

NEEDS

North East Educational and  
Developmental Support Center

SPRING

NEWSLETTER



# Update From The President

Hi all. We have hit the ground running in 2023, and have been very busy. As we mentioned in our last newsletter, recently our biggest challenge has been recruiting, hiring and retaining highly competent employees. I am happy to report that we are making some progress in this area. Every 2 weeks we have been running our New Staff Orientation groups, and the numbers have been steadily improving. We continue to try any and all creative ways to hire and retain new staff members, and will continue to do so throughout 2023 and beyond.

As we move into the Spring and the better weather, the people we support have been getting out and about in the community on a regular basis, and enjoying themselves. We have re-instituted our travel/vacation plans along with other activities. You will hear about many of these activities in this edition of the Newsletter.

We recently opened a new Community Based Day Support (CBDS) Program in The Cummings Center, in Beverly, MA. This site will eventually provide services and supports to up to 40 people. The Cummings Center is an ideal location for this program, as there are ample opportunities for quality outdoor activities in this spot.

We hope that you will enjoy this edition of the Newsletter. Please feel free to reach out to me with any questions or concerns that you may have.

Jim Sperry, President and CEO

The NEEDS Center

[jsperry@needsctr.org](mailto:jsperry@needsctr.org)

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# New Developments

## Residential Services:

We plan to open 4 homes in the North East Area (DDS Region 3), which will provide new homes to 16 people – we have identified the homes for the first 2 of these projects, one will be located in Methuen, MA and the other will be in Haverhill, MA.

For Cape Cod, we are planning to re-open our home in Marstons Mills, and are working to open homes 3 and 4 in Orleans as part of the Cape Cod Village project.

It will be a very busy year of new development for us at The NEEDS Center, and our plan is to take a bit of a break in terms of expansion projects within Massachusetts in 2024.

## Day Services:

We opened our 3<sup>rd</sup> Massachusetts based, and fourth overall (Florida) Day Program on April 3<sup>rd</sup>. The people receiving support in this program have been very happy with the new location to date.

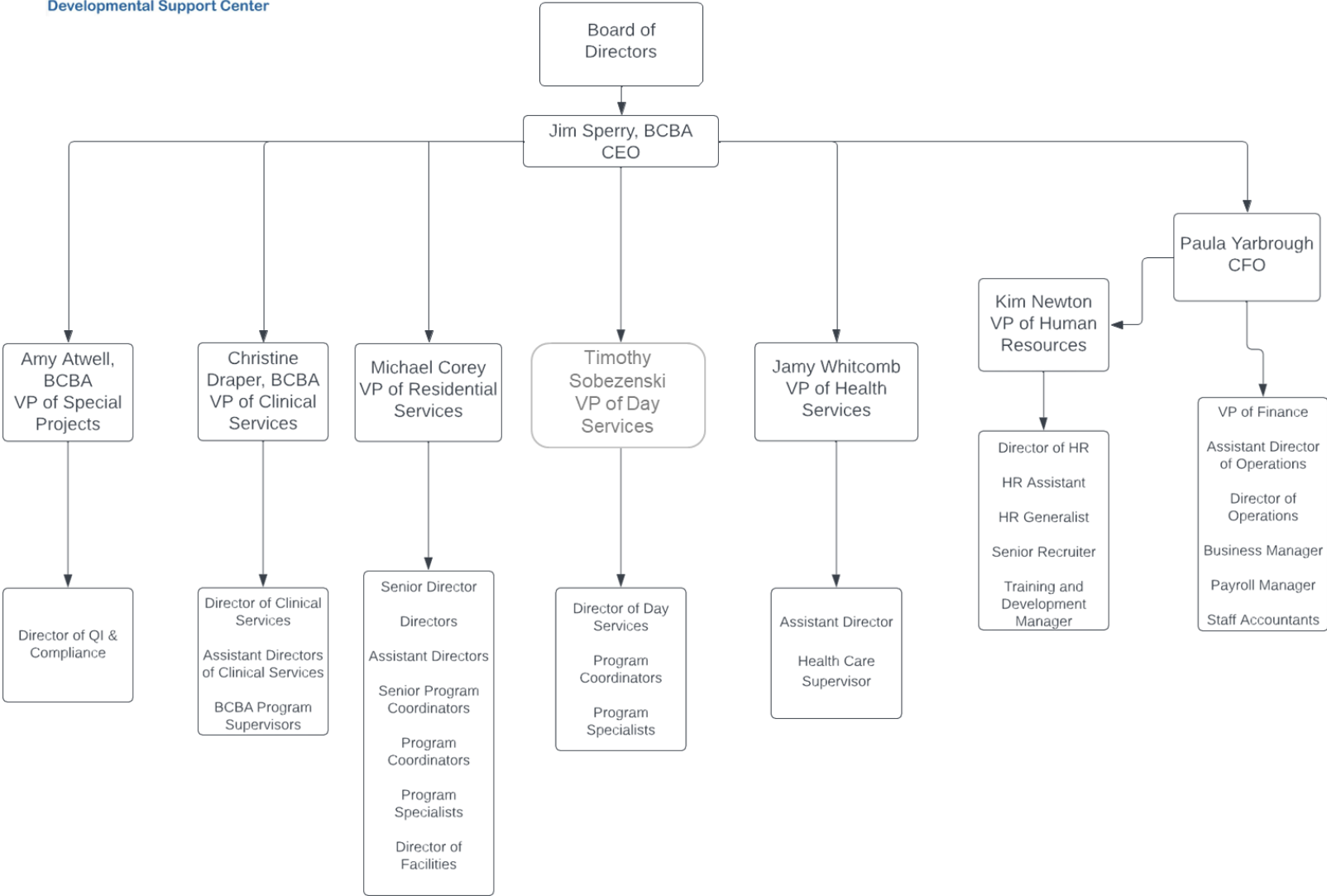
We are currently looking for a suitable site on Cape Cod that will be able to serve as a Community Based Day Support (CBDS) program, that we hope to identify soon. This program will be designed to support the people who live in NEEDS Center Residences in: Orleans, Sandwich and Marstons Mills. We will keep you posted on this as we move along.



# Organization Structure



NEEDS Center Organizational Chart



# Our Day Services



**Michael Sobezenski, Director of Day Services**

As Director of Day Services, Michael is responsible for overseeing and maneuvering the daily operations of day services which include day programs located in Tewksbury, Rowley, and Beverly. His role entails a myriad of responsibilities across many levels. On one level, there are duties related to client services which include attending ISP meetings, ensuring the implementation of clinical and educational programming, regularly communicating with families/guardians, and providing on-call assistance for transportation to name a few. On another level, there are personnel-related duties such as payroll, interviewing candidates, approving personal time off requests for staff, conducting performance evaluations, and so forth. Mike is also responsible for the direct supervision of program coordinators and assistants and works cooperatively with them to manage daily operations.



**Timothy Sobezenski, Vice President of Day Services**

As Vice President of Day Services, Tim has many responsibilities and duties. Some essential duties include relaying information about business objectives and company policies and attending meetings at various levels. Among Tim's most important responsibilities is supporting the senior leadership personnel at the day programs. This includes the Director, Program Coordinators, and assistant program coordinators. For Tim to perform his job efficiently he must be aware of all operations, any issues, and news. Thus, Tim regularly meets and communicates with the Director and Program Coordinators. He helps them set goals and ensures that plans are being followed through. Additional responsibilities include maintaining the budget and tracking expenditure/transactions, scheduling and organizing team meetings, providing feedback and guidance to the Director and Program Coordinators, and facilitating and conducting the intake and discharge process. While many of the core responsibilities have been listed, this is not an exhaustive list.

# Our Residential Services

There have been a lot of exciting happenings in the residential programs over the last few months, such as 4 new admissions, vacation planning for the residents, quality improvements to the houses, and the hiring of several new staff. We had a few programs take trips to New York and Florida, and we are looking at planning similar trips or overnights for all of our residents. Our maintenance team has been very busy with renovation projects including updating kitchens, bathrooms, and common areas in many of the programs- more to come in all programs.

Breakdown of management responsibilities for each program:

- Assistant Program Coordinator- is looked at as the manager on shift and is responsible for day-to-day communication while at the program.
- Program Coordinator- is the house manager and is responsible for all resident activities, staff, and day-to-day functions within the program
- Senior Program Coordinator- helps to oversee 2-3 residential programs and has direct oversight of the Program Coordinator

# Our Residential Services Cont...

- Assistant Directors - oversees 3-5 residential programs and has direct oversight of the Senior and Program Coordinator.



**Patcheco Vincent**

**Assistant Director of Residential Services**



**Ethan Walsh**

**Assistant Director of Residential Services**

- Director of Residential Services- oversees 8-9 residential programs and the direct oversight of the Assistant Residential Directors



**Marta Gallagher**

**Director of Residential Services**



**Joelitza Gomez**

**Director of Residential Services**

- Senior Director of Residential Services- oversees all of residential programs within a specific region



**Mark Boilard - Senior Director of Residential Services**

- VP of Residential Services- oversees all residential programming at the NEEDS Center.



**Michael Corey, Vice President of Residential Services**

# Corporate Compliance Corner

Welcome Back to the Corporate Compliance Corner!

Do you know the core elements to an effective Corporate Compliance Program? In case you don't, see below for the seven core elements.

1. Written policies and procedures
2. Designated compliance officer and compliance committee
3. Effective training and education
4. Effective lines of communication
5. Internal monitoring and auditing
6. Enforcement of standards through well-publicized disciplinary guidelines
7. Prompt response to detected problems through corrective actions

Also, please don't forget to sign into Relias to complete your Basic Corporate Compliance Training. The deadline to complete the training is quickly approaching. This is a requirement for CARF.



Kelley Campbell  
Director of QI and Compliance



# Welcome To The NEEDS Center!

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

Abdourhaman Diako - Program Specialist

Afolabi Komolafe - Program Specialist

Aghangu Nadege - Program Specialist

Ajax Soirilus - Program Specialist

Akech Malek - Program Specialist

Alexandra Cancelliere - Registered Behavior  
Technician

Allana Moore - Program Specialist

Amanda Brown - Program Specialist

Amarilis Concepcion Rosario - Assistant Director  
of Operations

Angelee Bailey - Program Specialist

Anne Wainaina - Program Specialist

Annet Tumusiime - Program Specialist

Arrison Jean - Program Specialist

Ashley Appel - Senior Recruiter

Ashley Igartua - Program Specialist

Ashley Johnson - Assistant Program Coordinator

Audrey Matott - Program Specialist

Brook Aguasvivas - Program Specialist

Brooke Gates - Program Specialist

Camille McMullen - Program Coordinator

Carline Joseph Joseph - Program Specialist

Caroline Muigai - Program Specialist

Chenae Davis - Program Specialist

Christian Kalambayi - Program Specialist

Chynna Donahoo - Program Specialist

Dasjuan Williams - Program Specialist

Denise Steward - Program Specialist

Desiree Yao - Program Specialist

Destiny Green - Program Specialist

Dione Christopher - Program Specialist

Edith Kagacha - Program Specialist

Elizabeth Ndichu - Program Specialist

Elizabeth Tvester - Registered Behavior Technician

Enid Kituku - Program Specialist

Farah Milord Juillet - Program Specialist

Gabriel Iocovozzi - Program Specialist

Grefael Bruny - Program Specialist

Harvette Foster - Program Specialist

Iesha Jackson - Program Specialist

Isabel Antoine - Program Specialist

Ivelyne Liad - Program Specialist

Jackie Washington - Program Specialist

Jalissa Palmer - Program Specialist

Janelly Hernandez - Program Specialist

Jaquilla Jackson - Program Specialist

Jennifer Henderson - Program Specialist

Jeremaih Kisakye - Program Specialist

Jordan Rease - Program Specialist

Jordon Miles - Facilities Technician

Joseph Boyan - Program Specialist

# Welcome To The NEEDS Center!

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

Joseph Koudelka - Program Specialist

Joshua Ambu - Program Specialist

Juliet Wolubah - Program Specialist

Kaitlin Rivera - Program Specialist

Katie Schlosberg - Assistant Program Coordinator

Kayden Ortiz - Relief Program Specialist

Kellie Barlow - Assistant Program Coordinator

Khadijat Fashola - Program Specialist

Kialia Duncan - Program Specialist

Kinaysha Masso - Program Specialist

Kokuleba Mjungu - Program Specialist

Krystina Hall - Program Specialist

Leslie Foryoung - Program Specialist

Lucy Kisio - Program Specialist

Madison Lamarche - Program Specialist

Mariann Clark - Assistant Program Coordinator

Mark Boilard - Senior Director of Residential Services

Marley Jeffords - Program Specialist

Mary Anjiankeng - Program Specialist

Matthew Caffoni - Program Specialist

Morgan McSwain - Program Specialist

Natacha Parris - Relief Program Specialist

Omar Kibelloh - Program Specialist

Patrick Lothrop - Program Specialist

Peter Huynh - Registered Behavior Technician

Purity Mong - Program Specialist

Rachel DiVerdi - BCBA

Robert Consorti - Director of IT

Samuel Pilate - Program Specialist

Samya Edwards - Program Specialist

Sandra Woods - Program Specialist

Sandrine Cherilus - Program Specialist

Shakirah Namagala - Program Specialist

Sharon Yuly - Program Specialist

Shildrenne Simprevil Etienne - Program Specialist

Shirley Rutherford - Program Specialist

Sienna Miller - Registered Behavior Technician

Tania Laguerre - Assistant Program Coordinator

Theostene Louis - Program Specialist

Tonya Johnson - Program Specialist

Tzaighibierious Mosley-Sneed - Program Specialist

Vanessa Lugo - Program Specialist

Vincent Campbell - Relief Program Specialist



# Let's Go Camping!

A group of people we support embarked on an exciting adventure to go camping at North Beach Camping Resort and explore St. Augustine, FL. The group was comprised of men from Tramore and Song Sparrow homes, accompanied by NEEDS Center Assistant Director, John Mortensen and Program Coordinator Gary Stidham. They spent their days hiking, swimming, and roasting marshmallows over the campfire. As they explored the local area, they also learned about the history and culture of St. Augustine. Throughout the trip, they formed new friendships, bonded over shared experiences, and had a memorable adventure that they will never forget.



# Get To Know: Lyndsey B

**How did you stay motivated during the pandemic?**

I felt like things would get better. I stayed positive.

**During the Winter and Spring, what activities were you able to participate in at Oakridge?**

We went to Canobie lake park, cookouts, did center activities; Juneteenth celebration, Easter, Flutie 5K, and stayed in contact with friends and family.

**Have you set any personal goals for yourself that you hope to achieve in 2023? If so, what are they?**

I am looking for a new job and want to work on budgeting. I want to continue exploring, freedom and independence at my new house being comfortable being happy.

**We are aware that you are interested in a healthier lifestyle. Is there any advice that you can offer for someone that is looking to improve their health and wellness?**

My advice would be to make healthier choices and make small changes to routines and diet. It will help you lose weight and maintain like me.

**Other than exercising and being active in the community, what other passions do you have?**

Animals are my biggest passion! I also like going shopping, out on activities, and out to eat, so really my independence!

**What do you think your peers and housemates would say is your most defining quality?**

Persistence and drive, I also think they'd say I'm a good person, I'm nice, and that I like to help.



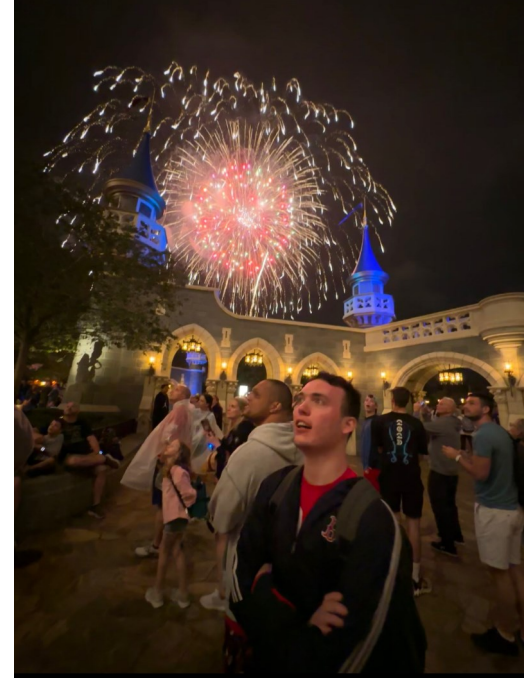
# Easter Celebration

The NEEDS Center held a wonderful Easter celebration for the people we support. The event was filled with fun activities, including an Easter egg hunt, arts and crafts. The people we support were able to enjoy delicious treats and spend time with their friends and family in a festive atmosphere.



# Disney Vacation

The people we support went on a well deserved vacation in warm and sunny, Florida! We are thrilled to see them soak up the sun, enjoy the rides, and create unforgettable memories together. We believe that everyone deserves the opportunity to have fun, explore new places, and make connections with others. We are so proud to support this amazing group and can't wait to hear all about their adventures at Disney World!



# Years of Service Celebration

We recently held our Years of Service Celebration at the Double Tree Hilton in Andover, MA, to recognize the dedicated service of our staff members. The event was filled with carnival games, raffles, prizes, and delicious food, creating a festive carnival atmosphere for everyone in attendance.

One of the highlights of the celebration was the recognition of staff members who had reached their 5-year milestone of service at the NEEDS Center. These staff members were presented with 3-season deluxe jackets as a token of appreciation for their dedication and hard work.

The event was a wonderful opportunity for staff and individuals to come together and celebrate the important work that the NEEDS Center does every day to support and empower individuals with developmental disabilities. The atmosphere was filled with joy and appreciation for the contributions of everyone involved in our organization's mission. The NEEDS Center looks forward to many more years of serving the community and making a difference in the lives of those we support.



# Diversity & Inclusion Committee

The Diversity and Inclusion committee is currently still working on The NEEDS to Give project. We have been partnering with another nonprofit organization in Liberia and we plan to ship out gently used clothing and furniture to Liberia soon.

For upcoming events, on Memorial Day, Treble Cove will be hosting a carnival themed cookout. We plan to have a bouncy house and games along with the cookout. Lastly, will be our Juneteenth celebration. This will be held at the Rowley Day program like we have done in the past. A flyer for the date and time will be sent out later on!

## **Patcheco Vincent**

pvincent@needsctr.org

## **Sopheaklizabeth So**

sso@needsctr.org





# Thank You Flutie Foundation!

Thank you, Doug Flutie, Jr. Foundation for Autism, for your commitment to supporting individuals and families affected by autism through innovative education technology. We are honored to be selected as a recipient of the Allison Keller Technology Grant, named in honor of Ali Keller, an inspiring autism self-advocate and grant namesake. With the support of this grant, we can provide the people we support with access to tablets and apps, revolutionizing our approach to education, training, and support. Thank you for your unwavering dedication to the autism community!

## About Ali Keller

Allison Keller is 27 years old and a graduate of Hanover High School in Hanover, NH. Ali was diagnosed with autism at an early age when she exhibited a speech delay. Ali still faces many communication problems and generally uses 2-3 word sentences to express her wishes. She also has some sensory issues and has battled seizures when she reached her teenage years. Through it all, however, Ali has always been upbeat, patient, positive, and brave. She leads an active life, filled with volunteer service, horseback riding, snowshoeing, swimming, bowling and taking long walks. An active participant in Special Olympics, Ali also loves music and going to concerts and movies. A big breakthrough came when Ali was 12 and they learned that underneath the cloud of autism, there was a bright girl with a great sense of humor who was developing in many ways like a typical teenager. Since then, the iPad has made communication that much easier in addition to offering many other benefits.



**Doug Flutie Jr.  
Foundation for Autism**

# 9 Years of NEEDS Center

Celebrating the 9th Anniversary of the NEEDS Center!

Since its inception in 2012, the NEEDS Center has been dedicated to providing education, training, and support to individuals with developmental disabilities, helping them to live as independently as possible. Our team of experienced professionals has been committed to empowering individuals with developmental disabilities and their families.

Over the past nine years, the NEEDS Center has grown significantly, now offering 19 adult group residences and 3 day support programs in Massachusetts, as well as 7 adult group residences and 1 day support program in Florida. We take pride in our leadership team's expertise in working with individuals who present with challenging behavior, and we are dedicated to providing exceptional care and support to those in need.

Since July 2017, the NEEDS Center has expanded its services to include a consulting division that provides behavioral and other supports to children with autism and other developmental disabilities in both school and home settings.

At the heart of the NEEDS Center's mission is the belief that every individual with a developmental disability has the right to live as independently as possible. We are grateful for the countless individuals we have been able to support over the years, helping them achieve their goals and lead fulfilling lives.

As we celebrate our 9th anniversary, we remain committed to our mission and the impact we have had in the community. Here's to many more years of empowering individuals with developmental disabilities and their families!



# + Healthcare Corner +

May is stroke awareness month. Are you aware of the warning signs?

## Warning Signs

### Spotting a Stroke

# BEFAST

Balance  
Loss



Eyesight  
Changes



Face  
Drooping



Arm  
Weakness



Speech  
Difficulty



Time to  
call 911



Additionally-

- A severe headache that comes on for no reason
- Confusion or trouble understanding people
- Dizziness

**Call 911 immediately for any signs noted above, it could save a life!**



Jamy Whitcomb  
Vice President of Health Services

# Summary

Thanks for reading the Spring edition of our Newsletter – we hope you enjoyed it! We look forward to another great spring! If you have any suggestions for making improvements to the newsletter, please contact Matthew Seidell via email at [mseidell@needsctr.org](mailto:mseidell@needsctr.org).