



A U T U M N

NEEDS

NEWSLETTER



Update From The President

Hi all – in the Fall 2018 edition of the NEEDS Center Newsletter you will find updates and news from around our company and the services and supports that we are offering. Since the Summer Edition:

- We have had several more people transition into each of our Day Support programs (Methuen and Tewksbury).
- We have received several responses to a survey sent to parents and guardians about potential interest in a Parent Advisory Board, More info to follow in the newsletter.
- We have had a number of community outings and opportunities for the people we support including a trip to a vacation home in Maine.

We are particularly thankful for all of the support that we have received from the parents of the people we support as well as other stakeholders. It is this type of support that really makes our jobs more worthwhile! Thanks from all of us.

Jim Sperry, President and CEO

The NEEDS Center

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2018 Annual Fund

The NEEDS Center has had another successful year and we would like to thank you for your support towards achieving our goals. The NEEDS Center is a 501(c)(3) non-profit organization (ID 46-0759051) whose mission is: ***To provide education, training, and support to individuals with developmental disabilities, and to assist them to live meaningful lives as independently as possible.*** During the course of this past year, we have opened two new residential homes and increased our census in both our day habilitation program and our Community Based Day Supports program. The NEEDS Center also went through our first CARF (Commission on Accreditation of Rehabilitation Facilities) survey for day services and received a 3-year certification.

Over the past year, due to generous contributions, we were able to apply funds towards the addition of adaptive technology for the people we support in our day programs. In our NEEDS Center Day Program in Tewksbury we were able to add 55-inch monitors to each of our classrooms with wireless capabilities which provide access to learning opportunities in many areas of interest including nutrition, health and well-being, exercise, meal planning, art and current events. The use of this new technology has also been a wonderful addition to the program for providing each person served with the ability to become more familiar and independent with technology.

We were also able to use these funds to provide the people we support with the ability to participate in recreational activities and vacations. During the month of September, we were able to rent a spacious house on Bryant Pond in Maine for a wonderful vacation for the people we support. In addition to the various amenities of the lake house, the individuals were also able to go shopping in North Conway, enjoy local fairs and the scenic area, as well as visit local venues like Sunday River. During the coming year we plan to schedule a cruise to Bermuda with Norwegian Cruise Lines for the people we support. In addition to these larger activities, donations have helped with other recreational activities such as: tickets to: Sporting Events, Canobie Lake Park and many other activities.

We invite you to participate in the 2018 Annual Fund by making a tax-deductible contribution. Many of the individuals served by NEEDS Center are diagnosed with Autism. Your gift will make a difference by allowing us to provide iPads to these individuals to use both as a teaching tool as well as to assist those individuals who are nonverbal to communicate more effectively. In addition, funds would be used to provide more access to therapeutic activities such as horseback riding, while continuing to support our existing recreational activities.

Participating in Special Olympics has always been an enjoyable and exciting experience for the people we serve. One of the most popular events that we participate in is Bocce. Your tax-deductible contribution would be used to fund new uniforms as well as the building of a Bocce court for our team to use for practice.

Remember that every donation makes a difference, regardless of size. Once we receive your contribution, we will mail you a letter that can be used for tax deduction purposes.

Thank you in advance for your support!



Welcome to the NEEDS Family

We would like to take this opportunity to welcome new members to the NEEDS Center Family!

- ◇ Nicole Chaisson | Program Coordinator | Billerica Program
- ◇ Teresa Urena | Program Coordinator | Methuen Program
- ◇ Kristine Ross | Assistant Program Coordinator | Methuen Program
- ◇ Leti Gallagher | Assistant Program Coordinator | Haverhill Program
- ◇ Taryn Goucher | Assistant Director of Clinical Services
- ◇ Laura Cozzone | Operations Coordinator
- ◇ Damian Sok | Administrative Assistant
- ◇ Paul Lamin | Program Specialist
- ◇ Afeez Awojobi | Program Specialist
- ◇ Heather Dudley | Program Specialist
- ◇ Olajide Gisanrin | Program Specialist
- ◇ Irania Gomez | Program Specialist
- ◇ Shantel Jones-Pereira | Program Specialist
- ◇ Amechi Okoro | Program Specialist
- ◇ Oluwabenga Adesulu | Program Specialist
- ◇ John Gonsalves | Program Specialist
- ◇ Hugson Jean-Francois | Program Specialist
- ◇ Arius Jones | Program Specialist
- ◇ Bartholomew Okwelu | Program Specialist
- ◇ Haniel Theuri | Program Specialist



Congratulations!

Congratulations are in order for 4 members of our Administrative Team.

Tim Sobezenski has been promoted to Vice President of Adult Services. Tim has been with the NEEDS Center since our inception, and has been an extremely valuable member of our team. His primary area of focus is the close oversight of our Day Support programs, but he also helps out residentially, in our consultation division and with QUEST and other licensing prep work.

Michael Corey has been promoted to Vice President of Residential Services. Michael has been with us for the past year, and has been responsible for the oversight and management of our Residential Division. Mike has done a great job in supervising and building our residential team, and has added a great deal of value to the NEEDS Center since joining us in November of 2017.

Kathryn Bassett has been promoted to Director of Clinical Services. Kathryn started at the NEEDS Center in October of 2014 in the Consultation Division and has been instrumental in providing high quality assessment and treatment planning for children with a primary focus on school consultation.

Ashley Gillespie has been promoted to Director of Clinical Services. Ashley started at the NEEDS Center in June of 2014 in the Consultation Division and has excelled at establishing and maintaining rapport, leading to expansion of clinical services to areas served by the NEEDS Center.

We would also like to acknowledge members of our team who have grown in the company!

- ◇ Eric Silvia | Program Coordinator | Methuen Program
- ◇ Jason Adams | Program Coordinator | Day Habilitation Day Program
- ◇ Ibrahim Settaala | Assistant Program Coordinator | Billerica Program
- ◇ Gabriel Ansong | Assistant Program Coordinator | Methuen Program



NEEDS at Career Fairs

This Fall the NEEDS Center's Human Resources Department attended college career fairs to recruit students for available part time and full time positions in our programs. These recruiting events provide students with the opportunity to speak to recruiters from a variety of hiring organizations in one place. Students use this opportunity to network with recruiters and share information about themselves and their career goals. Recruiters will share application information as well as specifics on which skills and qualities they are seeking in applicants.



**Vice President of Human Resources Kimberly Newton
at Tufts University Fall Career Fair**



NEEDS Center Halloween Party

Timber Lane Terror-ific Halloween

The guys at Timber Lane recently got to celebrate the holiday of Halloween with their NEEDS Center friends, which took place at the Main Office in Tewksbury. There the guys enjoyed food, drinks, and great conversation with their friends. The guys of Timber Lane sat down and told of their experience at the Halloween party. Abdul said he “liked that there were so many people that attended and so many friendly people to talk to.” He also enjoyed the food selection and said “it was a great way to celebrate the holiday.” Scott said he “enjoyed talking to everyone and he was happy to see a lot of familiar faces there which made him feel more welcome and included.” He too said he “enjoyed the food and the decorations.” Walter stated he “was happy to see some of his friends and happy to be able to sit down and talk with them after not seeing them for a while.” He also enjoyed the music selection and the snacks that were at the party. The major take away from this party for the guys was that they were able to spend time with their friends and were able to enjoy some good conversations along with some fun.



Aaron at the NEEDS Halloween Party

Aaron was so happy, socializing, and even dancing when previously thought he did not like that type of setting. Since moving in with the NEEDS center he has been able to find out quite a few things that he really loves to do by giving them a chance!



Apple Picking

Our Tewksbury Day Program attended a trip on 9/27/18 to Parlee Farm in Tyngsboro, MA to enjoy an afternoon of Apple Picking. There were a lot of activities at the farm such as: Apple Picking, Pumpkin Picking, Flower Picking, Ice Cream Stand, Bakery, Hay Rides, Corn Stand, etc. The activity that the individuals seemed to enjoy the most was Apple Picking. There were all different types of apples such as Honey Crisp, Golden Delicious, McIntosh, Cortland, etc. At the end of the activity each one of the individuals took at least one bag of apples back to our Day Program where we were able to use the apples in a cooking group activity called Apple Spiders. It was a fruitful day and all the individuals had a wonderful time.



Bobby picking a ripe apple.



Chris posing for the perfect apple picking action shot.



Yussef smiling for the camera.



Apples Continued...

So what did we do with all the apples we picked?



We made Apple Spiders from our cooking group after our Apple Picking Outing.

It was made with Apples, Pretzels for the legs, Choc. Chip eyes and Peanut Butter on the inside.



Diversity Potluck

The NEEDS Center held a diversity holiday potluck on November 20th for the individuals who attend both day programs. The NEEDS Center loves to celebrate culture and diversity and there is a reason for that. At the heart of our growing organization is a diverse group of employees who use their skills and experiences to further the organization's mission.

Employee's from around NEEDS Center brought in staple dishes from their home countries, including dishes such as: Haitian fried plantains, Liberian jollof rice, Ghanaian waychibi, Spanish rice and beans and fish as well as other various delicious homemade meals. They did this to share their culture with the individuals we support and to better connect with them, which is an essential part of what we do as an organization.

The day ended with a variety of desserts and a craft project in which everyone wrote down where they are from, where they would like to travel to, and what they are thankful for.



Haitian
Fried Plantain



Liberian
Jollof
Rice



Dominican
Pastelitos



Liberian
Pumpkin
Stew &
Rice



Ugandan
Chipotle
&
Mandazi



Haitian
Fried Pork



Diversity Potluck Continued...

Where are you from?...

Where would you like to go?...



- write your name and let us know ☺

Tiana
HAWAII

Jessie
Paris

Abdul
- I will love to take
a trip Russia, Moscow

Chris
I would like to go
Hawaii

Manzar
Uganda

DAN
IRELAND

CHARLENE
METHUEN
HAWAII

Joel
New York

Britney
- Africa

David
Vermont

Meme
Liberia
Africa

Anastasha
Puerto Rico

Alex C.
- Dominican Republic

I'm from
Brazil - I
would like to
go to
Thailand!!
- Susan

MICHAEL
I WANT TO GET DISNEY

George
Ghana

Donald
- Haverhill, MA

Anthony
- No where

Mike
- Florida

Irania G
im from Dominican
Republic!
I would love to go
to Dubai !!!

NICK

Jessie
California

I am
FROM
TEWKSBURY
MA

Nick
I would like to
go to Mexico and
learn what Mexicans do.
Does anyone

Nick
I would like to
go to
Dubai



Employee Of The Year For ANCOR



It is with great pleasure that we nominate Washington Oluoch for consideration for the **ANCOR's 2019 Direct Support Professional (DSP) of the Year Award**. In addition to performing his job as the Oakridge Assistant Program Coordinator at an exemplary level, Washington demonstrates an exceptional commitment to the NEEDS Center as a whole. Washington has been in the field for just under 10 years and has been with the NEEDS Center since the opening of the Oakridge Program. Over those 4 years, Washington has built a strong rapport with each individual, and has developed a unique skill set that enables him to support them through a range of behavioral challenges.

Washington has proven himself to be a leader within the Oakridge Program while modeling for new staff and providing support regardless of the staff experience level. Washington has taken time to train all of the new staff to support the Oakridge residents and has ensured that, despite any behavioral challenges, the residents are able to access the community in meaningful ways. Washington has also assisted the individuals in his residence to create and maintain relationships/friendships in several ways. Washington has volunteered to take the residents on a few vacations and weekly home visits with family regardless of the schedule/timing. Washington is also dedicated to working on holidays to ensure that those individuals who are not home with family/friends can enjoy the holiday.

Please join us in congratulating Washington as the NEEDS Center's Nominee for DSP of the year!



NEEDS at Topsfield Fair

Our annual trip to the Topsfield fair was a huge success! The individuals we serve enjoyed five separate trips to the Topsfield fair grounds throughout the first week of October. This exciting and colorful outing included visiting the animal barns, the agricultural building, and trying various fair foods. A few individuals commented that the huge elephant and camels were the highlight of their trip, while others found the rides to be the most fun out of all the activities.

Everyone in attendance had a great time and they look forward to next year's fair.



Maine Vacation

In September the individuals at the NEEDS Center had the opportunity to take a vacation to Bryant Pond in Maine. This will be the third year attending. It is very much enjoyed by the individuals. The NEEDS Center rents a house for all of the residents to enjoy. They have so many activities to do like kayaking, canoeing, campfires, nature walks, swimming, and much more. This past year we went to Clark's Trading Post in Lincoln, NH for a trip. We saw a show with trained black bears, got some bear fun facts, and took a train ride to see the foliage. Devin said "I really enjoyed the campfires and s'mores. I am excited to go next year." We also took a nature walk on a trail. They had a bridge to walk over a waterfall. The house that was rented was an old train station. Every night a train would go by and it was very exciting to watch it. Michael mentioned that seeing the train was his favorite part every night while making s'mores.



Maine Vacation Continued...

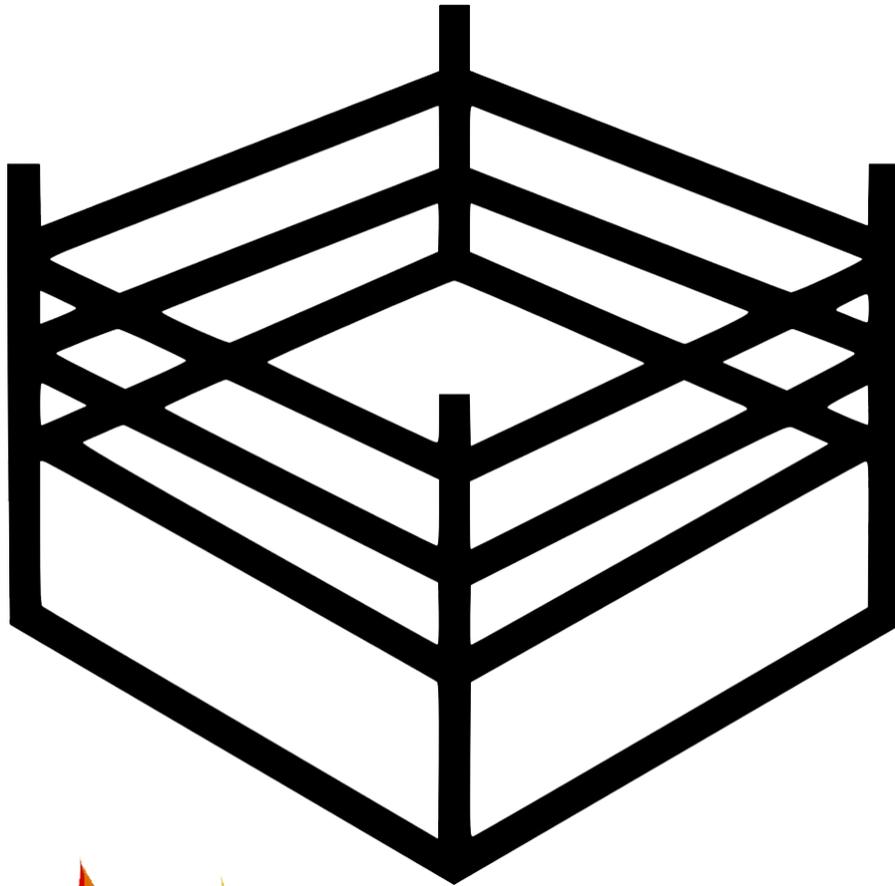


IF YA SMELLLL... WHAT THE NEEDS... IS COOKIN!

MY WRESTLING EXPERIENCE

By Mical Allen

I was excited about the tickets. It was like being with family when out with staff and peers. I loved seeing “Big Cass” wrestle!! I’m always excited getting into the building and I had so much fun! I want to go back next year! It was a little scary when they dimmed the lights. I got excited watching, since I love wrestling! I want to be a wrestler and I was excited to get my new Undertaker T-Shirt!



+Healthcare Corner+

Be Smart. Keep Foods Apart. Don't Cross-Contaminate.

Cross-contamination is the transfer of harmful bacteria to food from other foods, cutting boards, utensils, etc., if they are not handled properly. This is especially true when handling raw meat, poultry, and seafood, so keep these foods and their juices away from already cooked or ready-to-eat foods and fresh produce. When handling foods, it is important to Be Smart, Keep Foods Apart — Don't Cross-Contaminate. By following these simple steps, you can prevent cross-contamination and reduce the risk of foodborne illness.

When Shopping:

Separate raw meat, poultry, and seafood from other foods in your grocery-shopping cart. Place these foods in plastic bags to prevent their juices from dripping onto other foods. It is also best to separate these foods from other foods at check out and in your grocery bags.

When Refrigerating Food:

Place raw meat, poultry, and seafood in containers or sealed plastic bags to prevent their juices from dripping onto other foods. Raw juices often contain harmful bacteria. Store eggs in their original carton and refrigerate as soon as possible.

When Preparing Food:

Wash hands and surfaces often. Harmful bacteria can spread throughout the kitchen and get onto cutting boards, utensils, and counter tops.

To prevent this:

- Wash hands with soap and warm water for 20 seconds before and after handling food, and after using the bathroom, changing diapers, or handling pets.
- Use hot, soapy water and paper towels or clean cloths to wipe up kitchen surfaces or spills. Wash cloths often in the hot cycle of your washing machine.
- Wash cutting boards, dishes, and counter tops with hot, soapy water after preparing each food item and before you go on to the next item.
- A solution of 1 tablespoon of unscented, liquid chlorine bleach per gallon of water may be used to sanitize surfaces and utensils.



+Healthcare Corner+ Continued...

Be Smart. Keep Foods Apart. Don't Cross-Contaminate.

Cutting Boards:

Always use a clean cutting board.

If possible, use one cutting board for fresh produce and a separate one for raw meat, poultry, and seafood.

Once cutting boards become excessively worn or develop hard-to-clean grooves, you should replace them.

Marinating Food:

Always marinate food in the refrigerator, not on the counter.

Sauce that is used to marinate raw meat, poultry, or seafood should not be used on cooked foods, unless it is boiled just before using.

When Serving Food:

Always use a clean plate.

Never place cooked food back on the same plate or cutting board that previously held raw food.

When Storing Leftovers:

Refrigerate or freeze leftovers within 2 hours or sooner in clean, shallow, covered containers to prevent harmful bacteria from multiplying.



CROSS CONTAMINATION



Coats For Kids Drive

Every year The Needs Center partners with Jordan's furniture and Anton's cleaners to collect coats for Massachusetts families in need. Help us reach our goal of 75 warm winter coats by donating coats.

We are looking for warm, gently used winter coats for all ages. Your donation can be dropped off at 602 Lowell Street in Methuen, MA or at 1390 Main Street in Tewksbury, MA. This is a great opportunity for the individuals we serve in our day programs to become even more involved in the community

they live and work in.

We will be collecting coats from now until January!



Spring '19 Cruise



We are organizing a cruise for individuals receiving support at the NEEDS Center. We are targeting the Norwegian Cruise out of Boston on April 26th to May 3rd for a trip to Bermuda. Tim Sobezenski is working on the details. If you are interested in learning more about this plan please contact Tim at tsobezenski@needsctr.org



Stakeholder Meeting

We have been holding our Stakeholder Meetings Semi-annually and these meetings have been going well and have provided us with valuable input to help further shape and guide our services. We plan to hold our next meeting in February and will also offer a Parent Advisory Group around the same time. We greatly appreciate all of the input that our stakeholders provide on a day to day basis, and value these more formalized opportunities to meet and share ideas.

Summary

The NEEDS Center has grown rapidly over the past year as we demonstrate our commitment to providing services for families and their loved ones.

We look forward to providing future newsletters every season to share in our continued growth, activities, and agency news. Finally, we want to wish everyone a safe and happy holiday season!



