



## National Breast Cancer Awareness Month

*submitted by George T. Ghosen, Editor*

Every year the American Cancer Society and many other organizations dedicate the month of October to raising awareness about breast cancer.

### The First Event

In 1985, the first Breast Cancer Awareness Month (BCAM) was observed in the United States. Initially, the aim of this event was to increase the early detection of breast cancer by encouraging women to have mammograms. As many women know, a mammogram is an x-ray of the breast used to detect abnormalities in breast tissue. Early detection means that cancer can be more effectively treated and prevented from spreading to other areas of the body.

The US National Breast Cancer Awareness Month Website went online in 1998 and lists the organizations which are on the board of sponsors for this event. Over the years, the focus of this event has widened. A number of organizations based in the US and in other countries now support this international health awareness event.

Given the large number of organizations involved, and the huge sums of money raised, breast cancer awareness has grown into an industry in its own right; this campaign can almost be described as a year long event. Today, Breast Cancer Awareness Month is as much about raising funds for breast cancer research and support, as it is about raising awareness.

### The Color Pink & The Pink Ribbon

With the founding of The Breast Cancer Research Foundation in 1993, the pink ribbon, which had previously been used to symbolize breast cancer, was chosen as the symbol for breast cancer awareness.

The color pink itself, at times, has been used to striking effect in raising breast cancer awareness. Many famous buildings and landmarks across the globe have been illuminated in pink light during this event; Sydney's Harbour Bridge, Japan's Tokyo Tower and Canada's Niagara Falls to name a few.

Due to the success of this awareness event, for many people, the color pink and breast cancer awareness ribbons are now associated with breast cancer awareness.

### Get Tested for Breast Cancer

Breast cancer is one of the most common kinds of cancer in women. About 1 in 8 women in the United States will get breast cancer during her lifetime. The good news is that mammograms can help find breast cancer early - before it spreads to other parts of the body. Most women can survive breast

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## **NATIVE AMERICAN COMMUNITY SERVICES**

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### **MOVING/CHANGE OF ADDRESS?**

If you are planning on moving or changing your address, please contact NACS so we may update our mailing list. Send an email to Newsletter Editor:

[gghosen@nacswny.org](mailto:gghosen@nacswny.org)

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cancer if it's found and treated early.

#### **How often should I get mammograms?**

- If you're age 40 to 49, talk with your doctor about when to start getting mammograms and how often to get them
- If you're age 50 to 74, get mammograms every 2 years

#### **What is a mammogram?**

A mammogram is an x-ray picture of the breast. Mammograms use a very low level of x-rays, which are a type of radiation. The risk of harm from this radiation is very low.

Mammograms can be used to screen (test) for breast cancer in women with no signs or symptoms. They can also help doctors figure out if cancer is causing a particular symptom - like a lump or another change in the breast.

Like all medical tests, mammograms have benefits and risks. These benefits and risks depend on your age and your personal risk of breast cancer. Together, you and your doctor can decide what's best for you.

When you get a mammogram, a technician will place your breast on a platform and a plastic plate will press it flat to get a clear picture. This part of a mammogram can be uncomfortable, but it usually only lasts 15 to 20 seconds.

It takes about 20 minutes total to get mammograms. [Learn more about mammograms](#)

#### **What is breast cancer?**

Breast cancer is cancer that forms in breast tissue. Like all cancers, breast cancer can spread to other parts of the body.

Talk with your doctor or nurse if you notice any of these changes:

- A lump or an area that feels very firm in the breast or armpit
- A change in the size, shape, or feel of the breast
- Fluid (called discharge) coming out of a nipple
- Skin on the breast that is itchy, red, flaky, or dimpled

[Learn more about breast cancer](#)

#### **What if the doctor finds something in my breast?**

Mammograms let the doctor or nurse look for lumps or other changes inside your breasts that you can't feel from the outside. If your doctor finds a lump or another change in your breast tissue, you may need other tests to find out if it's cancer or not.

The doctor or nurse may take a small bit of tissue from the breast for testing. This procedure is called a biopsy.

#### **Take Action**

**See Your Doctor** - Talk with your doctor about when and how often to get mammograms.

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Ask the doctor about your risk for breast cancer.

### What do I ask the doctor?

When you visit the doctor, it helps to have questions written down ahead of time. You may also want to ask a family member or close friend to go with you to take notes.

Print this list of questions and take it with you to your next appointment.

- Do I have any risk factors that increase my chances of getting breast cancer?
- When should I start getting regular mammograms?
- How often should I get mammograms?
- What will happen when I go to get mammograms?
- How long will it take to get the results of my mammograms?
- If I don't hear back about the results of my mammograms, does that mean everything's okay?
- What are the benefits and risks of getting mammograms? What does this mean for me?
- Is there anything I can do to lower my risk of breast cancer?

### What about cost?

Insurance plans must cover mammograms for women age 50 and over — and some younger women at higher risk for breast cancer. That means you may be able to get mammograms at no cost to you. Talk to your insurance company to find out more.

Under the Affordable Care Act, insurance plans must cover mammograms for women over age 40. Depending on your insurance plan, you may be able to get mammograms at no cost to you. Check with your insurance company to find out more.

Medicare also covers mammograms for women over age 40 at no cost. [Find out about Medicare coverage for mammograms](#)

If you don't have insurance, you can still get mammograms. [Find a program near you that offers free or low-cost mammograms](#)

To learn more coverage/insurance, check out these resources:

- [Free preventive care for women covered by the Affordable Care Act](#)
- [How the Affordable Care Act protects you](#)
- [Understanding your health insurance and how to use it \[PDF – 698 KB\]](#)

### Five Reasons Why October Is The Pinkest Month

#### 1. Breast cancer doesn't discriminate

Although breast cancer is more prevalent among American white women, African-American women tend to die from the disease more often.

#### 2. Breast cancer can baffle scientists

Scientists don't really understand why the left breast seems to develop cancer more often than the right breast.

#### 3. Breast cancer surgery was a trailblazer

The very first operation to use anesthesia to deaden pain was a breast cancer surgery.

#### 4. Men get it too

Overall, only one percent of American males are diagnosed with breast cancer, but African-American men just like women in their community, are more prone to die from the disease.

#### 5. Breast cancer - the nuns' disease

At one time, breast cancer was called "the nuns' disease" because it seemed to afflict more nuns than women in the general population.

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## Why Breast Cancer Awareness Month is Important

### A. It promotes self-care

Breast Cancer Awareness Month reminds women (and men ) that monthly breast cancer exams should be a regular part of one's self care. If you have never performed a self-exam, ask your doctor or nurse practitioner to guide you through. Look for changes within and surrounding your breast including dimpling, redness, scaliness or nipple discharge. Granted, some breasts are a little more "lumpy" than others but changes in size or in the tissue should send up a red alert to make an appointment to see your physician.

### B. It focuses on treatment

There are several different types of breast cancer. Treatment options depend on various patient factors: the stage and specific type of cancer, age and overall health at the time of diagnosis, and the patient's personal and family history. After the diagnosis, a patient should consult with family to choose a physician who can go over treatment options like surgery, chemotherapy, hormone therapy, and radiation,

### C. It shouts the good news

The National Cancer Institute recently declared that the U.S. cancer rate fell for diagnosed women between 2006-2015. Also, the FDA approved an at-home genetic testing kit for women to assess whether they carry any of the three gene mutations associated with breast cancer. Onco-plastic surgery, another positive option, is a surgical "two-fer" allowing the removal of cancerous breast tissue immediately followed by the re-sculpting of the breast's remaining tissue, restoring symmetry and a more natural appearance.

## Protect your health

Did you know that 1 in 8 women will be diagnosed with breast cancer in her lifetime? While you can't prevent cancer, it is important to be proactive about your health. Get the free Healthy Living and Personal Risk Guide to help you protect your overall health and assess your breast cancer risk.

Where can you get your copy of this helpful guide?

Click this link or copy/paste into your web browser:

<https://www.nationalbreastcancer.org/healthy-habits>

## Resources:

What Health - <https://www.whathealth.com/>

National Today - <https://nationaltoday.com/breast-cancer-awareness-month/>

My Health Finder - <https://health.gov/myhealthfinder>

National Breast Cancer Foundation - <https://www.nationalbreastcancer.org/>

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## Corporate Executive: Dr. Lori Quigley, Seneca Gaming Corp. and Medaille University

Congratulations to **Dr. Lori Quigley**, Seneca Nation, on becoming one of 25 businesswomen this year. Corporate Executive category. Lori won a Corporate Executive Award as a Woman of Influence from Business First. She is currently the Interim President at Medaille University.

A retired higher education administrator, Lori currently serves as Chairwoman of the Board of Directors for the Seneca Gaming Corporation. She is also on the boards of the National Indian Education Association and the YWCA-WNY; chaired the Native American Indian Education Association of NY for a decade; held a 2-term gubernatorial appointment on the NYS Minority Health Council; received a U.S. Presidential appointment (2004) to the National Advisory Council on Indian Education; was awarded the prestigious S.U.N.Y. Chancellor's Award for Research and Scholarship among several other honors.

# October is Domestic Violence Awareness Month!

*submitted by Fatima Elabed, Stages of Life Empowerment Program*

Domestic violence is best understood as a pattern of abusive behaviors—including physical, sexual, and psychological attacks as well as economic coercion—used by one intimate partner against another to gain, maintain, or regain power and control in the relationship.

During this month we take the time to educate the community about how dangerous domestic violence can be. I'd like to offer a trigger warning for those who may have experienced Domestic Violence. Throughout my article I'd like to explore the different types of domestic violence because it's not always physical. Domestic violence can also be mental abuse. Mental abuse in Domestic Violence relationships might look like threatening, intimidation, emotional abuse, social isolation, gaslighting, financial abuse and using children.

We often fail to realize that even though an abusive partner doesn't physically harm you does not mean they aren't abusing you. Abusers do not come with warning labels so it's important to recognize the signs.

The first sign is their participation in past abuse, the abuser might say "yeah I hit them, but they made me do it". The ongoing minimization of their behavior makes it that much more likely that they will be abusive again.

The second thing to look for is breaking things or slamming objects. This is meant to create fear and to send the indication that physical abuse is the next step.

The third thing is use of force during an argument not only just pushing or shoving but putting you into a restraint.

The fourth is jealousy, the abuser will say things like "jealousy is a sign of love" when in reality it has nothing to do with love. It's the abuser's insecurity being projected onto you and will be at the means of social isolation.

Lastly, love bombing, which is insisting on a commitment very quickly or in the very beginning of the relationship.

Domestic Violence is a spectrum and it could look like almost anything. If you or someone you know feel like you've been dealing with the signs of domestic violence be sure to call the hotline number at **1-800-799-7233 or text START to 88788**

## Domestic Violence Awareness Month

Domestic violence awareness month was first introduced back in 1981 by the National Coalition Against Domestic violence. It was created not only to bring more awareness to others but to connect and unify the millions of affected victims that had been battered due to domestic violence.

Every year, right around 10 million people become victims of domestic violence, which equates to just about 20 people every minute. Those are some pretty big and startling numbers. It affects not only women, but men and children, of all different races, status, religions, and culture. No one is immune to it.

Action needs to take place, where an advocate is willing to speak up when others can not. Especially during the month of October, make sure that you support domestic violence survivors and help to get the word out about the destructive threat that domestic violence has on so many homes all across America.

# Employee Corner

*submitted by Shannon Hill, Administrative Assistant*

**We would like to welcome the following new employees to our NACS Team:**

- Treston White – Family Preservation Caseworker
- Julia Smarr- Erie County Clubhouse Youth Worker

## **September Birthdays**

*(We apologize we missed September celebrations.)*

On behalf of all at NACS we wish you a very Happy Birthday to:

- Julia Smarr
- Abigail Crosby
- Amiyah King
- Kailin Kucewicz

## **September Anniversaries**

Wishing a very happy work anniversary to our very own:

- Simone Alston 5 years at NACS
- Amy Huff 17 years at NACS

Thank you for your continued support and hard work to NACS, our community, and to your program!

## **October Birthdays**

On behalf of all at NACS we wish you a very Happy Birthday to:

- Jeanell Perez
- Star Wheeler
- Colleen Casali

## **October Anniversary celebrations**

Wishing a very happy work anniversary to our very own:

- Shannon Hill 3 years at NACS
- Pat Howling 5 years at NACS
- Brittne Zurbrick 8 years at NACS

Thank you for your continuous contribution. Keep up the great work!

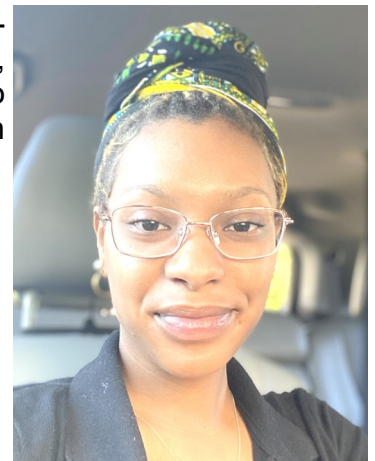
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## **Welcome Julia Smarr to NACS!**

**Julia Smarr**, Youth Leader - Youth Services

I enjoy working with all people, but I enjoy working with newer generations the most. We are the future and I believe engaging with each other, as well as having great leadership, can make the world an easier place to navigate. With the help of my own experience, I hope to help others with things that I've learned in my transition from a youth to an adult.

Clubhouse (Erie County)  
1005 Grant Street  
Buffalo, NY 14207  
Cell: (716) 235-0005





NACS invites you to a  
**HALLOWEEN**  
**WALK/DRIVE THRU EVENT**

**Thursday, Oct. 20, 2022**

**Time: 6-8PM**

**NACS Parking Lot**

**1005 Grant St.,  
Buffalo, NY 14207**

**Pictures  
and  
Games!**

**Spooky  
snacks**

**Please RSVP by Oct. 14 to:  
[swheeler@nacswny.org](mailto:swheeler@nacswny.org) or  
(716) 874-2797 ext. 309**

**Include ages, # of kids and # of adults**

FUNDED BY: Office of Addiction Services & Supports,  
Administration for Native Americans, NYS Dept. of Health,  
U.S. Dept. of Labor and foundations, businesses and caring individuals

Join our Peer Educators for



## Mentoring Our Community Attitudes

A discussion based, youth-driven mentoring program to empower youth to take control of their sexual health.

**OPEN TO  
ANY HIGH  
SCHOOL  
STUDENT**

**EARN  
A \$25  
GIFT  
CARD!**

**REGISTER AT:  
[HTTPS://LINKTR.  
EE/NACS\\_SOLE](https://linktr.ee/NACS_SOLE)**

Meets weekly at The  
Pride Center of WNY  
from October 6th  
through December 1st

**PEEPs**

*Peer Educators Empowering People*



**HOPE BUFFALO**  
THE PLEDGE FOR HEALTHY TEENS

A Project of  **CAI**

MOCA is presented by the Peer Educators Empowering People, a component of the Stages of Life Empowerment Program at Native American Community Services. SOLE is funded by the NYS Department of Health/Bureau of Family Health. The MOCA Program is funded by HOPE Buffalo.

## WORKFORCE DEVELOPMENT SERVICES



*A Tradition of Caring*

### Services we provide:

- ⇒ Case management/career counseling
- ⇒ Job search and placement assistance
- ⇒ Assistance in identifying employment barriers
- ⇒ Occupational skills training/skills upgrade
- ⇒ Interview preparation
- ⇒ Resume writing assistance
- ⇒ Educational resources and information
- ⇒ Resources for entrepreneurs
- ⇒ Referrals and Linkages to other services
- ⇒ Status card/Tribal documentation assistance

### **Funding Available to Eligible Native Americans for:**

- \* Work Experience Positions
- \* On-the-job Training
- \* Tuition/Books/Educational Support
- \* Work Clothes/Tools
- \* Training/Certification Programs
- \* Other Supportive Services

For more information and/or  
to make an appointment, contact:  
Native American Community Services

Buffalo Office  
716-574-9731

Rochester Office  
585-514-3984

Syracuse Office  
315-322-8754

We have offices in  
Buffalo, Niagara Falls, Lockport,  
Rochester and Syracuse

### Counties we serve:

Erie, Niagara, Orleans, Genesee,  
Wyoming, Monroe, Livingston,  
Wayne, Ontario, Yates, Seneca,  
Cayuga, Oswego, Onondaga,  
Cortland, Oneida, Madison

*Funded by the US Department of Labor*

# Workforce Development Services

Submitted by Colleen Casali – Economic Empowerment Services Director

Native American Community Services has a workforce development program that offers employment and education services to the Native American community in 17 Counties in New York State. The following is a list of services that are available to eligible participants which includes limited financial assistance.

## Services provided to eligible participants:

- Case Management related to workforce activities
- Assistance in identifying barriers to employment
- Career counseling/exploration
- Job search and placement assistance
- 6-week Work Experience program
- Interviewing preparation
- Occupational skills training/Skills upgrade
- On-the-job training
- Test Assessing Secondary Completion (TASC) classes—Formally GED
- Educational resources and information
- Tuition/Book Assistance
- Entrepreneurial/small business technical assistance training information
- Follow-up services
- Referral and linkage services
- Status Card/Tribal documentation assistance

## The following are requirements needed to qualify as an eligible participant:

- ❖ 18 years of age or older
- ❖ Reside off the reservation
- ❖ Reside in one of the 17 counties we serve
- ❖ Native American, Alaska Native or Native Hawaiian
- ❖ Tribal documentation of enrollment in a federal or state recognized tribe
- ❖ Unemployed or under-employed
- ❖ Laid-off, furloughed or dislocated workers
- ❖ Veteran or Spouse of a Veteran
- ❖ Meet all WIOA eligibility guidelines

## **If you live in one of these counties:**

**Erie, Niagara, Orleans, Genesee, Wyoming, Livingston, Monroe, Wayne, Ontario, Yates, Seneca, Cayuga, Oswego, Onondaga, Cortland, Oneida, Madison** - You may qualify for services.

To make an appointment for an initial assessment call Buffalo Office at (716) 574-9731; Rochester Office at (585) 514-3984 or Syracuse Office at (315) 322-8754 Office hours **Monday – Friday, 8:30 am – 5:00 pm.**

If you prefer email you can reach Tianna at [tporter@nacswny.org](mailto:tporter@nacswny.org); Colleen at [cacasali@nacswny.org](mailto:cacasali@nacswny.org) or Becky at [rwaterman@nacswny.org](mailto:rwaterman@nacswny.org).

Native American Community Services

# FOOD PANTRY

1005 Grant St  
Buffalo NY, 14207

Hours: 10:00AM-1:00PM  
Tuesdays & Wednesdays



**We are committed to providing nutritious food for our community, especially in times of crisis.**  
**If you or your family are eligible based on the following criteria, please visit us during our food pantry hours.**

**You are eligible for food assistance if you live in zipcodes [14207](#) or [14216](#), and if you meet one of the following criteria:**

| Household Size  | Annual Income |
|-----------------|---------------|
| 1               | \$25,520      |
| 2               | \$34,480      |
| 3               | \$43,440      |
| 4               | \$52,400      |
| 5               | \$61,360      |
| 6               | \$70,320      |
| 7               | \$79,280      |
| 8               | \$88,240      |
| Each Additional | \$8,960       |

- **Your family income lies within these guidelines, including if you have recently become unemployed.**
- **You or someone in your household participates in SNAP, WIC, TANF, Unemployment, Disability, SSI, or Free/Reduced lunch program.**
- **You are experiencing food insecurity and/or having trouble making ends meet.**



# SAFE SLEEP IS AS EASY AS A B C

A resource for families by NATIVE AMERICAN COMMUNITY SERVICES



## Baby should always sleep Alone

Don't sleep in the same bed as baby.  
The safest place for babies to sleep is the same room as their caregiver.  
You can place the crib next to the your bed.

## Baby should sleep on their Back

Place baby on their back to sleep and tummy to play.  
This helps to prevent flat spots on the head and decreases chances of Sudden Infant Death Syndrome (SIDS) occurring.



## Baby should always sleep in a Crib

Use a crib or bassinet that meets *current* safety standards.  
Provide a firm sleep surface.  
Keep the crib empty.  
Avoid using sleep position devices. There is no evidence that these are effective and in some cases, can pose a danger if the baby rolls out of the device.

Need more information or support, reach out to your NACS staff or call 716.874.4460 (Buffalo) or 716.302.3035 (Lockport) or visit [www.safetosleep.nichd.nih.gov](http://www.safetosleep.nichd.nih.gov)

NATIVE AMERICAN COMMUNITY SERVICES

1005 GRANT STREET, BUFFALO, NY 14207



# Job Postings



**NATIVE AMERICAN COMMUNITY SERVICES OF ERIE & NIAGARA COUNTIES, INC.**

1005 Grant Street ● Buffalo, NY 14207-2854 ● (716) 874-4460 ● Fax (716) 874-1874  
1522 Main Street ● Niagara Falls, NY 14305 ● (716) 299-0914 ● Fax (716) 299-0903  
76 West Avenue ● Lockport, NY 14094 ● (716) 302-3035 ● Fax (716) 302-3037  
100 College Avenue, Suite 200 ● Rochester, NY 14607 ● (585) 514-3984  
Syracuse Office: TBD

Equal Opportunity Employer

## Position: Family Preservation Caseworker

Type: Hourly / Non-Exempt

Salary/ Range: \$19.23 / hour

Offices: Erie & Niagara Counties (multiple open positions)

### Summary :

*The Family Preservation Caseworker works in conjunction with the Local County Department of Social Services (LCDSS /DSS) and is responsible for providing prevention services to families referred from DSS. Incumbent helps children remain safely in their homes and prevent placement outside of their home. All efforts will be performed with understanding of and in accordance with Good Mind principles, while also adhering to the principles of Trauma Informed Care (TIC).*

**GENERAL RESPONSIBILITIES:** This position description is not intended to be all-inclusive but to give a general outline of duties to be performed.

- Provide effective and efficient case management for assigned families
- Maintain strong communication with the family working toward stabilizing and strengthening the family unit, with regular face-to-face contact
- Make use of appropriate counseling, parent training, home management, support, and advocacy services
- Work collaboratively with referral sources, community service providers, and family members to meet goals
- Produce accurate, thorough, and timely progress notes in CONNECTIONS
- Ensure all court mandated or recommended services are applied and supported
- Provide transportation for meetings, services, and appointments in a safe, reliable vehicle, as necessary
- Maintain confidentiality per agency standards and all applicable codes of ethics
- Other duties as assigned

### EDUCATION, QUALIFICATIONS, SKILLS

- Bachelor's degree in human service or related field of study preferred, with experience in child welfare required.
- Knowledge of ICWA, ASFA, Federal and State regulations, as well as mandated reporting requirements.
- Must be able to work remotely and in-person and be flexible to evening and weekend hours.
- Must pass all background checks and pre-hire requirements.
- Must have clean and valid NYS driver's license and carry minimum auto liability coverage of \$100k/\$300K.
- Intermediate computer skills and understanding of office applications including MS Office Suite.
- Interpersonal skills to work cooperatively and effectively with individuals, groups, and diverse populations.
- Knowledge of local Native American communities.
- Ability to become certified in CPR and First Aid
- Must be able to lift minimum of 30 lbs.
- Must be able to perform in a smoke-free environment.

ForConsideration: Send Resume to:

[humanresources@nacswny.org](mailto:humanresources@nacswny.org)

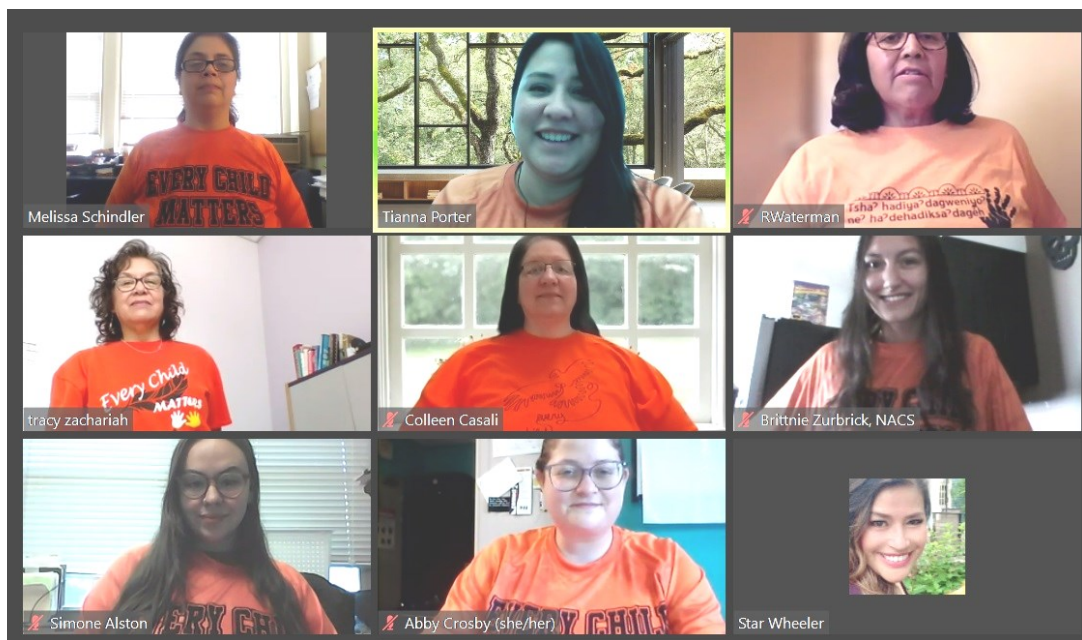
## NACS Staff Showing Their Support For Every Child Matters - Remembrance Day, September 30, 2022



Left to Right: Chelsea Martin, Colleen Casali, Tianna Porter, Jeanell Perez, Raven Weatherston, Tracy Zachariah, Thomas Strauss, Jennifer Frappa, Abigail Crosby, Simone Alston, Anna Miller, Sue Conover



Pictured Above: Lisa Latocha

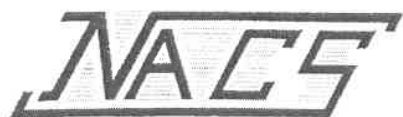


And, At the Staff ZOOM Meeting!

## And, Of Course, Supporting The Buffalo Bills!



# Job Posting



## NATIVE AMERICAN COMMUNITY SERVICES OF ERIE & NIAGARA COUNTIES, INC.

1005 Grant Street • Buffalo, NY 14207-2854 • (716) 874-4460 • Fax (716) 874-1874  
1522 Main Street • Niagara Falls, NY 14305 • (716) 299-0914 • Fax (716) 299-0903  
76 West Avenue • Lockport, NY 14094 • (716) 302-3035 • Fax (716) 302-3037  
100 College Avenue, Suite 200 • Rochester, NY 14607 • (585) 514-3984  
Syracuse Office: TBD

Equal Opportunity Employer

### Position: Workforce Development Specialist

Type: Hourly / Non-Exempt

Salary / Range: \$19.00 / hour

Office: Rochester (Extensive Travel Required)

#### Summary :

*The Workforce Development Specialist assists in planning and implementing goals and objectives of the Workforce Development Component as well as ensuring quality of service provision to clients. Incumbent will be flexible to evening and weekend schedules. All efforts will be performed with understanding of and in accordance with Good Mind Principles, while also adhering to the principles of Trauma Informed Care (TIC).*

#### ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Conducts Initial intake and comprehensive testing to determine client eligibility and needs.
- Develops an Individual Employment Plan (IEP) with client.
- Develops and provides workshops to clients in such areas of academic, life skills, and technical areas.
- Keeps abreast of current trends in the local job market.
- Establishes an effective support network and provides referrals for clients.
- Attends and participates in weekly component staff and other required meetings.
- Maintains necessary documentation and ensures the timely completion of all necessary recordkeeping.
- Develops an outreach action plan to successfully recruit and retain participants and employers into the program.
- Conducts outreach to academic entities, unions, coalitions, service providers, and other individuals/agencies to promote services, develop linkages, build network opportunities and advocate for issues in the Native American Community.
- Develops and nurtures relationships with employers for on-the-job training agreements and work experience opportunities for clients.
- Other duties as assigned

#### EDUCATION, QUALIFICATIONS, SKILLS

- Bachelor's degree in human service or related field of study preferred, with three (3) years' experience in workforce development including supervision and program management, or a combination of education and work experience
- Knowledge of local area service providers
- Must be able to work remotely and in-person
- Must pass all background checks and pre-hire requirements
- Must have clean and valid NYS driver's license and carry minimum auto liability coverage of \$100k/\$300K
- Intermediate computer skills and understanding of office applications including MS Office Suite
- Interpersonal skills to work cooperatively and effectively with individuals, groups, and diverse populations
- Knowledge of local Native American communities
- Must be able to lift minimum of 30 lbs.
- Must be able to perform in a smoke-free environment

For Consideration: Send Application & Resume to:

[humanresources@nacswny.org](mailto:humanresources@nacswny.org)

Native American Community Services  
of Erie & Niagara Counties, Inc.  
1005 Grant Street  
Buffalo, New York, 14207

Please share this newsletter with family, friends and co-workers. If you know of anyone who would like to receive NACS News monthly by email, please have them send their first and last name and current email address to:

[gghosen@nacswny.org](mailto:gghosen@nacswny.org)

You can also look for our newsletter on our website:  
[http://www.nacswny.org/news\\_and\\_events.html](http://www.nacswny.org/news_and_events.html)

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YES, I'D LIKE TO HELP NACS CONTINUE ITS TRADITION OF CARING!!

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| <p>Please accept my contribution of:</p> <p><input type="checkbox"/> \$5   <input type="checkbox"/> \$10   <input type="checkbox"/> \$25   <input type="checkbox"/> \$50</p> <p><input type="checkbox"/> \$100   <input type="checkbox"/> Other: _____</p> <p>I'd like to volunteer my time. I can...</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>Please detach and return to:</p> <p><b>Native American Community Services of Erie &amp; Niagara Counties, Inc.</b><br/><b>1005 Grant Street, Buffalo, New York 14207</b></p> | <p>_____</p> <p>Name</p> <p>_____</p> <p>Address</p> <p>_____</p> <p>City / State / Zip Code</p> <p>_____</p> <p>Phone</p> <p><input type="checkbox"/> Please add me to your mailing list!</p> |
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