

N E E D S

North East Educational and
Developmental Support Center

S U M M E R

N E W S L E T T E R

Update From The President

Hi all. It has been a very busy year for us here at The NEEDS Center, and we expect it to remain so through the end of 2023, and into early 2024.

Massachusetts DDS has added financial incentives for opening new group residences, and we have been attempting to maximize the benefit of this for the organization. As a result we have undertaken several new projects, and have a few more scheduled to open over the course of the next 12 months or so.

We have recently opened homes in Methuen, MA and Orleans, MA and plan to open several more homes over the next 12 months.

Over the past year we have successfully transitioned the homes and day program from our Florida Division into the NEEDS Center. We have seen great improvements in the services and supports being provided across all settings in Florida.

The expansion projects have made hiring efforts that much more vital to our success. Our HR and hiring team have been doing a great job of hiring high quality new staff members, and we are doing a good job keeping up overall.

Our plan is to take a well-deserved break from our traditional expansion efforts after the projects that are already committed to are completed.

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

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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) House #3 Opened 6/2023
- Methuen Opened 7/2023
- Haverhill projected to open 9/2023
- Topsfield projected to open 9/2023
- New North Shore home (Site TBD) projected to open 12/2023
- CCV House #4 Projected to open 12/2023

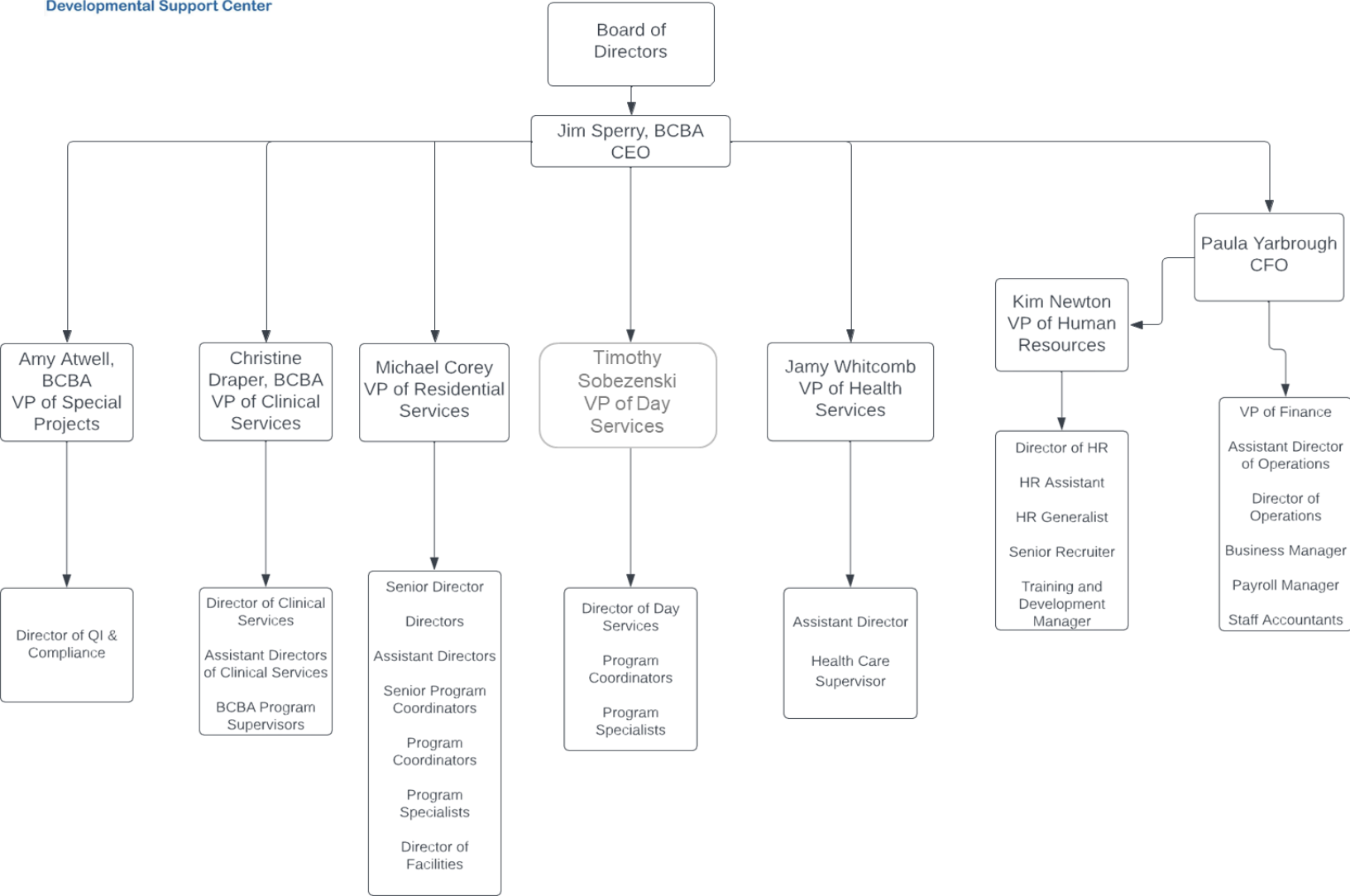
New Day Programs

- Beverly Opened 4/2023
- Hyannis Projected to Open 12/2023

Organization Structure



NEEDS Center Organizational Chart



FL Fun in the Summer Sun

The people we support in Florida have been enjoying trips to the arcade, mini golf, and pickleball matches, creating memorable experiences and fostering a sense of joy and camaraderie. These outings have brought smiles to their faces and an infectious enthusiasm among everyone involved. It's heartwarming to see our supported individuals thriving in these activities, making the most of their summer adventures.



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>



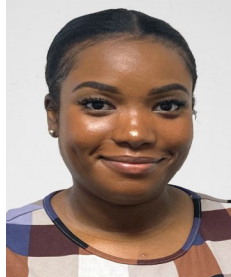
Family & Friends Picnic

We recently hosted a delightful and successful 3rd Annual NEEDS Family & Friends Picnic at Homestead in Orleans, MA. The event brought together all our families and friends, fostering a sense of summer celebration and shared connections. Our individuals and staff eagerly look forward to this gathering each year, cherishing the opportunity to spend quality time with loved ones while enjoying delicious food and engaging in fun activities. Despite some weather challenges that led to rescheduling the event to the next day, we want to express our gratitude to all the families for their flexibility and the dedicated NEEDS staff for their remarkable teamwork. A special shout-out to Seth and Gail from The Pans in Paradise band, whose fantastic music brought joy and harmony to the picnic. We extend heartfelt thanks to Cape Cod Village and all the families and friends for their continued support, making this event a heartwarming success. Seeing everyone come together filled us with joy, and we cannot wait to host another memorable picnic next year!



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



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



Joelitza Gomez
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

Green Thumbs at Rowley

United by their love for nature, the individuals at our day program in Rowley collaborated to create a small garden oasis. With enthusiasm and determination, they planted a variety of flowers, herbs, and fruit-bearing plants, nurturing their green sanctuary with care. As the garden blossomed into a vibrant display of colors and fragrances, it became a symbol of unity and growth for the entire community. Through their shared efforts, the individuals learned the value of teamwork and witnessed the beauty that can emerge when hearts and hands come together. This little garden area at the day program in Rowley had become a living testament to the power of collaboration and a source of inspiration for all who visited.



Corporate Compliance Corner

The Risk of Sharing Passwords

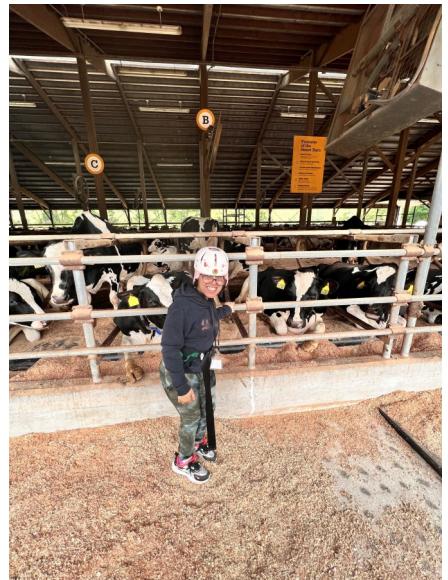
Welcome to the Corporate Compliance Corner! In this edition of corporate compliance, we are going to talk about the risk of sharing passwords. Passwords are what we use to protect access to systems or data at the NEEDS Center. Our passwords protect very sensitive information. It is extremely important to communicate with the entire organization on the dangers of sharing passwords with coworkers. Sharing passwords can be dangerous especially if the individual uses the same password for multiple accounts. This would cause the person who was given one set of credentials to be able to access multiple systems that they may not have been granted access to. Shared passwords can also make it easier for hackers to gain access to sensitive information about clients. Many of those that share passwords are not doing so maliciously but could leave the NEEDS Center vulnerable, especially if an employee with shared credentials is terminated and is still able to access systems with sensitive information. Additionally, it can be risky to share passwords because not all employees have the same access within systems. This could lead to employees having access to ePHI that shouldn't! It then can be very difficult to determine who inappropriately accessed ePHI if multiple people have access to the same account.



Kelley Campbell
Director of QI and Compliance

Summer Adventures

As the warm summer sun graces us with its presence, the people we support embark on a myriad of exciting and diverse activities, each tailored to their unique interests and preferences. For some, the thrill of amusement parks like "Canobie Lake Park" in Salem, NH, becomes an annual tradition, where laughter and adrenaline unite on exhilarating rides and games. Others find solace and joy in the tranquility of a day at the beach, feeling the sand beneath their toes and the gentle waves lapping at the shore. Exploring the local parks and indulging in picnics amidst nature's beauty is a cherished activity for those seeking moments of serenity and connection with the outdoors. A visit to a farm brings delight, providing opportunities to interact with adorable animals and savor the rustic charm of rural life. For those seeking respite from the summer heat, the refreshing splash of a pool becomes a favorite escape, fostering a sense of community and delight. With a wide range of activities at their disposal, each person we support embraces the summer season in their own unique way, creating cherished memories and experiences that fill their hearts with joy and happiness.



Welcome to The NEEDS Center!

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

Stacey Albis-Rodriguez
Program Specialist

Solim Natacha Awesso
Program Specialist

Abdoul Barry
Program Specialist

Lauren Booth
Program Specialist

Rodney Borgella
Program Specialist

Grefael Bruny
Program Specialist

Yakaira Calderon
Program Specialist

Anderson Calixte
Program Coordinator

Paul Chervinski
Program Specialist

Alexander Churchill
Program Coordinator

David Coburn
IT Support Staff

Slanda Compere
Program Specialist

Cara Connors
Program Specialist

Santiago Cupaban Nunez
Program Specialist

Sophia Damestoire
Program Specialist

Rachel Davis
Program Specialist

Milgathe Rose Fanfan
Assistant Director
Residential Services

Jomairis Florian
Program Specialist

Leslie Foryoung
Program Specialist

Rebecca Foster
Program Specialist

Eric Frye
Assistant Program Coordinator

Marie Garnier
Program Specialist

Gerald George
Program Specialist

Melissa Gonzalez Tevenal
Program Specialist

Mary Hampton
Program Specialist

Madison Harris
Registered Behavior Technician

Tyler Hayman
Assistant Program Coordinator

Jennifer Henderson
Program Specialist

Samantha Hope
Assistant Director
Clinical Services

Ashley Igartua
Program Specialist

Jaquilla Jackson
Program Specialist

Iesha Jackson
Program Specialist

Manya Jackson
Director
Clinical Services

Duvall Johnson
Program Coordinator

Leanna Jones
Program Specialist

Carline Joseph Joseph
Program Specialist

Wilio Jumelle
Assistant Program Coordinator

Edith Kagacha
Program Specialist

Kara Kavanaugh
Relief

Enid Kituku
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

Stephanie Larocque
Program Specialist

Rosie Leite
Program Specialist

Ivelyne Liad
Program Specialist

Heather McCallen
BCBA

Ebenger Menard
Program Coordinator

Kokuleba Mjunga
Program Specialist

Henry Mofor
Program Specialist

Oscar Mulo
Program Specialist

Shakirah Namagala
Program Specialist

Elizabeth Ndichu
Program Specialist

Christine Ohrenberger
BCBA

Benjamin Opikhara
Program Specialist

Rosa Oquendo
Assistant Program Coordinator

Wendely Paulino Pichardo
Program Specialist

Andreina Percel
Program Specialist

Dieulande Pierre
Program Specialist

Ivanne Pierre
Program Specialist

Damien Pitts
Program Specialist

Boston Quaye
Program Specialist

Deana Richardson
Program Specialist

Claire Robitaille
Program Specialist

Karina Rodríguez
Program Specialist

Safiriu Rosenje
Program Specialist

Mary Samba
Program Specialist

Alioune Seck
Program Specialist

Alexis Sistrunk
Program Specialist

Takira Solomon
Program Specialist

Denise Steward
Program Specialist

Rachel Sutton
Program Specialist

Mulindwa Tebandeke
Program Specialist

Mashell Thomas
Program Specialist

LaCrystal Watts
Program Specialist

Heather Wray
Program Specialist

Desiree Yao
Program Specialist



Vincent Ave's 4th

Despite the heat and all the rain, the people we support from Vincent Ave celebrated their Fourth of July weekend at a local campground! They had a blast swimming, cruising around in golf carts, sitting by the campfire, and creating unforgettable memories together. Not only did they dodge the rain, but they also got to enjoy the full experience of the 4th with the ultimate ending to any independence day, fireworks!



Get To Know: John F

What kind of activities have you been up to this summer?

Golf and going on walks.

We know that you love sports, what is your favorite and why?

Basketball, because I like taking the last shot.

Besides sports, what other passions do you have?

I like police work and construction.

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

That I'm handsome!

What personal goals do you have for yourself for the rest of 2023?

I want to exercise more and do better at regulating my anger.



Diversity & Inclusion Committee

The committee had their 3rd Juneteenth celebration on June 19th, it was an amazing event. Everyone had a great time, we had people from another agency in attendance as well! Looking towards the future, we are planning a karaoke night and a cookout for the summer season. We are also working on collecting donations for the “NEEDS To Give” project which will benefit communities in Liberia. Our friends from the NRS Inclusion and Diversity team have offered to help with the “NEEDS To Give” project and we look forward to working with them on that very soon.

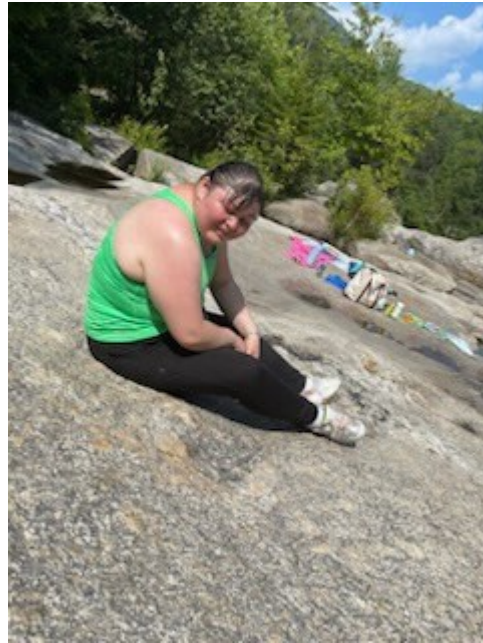
Sopheaklizabeth So

sso@needsctr.org



Parsonage's Maine Vacation

A group of adventurous ladies from Parsonage, were eager to embark on an unforgettable vacation in the breathtaking landscapes of Maine. Amidst the lush greenery and scenic beauty of the state, these women found themselves immersed in the thrill of hiking trails that seemed to stretch into infinity. As they hiked the northern woods together, they created cherished memories and strengthened their bonds of friendship. This vacation became a source of inspiration and joy, leaving the ladies of Parsonage with an appreciation for the beauty of Maine and the exhilaration of adventure.



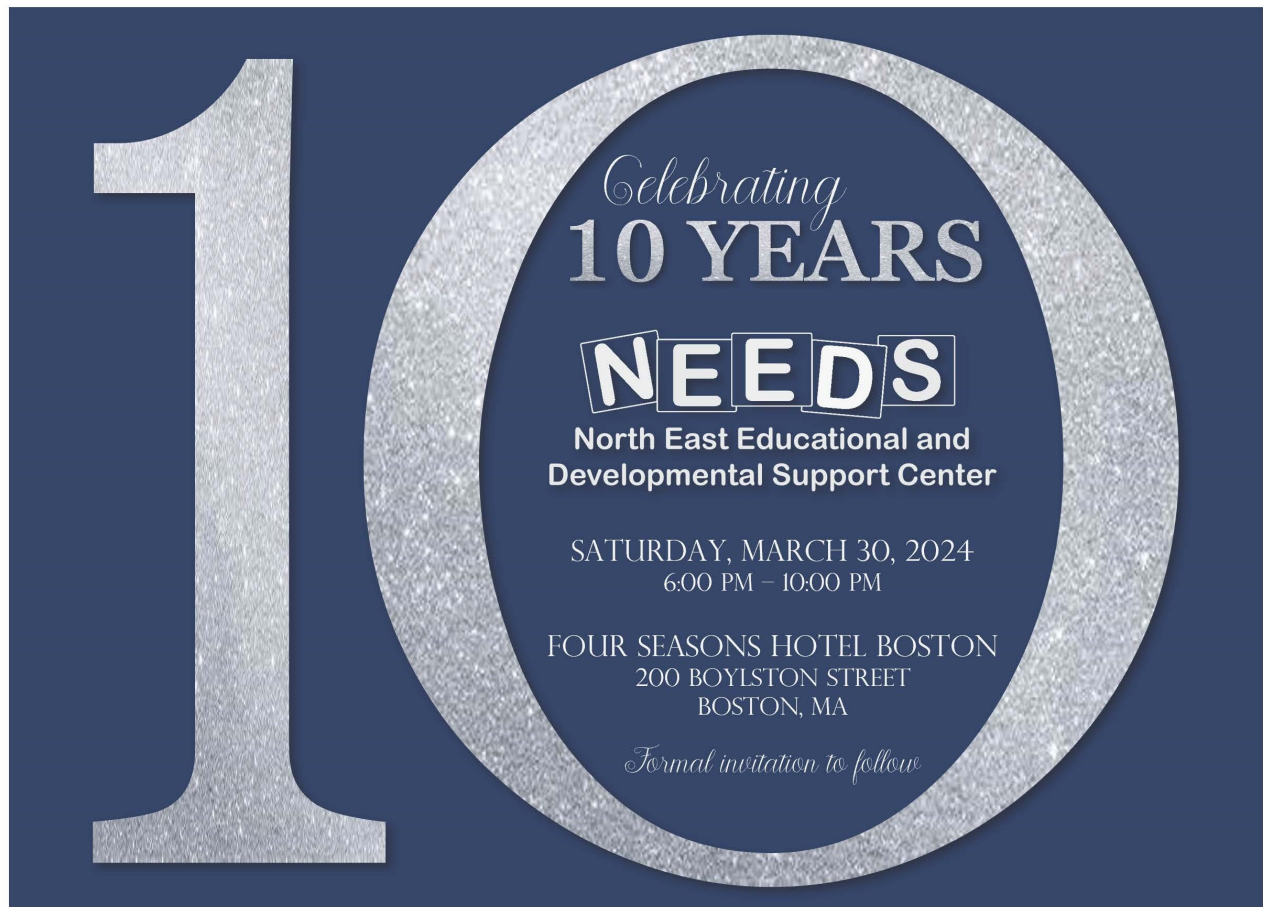
A Decade of Making a Difference

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, March 30th, 2024, at the prestigious Four Seasons Hotel in Boston, 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 Four Seasons Hotel on March 30th, 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.



+ Healthcare Corner +

Creative ways to stay hydrated in the summer

Hydration is very important for good health and to ensure all our body systems work properly on a daily basis. However, not everyone can or is willing to drink plenty of water. Here are some fun and interesting ideas to stay hydrated in the hot summer months.

- Use a fun water bottle or decorate one with stickers- this makes drinking water more interesting!
- Make ice cubes with mint or fruit in them.
- Drink caffeine free tea and coffee
- Eat more salad- greens contain high water content and are a good way to get water into your body.
- Eat high water content fruit such as watermelon, cantaloupe and strawberries, cucumbers and cucumber water
- Increase citrus intake such as lemons and limes (add to water!)
- Eat more oranges and clementines.
- Sports drinks such as Gatorade Zero or Add dry flour packets to water bottle (avoid sugar if you can)
- Sugar free popsicles (try making your own with your favorite flavors!)



Jamy Whitcomb
Vice President of Health Services

Summary

Thanks for reading the Summer edition of our Newsletter – we hope you enjoyed it! We look forward to another warm and exciting Summer! If you have any suggestions for making improvements to the newsletter, please contact Matthew Seidell via email at mseidell@needsctr.org.