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This edition of Positively Pathfinder celebrates the rich tradition of our annual post-Labor Day golf benefit, now rebranded as the Pathfinder Village-Baseball Hall of Fame Golf Invitational. We are indebted to our current and past golfers, sponsors and volunteers for their generosity and dedication that have supported our scholarship program and fostered many accomplishments by Pathfinder residents and students.

This publication also celebrates Pathfinder game-changers, those community partners that have made significant differences at Pathfinder Village. The Clark Estates and its Otesaga Resort Hotel are among these game-changers, in placing two visionary and impactful non-profits front-and-center through the annual golf tournament. Our special thanks go to Chairman Jane Forbes Clark and Leatherstocking Host Professional Dan Spooner, who will retire after this season, for their extraordinary leadership for our charity golf event.

This year’s magazine also heralds other game-changers, NBT Bank, Coca-Cola Bottling, and Chobani. NBT and Coca-Cola have served as the golf tournament’s key sponsors since 1999; the Chobani Tennis Classic and Juniors Tennis Classic celebrate their tenth and fifth anniversaries this year. Held at the Cooperstown Country Club, the tennis events offer other avenues of support that have been central to Pathfinder’s mission of service to people with intellectual disabilities.

We're looking forward to another fun-filled tournament week in Cooperstown, and thank all who have made a difference through their involvement in our vibrant and welcoming community. The scholarship fund is a game-changer for Pathfinder residents and students, and helps them open doors to independence, friendships, and fulfillment. Thank you for your continuing support.

Sincerely,

Daryl R. Forsythe
Golf Invitational Co-Chair

Bob and Pat Hanft
Tennis Tournament Chairs

Paul C. Landers, M.Ed.
CEO, Pathfinder Village
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PATHFINDER TOURNAMENT WEEK
Golf Invitational: Tuesday, September 3, 2019
Tennis Classic: Tuesday, September 3, 2019
Juniors Tennis Classic: September 7, 2019
The Otesaga’s Leatherstocking Golf Course
The Cooperstown Country Club
Cooperstown, New York

Sincerest gratitude is extended to those who donate their time and talents to support this event.

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The Otesaga Hotel

Front Cover: Members of Pathfinder’s Special Olympics Swimming Team pause for a picture with Old Glory at the 2019 State Summer Games.
Weaver’s Farm Market in Morris is more than your ordinary grocery store.

The spacious, board-and-batten building, situated among hoop houses and well-tended fields, is the latest enterprise of Daniel Weaver, an Amish farmer and entrepreneur who came with his family to the Butternut Valley several years ago from Ohio. The new store has become a community fixture since opening in May, and enhances the quality-of-life for area residents who have seen other mom-and-pop stores close through the years.

Inside, aisles of local, organic and Amish-sourced foods are neat and well-spaced, which makes shopping enjoyable. The store operation blends the modern (electric lights, registers, and coolers) with tradition-based standards — limited advertising, cash payments, and employees wearing plain garb. One senses that the staff is invested in their work, selling quality products, and customer service.

Pathfinder Adult Day Services member Chelsea Lippa arranges Pathfinder Village Bakery goods on the custom display stand as part of her weekly routine.

"... that each life may find meaning."
Central to all is Mr. Weaver, a bespectacled middle-aged patriarch with a salt-and-pepper beard, who cordially greets visitors as his adult daughters and others wait on customers at the deli and registers. It’s already busy by mid-morning when Pathfinder’s Adult Day Services members Chris Scott, Brandy Mockoviack, and Rebecca Brown stop in to check the Village Bakery’s display, prominently placed at the front of the store. On Mondays, the ADS members assist with cleaning the store.

The Pathfinder Bakery is one of 30 vendors Weaver’s Farm Market works with; Mr. Weaver’s eventual goal is to feature 50 suppliers and extend the range of locally grown meats, Amish-made items, and mainstream food products on sale. He is confident as he describes his business plans, but his features noticeably soften as he watches Pathfinder’s ADS members restock the baked good display.

“The Pathfinder baked goods are always popular, people know what to expect,” he says. “I just love working with these folks. Chelsea ... I call her the manager and she does her work extremely well. I enjoy getting a smile from her.”

“I’m the display manager. I put out breads, soups and cookie mixes,” explains ADS member Chelsea Lippa. “I go to the store four days a week, Tuesday through Friday. It’s more responsibilities and people rely on me; it makes me feel good inside.”

“Everyone is focused on doing a good job there,” she adds. “I am too, and I want to make my team proud.”

“Everyone truly does a good job, and it’s good for our business that they are here,” Mr. Weaver adds thoughtfully. “We find there’s a connection and community between Pathfinder Village and Weaver’s Farm Market. But it’s more than that: It creates a warm feeling within everyone, to see the Pathfinder display and to see the residents cleaning and delivering baked goods here. It’s a connection beyond that of our other vendors.”

“All I can say is thank you to the individuals because it’s been a blessing to Weaver’s Farm Market and to us as a family,” he concludes. “I love what they do, and I hope it can continue for a long, long time.”
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Pathfinder Village's Otsego Academy Post-Secondary Program and Camp Pathfinder are creating new opportunities for young adults. Donors support these programs through gifts to the scholarship fund. Individuals benefit by building friendships, growing in independence, and becoming leaders, both at Pathfinder and in the greater community.
Proud to support the Pathfinder Tennis Classic
We believe that by working together, we can make an impact that matters in our communities. That’s why we’re proud to be part of the Chobani Tennis Classic to help raise funds for Pathfinder Village, which helps so many deserving individuals each and every year.

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Beth and Reuben Everitt | Evervue Farms | Brackney, Pa.
Bob & Pat Hanft support the ongoing mission of Pathfinder Village as it creates opportunities for people with disabilities.

Thank you to all who support the Pathfinder Village Scholarship Fund.
Known as a game changer, new Baseball Hall of Fame Member and relief pitcher Lee Smith will host the Pathfinder Village-Baseball Hall of Fame Golf Invitational at the Leatherstocking Golf Course on September 3. The benefit is expected to raise $50,000 in scholarships for Pathfinder Village, a residential community in nearby Edmeston for people with Down syndrome and developmental disabilities. The event also raises funds for the Hall’s education programs for school students.

Inducted in July, Smith held the all-time saves record for 13 seasons (1993-2006). Smith ranks third in all-time saves behind Trevor Hoffman and fellow 2019 Inductee Mariano Rivera, and joins a select group—Wilhelm, Fingers, Eckersley, Gossage, Sutter, Hoffman, and Rivera—who were inducted on the basis of their relief pitching.

A native of Castor, Louisiana, the 6’-6” Smith was scouted for the 1975 draft by the legendary Buck O’Neil, and started his MLB pitching career with the Chicago Cubs in 1980. He soon made his mark as a closer with his characteristic glare and blazing fast ball, earning 17 saves and a 2.69 ERA in 1982. He would go on to lead the National League in saves for four years, was named as an All-Star seven times, and helped the Cubs win their first NL East title in 1984.

In 1995, Pulitzer-winner sportswriter Jim Murray said Smith was the active player most likely to be elected to the Hall, adding he was "the best one-inning pitcher the game ever saw." During his career, Smith played for eight teams, and earned 478 saves, a 71-92 record, a 3.03 ERA, 1,022 games pitched, 802 games finished (the top career total at his retirement), an NL-record 546 straight games pitched without a fielding error, and three Rolaids Relief Man awards.

Tournament Time in Cooperstown

The newly rebranded Pathfinder Village-Baseball Hall of Fame Golf Invitational is Pathfinder’s largest annual fundraiser, and is co-chaired by Daryl Forsythe and Leatherstocking’s Host Professional Dan Spooner. The post-Labor Day event has enjoyed the support of its Major Sponsor, the Otesaga Resort Hotel since 1982; NBT Bank and Coca-Cola Bottling of Northern New England, the Presenting Sponsor and Corporate Sponsor respectively, have made the tournament possible since 1999.
Since 2010, the golf event has been coupled with The Chobani Tennis Classic at the Cooperstown Country Club; this event is chaired by Pat and Bob Hanft of Cooperstown. Now in its tenth year, the event has a vibrancy of its own, and has raised over $140,000 to support Pathfinder resident and student scholarships.

Tournament week will close out on Sept. 7, as volunteers led by Jeanette Weldon and Charlie Kieler organize the fifth annual Chobani Juniors Tennis Classic. This singles event is for youth players and encourages student athletes to support human service agencies.

2018 TOURNAMENT WRAP-UP

Pathfinder’s events have developed traditions that honor competition and support people with disabilities. Last year’s golf event on September 4 featured Hall of Famer Carlton Fisk and wife Linda; it was won by the team of Jeff Johnson, Earle Hayford, Bob Tramonti, Bob Schlather and Jeff Waite.

The Fisks spent part of Labor Day touring Pathfinder Village, learning about the Village’s services and leadership role in the greater Down syndrome community.

The Chobani Tennis Classic was hosted by the Cooperstown Country Club on Sept. 4, with 28 players. Flight A Winners were Bob Evans, New Hartford, and Kyle Reiss, Oneonta, who defeated Jon Hansen, Oneonta, and Kurt Ofer, Cooperstown (8-5). Flight B winners were Aaron Evans and Dave Lemire of Strategic Financial Services, New Hartford, who defeated Dan Slosek, Bridgewater and Peggy Leon, Cooperstown (8-0).

The Juniors Tennis Classic on Sept. 8, was organized in a points-of-compass format, and featured 20 players from from Pennsylvania, and Albany, Broome, Oneida, Otsego, and Saratoga Counties.

The morning flight winner was Lucas Davis of Vestal, with Cara Evans of Springville, Pa. as the runner-up (6-3); the morning’s consolation match winner was Maggie Sohms of Cooperstown over Rajeev Rai of Guilderland (6-1). The afternoon flight winner was 2017 Champion David Fenner of Clinton, with Gunter Weldon of Cooperstown as the runner-up (6-2). Clark Goodman of Vestal beat his fraternal twin, Reece, in the afternoon’s consolation match (6-5).
Pathfinder Village family—

We’re honored & humbled to continue our journey with you as sponsor of the Tennis Classic and Junior Tennis Classic tournaments.

Since day one, giving back to the communities we call home has been central to who we are and what we believe.

For our Chobani family, and for me personally, few moments have brought more joy than time spent with this beautiful community.

When passion & commitment are paired with life-changing organizations like Pathfinder Village, magic happens.

I’m proud to share such a beautiful history and deep connection with this most special community.

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Let’s keep rocking!

Hamdi Ulukaya
Founder & CEO of Chobani
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The Stubbs Family is proud to work with The Adaptive Sports Foundation, a non-profit agency that provides life enhancing experiences through outdoor activities, education, and support for those living with illnesses or disabilities.

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For more information, visit www.adaptivesportsfoundation.org

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Through the years, we've walked many miles and shared special smiles. Thanks for making so many Pathfinder dreams come true!

Best wishes for a great tournament!
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This year’s employee honorees at our annual luncheon have achieved over 190 years of service to Pathfinder Village. That service is centered in contributing to a place that nourishes the individual, supports human relationships, and fosters a true sense of community for people with disabilities. We salute your many achievements and thank you for going above and beyond every day.

Paul & Kathy Landers
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A golf event has helped fund Pathfinder Village Scholarships since 1983. The tradition of a Hall of Famer as the Tournament Ambassador began in 2004 and includes:

- 2019 Lee Smith
- 2018 Carlton Fisk
- 2017 Tim Raines
- 2016 Rollie Fingers
- 2015 Ryne Sandberg
- 2014 Bobby Cox
- 2013 Rollie Fingers
- 2012 Fergie Jenkins
- 2011 Johnny Bench
- 2010 Jim Rice
- 2009 Mike Schmidt
- 2008 Harmon Killebrew
- 2007 Mike Schmidt
- 2006 Robin Roberts
- 2005 Carlton Fisk
- 2004 Phil Niekro

Prior to 2004, Hall of Fame members and former Major League Baseball representatives supported Pathfinder Village through participation at the golf event, including Ralph Branca, Steve Carlton, Bob Feller, Harmon Killebrew, Ralph Kiner, Bowie Kuhn, Phil Rizzuto, Robin Roberts, Tom Seaver, Warren Spahn, Rusty Staub, Ralph Terry, Bobby Thomson, Peter Ueberoth, among others.

Coca-Cola
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CORPORATE SPONSOR
This year’s tournament marks the parting of three game changers who have contributed to the success and longevity of the annual golf event that supports the scholarship fund. Our gratitude goes to Dan Spooner, Jim Miles and Jeff Idelson, who have worked tirelessly through the tournament to open new horizons for people with Down syndrome and other developmental disabilities.

For many, Leatherstocking is a gem of a course—as challenging to golfers as it is beautiful. Its links, sculpted from the shores of Lake Otsego over a century ago, are traditional yet timeless. The historic course has flourished under the stewardship of Dan W. Spooner, the Senior Director of Golf, who became the host professional in late 1996 after serving nearly two decades at the Oneonta Country Club.

Spooner joined the Pathfinder golf tournament’s steering committee during a key transition, when the event was sponsored by Chase Bank and chaired by founders Joe Franzese and Don Olin, both of whom were trustees of the Pathfinder Village Foundation. Dan succeeded Joe as co-chair in 1998, and assisted former Hotel General Manager Frank Maloney and other committee members in securing vital sponsorships with NBT Bank and the Coca-Cola Bottling Company in 1999.

Spooner has served with co-chair Daryl Forsythe since 2004, and has overseen all details for the Otesaga Hotel Seniors Open, a three-day tournament for golf professionals that ended in 2018.

"Dan Spooner has worked tirelessly to help make the Pathfinder tournament a continual success," said Co-chair Forsythe, who also serves on the Pathfinder Village Board of Directors. "The relationship Dan has developed over the past twenty years with senior golf pros from around the country has made this a premier tournament not only for the pros, but also for the many amateurs in the area that participate year after year. The success of the tournament has resulted in over $2.5 million raised for Pathfinder Village scholarships and the Baseball Hall of Fame Education Fund. Dan’s presence at the club and as the Co-Chair of this event will be greatly missed."
The exemplary service and luxury that are hallmarks of The Otesaga Resort Hotel have contributed to Pathfinder’s tournament ever since the historic hotel first sponsored the event in 1983. General Manager Jim Miles has leveraged his 50+-year commitment to guest satisfaction and his comprehensive knowledge of the hospitality industry to ensure that visitors would enjoy an unequaled resort experience during the annual Pathfinder Village golf outings.

“The Otesaga Team is very proud of its long-standing relationship with Pathfinder Village through this great golf event,” said Miles. “I have so enjoyed my time working with the Pathfinder staff and residents for such a worthy cause.”

Joining the Hotel staff in 2012, Miles worked side-by-side with Leatherstocking Corporation President Jane Forbes Clark to usher in new marketing and best practices initiatives, to expand guest services, and to oversee extensive renovations to the golf course and hotel, transforming guest rooms, meeting spaces, and social and dining venues.

Miles will be succeeded by Assistant General Manager John Shideler at year’s end. He will continue to work in a consulting capacity with the Leatherstocking Corporation, which oversees operations for The Otesaga and Cooper Inn.

Jeff Idelson stepped down as the Hall of Fame’s president in July, completing 25 years at the revered national educational institution. His association with Pathfinder began soon after arriving in Cooperstown in 1994 as the Hall’s director of public relations.

Idelson helped promote the golf event each year starting in 1999. He also served as the keynote speaker at the Village’s 2008 donor appreciation event, and organized frequent public performances in the Hall of Fame Gallery by the Pathfinder Hand Bell Choir.

“Jeff’s promotion of the tournament and support for Pathfinder allowed us to reach out to new audiences,” said Paul Landers, Pathfinder Village’s CEO. “From introducing the residents to Hall of Fame Members at the Village, to interviewing our Hall Ambassador during the annual banquet, Jeff always conveyed the uniqueness of the Pathfinder community and the importance of the scholarship program.”

Idelson will continue his lifelong commitment to America’s pastime through his newest venture, Grassroots Baseball, a non-profit he co-founded with photographer Jean Fruth. GRB celebrates the excitement, pride and belonging of youth baseball, and the promotes the amateur game around the globe.
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"If you don’t know where you are going, you’ll end up someplace else.” – Yogi Berra

Pathfinder Village is a national leader among agencies who serve individuals with intellectual disabilities in part because of its investment in ongoing training and development. This investment promotes individual and team planning efforts essential to Pathfinder’s growth and has helped create a responsive, mission-driven organization. This summer, staff participated in training opportunities that provided incredible insights that will guide Pathfinder’s care practices and strategic planning as it enters its 40th year of service.

The operational climate for non-profits is more challenging today than ever before. It is no longer sufficient for agencies to strive “for the greater good” – instead they must continually quantify and qualify performance to stakeholders, grantors, regulators, and funding agencies to show they are producing maximum impact using the least amount of resources. A non-profit’s organizational health now depends on sound and consistent planning, follow-up assessments, and flexibility.

The Village’s Senior Leadership Team recently completed a two-day program on Adaptive Strategic Planning with Lis Fournier of Camillus, a training and development consultant who also is a parent-advocate in the Central New York Down syndrome community. Mrs. Fournier, now a member of the Pathfinder Board of Directors, has worked with corporations and non-profits in the areas of strategic planning, team management, and sales training. She strongly believes that “while it is difficult to find time to invest in the adaptive strategic planning process, it pays off in time saved through more impact-driven programs and services.”

Historically, businesses used traditional strategic planning, which is rooted in military planning, to create multi-year strategic plans. These static business roadmaps were based on limited data, assumed the future would follow past trends, and were typically conveyed through administrative directives for mid-managers and line workers to implement. According to a 2014 article in the Stanford Social Innovation Review, “This approach was reasonably good through the eighties. But the rise of high-tech tools and increased globalization … left organizational leaders with a real problem, since the trusted, traditional approach to strategic planning based on assumptions would no longer hold.”

Enter Adaptive Strategic Planning, a contemporary approach that:

- assesses the current business/service climate, collaborators and competitors;
- considers all possible courses of action to meet desired goals before creating a plan;
effectively communicates plan goals, objectives, and strategies to stakeholders to gain their commitment toward implementing the plan and providing ongoing feedback;

- continually evaluates the plan, its goals, objectives, strategies, and tactics using feedback and data;
- uses feedback to continually refine the plan.

Traditional strategic planning follows a linear path in which plans are completed as written, with little adjustment along the way. This has often led to programs and services that have had less-than-optimal impact. Adaptive Strategic Planning is a cyclical approach that continually takes in new information, assesses, and adapts the plan for the greatest possible impact using the least amount of resources.

“I most enjoyed having dedicated planning time to work with other senior leaders: Though I think our organization is collaborative by nature, it was nice to have time to discuss new ideas and help one another develop plans,” said Senior Director of Education Maura Iorio.

“I think that Adaptive Strategic Planning is not only an effective tool to map out Pathfinder’s future but a necessity,” she continued. "In the field of human services, there are so many variables that we can’t control. Developing plans that are flexible and in tune with the changes all around us, though at first might seem scary because we cannot map them out in a straight line, will ultimately benefit us because we will be ready and prepared to pivot as needed.”

Since the mid-1990s, Pathfinder Village has worked with professional researchers to study the risks and causes of Alzheimer’s dementia, especially as it impacts aging individuals with Down syndrome. Early cognitive assessment studies conducted here by the late Arthur J. Dalton, PhD, and other researchers from the NYS Institute for Basic Research have guided our current knowledge of dementia. More recently, Pathfinder Village has partnered with the National Task Group on Intellectual Disabilities & Dementia Practices, a study group of the American Association of Developmental Medicine & Dentistry, to create and refine training programs for families and care providers to provide compassionate, appropriate supports through individuals’ aging processes.

“All of our past aging trainings at Pathfinder have been informative, relevant and influenced our direct care practices, but this summer’s training through Second Wind Dream’s Virtual Dementia Tour® (VDT®) has allowed our staff to experience the difficulties someone with mid-stage dementia faces each day,” said Michelle Banks, a recently trained facilitator for the VDT® program. Second Wind Dreams is a non-profit based in Roswell, Georgia, that is dedicated to changing the perception of aging and the offers aging education programs.

The simulation training is evidence-based and uses patented sensory-altering tools and instructions rooted in research conducted by Second Wind Dreams founder P.K. Beville, MS, who has worked in geriatrics since 1983. Participants are asked to complete a series of basic tasks in a special setting while wearing
the sensory equipment; they are debriefed after the tour to understand the perceptions they gained. The goal of the experience is to encourage empathy and accommodation toward those who have dementia.

“I have a new perspective on what people with dementia experience constantly, from feeling lost and confused, to an inability to filter out background noises and distractions,” said Pathfinder’s Program Office Manager Monica Clark. “And knowing more about Alzheimer’s memory loss—it is understandable when a person you know may not recognize you, as their memories are now from earlier times in their lives.”

Alzheimer’s disease is a neurodegenerative disease that affects over 5.7 million Americans, and is marked by short- and long-term memory loss, confusion, behavioral changes, diminished social and self-care skills, and other symptoms. According to the National Institute on Aging, about half of those with Down syndrome will develop dementia as they age: “People with Down syndrome are born with an extra copy of chromosome 21, which carries the APP gene... Too much APP protein leads to a buildup of protein clumps called beta-amyloid plaques in the brain. By age 40, almost all people with Down syndrome have these plaques, along with other protein deposits (tau tangles), which cause problems with how brain cells function and increase the risk of developing dementia.”

"All current and newly hired Pathfinder Village staff will participate in the Virtual Dementia Tour®, as well as our Board of Directors," said Chief Executive Officer Paul Landers. "It’s imperative that we all have a deeper understanding and awareness of this disease."

Landers concluded, "The VDT®, along with our work with other nationally recognized partners, the National Task Group on Intellectual Disabilities & Dementia Practices, and programs through Jefferson University in Philadelphia, puts Pathfinder in the forefront of caregiver training and support."

For information on current research and programs in your area, visit the Alzheimer’s Association online.

To learn more about the Virtual Dementia Tour®, visit www.secondwind.org.

Thank you for the great memories & your loyal support of Pathfinder Village!

Best wishes at the Pathfinder Village - Baseball Hall of Fame Golf Invitational and Tennis Classic.

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