



Timelines



APRIL 2006

in this issue...

- 1 Artists Shine
- 2 Message from the Executive Director: Pandemic Flu Preparations
- Board of Directors
- 3 Staff Profile: Adrienne M. Hayden
- 4 Donations
- Shop for The Arc
- 5 Journey to Independence
- Upcoming Events
- 6 Membership Application
- Volunteer Opportunities



The Arc of East Middlesex
20 Gould Street
Reading, MA 01867-2927

SOMWBA Certified

Phone 781.942.4888
Fax 781.942.0820
www.thearmac.org
info@thearmac.org

Artists Shine at Arc MA MDDC Legislative Reception

Talents spotlighted during Developmental Disabilities Awareness Month

The work of two members of The Arc of East Middlesex's Center for Emerging Artists was center stage at a State House celebration during Developmental Disabilities Awareness Month.

Over 300 people with intellectual and developmental disabilities from around the state traveled to the State House for The Arc of Massachusetts and the Massachusetts Developmental Disabilities Council's 28th annual Legislative Reception. State Senator Richard Moore (Uxbridge) and State Representative Barbara L'Italien (Andover) were honored as *Legislators of the Year* for their efforts on behalf of people with disabilities. Artists Jeff Caturano and Albert Young presented them with their awards.

"It's a high compliment for Arc Massachusetts to commission our artists to produce the awards for this important ceremony. We are proud to have Albert and Jeff's talents recognized," said Jo Ann Simons, Executive Director of The Arc of East Middlesex.

As Senate Chair of the Health Care Financing Committee, Senator Moore has been a leading advocate in expanding access to prescription drugs for seniors and people with disabilities. Senator Moore has also supported a bill that would create an insurance assistance program for human service direct care workers.

Senator Moore was presented with a painting by Jeff Caturano. He created the painting of the River Bend Farm Visitor's Center in Uxbridge for Senator Moore. Jeff has a strong representational style of painting which has led to many commissioned works. He has a keen eye and fascination with historical buildings, the subject matter of most of his pieces.

Representative L'Italien led efforts to fund a new Division on Autism Services at



Champions—Emcee Brian Leary (left) with artist Albert Young (right) and Representative Barbara L'Italien (center), *Legislator of the Year*. Albert created a painting of star pitcher Curt Schilling for Representative L'Italien, a dedicated Red Sox fan.



Chairman of the Board—Emcee Brian Leary (left) with artist Jeff Caturano (center) and Senator Richard Moore (right), *Legislator of the Year*. Jeff created a painting of the River Bend Farm Visitor's Center for Senator Moore, who serves as Chairman of The Blackstone River & Canal Commission.

continued on page 4

The Arc of East Middlesex Board of Directors

President

Sharon Borggaard
Holderness, NH

Vice President

David Snover
Lynnfield, MA

Treasurer

Ralph D'Amico
Reading, MA

Clerk

Maureen O'Brien
Reading, MA

Directors

Lucie Cripps
Rockport, MA

Barbara Crystal
Melrose, MA

Christine Flaherty
Reading, MA

Lisa Gibbs
Reading, MA

Charles B. Gordon
North Reading, MA

Judith T. Osborn
Reading, MA

Elena Previte
Melrose, MA

Timelines is produced by:

Jo Ann Simons, MSW
Executive Director

Susan Ring Brown
Director of Development

Paula Vratos
Administrative Assistant

Preparedness is All Planning for the Pandemic Flu



I am writing this month on a subject that I would not have imagined discussing with you just a few months ago. The subject is the pandemic flu and its impact on The Arc of East Middlesex and the individuals and families we support.

By now, you may have read about the preparations that Governor Romney has ordered be taken by government agencies and communities. The Arc of East Middlesex is also required to develop a comprehensive plan to be able to respond when the pandemic flu hits our area.

We have determined what services are essential and have a plan which delegates authority. We expect that 40% of our staff will be lost for up to a month during the period of the pandemic. This does not take into consideration those staff that will not be able to report to work because of family commitments.

In the days and weeks ahead we will be very busy making sure we are ready for this event.

We will ask each staff to develop a personal pandemic plan. This plan will let us know which staff will be available to work and who have other commitments.

We will also be contacting each family who has a family member in our residential system. We will be asking families to take their family member home during the pandemic for two reasons: the first reason is to limit the exposure and potential threat to their family member. We hope we can reduce the number of potential sources of exposure to this virus. Second, we will simply not have enough staff to keep all our program sites open. Many of our staff have already let us know that their first responsibility must be to their own family.

We will be concentrating on planning for those individuals who we care for who do not have any family members at all.

This is also a good time for each family to make their own plans to be prepared. I know that I have begun talking to my family members and begun my own preparations. These include having adequate food, water and medicine available.

We are hearty New Englanders and we have faced the fury of many New England storms. We know how to take care of one another in an emergency and to have adequate supplies at hand. These past experiences should be our guide as we work together to insure all our safety when we are faced with the pandemic flu.

EMPLOYEE PROFILE

Adrienne M. Hayden Provides Person-centered Services and Continuity of Care at The Arc's Pitman Drive Residence

Longevity is a beautiful thing. Adrienne M. Hayden, Pitman Residence Program Director and Residential Orientation Coordinator, has been with The Arc of East Middlesex for 11 years.

"I've never stayed anywhere more than five years," said Adrienne.

Why has the Arc been the exception?

"I like my agency. They support you and they recognize the good work you do and how you give good support to the individuals," Adrienne responded.

The stability and support Adrienne and her staff have brought to our Pitman Drive residence have made a dramatic difference in the lives of the residents, who have some of the most challenging disabilities of all of the men and women supported by The Arc of East Middlesex.

"I think Debbie has reached her potential. We are very, very happy with Adrienne," said Claude Cimini, whose daughter lives at Pitman Drive. "In fact, I told her if she ever quits, I'll never talk to her again," he added with a laugh.

As a teen, Adrienne thought she would become a stewardess. When she graduated from high school, she had all of the qualifications, including the ability to speak French and Spanish, but found that she was too young. As a result, she explored a number of careers, including library science, data entry, banking and housing before she was introduced to the human services field. Other experiences over the years have included modeling, serving as a special needs substitute teacher at Reading High School and at the Greenwood School in Wakefield and working as a teacher's aide at the Veterans School in Woburn.

"My friend since childhood, Denise Vieira, who has now worked for me at Pitman for 11 years, introduced me to Fernald (state school for the retarded). I found that I liked to teach daily living skills," recalled Adrienne.

Adrienne worked in a vocational workshop at the institution and developed a reputation for success in working with individuals with behavioral issues.

"I used to find out what they really enjoyed. I connected with them and figured them out. It's a puzzle but you try to put the pieces together. Then they're happy and everyone's happy. It could be something as simple as buying them a cup of coffee to award positive behavior," said Adrienne.

Adrienne worked with Amanda Chalmers, then a teacher and now DMR Regional Director for the Northeast section of the state, to create a book breaking down activities of daily living into simple steps. She also met Michael Berardo and Jo Ann Simons, then Division Director and Deputy Superintendent, now Chief Operations Officer and Executive Director of The Arc of East Middlesex.



Three Generations of Caring—Adrienne M. Hayden, her granddaughter Adrienne A. and her daughter Adrienne Y. have each made a positive difference in the lives of individuals served by The Arc of East Middlesex.

She left Fernald to give birth to her daughter, Adrienne Y. Hayden. She returned after maternity leave but left again during the Weld administration to work for the Audubon Society during the day and part time at a community residence where her person-centered approach to services was a better fit.

While working at the group home, Adrienne visited EMARC and met Michael Berardo again. He recruited her to turn around a residence that wasn't functioning well. She began as a relief staff person at Pitman Drive in 1995 and was soon promoted to Program Director. She quickly began making changes to benefit the residents—switching to more supportive physicians, arranging dental care, decreasing medication as appropriate and establishing new systems for the house.

"Adrienne brings so much to the table. This one's the biggest—integrity. And she has a great attention to detail and takes on any and all assignments. She's provided great consistency for the house," said Michael.

In addition to bringing her own gifts to the Arc, Adrienne also brings her family. As children, Adrienne Y and her sister Paula joined their mother in taking individuals from the Fernald workshop and from the group home in which Adrienne M worked part time, on community outings. As a result, when she reached adulthood, Adrienne Y joined her mother as an Arc employee, first as a respite provider and then in our residential division. She currently serves as Program Director at our Range Heights residence. Married and starting a family of her own, Adrienne Y also named her daughter, now 2 years old, Adrienne. Could there one day be a third generation Adrienne in the Arc's employ?

Adrienne III, young as she is, has already bonded with the residents at Pitman Drive.

"We've shared our lives 100% with the individuals," said Adrienne M.

The Arc of East Middlesex is Pleased to Acknowledge Gifts from the Following Donors...

Friends—Gifts up to \$100

Anonymous
Greater Good – Charity USAcom, LLC
Elinor R. Blair
Maureen P. Carney
Mary Cataldo
William and Lorna Connelly
Denise Conry
Lucy and Howard Critchett
Rena and Vicente C. Delgaudio
Eric and Ivy Dorflinger
Karen and Wm. Farnsworth
Mr. and Mrs. James Gardner
Mr. and Mrs. Joseph Glynn
Mary and Albert Guarino
Concetta E. Grassini
Chris and Karen Kiley
Ruth Kelloway
Joyce E. LaBelle
Carol Lamb
Janice Meredith
Laura Noble
David Pennelli
Diane Presto
Linda Regan
Timothy and Deborah Regan
Deborah Risotti
Diane Bonanni
Irwin and Doris Squibb
Anthony Strileckis
Ginette Tentindo,
via the United Way of Mass Bay
Lucy and Christian Wagner

Sustainer—Gifts \$250 to \$499

Atlantic Food Mart
Eastern Bank Charitable Fnd
Chuck Gordon
Via the United Way of Mass Bay
William Gordon

Patron—Gifts \$500 to \$999

Linda and Daniel Biles

Tribute Gifts

Use the pledge form on the fundraising page of our website (www.themarc.org) to remember a loved one or honor a friend or relative for a special occasion. We are pleased to acknowledge the following tribute gifts.

Memorials

In Memory of Betty Carr

Marilyn Gulla

In Memory of John J. "Jack" Hickey, Jr.

Ann and Janet Smith

In Memory of Pauline Marchant

Paula Stavre

In Memory of Margaret Nygren

Lucie and Leonard Cripps

In Memory of Edward W. Palmer

Grace S. Palmer

In Memory of Edward Surette

Adele M. Surette

Inkind Gifts

Special thanks to Gael Boyd of *Stitchlilly*, 328 Aldrich Road, Portsmouth, NH, for donating the gorgeous fabric used by the Center for Emerging Artists to make beautiful spring handbags.

New Members

Welcome to:

Donna Brine
Kim Carr
Kenneth and Marylou Eisnor

Gifts received through February 27, 2006

Artists Shine

Continued from page 1

the Massachusetts Department of Mental Retardation. She has also successfully pushed through legislation creating a federal Medicaid Waiver to enhance the provision of behavioral supports to children with autism.

Artist Albert Young created a painting of Red Sox pitcher Curt Schilling that was presented to Representative L'Italien. Albert has a great interest in pop culture and has shown talent as a cartoonist, illustrator and painter. In addition to being a gifted artist, he is also an accomplished poet.

Congratulations to Representative L'Italien, Senator Moore, Albert & Jeff!

Shop for The Arc of East Middlesex!

Save yourself some time and energy and help The Arc of East Middlesex by buying the items you need and want through our on-line Shopping Village!

You can support The Arc of East Middlesex (EMARC)—at no extra cost to you or us. Just buy your favorite products at our online shopping village at www.greatergood.com/partner/themarc and up to 15% of the price of your purchases go directly to our organization.

Our shopping village includes brand-name items from leading online retailers like Barnes&Noble.com, Delta Airlines, DisneyStore.com, Dell Home Systems, Coldwater Creek, The Gap, Proflowers.com, and more than 100 more. You don't pay extra to buy things online. And your security and privacy are rigorously safeguarded.

Ready to do a little shopping? Visit our Web site at www.themarc.org, click the online shopping button on the bottom left of our home page, and off you go.

What's more, you'll receive a great retailer special when you register. Please sign up today!



Journey to Independence Awarded Autism Mini-Grant

The Arc of East Middlesex's *Journey to Independence* initiative has received a \$9,000 mini-grant from the Department of Mental Retardation's Autism Spectrum Division. The grant will provide scholarships to help parents of teens on the autism spectrum pay for participation in our *Real World House* program.

"This grant will make a real difference for families," said Jo Ann Simons, Executive Director of The Arc of East Middlesex.

Our *Real World House* program is a fun experience which provides teens and young adults with various developmental disabilities the opportunity to acquire the skills necessary to live and work in our community. Using a beautiful home in Andover as our base, we teach health, money, cooking, cleaning, shopping, employment, leisure and safety skills.

Nancy Desmond, former long-time Director of our Recreation Department, is now Director of the *Journey to Independence* program. She maintains a staff ratio of two experienced employees to seven students. Staff utilized are seasoned colleagues of Nancy's from Woburn High School and our Recreation program.

Upcoming *Real World House* weekends are scheduled for April 29-30, May 6th-7th and June 10-11.

For more information or to apply for a scholarship based on financial need for teens on the autism spectrum, please call Nancy Desmond at 781-944-5655, ext. 5036. For more photos, please visit our website at www.theemarc.org, scroll down our home page and click on *Journey to Independence*.



Fast Friends— Matthew Bedrosian & Stephen Scaparotti practiced their money handling skills during a recent *Real World House* shopping trip.



RIGHT: Cleaning Up— Kristin Yasi practices her household skills and helps make *The Real World House* shine.

Upcoming Workshops, Exhibits and Events

- **Center for Emerging Artists Exhibit Opening Reception**, Sunday, April 2, 6:30 to 8:30 p.m., In A Pig's Eye Restaurant, 148 Derby Street, Salem, MA 01970
- **Who's in Charge? The Consumer in Charge of Services and Supports**, Wednesday, April 5, 2006, 5:00-9:00 p.m. In order to live a fulfilling and satisfying life people want to make decisions about the events that shape their lives. However, families or individuals with disabilities may face barriers from most service providers and government agencies in shaping the services they want and need. This workshop provides practical strategies to increase opportunities for self directed supports and services. Consumers are strongly urged to attend! This is co-sponsored with Arc Massachusetts Transition Project. Contact Arc Mass to

register www.arcmass.org. Held at The Arc of East Middlesex, pizza dinner is included in the cost. Please bring a dessert to share. Contact Kerry Mahoney for more information at 781-942-4888, ext. 4015 or email km@theemarc.org

- The Arc of East Middlesex's **Spring Awards Ceremony**, 6 p.m., Tuesday, April 11, 2006 Holiday Inn Select, 15 Middlesex Canal Park Road, Woburn, 01801. Reservations required. Download invitation form from www.theemarc.org.
- **Preparing for the Team Meeting**, Wednesday, April 12, 2006, 6:30-9:00 p.m. Spring is here and so are IEP meetings! Educational Advocate Deb Crane will walk you through the steps of the meeting format so you can prepare in advance. Find out how to get your child's needs met by understanding the state and federal special education laws. A portion of the work-

shop will focus on positive behavior plans. Carol Hilliard will teach us how to include them in your child's IEP. A light supper will be served. Cost is \$15.00 includes materials and refreshments. Held at The Arc of East Middlesex. Contact Deb Crane at 781-942-4888 ext. 4019 or Debbie@theemarc.org.

- **Transition Group**—Take a closer look at housing, employment, benefits, social and community networks. This 4 week group will begin in April. Cost is \$20 per family member. Contact Kerry Mahoney 781-942-4888, ext. 4015 km@theemarc.org.
- Center for Emerging Artists' **Traveling Tapestry Show** is on exhibit at the Melrose Public Library, 69 West Emerson Street, 02176, through April 2006.

The Arc of East Middlesex

20 Gould Street
Reading, MA 01867-2927

Return Service Requested

Non-Profit
Organization
US Postage
PAID
Reading MA
Permit No. 64



Volunteer to Make a Difference!

The Arc of East Middlesex needs two or more energetic and responsible men to act as group leaders to facilitate a Men's Social Group. This is a fun loving group of men who have developmental disabilities. They get together to socialize and participate in a variety of activities. The group meets on Wednesday evenings. Your commitment would be from 6–9 p.m. New sessions begin every 6 weeks. Training is provided. Contact Chenine or Lisa at 781-942-4888 ext. 4036 or e-mail rec@theemarc.org.

We are also seeking companions to visit, have conversation and tea and cookies with some retired women in a group home. Hours are flexible. Companions are also needed to visit, play video games and maybe go to the gym or local sporting events with some men in a group home. Hours are flexible. Please contact Tina Claydon at 781-942-4888, ext. 4037 or e-mail tinacl@theemarc.org.

The Arc of East Middlesex Membership Application

Membership includes 10 issues of our *Timelines* newsletter; the Arc US newsletter; the Arc MA newsletter, *The Advocate*; access to our Recreation and Advocacy programs; invitations to Arc of East Middlesex events and an opportunity to nominate honorees for our Annual Spring Awards Ceremony.

Name _____

Address _____

City, State, Zip _____

Phone _____ Email _____

Please check all that apply:

Family Member Professional Interested Friend

Family Member Served (used to send mailings for age-appropriate events)

Name _____ Date of Birth _____

Would you like to receive this newsletter by email rather than regular mail?

No Yes Email _____



Dues: \$40 per year. Please make check payable to **The Arc of East Middlesex**.