

S U M M E R

N E E D S

N E W S L E T T E R



Update From The President

Hi all. In the summer 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. Our goal is to keep our stakeholders informed about all of the activities here at The NEEDS Center.

Since the Spring Edition:

- We have had several more people transition into our Tewksbury and Methuen Day Programs.
- We have continued our relationship with Cape Cod Village. Cape Cod Village is a unique residential model that will be based in Orleans, MA. More information may be found within the newsletter
- We had our CARF Survey at our 2 Day programs from July 11-13, and the survey went quite well.
- We will be continuing with our Stakeholder Meeting series, the next one is scheduled for Thursday, September 27th at 6 PM in our main office in Tewksbury.
- We are planning another large trip for the Spring of 2019.

As always if you have any questions, feedback or input, please feel free to contact me at any time.

Jim Sperry, President and CEO

The NEEDS Center

jsperry@needsctr.org

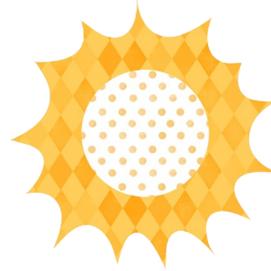
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New Developments

It has been a busy year for us at the NEEDS Center with the opening of our Day Habilitation and CBDS program in Tewksbury, as well as opening 2 new homes (one in Boxford and one in Topsfield). We are now taking a well-deserved break from adding any new programs over the coming year, while gearing up for other new projects going forward. The next project that we are committed to is to open a home for the Lowell Area Office of DDS, that will be located in or around Tewksbury. This home will provide

support to 4 men who are turning 22, and we expect to open this home in August of 2019. Shortly after opening this home we will be starting on a new project with Cape Cod Village.



Cape Cod Village

In 2013 The NEEDS Center began working with Cape Cod Village to assist them with their vision to open a creative and supportive home for adults with autism on Cape Cod. Cape Cod Village is its own non-profit organization and was founded by parents of children with autism who were looking for the best possible homes for their children. After several years of planning the expectation is that Cape Cod Village will open sometime in the Fall of 2019. Cape Cod Village will be home to 15 adults across 4 homes in Orleans, Mass. As we get closer to the anticipated opening of Cape Cod Village, we will share more information with you. You can find more information about Cape Cod Village at www.capecodvillage.org. Cape Cod Village's mission is to "create dignified and meaningful lives for people with autism", and they share the same values that we do here at The NEEDS Center. We are looking forward to a positive working relationship with them. If you have questions about this project please reach out to Jim Sperry jsperry@needsctr.org



carf INTERNATIONAL

In July we had our first CARF Accreditation Survey of our Administrative structure and Day Support Programs. CARF is an organization that provides quality improvement auditing of human service agencies. Our survey went very well and we were awarded a Three-Year Accreditation. Some of the Strengths Highlighted by the survey included:

- The mission and core values are expressed clearly and serve as a guide for the organization's direction in its day-to-day operations.
- The NEEDS Center employs a group of professionals who clearly embrace the organization's mission. The leadership and senior management team are caring and committed individuals who demonstrate expertise in what they do, as evidenced by the high level of involvement with the persons supported and staff and the exceptional understanding relative to the persons' needs.
- The organization has an excellent reputation with referral sources and collaborative organizations providing open communication, demonstrated leadership ability and high quality services.
- The persons supported and other stakeholders consistently noted that The NEEDS Center is very responsive to their needs and that it regularly exceeds their expectations.
- Both Day Support programs steward a person centered philosophy in all aspects of service delivery. Services address functional impairments, achieving individualized goals, building community involvement, and supporting persons to live independently in the community.



The CARF Process was a positive one, and yielded some meaningful ways in which we can improve our services and supports here at the NEEDS Center. If you would like more information about our survey report, please contact Matthew Seidell at mseidell@needsctr.org

carf INTERNATIONAL

enhancing PEOPLE'S LIVES



Join the NEEDS Center Employee Engagement Group!

In December of 2017, the NEEDS Center began an employee engagement group that is comprised of employees from all levels and programs, to work together to develop new and innovative ways to increase employee engagement in the organization.

The members of this group are dedicated employees both from direct care and upper management that meet on a regular basis to discuss ways of improving the work

experience of our employees. Since its inception, the group has implemented some additional resources to increase communication throughout the organization.

To Join:

Call (978) 216-0300

Or

Email knewton@needsctr.org

"The members of this group are dedicated employees both from direct care and upper management"

Corporate Compliance Officer

The Corporate Compliance Officer monitors and reports all compliance issues, conducts risk assessments, as well as provide training to employees on their role and NEEDS Center's policies and procedures.

Employees are encouraged to use the "NEEDS To Know Support Line" to report any compliance violations or to get clarification on policies.



Kimberly Newton

Corporate Compliance Officer



DDS Direct Support Certificate Program

|Now Accepting Students|

To obtain an application:
please contact the community college closest to you
or

Come to our main office in Tewksbury

Course fees and book costs are **FULLY REIMBURSED** by the NEEDS Center

Resulting in **NO COST** for NEEDS Center Staff!

Upon successful completion of program employees will **RECEIVE A \$1,000 BONUS**

APPLY TODAY!

The Certificate consists of 21-22 college level credits.

It is an educational program especially designed to enhance the knowledge and skills of direct support workers

The Certificate is designed to strengthen writing, problem-solving, and critical thinking skills by including readings, assignments and discussion of the daily experiences, challenges, and concerns of direct support workers.

Middlesex Community College:
Julia Mirras

Middlesex Community College—Lowell
33 Keaney Square
Lowell, MA 01852
Tel: (978) 656-3189

Email: mirrasj@middlesex.mass.edu

Northern Essex Community College:
Donna Johnson

Northern Essex Community College
Elliot Way
Haverhill, MA 01830
Tel: (978) 556-3368
Fax: (978) 556-3185

Email: DJohnson1@necc.mass.edu

North Shore Community College:
Erinn Gilmore

North Shore Community College
One Ferncroft Road
Danvers, MA 01923
Tel: (978) 762-4000, ext 6671
Fax: (781) 477-2146

Email: egilmore@northshore.edu

NEEDS At SOMA



Lyndsey B participated in the Special Olympics Massachusetts Qualifier and had a great time.

Congratulations Lyndsey for your outstanding performance at the SOMA Qualifier!



Kevin and Sean posing for a photo together while taking a break from the days events.



Summer Fun

Avi from Parsonage started therapeutic horseback riding!



The gang at Timber Lane got ice cream!

River Road conquered Six Flags!



NEEDS at Coco Key



No matter the weather we find a way to keep our guys entertained! River Road, Pinedale Ave, Timber Lane, and Parsonage Lane all went to Coco Key! CoCo Key is an indoor water park and is the perfect choice for a wet and wild day of water fun.



NEEDS Center Interviews

The NEEDS Center is very meticulous with who we pursue as a candidate. The process starts by us receiving an application or a resume. At that point, we call the applicant and ask them a variety of screener questions to gain more information on their interests. If they have the skills and qualifications we are looking for we invite them in for an initial interview. Based upon how the initial interview goes, we arrange a second interview at the applicants potential program. This is where we like to involve our individuals. We set up the interview at a time when the individuals will be home and are encouraged to participate in the interview of the candidate.



Recently, we had arranged a second interview for an applicant at our Oakridge Program. At the second interview the candidate met the Program Coordinator Jason Adams and one of the residents of Oakridge, Uchenna. Uchenna sat down with the candidate and they talked about her house, the things she likes to do, and the what she likes in a staff member . After the second interview Uchenna wrote her opinion of the candidate in the NEEDS Center second interview form. In addition she had this to share “He’s really nice. He’s calm and collected. He’s funny and intellectual. Can you please have him work with us cause I believe he is extraordinary!” Later Uchenna expressed how it made her feel proud to have a voice in the hiring process.



Spring '19 Trip

We are organizing a cruise for individuals receiving support at the NEEDS Center. The plan is to book a group on a cruise from Boston to Bermuda in April or May of 2019. Tim Sobezenski is working on the details. If you are interested in learning more about this plan, or other vacation plans or ideas, please contact Tim at tsobezenski@needsctr.org



Tim Sobezenski
Director of Adult Services
tsobezenski@needsctr.org





NEEDS

North East Educational and
Developmental Support Center



ANNUAL COOKOUT FOOD & DRINKS

NEEDS CENTER CBDS
602 Lowell St Methuen, MA 01876
SUNDAY SEPT 16TH 11AM-2PM



RSVP TO MATT BY: Sept 12th
CALL: (978) 216-0300
OR
EMAIL: MSEIDELL@NEEDSCTR.ORG

+ Healthcare Corner +

Do you or someone you love struggle with losing weight? The tips below are an easy way to help you get going on your weight loss journey.

Preparing Food

- Plan meals ahead of time.
- Try cooking methods that cut calories:
- Cook without adding fat (bake, broil, roast, boil).
- Use nonstick cooking sprays instead of butter or oil. You can also use wine, broth, or fruit juice instead of oil when cooking.
- Use low-calorie foods instead of high-calorie ones when possible.
- Cook only what you need for one meal (don't make leftovers).
- If you do make extra portions, put them away as soon as they are ready so you can save them for other meals. Store the leftovers in containers that you can't see through.
- Cook when you are not hungry. For example, cook and refrigerate tomorrow's dinner after you have finished eating tonight.
- Make fruits, vegetables, and other low-calorie foods part of each meal.
- Drink water while you cook.

Snacking

Snacking can be part of your plan for healthy weight loss.

- You can eat six times per day as long as you plan what to eat and don't eat too many calories.
- Plan ahead. Be sure to have healthy snacks on hand. If the right food is not there, you may be more likely to eat whatever is available, such as candy, cookies, chips, leftovers, or other "quick" choices.
- Keep low-calorie snacks in a special part of the refrigerator. Good choices include the following: fresh fruit, reduced-fat string cheese, low-calorie yogurt, and fat-free milk, washed, bite-size pieces of raw vegetables, such as carrots, celery, pepper strips, cucumbers, broccoli, and cauliflower. Serve with low-calorie dips.



Stakeholder Meeting

We have continued with our Stakeholder meetings, with the most recent one occurring on May 2, 2018 at our Tewksbury Conference room. We had several family members in attendance, and it was a nice exchange of information. Some of the areas that we focused on include:

- Continuation of the newsletter
- Home Improvement projects
- Plans to install generators in each of our locations so that in the event of power outages, we will be able to remain in place at our homes.
- Nutritionist consultation
- Fundraising and Development

Join us for our next Stakeholder meeting at our main office in Tewksbury on Thursday, September 27th at 6 PM.

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.

