NEEDS
North East Educational and
Developmental Support Center
AUTUMN
NEWSLETTER

Update From The President

Hi all. We continue to move back to a more normal way of living both in general, and in regards to the services and supports that we provide at The NEEDS Center. We do continue to have cases of COVID-19 pop up from time to time amongst the people we support and employees of the NEEDS Center, but thankfully these have been few and far between, and to date people have had mild or no symptoms.

Since September one of our primary focuses has been to assimilate the Orange Park, Florida Division into the NEEDS Center, and I am pleased to report that this has been going very well to date. As a reminder 7 group residences, and a Day program that provide services and supports to 40 people, transitioned to The NEEDS Center on 9/1/2022.

The biggest challenge facing us at the NEEDS Center remains our ability to hire new employees. Overall we are making steady progress in this area, and while we do have our share of vacant positions, we are in a decent position overall when compared to other agencies that provide similar services.

I hope that you will enjoy the Fall Edition of our Newsletter, and as always feel free to reach out to me with any questions or concerns.

Thanks

Jim Sperry, President and CEO

The NEEDS Center

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978-216-0315

New Developments

We have had a pretty busy year in 2022 in terms of new developments including:
The opening of 3 new homes in Massachusetts, providing services and support to 12 people.
The transition of the Orange Park, Florida Division into the NEEDS Center which added 7 homes, and a Day Program, supporting 40 people.

Over the coming year we plan to continue with steady growth for our agency with the following projects planned for 2023:

The opening of a new Day Program in Beverly, Mass. This program will open in January of 2023 and will eventually provide day services to 40 people.
The planned opening of 2-3 new residences in Massachusetts.

We will keep you posted of more specifics as we have them.

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North East Educational and Developmental Support Center

PROGRAMS

Massachusetts

- Methuen (4 homes)
- Billerica
- Tewksbury
- Revere
- Haverhill (3 homes)
- Boxford (3 Homes)
- Topsfield (2 homes)
- Sandwich (formerly Marstons Mills)
- Orleans (2 Homes)
- Groveland

Florida

- Orange Park Florida Area (7 Homes)

Welcome to the Corporate Compliance Corner!

Did you know that the NEEDS Center has a Corporate Compliance Policy?

Do you know the elements of the NEEDS Center Corporate Compliance Policy?

Do you know why a Corporate Compliance Policy is important?

Did you know that we have a Corporate Compliance Officer?

Do you know what to do if you have questions or concerns related to ethics and corporate compliance?

The NEEDS Center is committed to conducting business honestly and ethically. To meet this commitment, The NEEDS Center has set forth, through the Corporate Compliance Plan, the principles, and rules to be followed by board members and employees.

There are many elements to the NEEDS Center Corporate Compliance Policy. Some of the elements are Leadership, Ethical Responsibility, Code of Conduct, Waste, Fraud, Abuse. Corporate Compliance Policies are key to minimizing the risk of criminal and/or civil liability within organizations.

We will touch on each of these topics / questions in upcoming Corporate Compliance Corners!

Kelley Campbell
Director of QI and Compliance

The Corporate Compliance Officer for the NEEDS Center is Kelley Campbell, Director of QI and Compliance. Kelley monitors all matters that pertain to corporate compliance, conducts corporate compliance and risk assessments. “One of the many reasons I am passionate about QI and Compliance is because I am able to support all employees with navigating federal and state regulations, as well as internal policies and procedures.”

If you have any compliance or ethics questions, please do one of the following:

- Discuss the issue with your supervisor
- Speak to your Program Coordinator
- Speak to the VP of Human Resources
- Speak to the Corporate Compliance Officer
- Speak to the Administrative Team
- Speak to the Chief Executive Officer
- Send an email to the Compliance Hotline at compliance@needsctr.org

Welcome To The NEEDS Center!

We would like to take this opportunity to welcome our new staff members to The NEEDS Center!

Ngozi Adai - Program Specialist

James Allicon - Program Specialist

Roodeline Banks - Program Specialist

William Bellino - Program Specialist

Breanna Bigby - Program Specialist

Thaddeus Brown - Program Specialist

Xavier Brown - Program Specialist

Alexandra Colon - Program Specialist

Gweah Daylue - Program Specialist

Angela Diaz - Staff Accountant

Alexcia Edwards - Program Specialist

Bernadine Egwuatu - Asst. Director of Healthcare Services

Steven Gandia - Day Services Case Coordinator

Joelitza Gomez - Director of Residential Services

Kymberly Gonzalez - Program Specialist

Tina Hawkins - HR Generalist

Shenea Howell - Program Specialist

Hannah Ince - Program Specialist

Alagie Jaiteh - Program Specialist

Jael Jara - Program Specialist

Jasmin Johnson - Assistant Program Coordinator

Marlaina Johnson - Program Specialist

Yiana Jones - Program Specialist

Viola Kollie Beh - Program Specialist

Biar Kon - Program Specialist

Carlos Marin - Relief

Carline Michel - Program Specialist

Gladis Mutshipay Tarnier - Program Specialist

Norman Mutunga - Program Specialist

Keith Parsons - Maintenance Technician

Dominic Priolo - Program Specialist

Rachel Ravanis - Program Specialist

Destyne Rodney - Program Specialist

Zaida Rosario - Program Specialist

Justine Roy - Asst. Director of Clinical Services

Tanichka Tranquille - Program Specialist

Christina Warren - Program Specialist

Jazmine West - Program Specialist

Flutie 5K 2022

On Sunday, October 9th NEEDS Center participated in the 2022 Flutie 5K for Autism: Dougie's Epic Adventure . The event was located at our day program in Rowley, MA and was open to our staff and people we support. Everyone had a great time and we can't wait to do it again next year!

Fall Farm Trip - Vincent

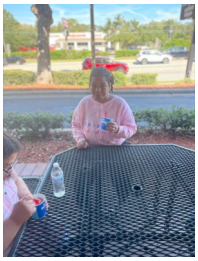
Leaves falling, crisp-cool air, and the smell of apple orchards. Fall arrived here which means apple picking at Parlee Farms in Tyngsboro. The guys from Vincent Ave loved picking their farm fresh apples!

Halloween

It was a happy Halloween, as many of the people we support attended Halloween parties featuring food, music and dancing, and great company!

Special thanks to Terry Brady of Massachusetts for the fun trip to the local Academy of Performic Arts in Orleans, MA. The haunted house was spooky, fun, and the people we support loved this new experience!

DQ Trip



Florida ADT staff and individuals enjoyed some snowy treats after taking a stroll near the riverwalk

Nacho Day!

To celebrate National Nacho Day on November 6th, the Florida Division- ADT enjoyed creating their own nachos at our Nacho Bar.

Thanksgiving

Thank you DSP's!

One week in September every year is dedicated to recognizing and showing appreciation for Direct Support Professionals and the work they perform throughout the United States. We are extremely grateful for the dedication and passion our direct support professionals show day in and day out. Thank you to all our Program Specialists, Assistant Program Coordinators, and Program Coordinators for your ongoing dedication to our organization as well as the people we support!

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DSP RECOGNITION WEEK
September 11-17, 2022
ANCOR | RELIAS

Diversity & Inclusion Committee

The D/I committee will meet later this month to discuss future projects, but for the immediate future, the committee will be hosting a NEEDS Got Talent event, most likely centered around karaoke. This event was originally scheduled to happen back in October, but had to be postponed to a future date. Once a new date has been determined, it will be shared with everyone. As for the NEEDS To Give project, it is moving in the right direction, we have been receiving donations from staff which is great! We are still targeting Liberia as the country we are focusing on to send these items to. The D&I committee looks forward to continuing our important work in the new year!

- Diversity & Inclusion Committee Co-Chairs

Patcheco Vincent

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Sopheaklizabeth So

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Get To Know: Mical

With winter being upon us, can you explain how you feel about the snow, and do you want a "snowy winter"?

Mical: I like the snow, especially watching it from my window or TV.

What fun winter/snow activities would you like to do?

Mical: I would like to go skiing in the mountains or go sledding. That would be really fun.

What is your favorite "holiday food" to enjoy?

Mical: Fruit cake and Pineapple glazed ham

What is your favorite movie or TV show to watch on snowy, cold, or rainy days?

Mical: I love WrestleMania and all types of WWE events

What are some activities that you like to do at the residence?

Mical: I love when we play corn-in- the hole game as a group. Inside or outside is fun.

If you could be any superhero in the world, who would you be?

Mical: Superman! I like lots of different superheroes.

What is important about yourself that people should know when they meet you?

+ Healthcare Corner +

What is RSV?

Respiratory syncytial (sin-SISH-uhl) virus, or RSV, is a common respiratory virus that usually causes mild, cold-like symptoms. Most people recover in a week or two, but RSV can be serious, especially for infants and older adults. RSV is the most common cause of bronchiolitis (inflammation of the small airways in the lung) and pneumonia (infection of the lungs) in children younger than 1 year of age in the United States.

How does infection Occur?

- An infected person coughs or sneezes
- You get virus droplets from a cough or sneeze in your eyes, nose, or mouth
- You have direct contact with the virus, like kissing the face of a child with RSV
- You touch a surface that has the virus on it, like a doorknob, and then touch your face before washing your hands
- People are typically infected with RSV for the first time as an infant or toddler and nearly all children are infected before their second birthday.
- Repeat infections may occur throughout life, and people of any age can be infected.
- Infections in healthy children and adults are generally less severe than among infants and older adults with certain medical conditions.
- People infected with RSV usually show symptoms within 4 to 6 days after getting infected.

Symptoms of RSV infection usually include:

Runny nose, Decrease in appetite, Coughing, Sneezing, Fever, and Wheezing. Symptoms can appear in stages and not all at once.

- Most RSV infections go away on their own in a week or two.
- There is no specific treatment for RSV infection, though researchers are working to develop vaccines and antivirals (medicines that fight viruses).
- Treatment is based on symptoms such a temp., cough, or cold symptoms.
- RSV can also cause more severe infections such as bronchiolitis and pneumonia

There are steps you can take to help prevent the spread of RSV

- Cover your coughs and sneezes with a tissue or your upper shirt sleeve, not your hands
- Wash your hands often with soap and water for at least 20 seconds
- Avoid close contact, such as kissing, shaking hands, and sharing cups and eating utensils, with others
- Clean frequently touched surfaces such as doorknobs and mobile devices

Stakeholders Meeting

Over the past year, we have held regular virtual stakeholder meetings. These have been an invaluable tool for providing direct communication with all of the parents, guardians, staff members and other involved stakeholders over the past year. We will continue to offer these meetings about once per month going forward, and will eventually look to get back to having in person meetings as soon as it is possible to do so safely.

Summary

Thanks for reading the Fall Edition of our Newsletter – we hope you enjoyed it! If you have any suggestions for making improvements to the newsletter, please contact Matthew Seidell via email at mseidell@needsctr.org.