



W I N T 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 Winter Newsletter you will find updates from around The NEEDS Center. We have had another busy year adding new homes in Haverhill, Marstons Mills, and the collaboration with Cape Cod Village in Orleans, MA. We currently have 15 group residences providing services and supports to over 60 individuals. We routinely offer many individualized and group activities for the people living in these homes and are always working toward improving their quality of life.

Our 2 day programs continue to do well, and are providing services to over 80 individuals between the 2 sites. These day programs offer a great many of community activities some of which you will read about in this newsletter.

We have been in a period of growth over the first 6 years that the NEEDS Center has been providing services. Our plan is to complete a few expansion projects over the next 18 months or so, and then give our team a well-deserved break. More information on new development may be found in this newsletter.

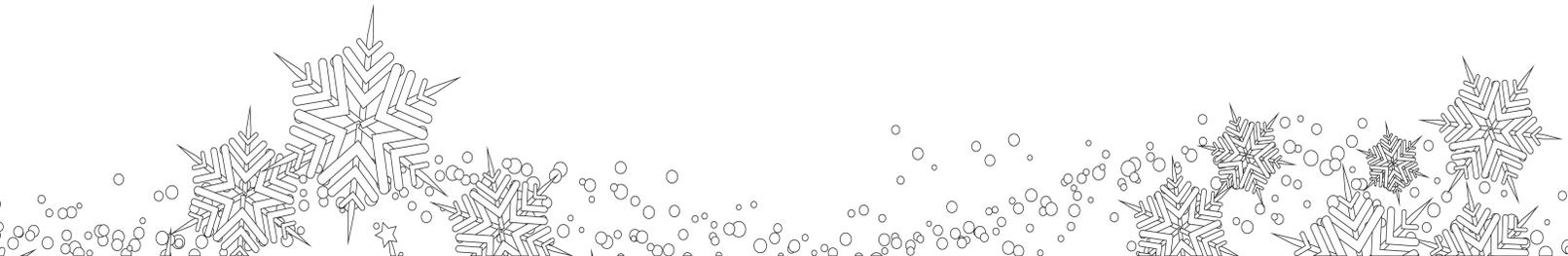
As always if you have any questions or concerns, please feel free to contact me.

Jim Sperry, President and CEO

The NEEDS Center

jsperry@needsctr.org

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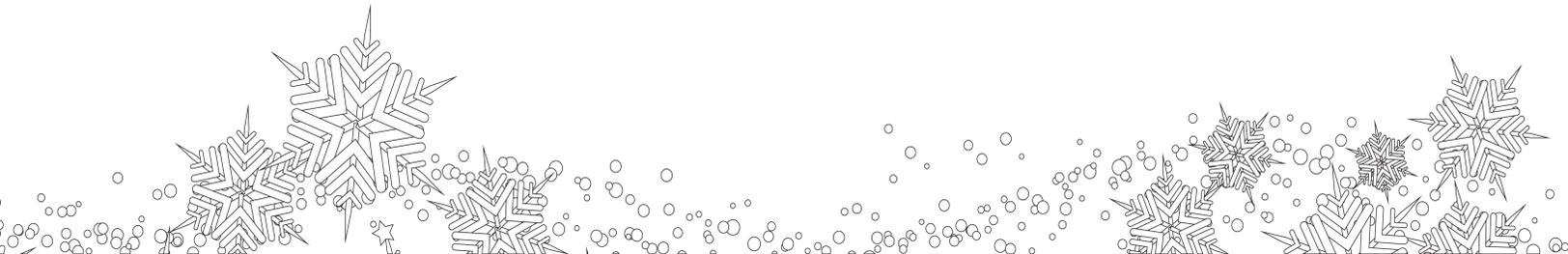


New Developments

We have been very busy with opening new homes and day programs over the past year and have the following additional projects scheduled:

- 4/12/2020 Cape Cod Village - 1 of these homes has opened already, and the other 3 are scheduled to open during the 2020 calendar year. Eventually this project will provide a home to 16 adults across 4 homes.
- 6/1/2020 Opening of a new day site in Orleans area
- 2/2021 New home in the North Shore Area

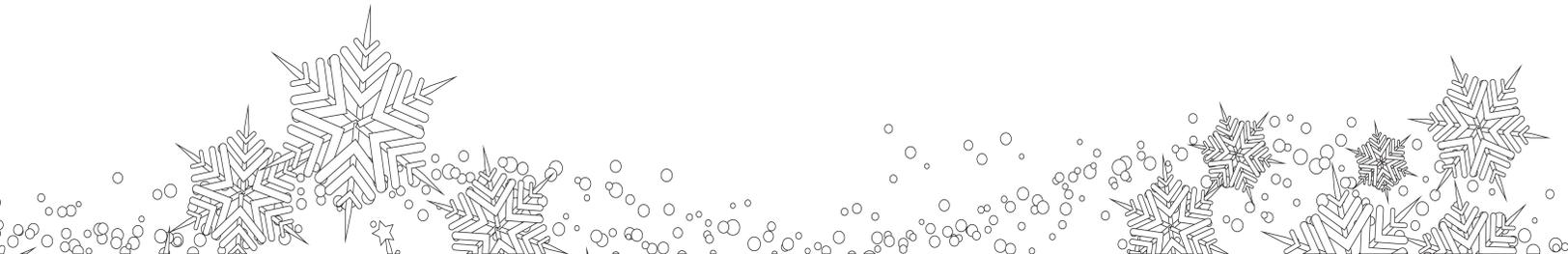
Lots going on. The addition of services allows us to further our mission by supporting more people, and adds new positions and advancement opportunities for existing staff members. Our plan is that upon the opening of the North Shore project in February of 2021 that we will take a break from our expansion efforts.



Welcome to the NEEDS Family

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

- ◇ David Curtis | Program Specialist
- ◇ Jodi Trzcienski | Program Specialist
- ◇ Tolulope Coker | Program Specialist
- ◇ Carole Cantwell | Program Specialist
- ◇ Shannon Brown | Quality Enhancement and Training Coordinator
- ◇ Nehemie Toussaint | Program Specialist
- ◇ Sassamin Weeden | Program Specialist
- ◇ Laurel Mazzarelli | Assistant Program Coordinator
- ◇ Sandra Kalambayi | Program Specialist
- ◇ Claire Nantongo | Program Specialist
- ◇ Faith Nimely | Program Specialist
- ◇ Augustine Obarisiagbon | Program Specialist
- ◇ Sheila Cramphorn | Program Specialist
- ◇ Jessica Cookinham | Assistant Program Coordinator
- ◇ Mary Ann DeMello | Program Specialist
- ◇ Kimberly Eldridge | Program Specialist
- ◇ Rebecca Fulcher | Program Specialist
- ◇ Rosanne Olson | Program Specialist
- ◇ David Silberberg | Program Specialist
- ◇ Joseph Carnevale | Program Specialist
- ◇ Jonathan Hall | Program Specialist
- ◇ Tubuo Anchang Magnus | Program Specialist
- ◇ Mariah Noble | Assistant Program Coordinator
- ◇ Daniel O'Connell | Program Coordinator
- ◇ Ashley Bornstein | Program Coordinator
- ◇ Damilola Adesanya | Program Specialist
- ◇ Julissa Millares | Program Specialist
- ◇ Nyampu Mulbah | Program Specialist
- ◇ Keith Parsons | Facilities Technician
- ◇ Jesus Torres | Program Specialist
- ◇ Trenton Hoyt | Per Diem BCBA
- ◇ Ashley Bunker | Program Specialist
- ◇ Brian Freedman | Program Specialist
- ◇ Ciara Taylor | Program Specialist
- ◇ Angela Antone | Program Specialist
- ◇ Karen Grosslein | Program Specialist



Welcome to NEEDS!

NEEDS Center would like to take this opportunity to welcome some of our new individuals!

Diane– Marstons Mills 1 - Joined in November

Albaro– Methuen 1 - Joined in November

Sam– Methuen 2 - Joined in December

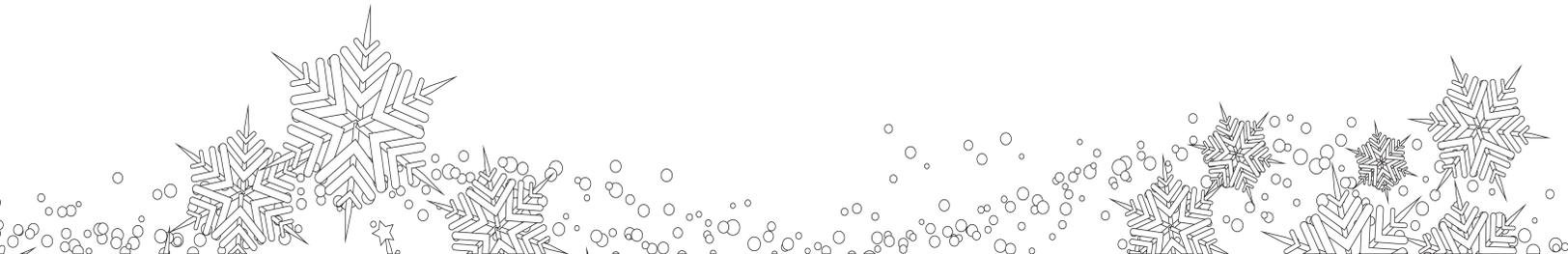
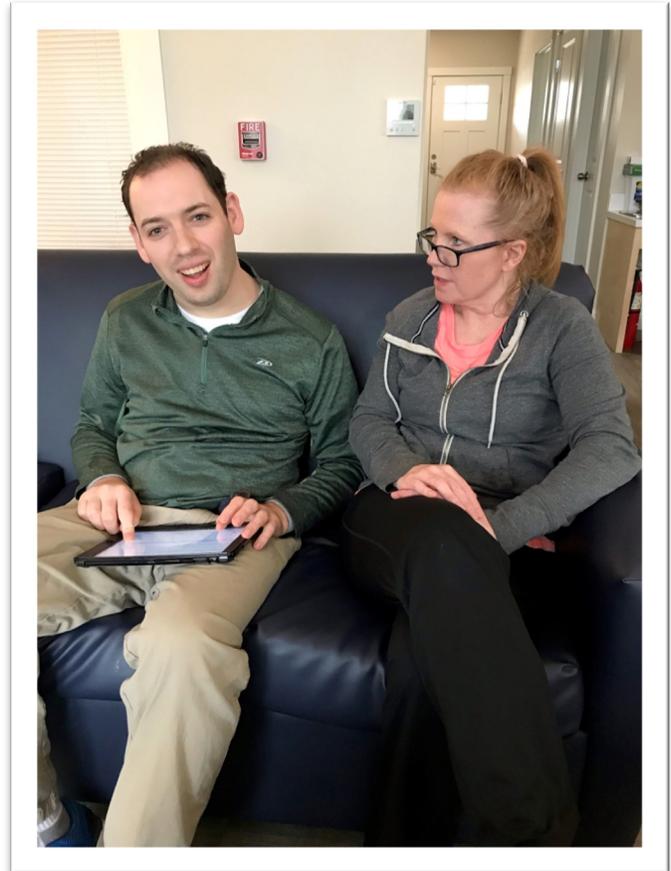
Jacinto– Methuen 1 - Joined in December

Alex– Orleans 4 - Joined in January

JP– Orleans 4 - Joined in January

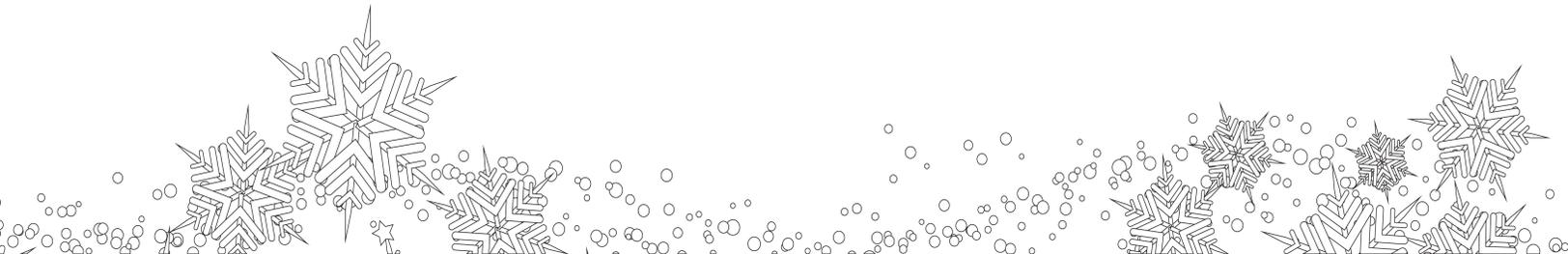
Cameron– Orleans 4 - Joined in January

Joshua– Orleans 4 - Joined in January

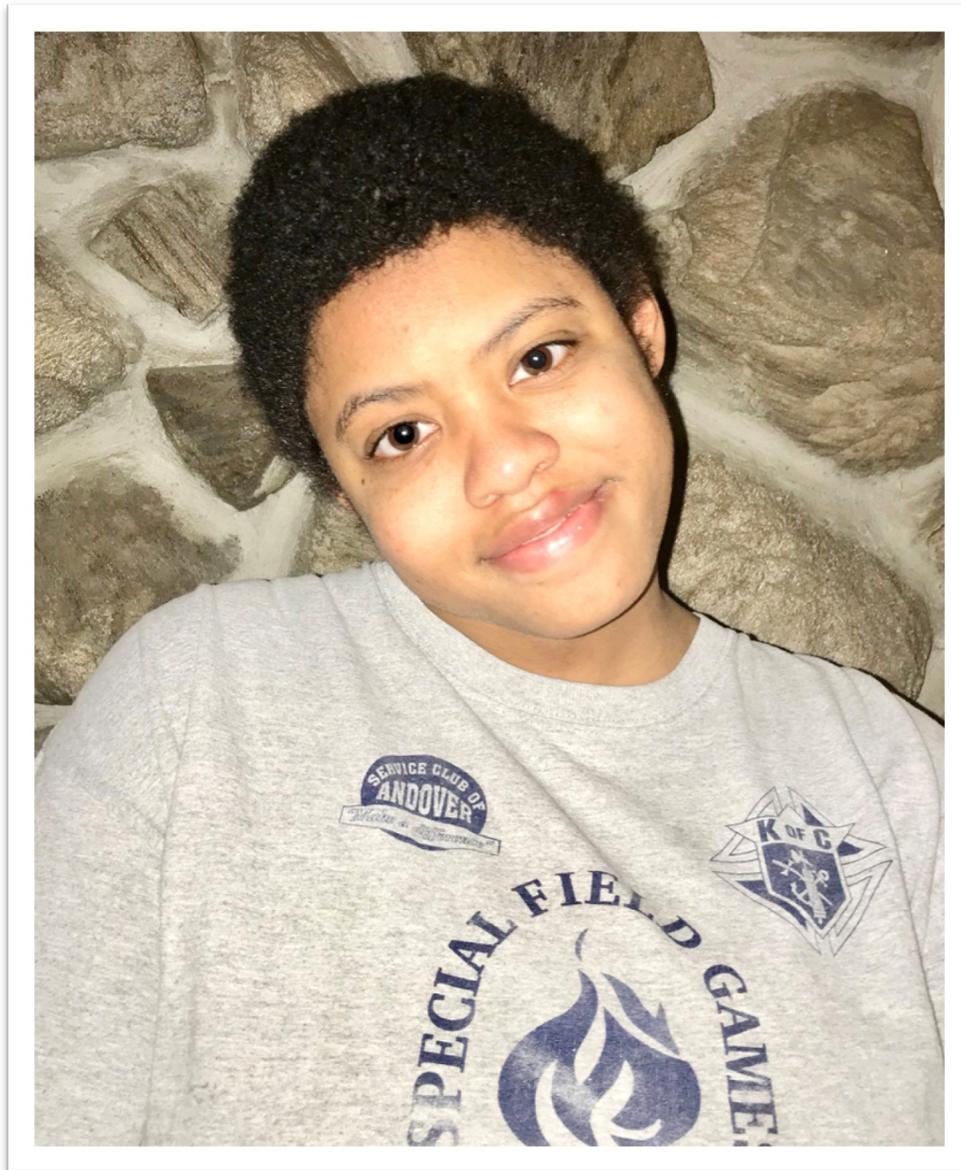


Ugly Sweater Party

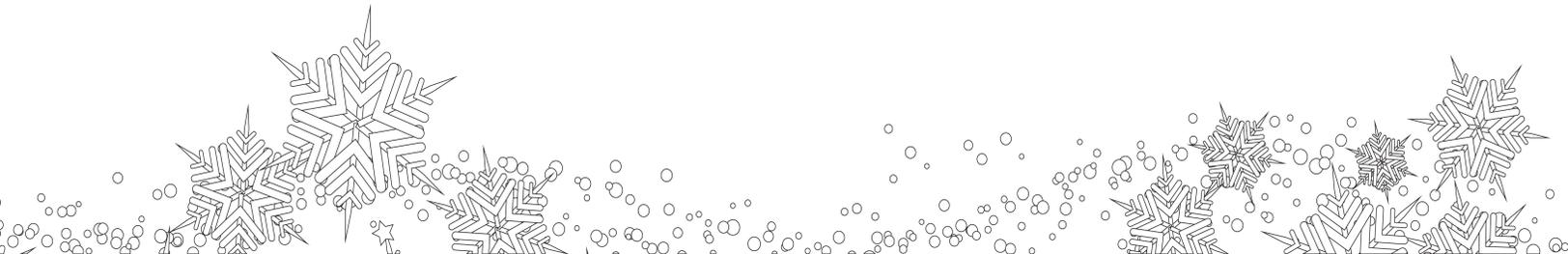
Nothing says holidays like an ugly sweater party. In December, NEEDS Center staff and individuals got together to celebrate the holidays with an ugly sweater party. Party goers were treated to Christmas music, party food, and a contest of who had the ugliest sweater. Individuals and staff who attended all had a great time celebrating the holidays together!



Healthy Living Group



The NEEDS Center's Healthy Living Group has been going great and we are quickly approaching the one year anniversary of the group which will happen in March 2020. We are looking forward to having an extra fun group to celebrate the past year! We would like to extend a thank you to the group's DJ, Uchenna. Uchenna uses her iPad to play songs by request and spends some of her free time downloading special songs she knows her peers will enjoy hearing at the group. Uchenna has done a wonderful job fielding all of the song requests during the group and is always happy to add a new song to her playlist. Thank you, Uchenna!



Admin Support

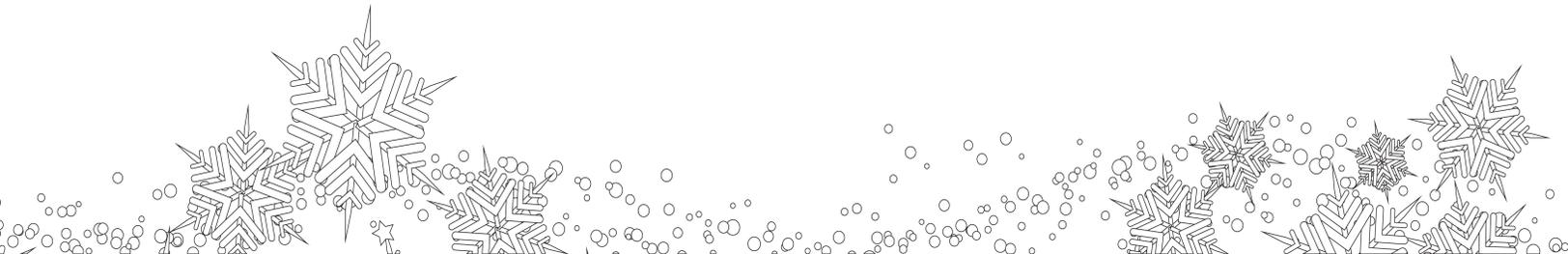
NEEDS Center Community Based Day Supports offers a supportive program to adults with Developmental and Intellectual Disabilities which assists individuals to develop, maintain, and enhance their ability and confidence in personal, social and community activities. To assist individuals in preparing them for the workforce, NEEDS Center employs and trains individuals for administrative support roles. In these roles, our individuals learn many tasks including but not limited to answering phone calls, helping visitors navigate our administrative offices, and answering any general inquiry questions.



All Eyes On Us



Over the past 5 years, NEEDS Center has seen tremendous growth from starting with only two residential programs and one very small day program to having 15 residential programs and 2 large day programs. Recently, our day program in Rowley, MA installed our new road sign. For us, its these small things (like adding a bright and colorful sign) that really show us how far we have come.





North East Educational and
Developmental Support Center

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 (who are benefit eligible) 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) 556-3303
Fax: (978) 556-7713

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

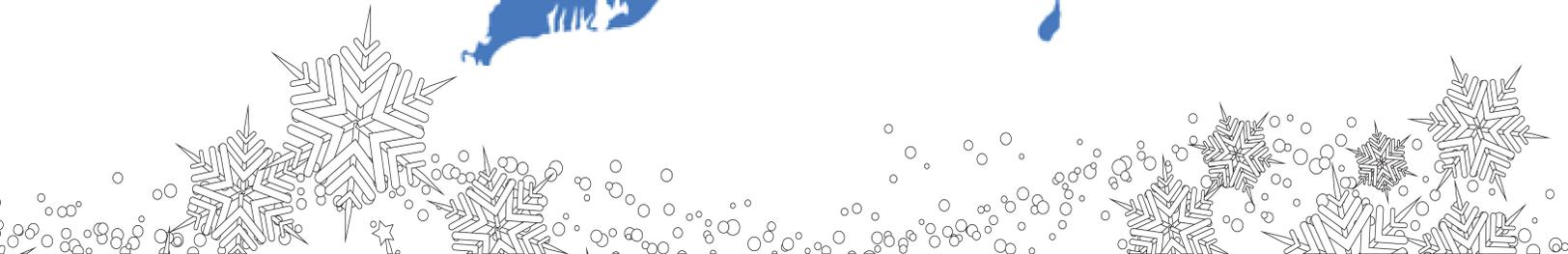
How Are Things On The Cape?

We are happy to announce that our first Homestead home at Cape Cod Village is now open and operating. We welcomed our first resident on January 13th and three others transitioned in over a span of the following two and a half weeks, reaching full capacity on January 29th. As probably expected, the word is out about our community and demand seems to be far greater than the residential supply, validating the vision of the founders.

It is worth mentioning, we have been very fortunate to be able to hire a wonderful group of professionals who are dedicated and determined to create and maintain high quality services for our individuals. It is a pleasure to witness how the effective teamwork that goes into each day produces results that benefit everyone in the setting. This special assembly of people came from our local communities.

Our main focus during the transitional period for our individuals revolves around adapting to the new setting/new structure, expanding communication skills, building friendships, community exploration and sightseeing. Some of the many activities in our surrounding area offer bowling, ice skating, shopping, trail walking, basketball, visiting beaches and local light houses. Our residents are enjoying these local attractions and it is so great for them to take advantage of the beautiful area in which we live.

As for the future plans, we are actively looking for a building that would meet criteria and accommodate our needs as a day program. In the meantime, while settling in, we all attended a Valentine's Dance organized by Kennedy Donovan Center. It took place on February 13th and was the first big event hosted at the newly opened Cape Cod Village Recreational Center. We certainly can't complain about much snow this year but wish for the warmer weather to come soon. It will provide new opportunities for outdoors type of activities and getting the families together for fun events.



+ Healthcare Corner +

Medical Trainings at NEEDS Center

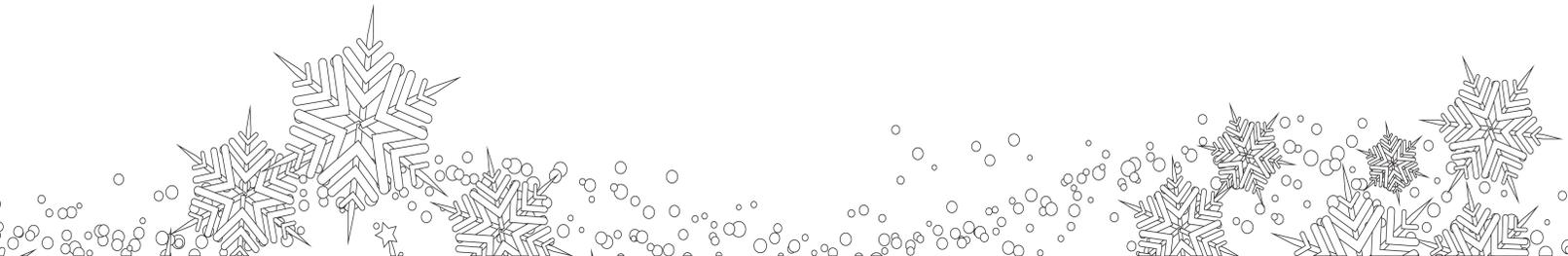
The NEEDS Center staff are provided with extensive medical trainings on an ongoing basis. Medical trainings start the first day of orientation and include, how to take vital signs, the four most common medical issues in people with ID/DD/ASD, how to monitor and report effectively, as well as seizure first aid, OSHA, Bloodborne pathogens, dysphagia and aspiration. Medical trainings are provided monthly and annually and presented in a clear format including PowerPoint presentations, hand-outs, Relias web-based learning, as well as in-program individual specific medical trainings. In addition, the NEEDS Center always has an RN available as a medical resource.

In January, the NEEDS Center focused on the cause of coronavirus, its symptoms, what to do if you suspect the illness, and how to prevent it. This information was put together by the department of developmental services and presented to all NEEDS Center staff at their work program using PowerPoint slides and handouts as a way of educating our staff. We also provided our staff with training on proper handwashing techniques as well as proper ways to clean and disinfect.

Infection from Coronavirus continues to be rare in the United States with only 15 cases reported. There is currently promising research on treatment and vaccination for this novel virus.

More information can be found on the CDC website at <https://www.cdc.gov/coronavirus/index.html>

If you have an idea for a staff training please contact Jamy Whitcomb, RN at jwhitcomb@needsctr.org



+ Healthcare Corner +

Safe Disposal of Medications

Do you or a loved one have medications that are expired or unused?

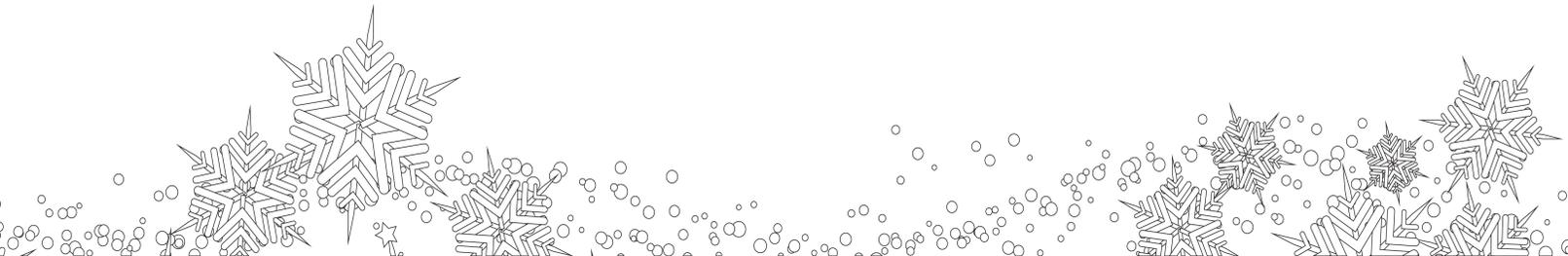
Use the guide below to safely dispose of medications and prevent misuse of these drugs in your home.

Follow these guidelines from the Federal Drug Administration and the White House Office of National Drug Control Policy:

- Follow any disposal instructions on the label or patient information you get with your prescription.
- Don't flush medicines down the toilet or pour them down the sink unless the disposal instructions say to do so. (You can also consult this list from the FDA.)
- If there are no disposal instructions, participate in a drug take-back day or find a Controlled Substance Public Disposal Location near you.
- If you are unable to attend a drug take-back day, take unwanted prescription medications out of the original bottle and mix them with coffee grounds or kitty litter in a sealed bag or closed container. This makes pills less appealing and less recognizable to anyone who can see your trash—including your kids.
- Remove all personal information from prescription bottles to protect your privacy.

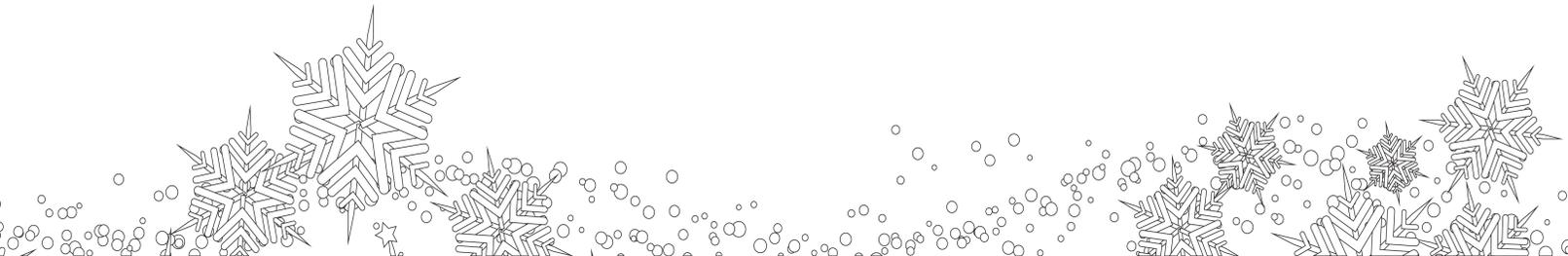
For more information go to:

https://www.fda.gov/drugs/safe-disposal-medicines/disposal-unused-medicines-what-you-should-know#Flush_List



Cruise Announcement

We are organizing a cruise for individuals receiving support at the NEEDS Center. We are targeting the Norwegian Cruise out of Boston between end of April 2020 to beginning of May 2020 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



Stakeholders Meeting

Our next semi-annual stakeholder meeting will be held on Thursday April 9th at 5pm in our Tewksbury Admin Office at 1390 Main Street in Tewksbury MA.

Our last stakeholder meeting was held on September 26 at our new Rowley location. 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

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.

