



NEEDS

North East Educational and
Developmental Support Center

AUTUMN

NEWSLETTER

Update From the President

Hi all. 2023 has been a very busy year for us at the NEEDS Center, and this trend is expected to continue into 2024.

2024 will be a big year for us, as it marks the 10th Anniversary of providing services to the people we support. The past 10 years have been very eventful both in the growth of our organization, and with the unique challenges that we have been faced with. One constant for us has been the work of our extremely dedicated team of employees throughout our organization, as well as the support from family members and other involved stakeholders for the people we support.

We will be holding our first gala on April 6, 2024 at the Ipswich Country Club. You will see more about this event in the newsletter, but please save the date, and we welcome involvement from those that are interested and able to be a part of this celebration.

Over the past several months there have been a number of activities that folks have been participating in, many of which you will see more about within the newsletter. As things have been getting back to normal, we are planning larger trips and vacations for the people we work with, and you will hear more about these options in the coming months.

We hope you enjoy this edition of the Newsletter, and as always please feel free to reach out with any questions or concerns.

Jim Sperry, President and CEO

The NEEDS Center

jsperry@needsctr.org

978-216-0315



New Developments

It has been, and will continue to be a busy year in terms of new developments. The following projects have either opened, or are planning to open in the coming months:

New Residences

- Orleans (Cape Cod Village/CCV) House #3 Opened 6/2023
- Methuen Opened 7/2023
- Topsfield opened 9/2023
- Haverhill projected to open 12/2023
- Danvers projected to open 2/2024
- Orleans CCV House #4 Projected to open 2/2024

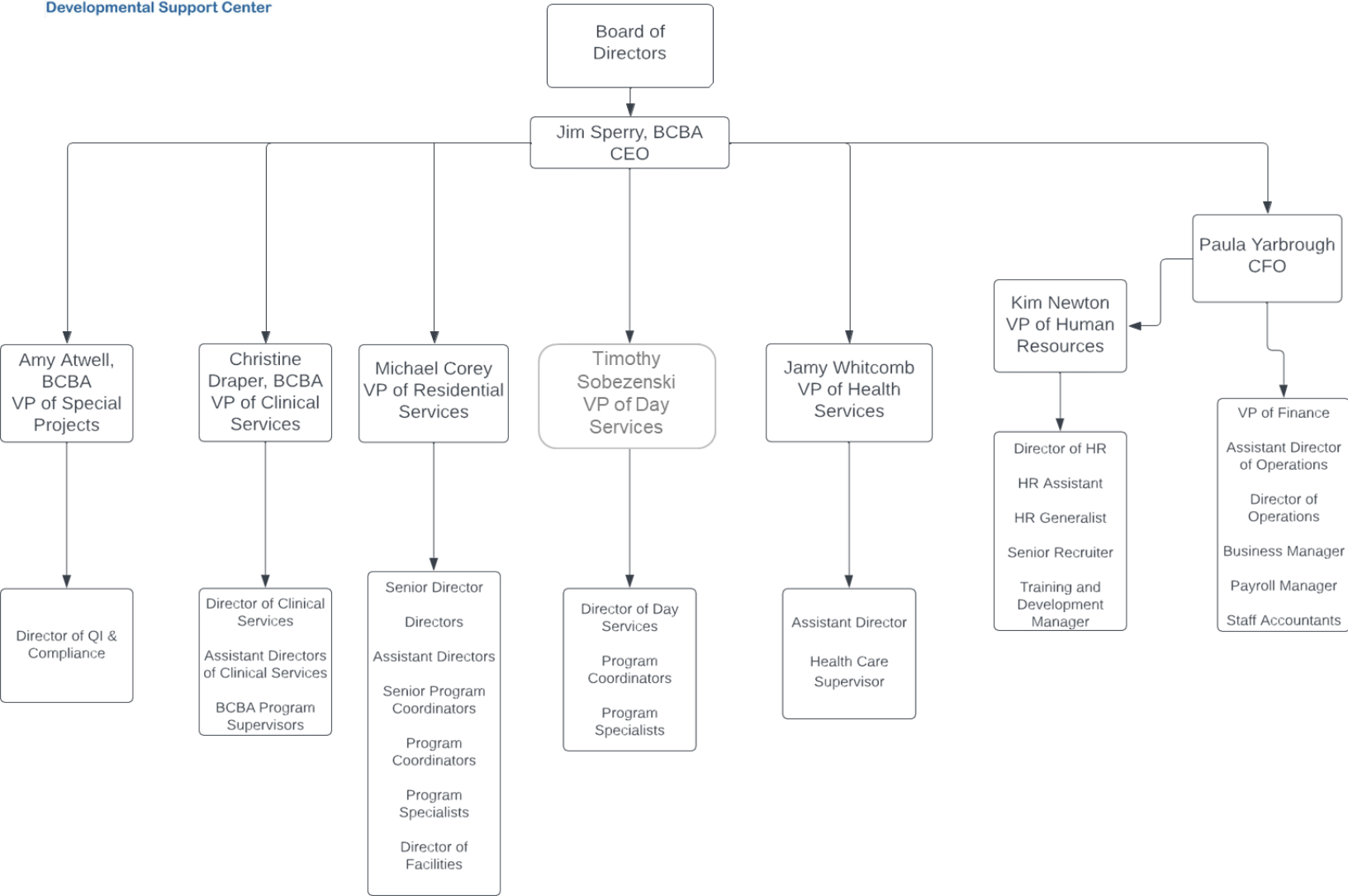
New Day Programs

- Beverly Opened 4/2023
- Hyannis Projected to Open 12/2023
- New North Shore Based Day Program Site TBD projected to open 7/2024

Organization Structure



NEEDS Center Organizational Chart



Thank You Flutie Foundation!

We recently celebrated 6 months of our Beverly Day Program, made possible by the generous grant from Doug Flutie, Jr. Foundation for Autism! With their backing, we've enhanced our new Community Based Day Supports program in Beverly, MA, which opened in April of 2023, benefiting 30 adults with developmental disabilities. With the support of the Flutie Foundation we were able to secure 17 Generation 10 iPads to aid in teaching critical skills like communication, safety, and independent living, while incorporating STEM education. Our thorough assessment process, conducted by our expert team, ensures technology is tailored to individual needs and goals. Thank you once again to the Flutie Foundation, for your unwavering support!



Donate to NEEDS Center Today

At the NEEDS Center, we are dedicated to empowering individuals with developmental disabilities to live as independently as possible. As a 501-c-3 non-profit organization, we rely on the support of generous individuals and organizations to supplement our funding and provide transformative experiences for those we support. Your contributions enable us to offer a variety of community activities, such as tickets to sporting events and vacations, creating cherished memories and a sense of belonging. Join us in making a difference by supporting the NEEDS Center today. Together, we can build brighter futures and foster an inclusive and compassionate society for all. Thank you for your generosity and belief in our mission.

To donate electronically please use the link below or scan the below QR code:

<https://needsctr.org/donations>



November MA Activity Calendar

ACTIVITY SCHEDULE NOVEMBER 2023

10/29/2023	10/30/2023	10/31/2023	11/1/2023	11/2/2023	11/3/2023	11/4/2023
						11am Bowling at Wamesit Lanes \$10.00 per person
11/5/2023	11/6/2023	11/7/2023	11/8/2023	11/9/2023	11/10/2023	11/11/2023
		Residential Potluck See attach for cluster 6pm		5pm Arts and Crafts Hand Turkey Tewksbury DP		
11/12/2023	11/13/2023	11/14/2023	11/15/2023	11/16/2023	11/17/2023	11/18/2023
		Residential Potluck See attach for cluster 6pm		5pm Healthy Living Group Snacks provided Tewksbury DP		11am Dr Seuss The Lorax Salem, NH Cinemark \$15 per person
11/19/2023	11/20/2023	11/21/2023	11/22/2023	11/23/2023	11/24/2023	11/25/2023
		6pm Thanksgiving Potluck Tewksbury DP		THANKSGIVING DAY		Lowell MA 6pm City of Lights Parade FREE
11/26/2023	11/27/2023	11/28/2023	11/29/2023	11/30/2023	12/1/2023	12/2/2023
		Residential Potluck See attach for cluster 6pm		5pm Decorate your own Christmas tree Tewksbury DP		11am Launch Trampoline Park \$22 per person

POTLUCK GROUP CLUSTERS

Methuen 1- Brook St, Walden, Kimball, Rand

Methuen 2- Treble, Vincent, Oak, River

Haverhill- Pinedale, Primrose, Mahoney, Cedar

Boxford/Topsfield 1- Brook Rd, King Richard, Timber, North St.

Boxford/Topsfield 2- Parsonage, Groveland, Mansion, Rowley Ct

December MA Activity Calendar

ACTIVITY SCHEDULE DECEMBER 2023

11/26/2023	11/27/2023	11/28/2023	11/29/2023	11/30/2023	12/1/2023	12/2/2023
		Residential Potluck See below for cluster 6pm		5pm Decorate your own Christmas tree Tewksbury DP		11am Aloha Mini Golf Northshore Mall \$20 (Golf/Lunch)
12/3/2023	12/4/2023	12/5/2023	12/6/2023	12/7/2023	12/8/2023	12/9/2023
		Residential Potluck See below for cluster 6pm		6pm Baking Group Sugar cookies Tewksbury DP		
12/10/2023	12/11/2023	12/12/2023	12/13/2023	12/14/2023	12/15/2023	12/16/2023
		Residential Potluck See below for cluster 6pm		5pm Arts and Crafts Make your own Snow globe Tewksbury DP		11am The Polar Express Salem, NH Cinemark \$15 per person
12/17/2023	12/18/2023	12/19/2023	12/20/2023	12/21/2023	12/22/2023	12/23/2023
		6pm Holiday Potluck Ugly Sweater Party Tewksbury DP		5pm Decorate your own Gingerbread house Tewksbury DP		
12/24/2023	12/25/2023	12/26/2023	12/27/2023	12/28/2023	12/29/2023	12/30/2023
	Christmas Day Day Program CLOSED	Residential Potluck See below for cluster 6pm		5pm Healthy Living Group Snacks provided Tewksbury DP		1pm Arcade Funworld \$10/\$20
12/31/2023	1/1/2024	1/2/2024	1/3/2024	1/4/2024	1/5/2024	1/6/2024
	NEW YEARS DAY Day Program CLOSED	Residential Potluck See below for cluster 6pm		5pm New Years (resolutions) with snacks Tewksbury DP		

November FL Activity Calendar

ACTIVITY SCHEDULE NOVEMBER 2023

10/29/2023	10/30/2023	10/31/2023	11/1/2023	11/2/2023	11/3/2023	11/4/2023
11/5/2023	11/6/2023	11/7/2023	11/8/2023	11/9/2023	11/10/2023	11/11/2023
11/12/2023	11/13/2023	11/14/2023	11/15/2023	11/16/2023	11/17/2023	11/18/2023
	Residential Potluck Song Sparrow Deertree Zeta 6pm			MOVIE NIGHT AT THE ADT Song Sparrow Deertree Zeta 5pm		
11/19/2023	11/20/2023	11/21/2023	11/22/2023	11/23/2023	11/24/2023	11/25/2023
		Arts & Crafts: Decorate a Turkey Song Sparrow Deertree Zeta		THANKSGIVING DAY	ADT Closed	
11/26/2023	11/27/2023	11/28/2023	11/29/2023	11/30/2023	12/1/2023	12/2/2023

December FL Activity Calendar

ACTIVITY SCHEDULE DECEMBER 2023

11/26/2023	11/27/2023	11/28/2023	11/29/2023	11/30/2023	12/1/2023	12/2/2023
12/3/2023	12/4/2023	12/5/2023	12/6/2023	12/7/2023	12/8/2023	12/9/2023
		Residential Potluck Song Sparrow Zeta 6pm			ARTS & CRAFTS: Make a snow man hot chocolate – snacks provided Song Sparrow Laurel Mill Zeta 6PM	
12/10/2023	12/11/2023	12/12/2023	12/13/2023	12/14/2023	12/15/2023	12/16/2023
		Christmas Movie Night Hot Chocolate and Cookies Laurel Mill Deertree 6:30PM	Arts and Crafts: Decorate a Christmas Tree Zeta Harrison 6:30PM			
12/17/2023	12/18/2023	12/19/2023	12/20/2023	12/21/2023	12/22/2023	12/23/2023
	Residential Potluck 6PM Christmas Movie 6:30PM Tramore Buck Point		Christmas Arts & Crafts: Make a Gingerbread House Listen to Christmas Music Tramore Harrison Buck Point	Ugly Sweater Party and Singing Christmas Carols Harrison Song Sparrow Laurel Mill		
12/24/2023	12/25/2023	12/26/2023	12/27/2023	12/28/2023	12/29/2023	12/30/2023
	Christmas Day ADT CLOSED			TIME TO EXERCISE: JAZZERCISE AND DANCE Laurel Mill Buck Point		
12/31/2023	1/1/2024	1/2/2024	1/3/2024	1/4/2024	1/5/2024	1/6/2024
	NEW YEARS DAY ADT CLOSED					

2023 Flutie 5K Recap

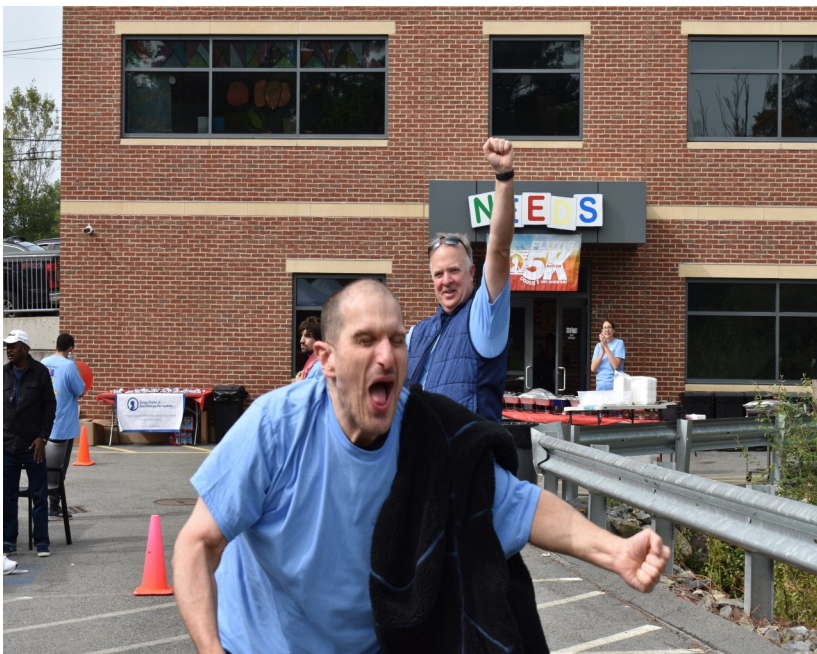
On October 1st, our community came together in both Florida and Massachusetts for the Flutie 5K - Dougie's Epic Adventure, and the spirit of unity and support was palpable.

We want to extend our heartfelt thanks to everyone who participated, supported, and donated. Your dedication made a significant difference in raising autism awareness and supporting those who need it most.

From the runners to the walkers, the donors, and the volunteers, your contributions have left an indelible mark on our mission. Together, we are creating a more inclusive world for individuals and families affected by autism.

We are deeply grateful for your commitment and look forward to continuing this journey with you in the future. Stay tuned for more exciting updates as we plan for next year's event!

Thank you for being part of the Flutie 5K family and for making this year's event truly special.



Our Residential Services

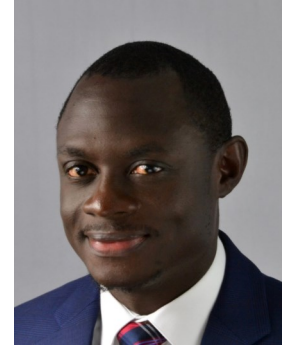
- Assistant Directors - oversees 3-5 residential programs and has direct oversight of the Senior and Program Coordinator.



Milgathe Fanfan
Assistant Director
Residential Services



Paul Lamin
Assistant Director
Residential Services



Tarkpor Mambia
Assistant Director
Residential Services



Sopheaklizabeth So
Assistant Director
Residential Services



Ethan Walsh
Assistant Director
Residential Services

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



Marta Gallagher
Director
Residential Services

Our 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

You may have recently heard about or seen CARF staff on site at our day and residential programs.

So, what is CARF and why were they here?

CARF is an independent, nonprofit organization focused on advancing the quality of services we use to meet the needs for best possible outcomes. They do this through providing accreditation.

Believe it or not we *request* for them to come on site and do their audit, it is not required. As a company this allows us to have an outside company take a deep dive into our policies, procedures, and actual services we provide in both Day and Residential Programs to help us become even better.

A CARF accreditation signals the service providers commitment to continually improve services, encourage feedback, and serve the community. By becoming accredited it shows the NEEDS Center commitment to meeting standards that demonstrate we are being the best we can be.

We have completed the on site audit, and are just awaiting the final report and score. We can be given a 1- year or 3-year accreditation. So be on the lookout in upcoming newsletter for that announcement.

For additional information on CARF please visit www.carf.org

carf INTERNATIONAL

DSP Recognition Week

We recently celebrated Direct Support Professional Recognition Week (September 10-16, 2023). We love this time of year because it allows us to shine a well-deserved spotlight on the remarkable and compassionate direct support workforce who are the backbone of assistance for the people we support. This week-long celebration serves as a national platform to honor the dedication and innovation that these unsung heroes bring to their roles daily. While this week is a special moment to acknowledge their invaluable contributions, it is just a fraction of the appreciation that they truly deserve year-round. We salute these incredible professionals for their unwavering commitment and tireless efforts in making a positive impact on the lives they touch. Thank you, DSPs, for your outstanding service and support!



ANCOR | RELIAS


DIRECT SUPPORT
PROFESSIONAL
RECOGNITION WEEK

SEPTEMBER 10-16, 2023



Welcome to the NEEDS Center

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



Kayla Agens Relief	Marie Guss Program Specialist	Janet Namutebi Program Specialist
Abdoul Barry Relief	Jennifer Haring Program Specialist	David Njogu Program Specialist
Amanda Beasley Assistant Program Coordinator	Monique Hill Assistant Program Coordinator	Essence Pagan Relief
Glavens Bellony Program Specialist	Samantha Hope Assistant Director of Clinical Services	Adam Payzont Program Specialist
Cari Boulineau Relief	Tatiana Iraheta Program Specialist	Argentine Polynice Program Specialist
Steffi Bourgoin Program Specialist	Marley Jeffords Program Specialist	Yasmine Reed Program Specialist
Mackenna Boyle Accounting Associate	Maureen Kaisang Program Specialist	Deannie Rivera Program Specialist
Nathan Brown Program Specialist	Male Kamyia Program Specialist	Justine Robertson Program Specialist
Asannie Campbell Program Specialist	Jordan Kasana Program Specialist	Travis Ross Assistant Director of Clinical Services
Samantha Campbell Assistant Program Coordinator	Ibrahim Kasule Program Specialist	Alexis Sistrunk Program Specialist
Wafda Clauto Program Specialist	Latiny Ke Program Specialist	Rachel Sutton Program Specialist
Katie Darbe Program Specialist	Jamal King Program Specialist	Tasha Taylor Program Specialist
Noel Do Assistant Program Coordinator	Mary King Program Specialist	Jake Totilo Program Specialist
Elizabeth Eason Program Specialist	Kylie Lorenzo Program Specialist	Stephanie Toupin Program Specialist
Matthew Fernandes Registered Behavior Technician	Yelida Luis Program Specialist	Onyekachi Uzoma Dimuna Program Specialist
Ralph Forestal Program Specialist	Ayanna Lynum Program Specialist	Elizabeth Warner Program Specialist
Aaron Gamble Program Specialist	Donaldo Manembo Program Specialist	Laquarius Wolfe Program Coordinator
Eric Gbatu Program Specialist	Kimberly Martino Program Specialist	Yvet Zziwa Program Specialist
Alexandra Geneus Program Specialist	Jared McDonald Program Specialist	
Saidi Ggayi Program Specialist	Manaseh Mintah Program Specialist	
Sheena Gomes Program Specialist	Wander Morel Program Specialist	

Florida Milestone

We're thrilled to celebrate an incredible milestone at the NEEDS Center! It's been an entire year of providing dedicated services in the beautiful state of Florida, and we couldn't be more grateful for the trust and support we've received from our community. Over the past year, we've had the privilege of making a positive impact on countless lives, and we're excited to continue our mission of providing essential services that truly make a difference. Thank you to our stakeholders, staff, and the state of Florida for allowing us to provide support to those that need it. Here's to many more years of growth, empowerment, and support!



Get to Know: Scott K



With the weather changing, how do you feel about the fall season?

Scott: I love the fall season, it's my favorite season and can't wait for Halloween.

What fun activities do you like to do during the fall?

Scott: I like going down to Salem MA during the fall for the October festivities and going to scream fest at Canobie.

What is your favorite "holiday food" to enjoy?

Scott: Thanksgiving Turkey, Mashed potatoes, and mac & cheese

What is your favorite movies to watch during the fall season?

Scott: "Girl in the Cornfield" movie, and most horror movies

What are some activities you like to do at the house?

Scott: I like to sew, go out for walks, and baking/cooking.

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

Scott: I would like to be "Wonder Woman"

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

Scott: I love going Fabric, Vintage, and dress shopping.

Diversity & Inclusion Committee

Join the NEEDS Center Diversity and Inclusion Committee! We're on a mission to promote equity, diversity, and inclusion, and we want YOU to be a part of it. Whether you're a seasoned advocate or just starting, your voice and ideas matter. We're currently seeking new members and eagerly welcome your feedback on the topics you'd like to see discussed. Together, we'll create a more inclusive and diverse future. Contact D&I-Chair Sophie So to join the conversation and make a difference today!

Sopheaklizabeth So

sso@needsctr.org



Groveland Gals

The women we support through our Main Street program in Groveland recently showcased their strong bond and sense of community spirit. They organized a heartwarming birthday party for one of the program's participants, celebrating her special day with joy and laughter. Additionally, they enjoyed a delightful trip to the local park, where they enjoyed the beauty of nature and strengthened their connections. These experiences exemplify the close-knit support network that our Main Street program fosters, where every day is an opportunity for shared moments of happiness and togetherness.



A Decade of Making a Difference

We are delighted to announce an upcoming milestone event in the history of the NEEDS Center – our “A Decade of Making a Difference” Gala! Since first providing services in April of 2014, the NEEDS Center has been devoted to providing education, training, and support to individuals with developmental disabilities, enabling them to lead independent lives. We owe our success to the hard work and dedication of our experienced professionals who have been steadfast in empowering individuals and their families.

NEEDS Center’s - A Decade of Making a Difference Gala will take place on Saturday, April 6th, 2024, at the Ipswich Country Club in Ipswich, MA. This gala promises to be a night of celebration, reflection, and hope for the future. As we commemorate ten years of growth and progress, we want to express our gratitude for the countless individuals we have been able to support over the years.

Please save the date for our Gala, as we come together to celebrate a decade of making a positive impact in the lives of those we serve. We look forward to seeing you at the Ipswich Country Club on April 6th, 2024, for a memorable evening filled with joy and gratitude.

From humble beginnings, the NEEDS Center has flourished and now offers 21 adult group residences and 3 day support programs in Massachusetts, along with 7 adult group residences and 1 day support program in Florida. Our commitment to providing exceptional care and support to those in need is reflected in the expansion of our services, including the consulting division that offers behavioral and other supports to children with autism and developmental disabilities in school and home settings since July 2017.



CEDS

NEEDS Center, in partnership with CEDS (Children's Educational and Developmental Support) of Liberia, and supported by the Cummings Foundation, recently completed a project that would provide crucial aide to abandoned children and children with special needs in Africa. CEDS CEO and NEEDS Center staff, Alexis Worji took a moment to share more about his organization and the support it provides.



Inspiration Behind the Project

My passion for helping children with disabilities brought me in contact with Mr. James Sperry, the CEO of the NEEDS Center. After a brief initial conversation, Mr. Sperry and I arranged a Zoom meeting to discuss the project. During this meeting, Mr. Sperry was moved by the plight of disabled children in Liberia, leading to his commitment to help. The team, including NEEDS Center's Assistant Director of Residential Services, Paul Lamin and NEEDS Center's Vice President of Healthcare Services, Jamy Whitcomb, played a crucial role, and we are deeply grateful for their support.

Impact of Donations on Children with Disabilities

Donating clothing, food, and supplies to children with disabilities in Liberia has transformed their lives. These children come from low-income families and often face societal stigma. The donations provided hope, reduced the burden on their parents, and brought immense joy to the children, especially during the rainy season. We hope that our work will inspire others to support these vulnerable children.

Challenges Faced by Children with Disabilities in Liberia

Children with disabilities in Liberia face numerous challenges, including lack of government support, inadequate facilities, and limited access to assistive technology. To address these issues, we encourage communities to assist in acquiring essential assistive equipment. CEDS-Liberia is also working on a multipurpose complex to cater to hundreds of disabled children, seeking international support to make this project a reality.

Support Needed and How to Get Involved

CEDS-Liberia is a fully registered 501c3 nonprofit organization in the United States. Your donation will not go unappreciated, and you can claim it during the annual tax filing period. To donate, please visit www.cedsliberia.org/donate. CEDS-Liberia urgently requires food, clothing, medications, bedding, medical supplies, and vehicles for medical visits and recreational activities. Your support is crucial to improving the lives of these children.

Heartwarming Stories of Impact

During our distribution in over 15 communities, we encountered numerous heartwarming stories. One such story is of a family with a child that has Cerebral Palsy. The parents, struggling to make ends meet, were overjoyed by the assistance. Another story involves two boys with Down Syndrome who were abandoned by their mothers and lived in deplorable conditions. Our donations brought hope and support to these children. There are countless more stories, emphasizing the urgency of helping. Donate to CEDS-Liberia to make a difference in the lives of these children in Liberia.

+ Healthcare Corner +

What is Influenza (also called Flu)?

The flu is a contagious respiratory illness caused by influenza viruses that infect the nose, throat, and lungs. It can cause mild to severe illness, and at times can lead to death. The best way to prevent the flu is by getting a flu vaccine each year.

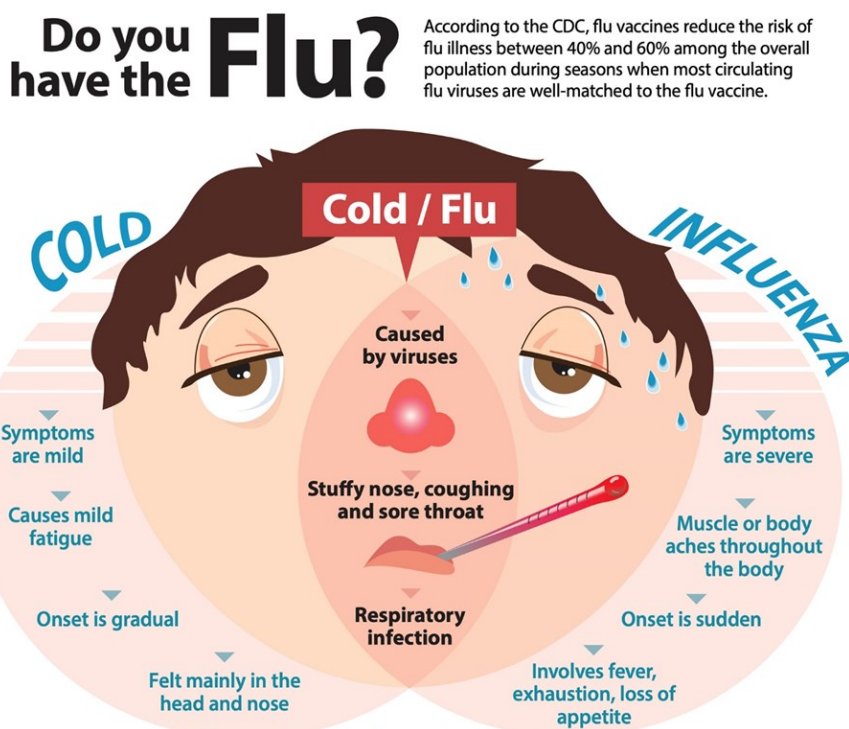
Signs and Symptoms of Flu

People who have the flu often feel some or all of these signs and symptoms:

- Fever or feeling feverish/chills
- Cough
- Sore throat
- Runny or stuffy nose
- Muscle or body aches
- Headaches
- Fatigue (very tired)

Some people may have vomiting and diarrhea, though this is more common in children than adults.

It's important to note that not everyone with flu will have a fever.



Closing Summary

Thanks for reading the Autumn 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.