

A U T U M N

NEEDS

NEWSLETTER

Update From The President

Hi all. In the Autumn Newsletter you will find updates from around The NEEDS Center, and the services and supports that we are offering. By the time this newsletter comes out our Maine trip will have occurred, and we are planning other vacations for folks in the coming months (Bermuda Cruise, Florida etc.).

We recently held our annual cookout at Endicott Park in Danvers. It was very well attended and a good time was had by all.

We recently opened our new Day Program located at 305 Newburyport Turnpike in Rowley, MA. This site replaces our Methuen program that we had operated for the past 5 years and offers Day Habilitation Services in addition to Community Based Day Supports.

Our partnership with Cape Cod Village is moving along, and we have already opened a home on the cape, further details to follow.

As always if you have any questions or concerns, please feel free to contact me.

Jim Sperry, President and CEO

The NEEDS Center

jsperry@needsctr.org

978-216-0315



New Developments

We have a good deal of expansion planned over the coming 24 months after which we plan to take a break from adding new services (for at least a little while). Some of the things currently planned include:

- 10/1/19 New home in Marstons Mills, MA (**NOW OPEN**)
- 12/1/19 Cape Cod Village (4 homes that will open over 12-24 months)
- 8/2020 New home in the North Shore Area
- 2/2021 New home in the North Shore Area

Lots going on! The addition of services allows us to further our mission by supporting more people, and adds new positions and advancement opportunities for existing staff members.



Maine Vacation



Welcome to the NEEDS Family

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

- ◆ Antonio Dyaumand | Assistant Program Coordinator
- ◆ Priyanka Mishra | BCBA Program Supervisor
- ◆ Gifty Duah | Program Specialist
- ◆ Hermine-Delord Eboa-Ntamack | Program Specialist
- ◆ Caroline Hazelton | Program Specialist
- ◆ Morsheen Kayongo | Program Specialist
- ◆ Nikisha Laventure | Program Specialist
- ◆ George Owumi | Program Specialist
- ◆ Stephanie Frick | Finance Coordinator
- ◆ Devin Sobezenski | Program Specialist
- ◆ Emmanuel Aworanti | Program Specialist
- ◆ Laurie Fonhoue | Program Specialist
- ◆ Nya Sam Sei-Korkpor | Program Specialist
- ◆ Sopheaklizabeth So | Program Coordinator in Training
- ◆ Kimberley Bastien | Program Specialist
- ◆ Norma Cedeno | Transportation Driver
- ◆ Timothy Loring | Transportation Driver
- ◆ Caitlyn Racette | Program Specialist
- ◆ Kimberley Reale | ABA Direct Support Provider
- ◆ Jessie Ribeiro | Program Specialist
- ◆ Justine Cronin | HR Assistant
- ◆ Deborah Banwick | Admin Coordinator | HR Assistant
- ◆ Faye Barrett | Program Coordinator
- ◆ Tracie Dionne | Assistant Program Coordinator
- ◆ Weronika Powers | BCBA
- ◆ Michele Sheridan | Administrative Consultant
- ◆ Brett Watson | Program Specialist
- ◆ Drew Brennan | Program Specialist
- ◆ Luisa DeAza | Program Specialist
- ◆ Christian Kalambayi | Program Specialist
- ◆ Abdusalaam Kalanzi | Program Specialist
- ◆ Matthew Katon | Home Based Direct Support Provider | Program Specialist
- ◆ Amanda Kennedy | Program Specialist
- ◆ Martin Ssekalegga | Program Specialist
- ◆ Amanda Kelley | Program Specialist
- ◆ Barbara Zurawski | Assistant Director of Healthcare Services



Healthy Living Group



The NEEDS Center Healthy Living Group started up and has been off to a running start. Visitors from the NEEDS residences join together for music, socialization, and a healthy snack. The group focuses on identifying healthy snack options (taking into account dietary restrictions and preferences) that are easy to make. Recent HLG menus have included salads, sorbet smoothies, and a frozen yogurt bar. The recipes are sent out to managers after the meetings occur.



HR Happenings

Recently, NEEDS Center Recruiter Matthew Seidell attended fall 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. In addition to recruiting these college career fairs also allow companies the opportunity to share their brand and educate the public about what the company's mission is. The NEEDS Center takes part in at least six college career fairs per year with the most recent being at the UMass Lowell Career Fair.



NEEDS Center Recruiter Matthew Seidell at the Salem State Career Fair



Fishing Trip By Abdul



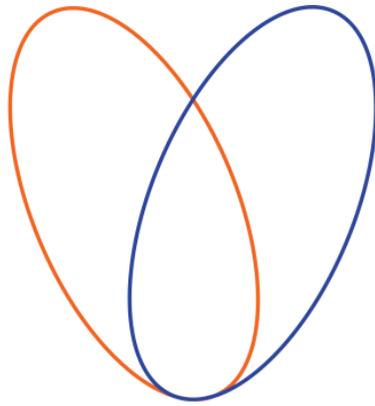
I enjoyed the fishing trip! I got to feel the worms squirm around when I got them out from the cup for my staff to attach to my fishing hook. I had a lady that was fishing next to me and she helped teach me how to cast the bait far into the lake. The best part was catching my first fish and taking a picture with it. We threw it back after because it was not big enough to eat!



Autism Walk

Thanks to everyone who attended the walk, donated or supported the NEEDS center in any way. The event was a success for the NEEDS Center. We raised close to \$1000. Next year we will be looking to build off the success of this year and set our sights higher. More information to follow in the future.





2019 Direct Support Professional
RECOGNITION WEEK
September 8 – 14, 2019

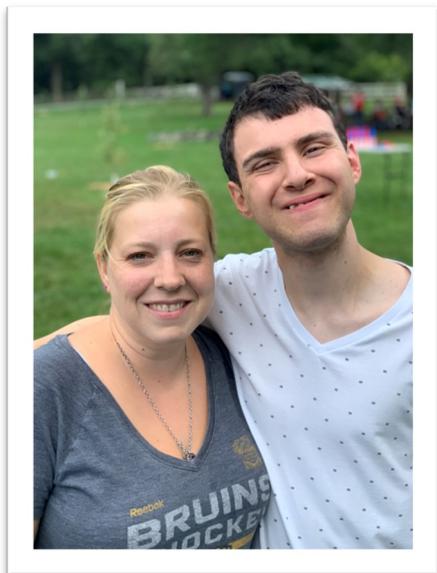


Direct Support Professional Recognition Week (September 8-14, 2019) is a great opportunity to highlight the dedicated and innovative direct support workforce that is the heart and soul of supports for people with disabilities.

The NEEDS Center would like to take this opportunity to thank all of our Direct Support Professionals for the work they do. Your hard work, dedication, and passion allows us to accomplish our mission of providing support to individuals with developmental disabilities.



Day Program Fun



Director of Healthcare Services
Jamy Whitcomb posing for a photo
with Anthony at the NEEDS Center



Michael enjoying his day at Canobie Lake
Park



Christopher smiling for the camera before going
on a ride at Canobie Lake Park



Meet Primrose



This is Samuel, he goes by Sam for the most part. He is a 22 year old man and he enjoys anything active (Running, Hiking, Swimming, etc.) He just moved into our new Primrose program on 8/31/19. Some fun facts about Sam is he is very friendly to people, he loves dogs but doesn't like to go near them, and he finished a half marathon before with the help of staff. He is very excited to be starting at the NEEDS Center.



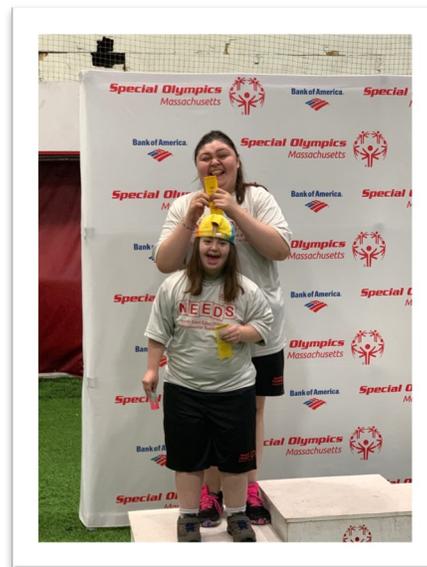
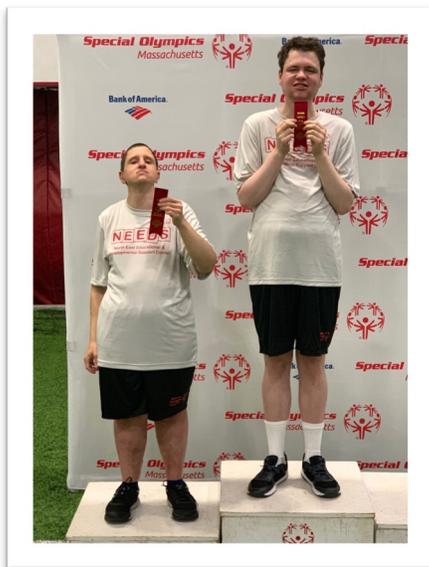
This is Daniel, he goes by Dan or Danny for the most part. He is a 22 year old man and he enjoys relaxing and going for walks. He just moved into our new Primrose program on 9/1/19. Some fun facts about Danny are he is super happy almost all the time, he has an award winning smile, and his favorite thing to do is watch YouTube. He is very excited to be starting at the NEEDS Center.



This is Erich. He is a 22 year old man and he enjoys going on outings in the community and 90's cartoons. He just moved into Primrose on 9/15/19. Some fun facts about Erich are he loves CatDog the tv show and he loves to play board games. He is excited to be starting at the NEEDS Center.



NEEDS at Special Olympics



Walter Becomes a U.S. Citizen

Walter has officially become a United States citizen and staff sat down with him to discuss his journey and the whole process of becoming an official citizen. He started off by telling staff that it was a long process that took many years but it was one that he sees as worth it for his future. He said he is most looking forward to being able to get some more support for himself as well as supporting his family more. He went on to explain how the day of his official swearing in he was nervous but excited to see the whole journey coming to an end. He explained that he had to wait in line for over an hour and that usually he wouldn't stand in line for anything that long but today was different. In line he was excited and waiting patiently because he knew at the end of it he was going to finally achieve one of his goals since coming to the United States. He also talked with staff and asked why he was leaving his green card behind. Staff then explained that since he was going to be a citizen, he didn't need a green card because he could get a U.S. passport. When he finally was up there repeating after the judge, he was nervous but felt proud to know he was accomplishing something that was years in the making. After he received his certificate, the staff and Walter went out to celebrate with some lunch. Walter returned home that day as a United States Citizen for the first time.

Walter talked with staff and a few weeks prior planned to take a day off from work to attend a Hispanic Cultural Festival in Lowell. In the morning, he got ready and had breakfast with staff at the house then said goodbye to his housemates. Once he was finished eating he helped staff clean up and then headed out to the main office to help staff take care of a few things before going to the festival. When he got there, he was a little nervous and didn't really recognize any of the things going on. However, when he found the Guatemala area he began to talk with staff and explain some of the history behind his country and some of the traditions shown on the posters. Afterwards, he walked around taking pictures and filling out a paper passport he was given at the door to get stamped at each country. At the other countries, he learned about some other cultures and found some similarities between his and other countries. He also was able to try some foods from other countries that were given as samples at each area. When it was time to leave he thanked staff for the great day off and then headed back home.



+ Healthcare Corner +

Improving Your Eating Habits

When it comes to eating, we have strong habits. Some are good (“I always eat breakfast”), and some are not so good (“I always clean my plate”). Although many of our eating habits were established during childhood, it doesn’t mean it’s too late to change them.

Making sudden, radical changes to eating habits, such as eating nothing but cabbage soup, can lead to short term weight loss. However, such radical changes are neither healthy nor a good idea, and won’t be successful in the long run. Permanently improving your eating habits requires a thoughtful approach in which you Reflect, Replace, and Reinforce.

REFLECT on all of your specific eating habits, both bad and good, and your common triggers for unhealthy eating.

REPLACE your unhealthy eating habits with healthier ones.

REINFORCE your new, healthier eating habits.

Create a list of your eating habits. Keeping a food diary in which you write down everything you eat and the time of day you ate it will help you uncover your habits. For example, you might discover that you always seek a sweet snack to get you through the mid-afternoon energy slump. It’s good to note how you were feeling when you decided to eat, especially if you were eating when not hungry. Were you tired? Stressed out?

Highlight the habits on your list that may be leading you to overeat. Common eating habits that can lead to weight gain are:

- Eating too fast
- Always cleaning your plate
- Eating when not hungry
- Eating while standing up (may lead to eating mindlessly or too quickly)
- Always eating dessert
- Skipping meals (or maybe just breakfast)

Look at the unhealthy eating habits you’ve highlighted. Be sure you’ve identified all the triggers that cause you to engage in those habits. Identify a few you’d like to work on improving first. Don’t forget to pat yourself on the back for the things you’re doing right. Maybe you almost always eat fruit for dessert or you drink low-fat or fat-free milk. These are good habits! Recognizing your successes will help encourage you to make more changes.



+ Healthcare Corner +

Improving Your Eating Habits Continued

Create a list of “cues” by reviewing your food diary to become more aware of when and where you’re “triggered” to eat for reasons other than hunger. Note how you are typically feeling at those times. Often an environmental “cue” or a particular emotional state is what encourages eating for non-hunger reasons.



Common triggers for eating when not hungry are:

- Opening up the cabinet and seeing your favorite snack food.
- Sitting at home watching television.
- Before or after a stressful meeting or situation at work.
- Coming home after work and having no idea what’s for dinner.
- Having someone offer you a dish they made “just for you!”
- Walking past a candy dish on the counter.
- Sitting in the break room beside the vending machine.
- Seeing a plate of doughnuts at the morning staff meeting.
- Swinging through your favorite drive-through every morning.
- Feeling bored or tired and thinking food might offer a pick-me-up.

Circle the “cues” on your list that you face on a daily or weekly basis. Going home for the Thanksgiving holiday may be a trigger for you to overeat, and eventually, you want to have a plan for as many eating cues as you can. But for now, focus on the ones you face more often.

Ask yourself these questions for each “cue” you’ve circled:

Is there anything I can do to avoid the cue or situation? This option works best for cues that don’t involve others. For example, could you choose a different route to work to avoid stopping at a fast food restaurant on the way? Is there another place in the break room where you can sit so you’re not next to the vending machine?

For things I can’t avoid; can I do something differently that would be healthier? Obviously, you can’t avoid all situations that trigger your unhealthy eating habits, like staff meetings at work. In these situations, evaluate your options. Could you suggest or bring healthier snacks or beverages? Could you offer to take notes to distract your attention? Could you sit farther away from the food so it won’t be as easy to grab something? Could you plan ahead and eat a healthy snack before the meeting?

Source: www.cdc.gov



Parent Advisory Board

Recently, the NEEDS Center established a Parent Advisory Board. The board is made up of parents of individuals living in our residential programs and/or attending one of our day programs. The focus of the PAB has been staff appreciation. The PAB has begun to attend each site and have an informal meet and greet with staff. The PAB recently held their first meet and greet at the Tewksbury Day Program. The event went well with staff attending and enjoying food that PAB members baked and purchased. The PAB will be going out to each of the NEEDS Center's sites to meet the staff over the next few months.



Stakeholders Meeting

Our semi-annual stakeholder meeting was held on September 26 at our new Rowley location. Several parents were in attendance. Several topics were discussed including:

- Nutritionist Evaluations
- Overall Communication within NEEDS Center
- Social Media Presence (Check us out on Facebook)
- Family Advisory Board Update
- Recreation Opportunities

We will continue to hold these meetings semi-annually. The next one will be scheduled in the Spring. As always if you would like to share ideas or concerns, please feel free to contact Jim Sperry via email at jsperry@needsctr.org.

Summary

Thanks for taking the time to read our quarterly newsletter. If you have any suggestions for making improvements to the newsletter, please contact Matthew Seidell via email at mseidell@needsctr.org.

