



## AMAZING START TO THE NEW YEAR 2022!! WE HAVE RECEIVED A \$150K GRANT FROM THE INSTITUTE FOR COMMUNITY INCLUSION

### *A Community Employment Collaboration: Lawrence Partnership for Transition to Employment (LPTE) Grant*

We are humbled and grateful to announce we have been chosen to receive a **\$150,000 Grant from ICI!**

The Lawrence Partnership for Transition to Employment (LPTE) is a new, 5-year collaborative youth transition project between the Institute for Community Inclusion (ICI), The Arc of Greater Haverhill-Newburyport, Lawrence Public Schools, Massachusetts state agencies, community, organizations, advocacy groups, youth with

intellectual and developmental disabilities (ID/DD), and family members.

The LPTE aims to transform transition services by creating a sustainable model that leads to improved employment, post-secondary education outcomes, and long-term career successes for youth. The project goals are interrelated and emphasize collaboration between diverse partner organizations. *Continued on page 3.*

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Each morning we are born again.  
What we do today is what matter's most! -Buddha



## MISSION

*“To Advocate, Educate, and Explore Opportunities for Personal Growth and Fulfillment”*

## EXECUTIVE TEAM

**Luis Bachman** CEO

**Lisa Aiello** CFOO

**Abigail Eaves** CPO

**Katelyn Auclair** CHRO

## PROGRAM DIRECTORS AND MANAGERS

**Heather Hess**  
Director of AFC

**Grimaldy Rios**  
Director of DDS Programs

**Andrea Morris**  
Director of Family Supports

**Barbara Pandolfi**  
Peer Support Manager

**Jen Corso**  
Nurse Manager

## EVENTS AND FUNDRAISING

**Katelyn Auclair** Committee Chair

**Kim Bachman** Community Connector

**Bianca Gill** Executive Assistant

## BOARD OF DIRECTORS

**Steve Kapp** President

**Kavita Goyal** Vice President

**Dana Marks** Treasurer

**Mary Ann Dunlavy** Secretary

**Peter Carbone**

**Eileen Duff**

**Diane Hanley**

**Sandra Jones**

**Therese LaPorte**

**Joe Romatelli** Director Emeritus

# Thoughts from the CEO



## 60<sup>th</sup> Anniversary “Embracing Dreams, Changing the Future”

Over 60 years ago a small group of families had a dream, that their children with disabilities would one day participate and be included at the local schools, restaurants, and receive the supports they needed. And they chose to change the future by creating The Arc of Greater Haverhill-Newburyport.

Today, The Arc continues to be the lead advocacy, human rights, and civil rights movement for people with intellectual and developmental disabilities and their families. As the CEO of this Arc, I’m honored to have been here for our 40<sup>th</sup>, 50<sup>th</sup>, and now 60<sup>th</sup> anniversary. Yes and how perfect for our theme to be about *Embracing Dreams and Changing the Future*.



*Founders, First Candlelight Ball 1962*



*John A. Special Olympics*



*Joseph Canto Statehouse Awards*

**Honoring the past:** Over the years we remained a pure advocacy agency until 1998 when we were selected to begin a new type of service, today known as Agency with Choice and Self Direction. Since then, we’ve grown and have become known for our individualized customized approach which is driven by person-centered supports that focus on the person’s gifts, voice, and dreams.

**Celebrating the present:** Today, 60 years later we are not only alive, but thriving and proudly providing a personalized approach. Most recently, we were granted, by DDS, the new Family Support Center in the Merrimack Valley and Sea Coast Communities!

Aside from the unique support and services we offer, I am most proud and honored of the caliber of our current staff. From the office to the field, they all show their dedication to the people we support, and their families.

**Promoting the future:** Today, I’m grateful to say that The Arc stands strong and has now expanded from the Greater Haverhill area to the Greater Newburyport area. It is not only in the unique personalized approach we have, but also in the current dynamic team that runs it, that I believe we’ve secured The Arc’s future.

Our future looks brighter than ever as we remain committed to self-advocacy and the voice and leadership of the people we support. They continue to transform our agency as we support and learn from them. Their voice grows stronger and louder every day. They are the new movers and shakers. They are role models, and they lead!



*Today, we serve and support over 350 individuals and families. We stand united with The Arc of Massachusetts and the National Arc movement to continue enhancing the human and civil rights of all persons with disabilities.*

# Family Support Connects

## *Lawrence Partnership for Transition to Employment (LPTE) Grant: A Community Employment Collaboration continued.*

### *The LPTE project goals are to:*

- Deepen and expand collaboration among local partners by establishing a multi-stakeholder consortium.
- Conduct a community landscape analysis of the status of transition-to-work services and outcomes for students in Lawrence to enhance transition processes and experiences for youth and families.
- Develop and implement a Community Collaboration Employment Transition Plan to improve work outcomes for youth with ID/DD in Lawrence.

We are looking forward to this collaboration and all it will have to offer the participants, community, and agencies involved. To participate or for more information please contact me at [amorris@thearcofghn.org](mailto:amorris@thearcofghn.org).

**-Andrea Morris, Director of Family Supports**

***“UNITY IS STRENGTH!  
When there is teamwork &  
collaboration, wonderful  
things can be achieved”  
-Mattie Stepanek***



Our Family Support Navigators are available to guide you and provide information and referral to services that match your family's needs. Let us help you smooth the path to getting the right support!

**57 Wingate St, Suite 301, Haverhill MA 01832  
4D Winter St, Newburyport MA 01950**



## *Family Support Center Update*

This past year we were honored to be selected by the Department of Developmental Services (DDS) as the new Family Support Center within the Merrimack Valley. We continue to learn more about the services needed in the area and look forward to expanding our community involvement. Family Support has been at the core of our agency's vision since its inception. With offices in both Haverhill and Newburyport, we are here to serve individuals with I/DD who live within our communities and the families who care for them. Our services include:

### **INFORMATION & RESOURCES**

Assistance navigating topics such as MassHealth, Educational Advocacy, Financial Planning, and Transition.

### **WEBINARS & WORKSHOPS**

Collaborating with community partners in sharing information both virtually and in person when appropriate.

### **SUPPORT & NETWORKING GROUPS**

Bringing families together to share similar experiences and facilitate connections.

### **SOCIAL & RECREATION**

Offering weekly social activities and helping people find community recreational opportunities.

**For more information on the Family Support Center please visit us at [www.thearcofghn.org](http://www.thearcofghn.org)**

**Andrea Morris, Director of Family Supports  
[amorris@thearcofghn.org](mailto:amorris@thearcofghn.org) or 978-373-0552 x211**



# AFTER Program Connects



The **AFTER Program** is now offered to people of all ages with intellectual and developmental disabilities in the Merrimack Valley and Seacoast communities. We are committed to promoting fun activities, relaxation, personal growth, and fulfillment. We look forward to expanding our activities over the next year and continuing to have fun!

**Activities include the following:**

- **Arts & Crafts**
- **Bowling, Walking Trails**
- **Seasonal Activities**
- **Cooking Classes & Dinner Club**
- **Live Music & Dances**
- **Gametime, Storytelling**
- **Morning & Evening Chats**
- **Monthly Community Connections**

For more info or to join contact Neala Mercier, AFTER Coordinator, at [after@thearcofghn.org](mailto:after@thearcofghn.org).

***"I absolutely love Bowling with you guys!"  
-Daniel Oneill, Recreation Participant***



## Peer Support & Self Advocacy Connect

### ***What Peer Support Means to Me***

Hi, my name is Therese LaPorte. I am a person with disabilities and I have been a member of the Peer Support Advisory Committee for about five years. Peer support is a group of about 8-10 members who meet two times a month to support each other any way we can. If you would like to make a change in your life, but don't know how, we support each other to do that. There are always opportunities for change if you will work hard at it and peer support can help.

#### **At Peer Support:**

- We accept everyone who wants to join us.
- We respect everyone and their opinions.
- We listen to each other and work as a team
- We are all friends & help encourage each other

To me, self-advocacy means to help people who do not have the courage to speak up for themselves. Leadership means being a leader and doing things even if you are afraid to do it. Encouraging independence means to

encourage people to be independent and do what they want in their lives instead of always doing what other people say they must do. I really enjoy being part of the Peer Support Advisory Committee and being able to help others. I believe it is very important work.

We might learn differently, but we all want to be treated like everyone else. I have learned that I have a voice and I am not afraid to use it.

**-Therese Laporte, Peer Support & Arc Board Member**



***Enjoying dinner and cake for Nichelle's Birthday at one of our Peer Support Meetings in 2021***

# AFC Connects

## *Greetings & Exciting News from the AFC Team!*

After a long-awaited search and many pandemic induced obstacles, we are excited to announce the expansion of our AFC Team! Allow me to introduce to you, Yenny Hernandez, our new bi-lingual AFC Coordinator, and Cynthia Tejada, our new bi-lingual AFC Nurse. Yenny comes to us with great AFC experience and care coordination knowledge, along with geriatric support services. Cynthia comes to us with a strong background in community service nursing and public health in addition to long term care services and supports. They bring even more know-how and wisdom to our already dynamic team!

Since beginning my work here in 2013, the Arc of GHN has worked hard to stay connected with the needs of our community and the individuals and families we support and to be responsive to these needs with the supports, services, and programming we offer. Over the past few years, we started to receive some new feedback from our AFC families and community at large. There is an increasing need amongst the Spanish speaking community for services and supports such as AFC. School nurses and administrators, as well as parents and the families we currently support have been sharing with us



*Adult Family Care Team*

news about the needs of the Latino community in the Haverhill and Lawrence areas, and beyond. The Arc of GHN brought this feedback to our team and our dedicated board members and committed in our strategic plan to increase our bi-lingual capacity and outreach availability.

I cannot begin to express my gratitude, not only to this incredible team, but to our AFC families and community at large who are continually challenging us to recognize the needs of the community. We hope you will join us in warmly embracing Cynthia and Yenny as new team members!

*-Heather Hess, AFC Program Director*

## DDS Programs Connect

### *Visions of Growth*

Despite a long two years of the pandemic pivot, we are still standing strong in our work of supporting people with disabilities. There are many ways to support each other including listening and showing that we care. But for us, the most powerful form of support involves creating the conditions to help someone grow and develop. I firmly believe that we are all capable of change – even if it feels really slow and really hard.

Throughout all of our DDS funded programs, we are committed to helping people take steps forward, even if they may seem small. One of the hardest parts of our work comes from engaging with people who can't see their own potential. We all carry ghosts from our past who tell us we aren't good enough, or that we can't do it. In our work as supporters, those ghosts are our strongest resistors. But what keeps us motivated, are the small wins - the moments when we see someone make a different choice from the old destructive ones of the past. For example, we support a young woman in our ISS program who has struggled for years with anxiety, a temper, and impulse control. It's been hard for her to sustain relationships and find a job.



But despite the pandemic she has found a job at a nursing home that she has kept for more than a year. We have watched this job give her confidence and extra money so that she can afford furniture for her home. With this stability, she is now able to re-build her relationship with her children.

For us supporters, stories like this are why we come to work. To promote the dignity, and self-determination of people who once thought they weren't capable or deserving; people who chose to hope and believe in a different future

*-Grimaldy Rios, Director of DDS Programs*



# Parents Connect

## *Blessed & Thankful*

I joined The Arc of GHN as an Officer Manager in 2017, while I've only worked five years here, the work we do has always been close to my heart. I am personally thankful to have joined an organization that goes above and beyond to listen to, empower, honor, and respect those with disabilities.

I have two beautiful daughters and one awesome son. My son just happens to have an intellectual disability. All three of my children are blessings to me, and they are the first thing I thought of when I asked myself what I am thankful for this year. Each is different. Is each a different blessing? Yes. But a blessing just the same.

This doesn't mean that I don't know first-hand that being a parent is hard, especially of a child with disabilities. You always put them before yourself. It requires sacrifice and means feeling exhausted most of the time. On bad days, it makes you want to cry. Then, on good days, you want to pat yourself on the back because you made it through the day. But you wouldn't trade this life for anything in the world. That's parenting. We grow and we love in ways we never knew before.



Yes, having a child with a disability takes a strong person. Sometimes, I am not so strong and I have more than I can handle. It can be a tough and long road sometimes. Deep down, I wonder, could I do more? Could I try harder? Am I really doing all I can? And yet I stand strong.

We hear the saying "God doesn't give you more than you can handle." Even on those bad days, I must rise to the challenges and be the parent that my child needs.

Most parents with a child with a disability know that their child is a blessing. We parents could use a kind reminder that perhaps we are a blessing also. This is that reminder! So yes, I am thankful for being a mother of a child with disabilities; it's a life of joy, love and strength. For that I am forever grateful and blessed.

***-Kathy Campbell, Parent & Operations Manager at The Arc***

# The Health Connection

## *The Importance of Staying Connected*

It is more important now more than ever to stay connected with friends and family as we navigate life during the pandemic. With limitations and restrictions set in place we can easily feel isolated and lonely during these times of limited social interaction. But we must keep in mind of the many ways that we can stay connected.

**Here a few ideas to stay connected:**

- *Video Chats with loved ones*
- *Virtual dates – Dinner, movie, etc.*
- *Phone calls & texting*
- *Joining Support groups/networks*
- *Online video games*
- *Listen to the radio*
- *Stay positive!*



The importance of connection is more profound than we realize. Recent studies of the effects of isolation related to the pandemic have shown major spikes in depression, other mental health concerns, suicide, substance abuse, and domestic violence. To personally stay ahead of this curve, we need to learn ways to stay connected and implement them in our day to day lives. This pandemic has without a doubt put a strain on many things, but it is ultimately up to yourself on how you handle and manage the strain. Learn more at <https://www.webmd.com/lung/handle-isolation-and-anxiety#1>.

***-Jen Corso, Nurse Manager***

# Staff & Provider Recognition

## *“Not all Heroes wear capes”*

As we look back at the past two years of the COVID-19 pandemic, there is a shining light of inspiration that’s hard to ignore. During the height of what’s being called ‘The Great Resignation’, people have made bold decisions to give up jobs, change careers, and reinvent their lives. For some, these choices were driven by finances. But for many others there were other factors at play. According to a recent study by the management consulting firm, Deloitte, people are looking to work at organizations whose values mirror their own. People, particularly the younger generation of workers, care deeply about social issues and want to see their employers standing behind these. Here at The Arc, we have been so lucky to hold onto staff who, despite other options, have chosen to stick with us. I believe this reflects the deep commitment to the principles and values our organization stands for.

Supporting people on their unique journey is hard - we can’t always know what it feels like to face the issues they face, such as homelessness, discrimination, or isolation.



But empathy and compassion are our greatest tools for managing that challenge. Our team of dedicated field staff, care coordinators, and support supervisors have stood their ground, drawing from a deep well of benevolence at a time when caring for one another feels more crucial than ever before. In many ways, they are the unsung heroes of the pandemic. Without them so many people in our programs would have felt alone and scared. We thank you for all your hard work and we are inspired by your dedication!

*-Abigail Eaves, Chief Program Officer*

## Legislative Action Needed!

### *Act Now: Calling All Self-Advocates! Contact Your Representative To Support Key State Budget Line Item Requests*

The DDS budget funding **must be increased** to meet the needs of 5,000 individuals with disabilities who are not being served or are getting minimal services. The budget line items to be increased include transportation, day and employment programs, supports for autism, and supportive technology.

Properly funding these DDS line items will help get more people back to receiving services. But we also request flexibilities in the funding so that monies can be directed to individuals and families IF they are unable to or no longer wish to return to their previous day services.

Calling your state representative and senator is VITAL! This effort from you WILL make a difference in increasing the DDS state budget plus advancing flexibilities in funding.

*Call your Representative or go to  
[thearcofmass.org](http://thearcofmass.org), click on Advocacy, then  
click “Take Action”, then click on green  
“Take Action”.*



*“One voice, your voice, can  
make a difference”*



## Upcoming Event

### 18th Annual Tee Off for The Arc!



**Monday, August 15, 2022**

**Haverhill Country Club**

Registration & Lunch 11 am

Auction & Cocktails 5 pm

Dinner 6pm

\$200 per golfer, \$60 Cocktails, Auction & Dinner

Register at [www.thearcofghn.org](http://www.thearcofghn.org) or call 978-373-0552.

If you cannot attend this year please consider making a donation online at our website. Thank you for your support!



**SAVE THE  
DATE!**



## 60<sup>th</sup> Anniversary Fun Facts!

### DID YOU KNOW??

- The Candlelight Ball is the first and longest running party for people with disabilities in the Merrimack Valley
- We are the first non-profit advocacy agency in our area
- We created the first day program agency in this area, CRC
- We also created the first residential agency, HNHS
- Our DDS Commissioner Jane Ryder worked at this Arc in 1986
- DDS Merrimack Valley Area Director Michelle Vercellone was once President of our Board
- Sue Lunn From Fidelity House was our first Family Services Coordinator
- Jim Fiorentini, current Haverhill Mayor, was on our Board
- Jim Rurak, former Haverhill Mayor, was on our Board
- Donna Holaday, Ex-Mayor of Newburyport, was on our Board
- Deb Plummer, Executive Director of Coastal, was a previous Board member



**Hablamos Español, contacte a Luis Bachman 978-373-0552 x205 o [lbachman@thearcofghn.org](mailto:lbachman@thearcofghn.org)**

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