



# GREATER WALTHAM ARC NEWS

September 2007

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## From the Chief Executive Officer:



### Dear GWARC Families and Friends,

We welcome Fall and with it the plans for GWARC's signature events and celebrations – Harvest Breakfast and Annual Meeting, both occurring in October.

Even as plans go forward, however, the summer was a time to look back and review the past fiscal year, which ended on June 30. Our Performance Analysis document helps us to track progress made in programming, outreach, stakeholder satisfaction, referrals and finances. We are pleased to report that it was a successful year for

GWARC, with reorganization of the Day Education structure, increased employment opportunities at EPT, great recreation programs and family support resources offered to the community. The Satisfaction Surveys, redesigned to increase return rate and input, yielded us considerable input about what consumers, family/guardians, staff, customers and our funding sources would like GWARC to accomplish. And, all roads lead to the same ending...GWARC needs to remain a vital part of the greater Waltham area, providing valuable and skilled programming and resources to over 600 persons annually. To that end, you will hear us speak to the need to increase program space and programs for our current consumers and future consumers. GWARC's dream is to keep going and going stronger, in larger facilities in Waltham.

Inside this newsletter, you will find announcements of the Harvest Breakfast, Sunday, October 21 at the DoubleTree Hotel Suites and our Annual Meeting, Tuesday, October 30, also at the DoubleTree. We hope you will join us for both events.

You will see that GWARC has added several skilled and experienced new staff in management and programming positions, and we are glad to welcome these new employees to our agency. The Day Education, EPT and Recreation programs have reported on their busy summers and we have tried to include a few more pictures in this issue to show off some of our events. Readers should look forward to our new web site going live in October with a sleeker look and additional access to resources for consumers and family/guardians.

As ever, I invite you to be in touch with me and any of our staff with your continued input about how GWARC can serve its population better.

Best wishes,

Roslynn Rubin, Ed. D  
Chief Executive Officer



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# Happenings & Events

## Say Hello to Our New Staff

We are pleased to welcome new GWARC employees to our agency

### **Liam Mansfield, Chief Operating Officer**

As Chief Operating Officer for GWARC, Liam Mansfield will have varied duties. He is well qualified, having worked in disabilities during high school and since his graduation from Clark University. Liam's experience includes child and adult direct care and most recently he was responsible for quality assurance, training and compliance in a similar human services provider in the area. Liam joined GWARC on July 2 and his presence is welcome. He will oversee day to day operations of the programs and work with the CEO on future projects and agency growth. Liam is a candidate for a Master's degree in Public Administration at Framingham State College.



New Chief Operating Officer, Liam Mansfield and Chief Executive Officer, Roz Rubin share GWARC's Annual Accessibility Plan with consumers.

### **Sandra Nall**

#### **Director of Marketing & Development**

Sandra arrives from Montpelier, Vermont, where she has had many years as Development Director of the ACLU and prior experience as Development Officer at the Vermont Historical Society. Sandra is enthused about her new position at GWARC and will be meeting all of you as well as "jumping in" on Harvest Breakfast, Annual Meeting and other fall GWARC events. She is a graduate of the University of Texas and has a Master's Degree in International Management from the School for International Training in Montpelier, Vermont. Sandra began at GWARC on September 10<sup>th</sup>.

### **Cathy Beyer, Job Developer/Coach for EPT**

Cathy is an experienced career consultant and founder of a start-up company that partnered with non-profits to channel donations to organizations. She also worked for the Town of Wilmington as an employment counselor and program developer. She is a graduate of Metropolitan State College in Denver and is trained in applied behavioral analysis and Myers-Briggs testing. Cathy joined us on September 12<sup>th</sup>.

### **Poppy Lee Hiser**

#### **RN, Health Services Coordinator**

Poppy joined us on September 12 as Day Education Nurse with a wide variety of community service experience, including work with elderly, Hispanic, women-at-risk and free after school programming, as well as work with developmentally disabled adults. She has a Bachelor's Degree and Board Certification and a Master's Degree in Public Health, all from the University of Massachusetts, Amherst.

### **Anna M. Thorpe, Family Support**

#### **Manager/Transportation Coordinator**

Anna has been an involved educator and administrator in the Framingham Public Schools, Dover Public Schools and Keefe Vocational Technical School, Framingham. Most recently she was a Special Education Coordinator and was involved in IEP planning for all age groups in the public schools. During a three year assignment to Department of Education, she managed the statewide revision of educational plans for all Massachusetts Public Schools. She is a graduate of Southern Connecticut State University and has a Master's Degree in Special Education and post master's degree with course work in special education, technical writing, and education legislation from Framingham State College. Anna began at GWARC on September 24<sup>th</sup>.



# Happenings & Events

## Amy Hendrick, RN, Retires



L to R: Paul Blow, Mary Leo, Day Education Case Coordinator, Amy Hendrick RN, Eileen Nee, Director of Day Education

After 19 years at GWARC, our Coordinator of Health Services and Day Education Nurse Amy Hendricks, RN retired in August. In her many years of good service to GWARC, Amy was responsible for the creation and revision of much of our Nursing Policy and Procedures, Emergency and Safety Plans, and documentation required by our accrediting and funding sources. She conferred with the Plus Nurse at Woodland Road to share information and support. Most importantly, she watched carefully over the Chestnut Street consumers and their health. She reported to their families/guardians and residential care providers to insure good treatment, follow up and ongoing good health for all. She trained many staff in specifics of working with the consumers and in health issues that occur seasonally and as part of the considerations of our aging and challenged populations. Amy is

a skilled and compassionate person who brought this and her lifelong commitment to GWARC. She will be missed at GWARC and by those outside of the agency who depended upon her for reliable and accurate information.

We said farewell to Amy at a get together on August 6, presenting her with a photo album with all the consumers' pictures and a pendant to wear in reminder of our thanks to her. Amy plans some travel, relaxation, and enjoyment of her first grandchild Cole. Amy will always be a part of the history and success of GWARC and we thank her and wish her well.



Sandra Nall, New Director of Marketing & Development joined GWARC on September 10, 2007

## Back to School for GWARC Staff

GWARC supports and encourages our staff to further their education and skills to support our consumers and the agency better. We are pleased to announce a number of staff enrolled in colleges this fall. They are:

- ◆ Tina Baker – Mass Bay Community College
- ◆ Marisol Hernandez – Capella University
- ◆ Liam Mansfield – Framingham State College
- ◆ Roz Rubin – Framingham State College
- ◆ Courtney Woolard – Salem State College

Have a good school year everyone and don't forget to do your homework !!!!



# Day Education News

## Day Education Reports a Busy Summer

Day Education has had a very eventful spring and summer. The program welcomed a new member, Anne, to the group in July. Anne has joined our Self Advocates group and also enjoys the crafts curriculum at GWARC.

Unfortunately, two members of the Day Education program passed away, Barbara Becker and Jane Merrow. Each will be missed dearly and remembered by their lovely smiles. Consumers and staff from the program were able to attend memorial services that were held for both ladies. The program also had to say good bye to its Coordinator of Health Services, Amy Hendrick. Amy leaves the program after nineteen years of service in the Day Education Program. The Agency hosted a luncheon where staff, consumers and friends were able to share memories and stories of her time at GWARC over the years.

The Day Education team welcomed a new Case Manager, Annalia Aviza, in August. She has been a great addition to the team. Other changes to the Day Education Team were the restructuring of the Management Team. These changes enabled new programming to begin within Day Habilitation and Pathways. Five individual groups were created based on consumer needs and interest and have been very successful in the first three months. The Day Education Program will continue to assess the changes and make adjustments to accommodate consumers' needs.

The spring season began with our Annual Mother's Day sale and visit from UPS. The sale was another great success with many new items being sold. The groups made new tiles, pillows, paper, hand bags, tart holders and much more. UPS returned for its 16<sup>th</sup> year to spend the day volunteering with the folks from Day Education. They helped the groups with planting and gardening. We look forward to their return next year.



At summer cookout left to right Patty Shea, Eileen Nee, and Ken Doucette.

The fun continued in July when CEO, Roz Rubin and COO, Liam Mansfield hosted two days of cookouts for the Day Education Programs. Everyone was able to enjoy the beautiful weather, good company and great food. A few weeks following the groups enjoyed a "Make your own Sundae Day". This was, as you can imagine, a wonderful time.

Staff have been busy this summer visiting other programs, outside of GWARC, to share ideas for program enhancement. So far we have visited CMARC in

Woburn and CRARC in Needham. Each visit went very well, and in the fall GWARC will host visits at our Chestnut St. site. Staff also had a day of appreciation where Chinese food was served to thank them for all that they do from day to day!



Day Education consumer Mike Blowers and JC Mondesir, staff member at Day Education at the summer cookout.





# Day Education News



Left to right, Patty Shea, Betty Kingsbury Day Education Staff, Adam Alexander and Chris Reardon work on the raised garden.



UPS volunteer and a Day Education consumer Susan Borg at the garden.



Day Education has been making paper with foods...here beets are used.



Pat Tuttle, Day Education consumer at GWARC's new loom.



# Inside GWARC

## Get to Know GWARC By Roz Rubin

### **Performance Analysis reveals GWARC's great grant writing success in fiscal year 07**

In fiscal year 07, July 1, 2006 through June 30, 2007, our wonderful grant writer Joanne Raymond put in considerable time to "cast a wide net" and seek additional funding for GWARC programs. She was very successful this year. To write a grant, we need to generate as many ideas as possible. We seek ideas for materials, trainings, new equipment, and recreational opportunities for our consumers. Then Joanne looks to foundations and businesses which will give money for these specific ideas. The grant application usually asks for extensive information about the agency, its finances, proof of non-profit status, and demographics about the number of consumers we serve. This is all assembled with our request, and then we wait...

Twenty five grant proposals were submitted by GWARC in fiscal year 07. A total of \$31,500 was granted – money for the Transitions program, all- staff training in aging/Alzheimer's disease, a Family Support Speaker Series, and Recreation services. We also received money for the arts and for contracted transportation to take students to job sites for touring, job shadowing, and volunteering. We learned a great deal about the businesses that support work with our population and we learned that businesses love new ideas. It is important to the companies granting the money that the program is self-sustaining, that is, it will continue in the future even if the grant is not given in the following year. We know that money for general operating expenses and money for capital improvements requests is rarely granted.

Right now, GWARC eagerly awaits news about seven grants we have applied for and Joanne is preparing many more. We are seeking money for additional support services in recreation, an artist to come to Day Education and EPT, staff training in Autism Spectrum Disorder and consultation in strategic planning. While many non-profits compete for the same grant money, we have to keep coming up with as many ideas as possible and "go fishing" in a lot of places. You can help...keep your ears open for companies that may have grant foundations or community donation departments, including your own employer. Let us know what GWARC can do to improve and expand services and we can seek money to do so.

The newsletter, web site and our friends and the Waltham News Tribune will be the sites to check to keep hearing about GWARC's success in receiving grants. Thanks go to Joanne for a great year for GWARC.

**SAVE THE DATE**

**YOU ARE CORDIALLY INVITED TO:**

GWARC's 37<sup>th</sup> Annual Harvest Breakfast  
SUNDAY, October 21, 2007 ~ 8:00 a.m.- 12:00 p.m.  
DoubleTree Guest Suites, Waltham

Complete breakfast buffet, music by KBD Entertainment, the magic of Dave Hall, New Bostonian Barbershop Chorus, balloon animals, GWARC-made crafts, line dancing and much more.

**ANNUAL MEETING**

WEDNESDAY, October 30, 2007  
6:45 p.m. reception, business meeting 7-9:00 p.m.  
Doubletree Guest Suites, Waltham

Join GWARC as we review the year's accomplishments, salute community businesses, GWARC staff longevity and consumer self-advocates, and enjoy special speakers. Light refreshments will be served.

**MEMORIAL/HONOR GIVING PROGRAM**

Your contribution to our Memorial/Honor Program will be used specifically for recreation and leisure programs for children, adolescents and adults who are developmentally disabled. You can remember a person who is deceased or honor a friend's birthday, anniversary or other special occasion.

**Please make checks payable to:**

GWARC, 56 Chestnut Street, Waltham, MA 02453

Coming soon...we will be accepting credit cards to make donating to GWARC easier.

**GWARC Needs Your Help!**

Yes! I want to help GWARC to make a difference in the lives of people with developmental disabilities. My contribution will play an important role in supporting the quality programs and services provided by GWARC.

- Enclosed is my tax deductible contribution of \$\_\_\_\_\_.
- I would like to learn more about volunteer opportunities at GWARC.

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ ST \_\_\_\_\_ Zip \_\_\_\_\_

Telephone (\_\_\_\_) \_\_\_\_\_

**Please make checks payable to:**  
GWARC, 56 Chestnut Street, Waltham,  
MA 02453

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