

DECEMBER 2025

## RCAL Holidays: Ugly Sweaters and Festive Doors!



At RCAL, the holiday season is a time for connection, creativity, and a little friendly competition. One cherished tradition—enthusiastically encouraged by our festive CEO, Anthony—is our annual Door Decorating Contest, where staff transform their office doors into holiday-themed works of art.

Once again, RCAL staff rose to the occasion with doors that were funny, creative, and genuinely inspiring. In recent years, we've opened the contest to a public vote, and this year is no exception. Be sure to check out the photo gallery and cast your vote—we'll announce the winner between Christmas and New Year's.

The festive fun didn't stop there. Staff also took part in our annual Ugly Sweater Contest, proudly modeling their most outrageous attire in the conference room before prizes were awarded for truly memorable looks.

While the work of Independent Living is deeply rewarding, it can also be emotionally demanding. Taking time to laugh, celebrate, and support one another helps strengthen our team and sustain us in the important work we do every day. These moments of shared joy are a reminder that community begins at home—right here at RCAL.

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**WE ARE HIRING**

**Our Wonderful Sponsors!**





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## RCAL Holidays Continued...



These are just a sampling of the creative and heartfelt holiday doors by RCAL staff members. Don't forget to [cast your vote](#) and pick a winner!



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## A Letter From the Director

Tis the Season to be Merry and Bright and I am trying. It seems as we get older and we know more, and have experienced more, being merry is harder. Memories of the past haunt us like the Ghosts in "A Christmas Carol" but hopefully warm our hearts as well. I have found acknowledging this makes it easier to enjoy the now. If you will indulge me, I am going to quote Jimmney Cricket:

*From all of us to all of you, a very Merry Christmas.  
For on this bright and joyful time, we're glad to have you with us.*

From the bottom of my heart, I am glad you are all apart of the RCAL family and I look forward to another year together.

Whatever you Celebrate, please enjoy! Take the time to be with loved ones, whatever that means to you. Take the time to reflect and not spin out or spiral and remember to self care. Use this Holiday Season to reboot and start a new for this coming New Year - Happy Holidays to All and to All A Good Season:

Buon Natale, Feliz Navidad  
Merry Christmas,  
Chag Hanukkah, sameach  
Happy Hanukkah, Heri za  
Kwanzaa! Happy Kwanzaa

Anthony



Left to Right: Ulster Savings Bank President Bill Calderara, Lee Ann Marmo of Norman Staffing, and RCAL CEO Anthony Mignone at the Ulster County Italian American Foundation holiday part.



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## RCAL Takes Over the Rosendale Theater!

RCAL spread a little holiday cheer on December 16 with our Holiday Movie Matinee at the historic Rosendale Theater. Staff, board members, and community supporters gathered to enjoy the season together with a screening of the classic holiday film *It Happened on 5th Avenue*.



This heartwarming Christmas tale from 1947 truly stood the test of time, drawing laughs throughout the film and earning enthusiastic applause at its conclusion. The event was free to attend, with suggested donations benefiting RCAL, making it an accessible and welcoming afternoon for all.

We love creating opportunities like this for our community—moments to slow down, connect, and share joy together. Thank you to everyone who joined us and helped make the afternoon so special. We hope to see you at more community-centered events in 2026!





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THANK  
.. YOU  
😊

# GRATITUDE FOR OUR SPONSORS + SUPPORTERS

Each year, RCAL is proud to host multiple community events that are free and open to the public, including our Annual BBQ & Open House, Disability Awareness Parade, and the Jim Garvey Disability Resources Expo. Creating welcoming, accessible spaces like these is a core part of our mission—and it's only possible because of the generosity of our community.

We are deeply grateful to the businesses and individuals whose sponsorships make these events happen year after year. We encourage you to take a moment to review our full list of sponsors on the final pages of this newsletter and join us in thanking them for their support.

The community's generosity extends well beyond financial contributions. Each year, individuals donate hundreds of pieces of durable medical equipment to RCAL's Loan Closet. These items are then redistributed to people who need them, creating a powerful and ongoing cycle of kindness, dignity, and mutual support.

We also extend our sincere appreciation to the elected officials who champion our work, the City of Kingston for supporting our annual Disability Awareness Parade, the businesses and individuals who donate to our silent auctions, the supporters who march alongside us, and the many nonprofit partners who stand with RCAL in advancing independence, access, and inclusion. This work is truly a community effort—and we are grateful for each and every person who helps make it possible.



# Ulster County Warming Center Information

With cold weather already upon us, warming centers are a vital resource for members of our community who need a safe, warm place during the winter months. Ulster County's warming shelter will be operational 24/7 from December 1, 2025 through March 31, 2026.

## IMPORTANT WARMING CENTER/SHELTER ACTIVATION

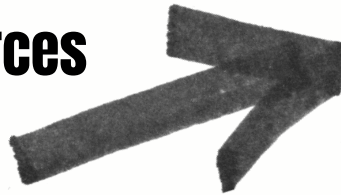
**County Warming Center is Activated!  
24/7 Schedule**

**2nda Iglesia La Mision Church**  
80 Elmendorf St, Kingston, NY



The warming center is located at 2nda Iglesia La Mision Church, 80 Elmendorf Street, Kingston, NY 12401. The center can be reached directly at (845) 334-0551. Law enforcement agencies and other organizations that encounter individuals in need of shelter are encouraged to transport them directly to the warming center. Additional assistance is available through the Family of Woodstock Hotline at (845) 679-2485. As temperatures drop, we encourage the community to help spread the word and look out for neighbors who may need support.

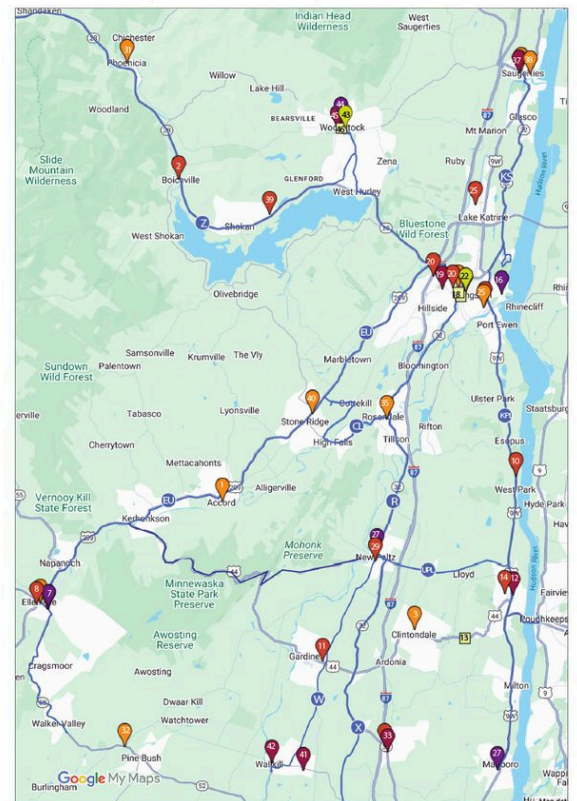
## Accessing Food Resources in Ulster County



RCAL is proud to share this helpful map of food pantries and meal programs across Ulster County—each accessible by Ulster County Area Transit (UCAT). These resources support individuals and families in need of healthy, reliable food options within our community.

For more information on local food programs, visit [Ulster Corps website](https://www.ulstercorps.org/).

## ULSTER COUNTY Food Pantries & Meal Programs accessible by Ulster County Area Transit (UCAT)



Map data ©2025 Google



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## Become an RCAL Board Member

Do you have 5-8 hours a month? Do you have a commitment to living independently in the community regardless of disability?

Please consider becoming a part of our Oversight board. Call Robert at 845-331-0541 ext. 12 and he will arrange for you to come down and have a tour and meet and greet with our CEO Anthony. He will explain all of our programs and about our agency.

Without an oversight board, a non-for-profit cannot function. Don't worry, this is not a management board. You do not have to direct staff or manage programs on a day-to-day basis. Our meetings are hybrid so if you can't drive in the evening or if getting around is an issue, you can still participate. Give us a call for more information!

**BE OUR  
SPONSOR  
AND MAKE A  
DIFFERENCE**

**RCAL IS ALWAYS SEEKING NEW BUSINESS SPONSORS.  
CONTACT US TODAY TO LEARN HOW YOU CAN HELP!  
845-331-0541 EXT. 12**



# Expanded Bus Routes Support Independent Living in Ulster County

Access to reliable public transportation is vital for members of the Independent Living community, helping people get to work, appointments, grocery stores, and social activities with independence and dignity. RCAL is pleased that Ulster County has heard the community's call and responded.

Ulster County Area Transit (UCAT) will add two routes starting Tuesday, December 9, following feedback from riders after the September route changes:

- New Paltz Loop – Operating Tuesdays and Saturdays from 10 AM to 3 PM, this route connects key destinations requested by riders, including Zer0 Place, Shoprite Plaza, Tops Plaza, SUNY New Paltz, and other village locations.
- Port Ewen Bus – Operating Tuesdays and Thursdays from 10 AM to 3 PM, this route serves Golden Hill, Birches Port Ewen, Garraghan Drive, the Broadway corridor, Kingston Plaza, Development Court (with connections to fixed routes), and other stops.

These route additions address immediate community needs while the County prepares to implement the Route Optimization Plan in 2026, which will expand countywide bus service by 27% over three years.

County Executive Jen Metzger stated, “These additions ensure that residents who rely on our buses to shop for groceries and meet other needs have the service they depend on. Looking ahead, the Route Optimization Plan will make transit easier and more convenient for everyone.”



RCAL applauds Ulster County for listening to its residents and taking steps that enhance independence, mobility, and access for all community members.



# JOIN OUR TEAM

RCAL is hiring compassionate, motivated individuals to help support our community. Current openings include:

- **Part-Time Community Habilitation Support Staff** – Serve the Marlboro and Modena areas by assisting individuals with developmental disabilities in achieving goals and enhancing independence.
- **NHTD/TBI Service Coordinator / Adult Health Homes Case Manager** – Work directly with individuals with disabilities to coordinate services and support them in living independently in their homes and communities.
- **Part-Time Receptionist (Wednesdays)** – Help manage our front desk, assist with our Durable Medical Loan Closet, and welcome visitors.

For full job descriptions, qualifications, and to apply, visit <https://www.rcal.org/employment-opportunities> or click the graphic below.



## VOLUNTEERS NEEDED!

**CALLING ALL VOLUNTEERS!  
WE NEED YOUR HELP!**



RCAL is looking for dedicated individuals to join us in our mission to make a positive impact in our community. We are seeking someone to help answer phones and emails, as well as assist members of the public in our Medical Loan Closet.

If you are interested, please email [rmiraldi@rcal.org](mailto:rmiraldi@rcal.org) or call 845-331-0541 x12

**MHV PROUDLY  
SUPPORTS  
OUR COMMUNITY  
PARTNER:  
RCAL!**

**GUIDING  
YOUR FINANCIAL  
JOURNEY  
*across* THE  
HUDSON VALLEY.**



Federally Insured by NCUA



# INDEPENDENT

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## R C A L   A n g e l   S p o n s o r



## C o m m u n i t y   C o n t r i b u t o r s



Ulster



Savings



Ulster Federal  
CREDIT UNION





# INDEPENDENT

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## Disability Advocates



**Alex Stier**  
Real Estate Associate Broker  
518.281.8700 (C)  
845.765.3900 (O)  
astier@kw.com



15 Taylor Street, Kingston, NY 12401  
Each office is independently owned and operated



*Anthony Mignone & Matthew Coumbes*

*RCAL Board Members Kathy McMahon & Jack Ruddick*

*RCAL Board Members Sheila Kilpatrick and Jeffrey Galinson*

*Joanna & Peter Mignone*



# INDEPENDENT

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## Disability Advocates Continued



### Support Groups at RCAL

2nd  
THU

Amputee / Limb Loss of the Hudson Valley  
This meeting is held on the **SECOND** Thursday of each month from 6 - 8:30 p.m. at RCAL. Members of the public are welcome.

2nd  
MON

Traumatic Brain Injury  
This meeting is held on the **SECOND** Monday of each month from 2-4 p.m. at RCAL. Members of the public are welcome.

3rd  
THU

Hudson Valley Task Force of the Deaf and Hard of Hearing  
This meeting is held at 10 a.m. on the **THIRD** Thursday of each month at RCAL. Members of the public are welcome.

For more information, visit [rcal.org](http://rcal.org)

### F r i e n d s o f R C A L



RCAL Board Member  
Sheila Kilpatrick