



New England Village
Connecting People, Purpose & Passion

Scoops

The Newsletter of New England Village, Inc. Fall 2023

“POSITIVE VIBES ABOUND”

By Ann Luongo

As you all know, we were forced to close our day programs in 2020 due to the global pandemic – a decision that impacted everyone, including staff, families, and, most importantly, those individuals we serve who rely so heavily on those programs.

Little did we know then that the pandemic would also bring about an industry-wide staffing crisis like we’d never experienced before – one that has continued to challenge us and rendered us unable to restart all of the day programs as planned.

So, we had to come up with a new plan.

“As dedicated as we were to offering full-time programming to everyone we serve in our day habilitation programs, we knew we had to think outside the box for solutions,” said New England Village CEO Stephanie Costa. And think outside of the box, we did.

By focusing on the needs of everyone involved, and with the approval of NEV’s Board of Directors and our funding sources, a decision was made to consolidate our two day habilitation programs under one roof at the Efron Center for Enrichment (ECE), located at 35 Independence



Road, in Kingston.

According to Eve Montague, Director of Day Habilitation Services, moving all day hab programming would be no small feat. “Day Enrichment Program (DEP) has been at the Sollar Wellness Center since August 2009. Fourteen years of programming, comfort, and routine was about to be disrupted.”

She added that changes would need to be made to accommodate the new participants to ECE. The Art Room and Bistro were redesigned to provide DEP program space. The rooms are now bright and large, with ample room and plenty of storage.

“The Art Room has been relocated to another space within the building, and both Melanie (Rose-Zagwyn) and Lauren (Powers) are quickly filling that space with creative expressions from our participants,” Montague said.



The conference room was repurposed and now provides small-group program space for activities like Book Club and games. It is also available for staff use and meetings. Renamed the MPR (Multi-Purpose Room), its possibilities are endless.

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Unfortunately, after much planning and preparation, we had to cancel Family & Friends Day this year due to the threat of Hurricane Lee. Though we are disappointed that we had to cancel, we are grateful the storm turned out to be much less hazardous than anticipated. While we explore alternative options to bring everyone together, I decided to use this issue of Scoops to cover a few of the items I had planned to cover in my “State of the Village” address at Family & Friends Day.

The last three years may have been some of New England Village’s (NEV) most challenging in its 50+ years. I am happy to report that COVID is no longer a daily focus of our work and supports but is still in our lives. In August, we saw an uptick in COVID-positive cases amongst

our staff and those we support. In two weeks, we had over 30 positive cases of COVID and we again pivoted by implementing the protocols that we have become experts at deploying to mitigate further spread. As the FDA has approved the new 2023-2024 COVID-19 vaccine, we will continue providing vaccine clinics in the coming weeks to offer that vaccine along with the flu and others.

In the Spring 2023 Scoops, I noted that we were working on updating our strategic plan and highlighted some focus areas. The plan is finalized, and a one-page summary is included with this issue of Scoops. The strategic plan’s “Building Blocks to our Future” theme remains, including the Build In, Build Out, and Build Relationships categories.

Many of the initiatives in this plan focus on sustainability and evaluating our services to ensure they are strong and viable over the long term. One of the recent changes NEV made in this area is related to our Day Habilitation move. As many of you know, on August 28th, we moved the Day Habilitation program - the Day Enrichment Program (DEP), from the Sollar Wellness Center to the Efron Center for Enrichment in Kingston. You will read more about the consolidation of these two programs in this issue. As many of the

individuals attending these programs remain on part-time attendance, we continue to evaluate our staffing ratios. As we recruit new staff, we will look to increase the number of days individuals attend the program. I am proud of the day habilitation team, who, with a lot of purposeful and comprehensive planning, ensured this move was smooth, exciting, and fun for all involved.

As mentioned, one impetus for consolidating the day habilitation programs was to allow for more depth in staffing. Recruiting and retaining our workforce to deliver the services and supports we have committed to is NEV’s most significant challenge and a primary focus. Under the strategic plan, we have an objective to “Prioritize the 3Cs of Employee Engagement – Competence, Career & Care, to recruit, retain and leverage the workforce to meet changing needs” and to keep us moving forward.

On the recruitment side, we have worked to expand our outreach by increasing the number of job postings with more job boards, colleges/ universities, and community groups. Additionally, we have increased the incentives available in our Employee Referral Program. NEV recognizes that employees are often the best resource for potential referrals for

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published
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by Dolores
Rezendes.**

TLC: The Living Center

Connecting With Others in the Community

By Lan Baker

employment. The incentive program has been designed to encourage staff to make appropriate referrals and offer a cash bonus for a successful referral. Now, eligible employees may earn up to \$2,000 for referring a qualified candidate to NEV! Since this increase, we have seen a slight uptick in referrals, and we hope that this continues.

To increase our retention strategies, we have a renewed focus on training. We have revamped our new hire orientation by adding additional trainings and touchpoints with leadership. We have also increased our hands-on support and training within the programs. Lastly, we are returning our Medication Administration Program training to an in-person format to better assist staff in obtaining this necessary training.

Looking forward, we will continue our advocacy efforts with the Healey-Driscoll Administration to prioritize funds for adopting fair and competitive salary benchmarks in human service rate setting for the FY25 budget, and implementing processes to reduce barriers to human service employment and hiring. We will be in touch as opportunities for supporting and advocating for these investments continue to arise.

As a supporter of NEV, you play an essential role in our future, and we know you care deeply for the individuals supported by New England Village. Our annual appeal mails in November, and your gift helps us provide the critical services and supports needed. Your generosity and collective advocacy helps us redefine what is possible, and we are eternally grateful for that.

As humans, we are social creatures who require social interactions with others. Think about being a child and how a child's basic instinct is to connect with other children. On the surface, it just seems like they want to play, but "wanting to play" indicates a need to interact with others. That's why, for most children, it is always more fun to play with others than to play alone.

As we grow up, these social interactions take many different forms, including building friendships, working with others, dating and being in relationships, and more. Throughout our lives, the connections we build with others are some of our most meaningful experiences. They impact how we grow and develop, our perspective on life as a whole, and how we feel about our place in it.

In the following pictures, TLC participants have many opportunities to connect with others in the community through interactive activities that relationships are built on. Through these activities, TLC members make social connections, improve their quality of life, and improve their overall mental health, making TLC folks feel valued, understood, and fulfilled.



Clockwise from left: David enjoyed petting the horse at Terri Carmen's house; Janice at Memory Café with Kaitlyn Mazzilli and Sarah Gilbert; Joy dancing with Henry at Hanson Senior Center; Lisa dancing with Henry at Hanson Senior Center; Matthew visiting Marcia Baker (he volunteered at Marcia's garden years ago); Seth was excited to return back to First Congregational Church in Hanson post-pandemic. Here he is pictured with Pastor Peter Smith.



PROGRAM HAPPENINGS

Day Habilitation

Clay Leaf Bowl Workshop

As the summer wound down, the leaves from the trees also began to FALL down. During this workshop, artists were inspired by leaves native to New England Village by capturing them in clay – literally, forever transferring the shape and texture of leaves into the clay surface. Makers then molded the clay, creating organically formed bowl-like vessels. To further capture the essence of nature, we glazed the bowls in the colors of fall: yellows, reds, oranges, and greens.



Glow Stick Yoga

In Emerald Room, we have chair yoga as an offering. We always try to find new ways to make it fun. We tried out glow necklaces and bracelets recently and turned the lights off. It was a hit!

Sharing a Positive Attitude

By Amy Saschuk

As many of you know, the Day Enrichment Program (DEP) has had a big move to Kingston. In preparing for the move, we delved into looking at positive attitudes. Individuals talked about being brave, helpful, and kind. We identified strategies to stay positive during the day and throughout our move to Kingston. Members talked about how they enjoy making new friends, participating in new activities, and helping other people.



As a group, we talked about turning negative thoughts into positive thoughts and ways we could turn our day around if it were challenging. Things we can do include enjoying the sensory room in Kingston and taking a walk in the garden.

We reflected upon our Positive Attitude conversations and created kindness rocks to share with others.



Good Luck Butterflies!

Kate K. recently completed her latest project, "The Lifecycle of a Butterfly." An excellent artist and creative thinker, she said, "Butterflies are my favorite animal. I think they bring good luck. It was fun to do this project and learn about the lifecycle of a butterfly." Beautiful job, Kate!

Sapphire Room Tapestry Project

By Lindsey Stone

Many Efron Center for Enrichment (ECE) members love marble painting. With marble painting, you lay a piece of paper at the bottom of a container, add a few drops of your favorite colors of paint, add a marble or two, and shake rattle and roll your way to a fun and funky painting. It's a (relatively) low-mess, active way of creating, so it's easy to see why it's popular.

One day, Day Hab Specialist Kate Grant started thinking BIG. She knew she had an unused white-ish flat sheet at home and thought, what if the members could do marble painting on a bigger scale? She brought in the sheet, and magic was made. The members chose the paint colors involved – they were feeling patriotic and went with red, white, and blue. They also chose what they would use as “marbles” and ended up trying a basketball, a kickball, a few croquet balls, and a tennis ball. Members helped add the paint to the sheet, and each member got to add whichever of the three colors they wanted. Then, the fun could begin. These “marbles” didn't have anything to ricochet off of, so the members held the edges of the sheets with staff support and painted more like a parachute. They took turns holding up sides, rolling the “marbles” around, launching them in the air, and shaking the sheet back and forth. It took effort, and coordination, and a little mess, but overall, members and staff had so much fun. Sapphire also shared the joy and invited members and staff from other ECE homerooms to participate.

The finished tapestry hangs in the Sapphire Room, along with a garland of “making of” photos taken during the actual paint project. It is a beautiful representation of creativity, collaboration, friendship, teamwork, and fun. The Sapphire members are so proud of their work – as they should be!



Community Based
Day Services

Stepping it Up

By Keith Escandel

At our Career & Community Exploration Center (CCEC), we started the new year in January with the goal of hitting a certain number of steps and earning a small reward/prize at the end. Well, much to our surprise, we have far surpassed what we thought it would end up being!



Our initial goal was set at 250,000 steps. We recorded our steps by having groups go walking, taking a pedometer with them, and when they returned they would tell me the number of steps on the pedometer and how many people were in their group. I would then multiply those numbers, and that would be the group's total. They all got tallied up and added to the thermometer chart on a weekly basis.

We hit the first goal in under a month, so I raised the next goal to 500,000 steps. We met that goal and then raised it to 750,000 steps. And we recently hit our fourth goal of 1,000,000 steps! This has also turned into and created a routine not just for a few of our individuals, but for the majority. We have had 100% participation in this initiative, and we don't foresee it stopping anytime soon!

Community Based Day Services

Nurturing Community Partnerships

By Akari Hayashi

As the 2023 growing season draws to a close at Colchester Farm, we would like to acknowledge some of the donors who have contributed to our recent efforts and the many community partnerships that have been cultivated throughout the years:

- The Massachusetts Charitable Mechanic Association has supported NEV's efforts since 2008 by providing more than \$100,000 in grants for various projects. Since 2013, their support has been for farm undertakings.
- Hanson Grain generously donated potting soils for our raised-bed tables for three years.
- We are into our fifth year of Community Food Pantry projects, where we deliver our harvest to support the efforts to ease food insecurities in our community. This year, we continued our support to the Greater Plymouth Coalition for the Homeless Food Pantry in Kingston, Hanson Food Pantry, Zion Church Food Pantry in Plymouth, and various senior housing complexes around the Plymouth area.
- Our partnership continues with the Healthy Plymouth Initiative and Terra Cura Inc., providing fresh produce through mobile market projects to the Algonquin community and the BID Plymouth Health Fair.
- The Silver Lake High School Pathways Program joined us for their summer and fall semester program, learning different farming aspects alongside our participants and crew.
- Loyal customer Simpson Spring (www.simpsonspring.com) has purchased eggs weekly for several years in whatever quantity we had available to support our program and mission.
- Working with a UMASS Extension nutrition educator, we had a cooking and nutrition session at the farm using some of our in-season harvests, keeping inclusivity in mind to reflect different dietary support needs.

We are so grateful for all the support and community partnerships that have developed through our community based day support program at the farm, and we look forward to future endeavors.



A New Experience!

Sean L., who attends our Community & Career Exploration Center (CCEC) recently had an opportunity to widen his employment experiences by assisting Lisa Drennan and her company, Merge Inclusion Consulting, with an accessibility audit of a nearby YMCA. Sean did wonderfully with this experience, and we are hopeful it can lead to bigger and better things for him!

Enrichment & Community Services

The Annual Antique Car Show!



By Ginger Comeau

Thirty-five cars answered the call to join us on a Sunday afternoon in August. The South Shore Antique Auto Club, Old Colony Model T Club, and local car owners paraded around the property twice before parking in the main lot for a non-judged viewing event. This popular event was well attended by residents and community members.

Outdoor Fun!



By Ginger Comeau

We took advantage of the nice weather whenever we could this summer and held many outdoor activities for individuals supported to participate in. Our Thursday night cornhole league was very popular, with over 20 people signed up to participate in a little friendly competition. Music instructor Sean Carr offered four campfire sing-alongs, complete with s'mores, not-so-scary ghost stories, and three drumming events. A Make-Your-Own Sundae night was held, as well as a tie-dye activity, a ladies' tea party, and an outdoor concert with the M.A.I. Band.

Changing of the Guard!

By Ginger Comeau

The Hanson Aktion Club elected new officers in September to guide the club over the next 12 months. Congratulations to President Bob W. (DEP member), Vice President Chuck N. (NEV resident), Treasurer Beth McCabe (community member) and Secretary Kenny D. (NEV resident). New officers were installed at a special ceremony on October 17. This is a very special year for the Hanson Aktion Club, as we will be celebrating 10 years of community service. Aktion Club is part of the Kiwanis family of service leadership groups. We currently have 24 active members that meet twice monthly and participate in 4-5 service projects each year.

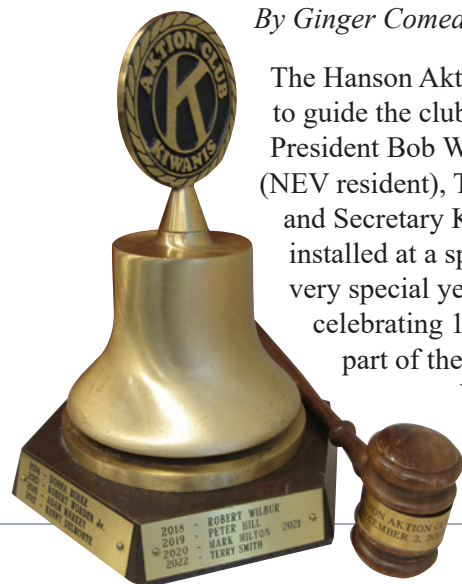


"Hoot"
Hilary Senel

Art Show

By Ginger Comeau

Beginning in 2016, the New England Village Art Club became an opportunity where individuals could gather to create and socialize with other like-minded creatives. Under the guidance of Art Director Melanie Rose-Zagwyn, NEV residents and community members continue to gather monthly to show, share, and sometimes instruct. The Art Club members' devotion and boundless creative enthusiasm persisted even during the COVID-19 pandemic when members met virtually. The current exhibit is a collection of projects demonstrating these faithful creatives' variety and skill.



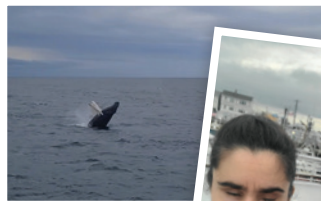
PROGRAM HAPPENINGS

Residential

House 2



Larry G. went on a visit to Maine once again to visit with his family. We got to go on his brother's sailboat for a beautiful four-hour ride.



Kristen F. went on a fun whale watch. Although vision impaired, Kristen could certainly hear the 20-plus whales surrounding the boat.



House 3



Peyton H., who thoroughly loves baking, decided she wanted to make homemade bread on one of her days off. Peyton loves garlic and decided she wanted to make a pesto garlic bread. It was delicious and came out wonderfully!

Apt. 7



The ladies from Apartment 7 had a great time this summer, including hanging out on the Plymouth Waterfront while waiting to board a boat for a whale watch excursion, attending a Jonas Brothers concert in Boston, and spending a great evening at the Under the Stars Circus in Weymouth!



Sweet Treats



Mark O'Leary brought us some sweet relief this summer, visiting us the first weekends of July, August, and September with Nino's Ice Cream truck to deliver sweet, cold treats to all NEV residents and staff. It's become an event that we look forward to, and we are so lucky to have donors like Mark, who love to give back in this tangible, delicious way!

Bingo Party



Some of the ladies from Apt. 7, Fuller and Duplex houses got together on occasion for a bingo party!

Always in Our Hearts



New England Village resident Daphne Fuller died on July 26 after a brief illness. Our entire community mourns her loss.

Daphne arrived at NEV 43 years ago. Her family donated funds to build the home that carries the family name, and she lived in Fuller House with her friends and housemates for 30 years.

She loved classical music, concerts, drum circles with Sean Carr, and any live music. She loved desserts, was excited when the ice cream truck visited, and she was a connoisseur of Dunkin' iced coffee and strawberry cheesecake.

She could also be a charmer. You might receive some good-natured teasing if she liked you!

Although non-verbal, Daphne had her own means of communicating what she wanted, or if she was frustrated, or if she was happy. Moving her eyebrows up and down meant she was listening.

Daphne's team was dedicated to her care. They would meet daily to discuss what would work best for her on any given day.

"Although Daphne never spoke, she taught us some of life's greatest lessons – how to live with compassion, how to love without condition, and how to communicate without saying a word," said Program Manager Tracey Miller.

The NEV community planted daffodil bulbs in September as a living tribute to Daphne outside of Fuller House. She will be greatly missed by all.



Watson House resident Sue R. and Carol.

Twenty-year New England Village employee Carol Vienneau passed away unexpectedly on Friday, June 2. Carol began her career at NEV as a DSP in Smith House and a P/T Enrichment Assistant in the Residential Enrichment Program before being promoted to Program Manager at the Watson Duplex, a position she held for 17 years. Her dedication to the individuals supported by NEV is an example to all, and her loss will be profoundly felt throughout our community.

Carol's sudden death touched our lives and hearts. The way she inspired us will live on within us.

Development

NEV Welcomes Blue Cross Blue Shield of Massachusetts Employees for Service Day

On September 28, NEV welcomed 25 volunteers from Blue Cross Blue Shield of MA to our School Street location for the company's annual service day. Volunteers helped with landscaping activities such as planting bulbs and cleaning and preparing planters; painting NEV's entryway fence; and helping collate emergency and first aid kits for our residences. Additionally, volunteers helped package toiletries that the Aktion Club collected for local shelters. It is so exciting that many Blue Cross employees who live near NEV were able to visit us for this action-packed day. Thank you for your support!



The Holidays are Coming!

Use the ShopRaise App and Turn Your Spending Dollars into NEV Donations!



One very easy way to support NEV is to do your online shopping through the ShopRaise mobile or desktop app. Every time you make a purchase at a participating retailer (there are almost 1,000!), up to 10% of your purchase price will support New England Village. Go to shopraise.com/support/newenglandvillage to sign up, and thank you for giving back this coming holiday season! Every bit counts!



How You Can Support NEV through Planned Giving

NEV's Vision Fund Legacy Society is a group of dedicated donors who have decided to make NEV a benefactor of their will or other estate assets. We consider these donors our legacy supporters because their donations truly are an investment in NEV's future sustainability. Legacy giving takes many forms – donors can name NEV as a beneficiary of retirement plans or life insurance policies, will or revocable living trusts, real estate holdings, charitable gift annuities, and IRAs or other unused retirement assets. Donors receive significant tax benefits and the knowledge that they are an important part of NEV's financial viability. To be recognized as a member of NEV's Vision Fund Legacy Society, reach out to your attorney and/or financial planner to name NEV as a beneficiary on the applicable forms. Then, let the Development Office know about your plans by calling 781.293.5461 x215 or emailing Krista Mason at kmason@newenglandvillage.org.

You Voted - and We Won!

Many thanks to everyone who voted for New England Village in the North Easton Bank Community Voting Campaign. We were thrilled to have won the most likes, raking in a whopping 72% of the total votes, and we received a donation amount of \$3,603.70! We are so grateful to have such a loyal and dedicated community that showed up for us throughout the campaign, and we are thankful to community banks like North Easton that shine a light on local nonprofits and the work they do to make a difference in the lives of the people they support. Our community – inside and out – is the best!



The NEV Family Association's 4th Annual Charity Golf Tournament!

Once again, the Family Association hosted an outstanding fundraiser with their 4th Annual Charity Golf Tournament. The popular event took place at The Cape Club of Sharon on September 27, and was enjoyed by close to 40 teams of golfers! Many thanks to the businesses and individuals who sponsored the event, and to all who came and supported the day. We are so lucky to have a community that has fun while raising funds! A total of nearly \$55,000 was raised.



Summer Kick Off Party!

Two hundred people were in attendance for our Red, White and Blue Summer BBQ held at Plimoth Patuxet (formerly Plimoth Plantation), sponsored by NEV's Family Association, this past June. A catered lunch that included hamburgers, hot dogs, and mac & cheese was served. Entertainment included a magician, a craft table and a DJ (with dancing, of course). We had so much fun that people were talking about it for weeks! Thank you NEV Family Association!

Excellence Awards!

The Excellence Awards are an opportunity to acknowledge the hard work of direct support professionals, administration, supervisory personnel, and individuals served who reflect the core values of New England Village and demonstrate a commitment to fulfilling our mission. The nominations for these awards come from fellow employees, individuals served, and families or guardians. With so many great nominations, some awards had multiple winners.

The Champion of Change Award recognizes an individual who drives change and/or embraces innovation. This employee has taken an innovative and proactive approach to developing or introducing new services, programs, or systems. They have advocated for novel, creative, and collaborative solutions to challenges and strategies for improvement. This year's recipient is Day Hab Specialist **Colin Powers**.

Our Going Above and Beyond Award recognizes an individual

who has gone "above and beyond the call of duty" in a particular situation. They have invested time and energy, succeeded above normal expectations, inspired trust within the NEV community by doing what is right, or provided outstanding service in their specific role. This year's recipients are Direct Support Professionals **Christina Hutchings** and **Donna Clifford**, as well as Case Manager **Loretta Abril** and Community Connector **Veronica (Ronni) Dewey**.

The Collaboration Award recognizes an individual who exemplifies collaboration and cooperation. They have developed and encouraged collaborative efforts, served as a role model to others in their positive and productive professional relationships, and continuously look for occasions to share knowledge, learning, and opportunities. This year's recipients are **Dilva Barbosa**, DSP, and **Kevin McKeown**, Relief Paraprofessional.

Our Dave Salamone Service with Care Award is sponsored by NEV's Family Association and recognizes an individual who has demonstrated

a significant commitment to fulfill and surpass the needs and dreams of the individuals they support. Using a person-centered approach, they have continuously sought ways to improve opportunities and break down barriers to inclusion and independence. They have anticipated needs and potential challenges before they occur and have shown exemplary care in the services provided, resulting in positive outcomes and member satisfaction. This year's recipient is Direct Support Professional **Victor Jean-Baptiste**.

The Leadership Award recognizes an individual who exemplifies leadership in their current role. They have shown initiative, resourcefulness, and responsibility. This individual cultivates and motivates the team that surrounds them, inspiring commitment to the mission and vision of NEV. This individual demonstrates a high level of leadership skills and uses those abilities to coach, mentor, or develop the skills of those around them. Program Manager **Kevin Laudermilk** and Assistant Program Manager **Myranda Harbinson** are this year's recipients.



While we had hoped to get photos of each of our award winners, not all were available by the time this issue went to print. We do, however, congratulate and

Our WOW Award recognizes an employee who has made an immediate impact within their first year of employment. Their positive attitude and fresh perspective have made a significant difference in the lives of individuals supported. They have jumped right in and made key contributions that reflect their dedication and commitment to fulfilling the mission and vision of New England Village. This year's recipients are **Kari Stairs**, Paraprofessional, and **Michaela Nista**, DSP.

The Self-Determination Award recognizes an individual with intellectual/developmental disabilities supported by New England Village who has demonstrated self-advocacy to pursue and achieve personal goals in one or more of the following areas: 1. Community Inclusion 2. Personal Growth and Accomplishment 3. Meaningful Employment, or 4. Other. This year's recipients are **Jeanne Reynolds**, **Joanna Politano**, and **Kirsten Wheatley**.

Congratulations to all of this year's winners!

Happy Anniversary!

In the 50-plus years that New England Village has been serving the individuals who live here, attend programs here, and make use of any of our resources, we like to recognize the milestone anniversaries with some celebration. After all, they deserve it!

Additionally, we value the dedication, care and skills that every employee brings each day. Many have remained with us through thick and thin throughout the years, and we appreciate them more than we can ever express. We celebrate their milestone anniversaries and look forward to the years ahead together. Thank you all!

INDIVIDUALS SERVED

RESIDENTIAL

- 35 years**
 - Lisa Perkins
- 30 years**
 - Cindy Gerardi
 - Barbara Esson
 - Cathy Siegal

- 25 Years**
 - Sarah Carr

- 20 years**
 - Danielle Bouchard
 - Kyle Hundley
 - Dave Reinhalter
 - Phil Soucar
 - Heidi Ward

DAY HAB

- 20 years**
 - Joe Ford
 - Lisa Scales
 - Tom Dench
 - Shanna Dooling

DAY SERVICES

- 20 years**
 - Regina Deiner



STAFF

- 25 Years**
 - Ginger Comeau

- 20 Years**
 - Karen Earl
 - Lenai Reynolds

- 15 Years**
 - Donna Chasse

- 10 Years**
 - Donna Clifford
 - Deb Fahey
 - Yanta Norman
 - Joe Robidoux
 - Amy Washburn

- 5 Years**
 - Betty Accino
 - Deonlina Andrade
 - Chris Burdge
 - Judy Clouser-Rideout
 - Brendan Donahue
 - Aurelie Flambert
 - Michelle Garabedian
 - Kate Grant
 - GuyGuy Kasongo
 - Donna Keene
 - Tim Kennedy
 - Shelly Landry
 - Milka Lopes

- Jocelyn Miranda
- Solomon Ngaujah
- Danielle Prusik
- Sue Ryan
- Deb Sheehan
- Nanette Smith
- Kellie Sprague
- Lori Stevens
- Bob Veducchio
- Bryan Young



celebrate each and every one! Congratulations!

Baby Love!



Welcome Jovie!

Welcome Jace!

Tracey Miller welcomed her new granddaughter (and first grandchild), Jovie, in August. Tracey is the Residential Program Manager for Fuller House. Welcome, Jovie!



Jocelyn Miranda welcomed her sweet baby, Jace, back in April. Jocelyn is the Assistant Residential Program Manager for House 2. Look at that face! Welcome, Jace!

Welcome Gianna!



HR Generalist Aly Riddell welcomed her first child, Gianna, just this past September. What a beauty! Welcome, Gianna!



Nancy Morrison Retires!

A familiar face all over the New England Village map, Nancy Morrison has decided to retire. Nancy started her career in 2012 with NEV at the Efron Center for Enrichment; she worked at Fuller, and then went on to DEP at both Sollar Wellness Center and again at ECE.

During her time here, she ran Book Club and other Zoom offerings for DEP during COVID. She loves to interact with members and continues to do Book Club in-person.

Nancy is known for her positive and friendly relationship not only with Day Hab members, but with all of her NEV family. She has always been active in the NEV community, participating in Family Day, Souper Bowl, food drives, and toy drives. She's an avid scrapbooker, mom, grandmother, and is proud of her Swedish heritage.

Nancy's husband, Ned, is already retired and they are looking forward to traveling! Best wishes for your next chapter, Nancy!

Taco Tuesday!

The Employee Recognition and Engagement Committee was able to offer our employees a very special thank you just in time to kick off the official start of summer. Staff got together for a special "Taco Tuesday" event at the Hilltop Athletic Club in Kingston, where we enjoyed tacos, burritos, and burrito bowls from Loco Larry's Taco food truck, great music, and games. Staff also received a gas card for going the extra mile each and every day, thanks to generous holiday donations to our Staff Appreciation Fund!



NEV Welcomes...

We extend a warm welcome to the following employees who have joined New England Village since the last edition of Scoops was published.

Assistant Manager (House 3)

- Alexandra Lubin

Direct Support Professionals

- Deja Brevard
- Shamika Brown
- Balbina DePina
- Michelle Flaherty
- Rosalind Kimani
- Rudolphe Lubin
- Myrthel Montas
- Viola Shannon

Direct Support Professionals - Relief

- Tava Cauley

Paraprofessionals

- Gabriella Hegg
- Gemma Prescott
- Cody Smith

Relief-Paraprofessionals

- Angelena Casper
- Kathleen Moroney



New England Village
Connecting People, Purpose & Passion

Village Connections
Your Online Update from New England Village, Inc.

Stay up to date on Village happenings by subscribing to Village Connections our monthly electronic newsletter.

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The Hot Spot was redesigned as the Resource Room, a place for staff to access the incredible resources developed over time for DEP and ECE. According to Montague, This room allows staff to explore new ideas, brainstorm with colleagues, and access projects and materials with and for individuals.

The transition from Sollar Wellness Center to the Efron Center for Enrichment appears to be a success, with individuals settling into their new environment and everyone getting to know each other. One program participant, Maureen, was definitely excited about this particular aspect. "I want to meet new people and make new friends," she told us.

"It's gone better than I could have imagined or expected," Montague said, "and this is due to all of the planning and preparing that happened in advance."

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*I want to meet new people
and make new friends.*

- Maureen, DEP Member

Montague added that it's exciting to see and feel the energy in the building. "Hallways are busy as individuals transition between rooms. Our music and art specialists continue their schedules, and our Physical, Occupational, and Speech Therapists are now seeing our day hab participants under one roof."

While there are still some growing pains, compromises, and new routines, she said, "Overall, the energy is positive. Positive vibes abound."

"We know change can be hard, but we have done everything possible to make this a positive and exciting transition for everyone involved," Costa said. "This move will allow us to maximize our resources and fulfill our commitment to all members by providing consistent support and quality programming. The consolidation was done to give us the best possible chance to increase attendance once we are able to increase staff. Our focus remains on attracting and retaining quality staff."

Gift Giving Policy

As the holiday season approaches, and with it the season for gift-giving and showing appreciation to staff who care for loved ones, we wanted to remind families and friends of NEV's gift-giving policy to staff.

In an effort to adhere to best practices, employees are strictly prohibited from accepting any gifts from individuals served. Gifts from family members, guardians, visitors, and others to employees are limited to \$25 or less; monetary gifts of any value are prohibited, as are gift cards.

Any family members, friends, or guardians who wish to give a holiday gift valued at more than \$25 or a monetary gift may instead make a contribution to the Employee Engagement and Recognition Committee. This Committee plans staff events and perks throughout the year. Checks can be sent to Dolores Rezendes.

We believe this updated policy helps ensure staff equity and precludes potential conflicts of interest.



Annual Appeal

The Annual Appeal mails in November. Your contribution truly makes a difference in the lives of the people we support. Please give as generously as you can this season.

Make a secure online donation today at newenglandvillage.org



New England Village
Connecting People, Purpose & Passion