290 Elwood Davis Road, Suite 101, Liverpool, NY 13088 or use the QR Code to the left.



Thank you for opening your hearts by making a gift to Advocates Holiday Giving Campaign.

*Join today!*

**amazon**smile  
You shop. Amazon gives.

The holidays may be over, but there are lots of people that shop Amazon throughout the year.

Please support Advocates by designating us as your charity of choice through their amazon.smile program. Simply shop Amazon as you normally would, and designate Advocates as your charity of choice by searching for **Advocates Inc.**

With every eligible purchase, Amazon will donate 5% to Advocates. It's that easy! Thank you for your support.

## INFORMATION AND RESOURCES

**Advocates:** (315) 469.9931

**New York Connects:** <https://ongov.net/nyconnects/>

**211 CNY:** <https://211cny.com/>

**Contact Hotline:** 315.251.0600 (Onondaga) | 877.400.8740 (Cayuga)

**Lifeline 24/7 Online Crisis Chat:** <https://suicidepreventionlifeline.org/>

**Suicide/Crisis Hotline:** 988

**Lifeline 24/7 Mental Health Support Line:** 1.800.273.8255



## Training Opportunities for Self-Advocates and Caregivers



### Developmental Disabilities Planning Council

As a reminder, funding provided by the New York State Developmental Disabilities Planning Council provides individuals and their families/caregivers, who receive services from Advocates, opportunities to attend NY Alliance virtual events, workshops, and conferences throughout the year, presented by experts with extensive knowledge in their respective fields.

Participation at virtual events, workshops, and conferences offered through NY Alliance is offered on a first come, first served basis for Advocates families. Through a variety of media platforms, we will announce virtual training and workshop opportunities through Constant Contact messaging, email, and Facebook.

Advocates thanks DDPC for providing us with a great opportunity for our families.

Please visit the NY Alliance website for information on events, workshops, and conferences (<https://nyalliance.org>). If you wish to attend an event sponsored by the NY Alliance, please email [familysupport@advocatesincorporated.org](mailto:familysupport@advocatesincorporated.org) to register.

## Jim & Juli Boeheim Foundation

We would like to thank the Jim and Juli Boeheim Foundation for awarding Advocates a grant to support children in need of sensory items, adaptive/medical supplies, and technology.

The Jim and Juli Boeheim Foundation “enriches the lives of kids in need within the CNY community, as well as cancer research and advocacy.”



## Mission Statement

Advocates is a person-centered not for profit organization that empowers individuals with developmental disabilities to direct their own lives and create a vision for their future.

Together, we advocate for a future where people with developmental disabilities can fully participate in their homes, schools, and communities in a meaningful way.

## FI Reimbursement Training Opportunities



The FI Team (Fiscal Intermediary Services) is offering regularly scheduled reimbursement training opportunities for individuals who self-direct their services and their families. Trainings will be virtual and will cover payment standards and service documentation requirements to support reimbursement claims for FI services. Trainings will also include tutorials on submitting reimbursements into the MyeVeroPortal and the MyCarePortal app.

If you are interested in attending one of the virtual sessions, please logon to the corresponding link(s) below to register through EventBrite:

**Wednesday 1/4/23 | 5:30pm**

<https://www.eventbrite.com/e/fi-reimbursement-training-tickets-473385076507>

**Thursday 1/19/23 | 10:30am**

<https://www.eventbrite.com/e/fi-reimbursement-training-tickets-473389028327>

**Monday 2/6/23 | 5:30pm**

<https://www.eventbrite.com/e/fi-reimbursement-training-tickets-473391214867>

**Wednesday 2/22/23 | 10:30am**

<https://www.eventbrite.com/e/advocates-fi-reimbursement-training-tickets-473393581947>

**Tuesday 3/7/23 | 5:30pm**

<https://www.eventbrite.com/e/advocates-fi-reimbursement-training-tickets-473395246927>

**Thursday 3/23/22 | 10:30am**

<https://www.eventbrite.com/e/advocates-fi-reimbursement-training-tickets-473396139597>

If you have questions about registration or need assistance, please email [fi@advocatesincorporated.org](mailto:fi@advocatesincorporated.org)

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*We missed the opportunity to acknowledge one of our golf sponsors in our last newsletter. We would like to thank Charles B. Kamide, Regional Sales Manager of EVO Payments International. Your sponsorship is important to our mission and we thank you for your continuous support over the years!*

### Skaneateles Middle School Student Council Holiday Shopping Spree



Advocates would like to thank the Skaneateles Middle School Student Council for selecting Advocates as one of their charities of choice for their Holiday Gift Shopping Spree.

“Skaneateles Middle School Student Council’s annual holiday shopping spree is one of the most wholesome events of the school year. Thanks to generous funding from the CNYCentral Foundation, Todd’s Fund, and the Middle School Student Council, middle school students have the unique opportunity to shop for local charities and provide gifts for children in need.”

This year, the students shopped for 53 families, who receive services from Advocates, making it an extra special holiday season for many households.

Part of the importance of giving back during the holiday season is that it’s a time of giving in general. The students from the Skaneateles Middle School opened up their hearts to give back in a BIG way.



## SPECIAL EVENTS



# SAVE THE DATE



SATURDAY | MAY 20, 2023 | ONONDAGA LAKE PARK | 10AM

### 5th Annual Stroll & Roll 5K (Please note new date: May 20th)

Advocates Stroll & Roll 5K brings people together to raise awareness and funds to support children and adults with disabilities. Individual walkers, runners, teams, and sponsors meet for a morning full of fun, comradery, food, games, live entertainment, and of course our walk/run. All net proceeds benefit children and adults with disabilities. The impact from funds raised is immeasurable.

Our race website goes live February 1st! You will be able to register for the race by going to <https://rb.gy/3zvfk7>.

### Community Space Available

Looking for a place to meet, socialize, or even work on your favorite hobby? Our Liverpool office has just the space to do it! Advocates community room is available to individuals and their families. Reservations must be made to use the space. Please review the Community Space Guidelines below.



#### COMMUNITY SPACE GUIDELINES

- ◆ Reservations must be in place prior to using the community space.
- ◆ The community space can be reserved for up to 16 people maximum at a time (8 people receiving services and 8 Mentors).
- ◆ Space can be reserved once per month during office hours per group.
- ◆ One group leader will reserve the space and be responsible for ensuring all steps are followed for reserving and using the space.
- ◆ Group leader must complete a checklist indicating that the area used was cleaned and disinfected and drop completed checklist off to reception at the end of reserved time.
- ◆ Food and other items cannot be stored at the office.

Please reach out to Brittany Jewell with any questions at [bjewell@advocatesincorporated.org](mailto:bjewell@advocatesincorporated.org).

## Greatness Unfolding Before Our Eyes — Jahiem Moore

They say that “behind every great man is a great woman.” In the case of Jahiem Moore, 19, he’s fortunate to have had several great women behind him throughout his life. With the continued support of these women and the natural progression he has displayed over the past few years, he has his sights set on his goals, and is working hard to put his biggest challenges behind him.

“I used to really struggle with things like communication and socialization,” Jahiem said. “The socialization piece can still be difficult because it takes me a while to get close to someone.” He attributes this to the passing of one of his closest childhood friends, Amaya, who had succumbed to a medical condition. Amaya’s memory has left a scar on Jahiem’s heart, not only because of their deep friendship, but also because he remembers how badly she had been bullied in school. The impact Amaya and her family have had on Jahiem is something he treasures today. “I’ve stayed in contact with Amaya’s mother all these years,” he said. “Her mom and I are still close and that’s helped me in a lot of ways.” With the life-altering loss of a dear friend and a challenging family dynamic as a youth, Jahiem has understandably struggled with managing his behavior along the way.

“That’s one of the things we’ve worked on continuously over the years, controlling his frustrations and channeling it in other ways,” said Diane Miller, who is much more to Jahiem than just his Mentor through Advocates. Diane is a longtime friend of Jahiem’s mother, Denise, and has known Jahiem since he was only five years old. “We’re practically family, so I can give it to him straight when he needs to identify an issue, get control, or take responsibility for his actions.”

“She can be brutally straight with me, but I know it’s all love coming from her,” Jahiem said with a smile. Reciprocating the love demonstrated by those closest to him was all but nonexistent until recent years, according to his mother. “He’s grown to embrace the sense of family as a direct result of managing his behavior and recognizing how much people are willing to do to support him,” Denise said. By her own admission, raising Jahiem wasn’t easy, not only because of his disability, but also because of his siblings who were dependent on her. Despite having her hands very full, Denise worked very hard to provide for her family, and championed for her children to ensure they would have the tools necessary to succeed in life.

“Denise has done a phenomenal job in advocating for Jahiem and has done so from day one,” Diane said of her friend. Because of others’ belief in him, Jahiem has rightfully developed an inner confidence to achieve anything he sets out to. Things that had once seemed like lofty goals or even impossibilities are now within reach, and in some ways have already become realities.

“He didn’t even believe he could go to college, much less succeed there,” Denise said. “Jahiem has so much respect and belief in *me*, so, when I said, “You will go to college and graduate one day,” he was shocked but suddenly believed it would happen.” It should come as little surprise that Jahiem is now studying graphic design at Syracuse University’s InclusiveU program.

“I want to be a professional design artist and take that as far as I can,” Jahiem told us. “I love drawing and painting because it helps me express myself. If I can set up my own art business one day, that’d be my ultimate goal.” As Jahiem is demonstrating by excelling in college classes, no goal should be considered too ambitious for him.

“When I did his intake meeting, he showed me some of his drawings and they were fantastic,” said Nancy Ordway, Advocates Community Habilitation Coordinator for Jahiem. “He is very talented and also enjoys helping others.” Nancy’s second point is exemplified in several ways.

Jahiem volunteered his summer with the Onondaga Earth Corps., where he helped clean and care for our local environment. Among Jahiem’s greatest achievements is how he positively impacts the youth of our community. He has routinely volunteered at Van Duyn Elementary School and says he loves interacting with the children. He also works as an aide in an afterschool program for kids aged 6-15 at Kirk Park Community Center. There, he helps the children settle for nap time, helps them with mealtime, and cleans up afterwards. Because of his personality and caring nature, the children he works with view him as much more than just their aide. “I’ll be on break eating lunch and they all come up and want to hang out with me,” Jahiem said sheepishly, knowing what a compliment that is. “Kids absolutely love him and are just drawn to him,” Diane added.

“He gets the love of working with kids from me,” Denise said, noting her work as Kirk Park’s Youth Director for 16 years. “People rave about how well he’s doing, and that he’s very helpful and courteous with everyone. I look at him and think *That’s my baby; I’m so proud of him.*”

When Jahiem isn’t working diligently on his course work, volunteering, or admirably dedicating his time to working with children, he enjoys football, animals, and music. He also enjoys the community involvement Advocates provides. “I like being out in the community and doing things I want to do,” he said. The stability, approach, mentorship, and overall support Advocates has provided Jahiem are things his mother says are invaluable. “Advocates helps immensely when it comes to mentoring,” Denise said. “And Nancy Ordway is the absolute bomb,” she added. “She will regularly reach out to check in and see how everything is going, and I really appreciate that.”

Though Jahiem still requires support in some areas, his growth is undeniable. With this growth and the continued support from those who love him, the sky is the limit for him. “My mom and Diane never gave up on me; they’re always encouraging me to keep going,” Jahiem said.

“He’s such a great young man despite his challenges,” Diane said. “It can make you feel so worthwhile if you have just one person who really believes in you.” Jahiem has more than the women closest to him who really believe in him. Everyone at Advocates does as well. We are fortunate to have Jahiem as a part of our family, and can’t wait to see what future successes await him!



## Advocates 18th Annual Charity Golf Tournament



Mark your calendars for Advocates 18th Annual Charity Golf Tournament!

On Wednesday, September 20th, Advocates will host its classic tournament at Timber Banks in Baldwinsville. Timber Banks Golf Club is Central New York's best kept secret and the perfect social setting for our golfers. Featuring a Jack Nicklaus Design course, Timber Banks Golf Club offers immaculate grounds and a challenging layout that will keep our golfers engaged from their first tee to their last.



Golfers will be treated to 18 holes of golf, cart, electronic scoring, new contests, lunch, beverages on the course, cocktail reception, hostess gift, swag, auction that includes several safaris, and a sit-down gourmet dinner overlooking the breathtaking grounds.

Advocates will have more information on the tournament in our next quarterly newsletter. Online registration will open in March.

If you would like to volunteer on the Golf Committee, please contact the Development office at [development@advocatesincorporated.org](mailto:development@advocatesincorporated.org).

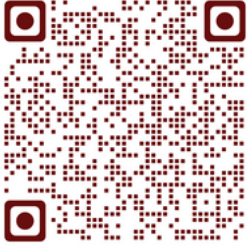
## John Wolford Coffee House



In February, Advocates will be hosting its first John Wolford Coffee House of 2023. The event will be held at the First Baptist Church on 5833 East Seneca Turnpike in Jamesville.

Guests are encouraged to bring their favorite snack to pass. Space is limited to allow for the first 120 adults receiving services from Advocates.

Look for more information on the event and how to register in the January eNewsletter! We hope to see you there.



Those who cannot make the event and wish to apply, please scan the QR code to get started or visit [www.advocatesincorporated.org](http://www.advocatesincorporated.org) - "Join Our Team"

Light refreshments will be served in Advocates Liverpool office board room. For questions or to RSVP, please email [recruitment@advocatesincorporated.org](mailto:recruitment@advocatesincorporated.org).

- ◆ Flexible scheduling; part and full-time positions available
- ◆ Comprehensive benefits offered at 30 hours per week
- ◆ Great pay and mileage reimbursement
- ◆ Meaningful and rewarding work

Save the date! Advocates will be hosting a Recruitment event on January 18th and 19th from 11:00am - 6:00pm. If you know of someone who is thinking about returning back to the workforce, looking to make a career change, or is looking to make a difference in the lives of people with disabilities, please let them know about this great event. Advocates is offering:

## Recruitment Open House



ADVOCATES INCORPORATED  
 290 Elwood Davis Road, Suite 101  
 Liverpool, NY 13088  
[www.advocatesincorporated.org](http://www.advocatesincorporated.org)

