

Serving people with intellectual and developmental disabilities and their families.

“A Look Back as We Move Forward”

by Jay Lynch

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The newsletter is also available online at www.brocktonareaarc.org
Check us out on Facebook (www.facebook.com/Brocktonarc) and Twitter (www.twitter.com/Brocktonarc).



After much consideration and consultation with our Board President, Mike Palladino and our Board of Directors, my decision to retire in 2020 was announced at the February 11 Board

meeting. I am pleased to tell you that the extra efforts of our Search Committee and our Board of Directors has led to the hiring of our new Executive Director, Dean Rizzo. Dean joined the BAARC Team on August 17th!

In the ensuing weeks, I will be working closely with Dean and the BAARC Team to ensure a smooth transition.

I joined BAARC as the Employment Services Program Director on June 22, 1983. I was hired by then Executive Director, Betty Sawyer. Eight years later, I was asked by the Board of Directors to become the Executive Director. It has been an amazing 37 years.

As I reflect on these years, I am realizing that I have many people to thank while also highlighting some of the amazing things we have accomplished together.

First, I want to thank all the individuals who have participated in our programs and services for giving of themselves and

sharing all of their accomplishments with me and us. Think about all the work they have done, the jobs they have succeeded in, their self-advocacy, their positive presence in the community; it is remarkable!

Next, I want to thank all the BAARC staff members I have worked with during my tenure. Your efforts and commitment to providing quality services to our program participants has been outstanding. You have been the key factor in improving our person-centered services. Your efforts have been reflected in the achievement of so many individual goals which have also been recognized internally by BAARC and externally by quality reviews like QUEST and CARF.

Additional thanks are offered to all the BAARC members, family members, volunteers, Board members, Human Rights Committee members, customers and community people, and organizations who have helped us in so many ways. Special thanks to all the **BAMSI** and **Growthways** staff we have worked with over the years.

I want to offer heartfelt thanks to all of BAARC's benefactors. I also need to thank some benefactors individually. Special thanks:

- To the **Carchidi Family**, Sam, Frank, Angela, Raymond, and in particular, Dr. J. Edward and Mrs. Barbara Carchidi, with much gratitude for all you have done for BAARC.

- To the **anonymous donor**, who in 2007, began giving us the money we needed to renovate the space for our new Day Habilitation program. Your generosity saved BAArc in a time of crisis. Our Day Hab Program has flourished and grown. We are grateful!
- To our **second anonymous donor**, who gifted us \$750,000.00 to fund our interior renovations which began in January 2017. Our Family Support Center, CBDS, Job Development, Employment, Redemption and the Main Office operations have all benefitted tremendously by your generosity. We are most grateful!
- I want to thank all the people who have generously supported all of the fundraising events we have done together, for BAArc, over the years.
- The 40 years of the John J. DiBari Basketball Tournaments were amazing. Thank you, **George, Dick, Lester, John** and so many others who played, donated, and volunteered.
- For 26 years, BAArc has received the proceeds from the OE+ Charity Golf Tournament. Sincere thanks to our benefactor and friend, **Eric Roberts**. Special thanks to **Andy Sampson** and **Steve Petluck** for all they did to make this tournament a success. This tournament has provided the funds we have used to respond to unmet needs. As I am fond of saying, I have not said no to any unmet need during those 26 years. I am most grateful for that.
- We made many friends during our many years of yard sales. (They were the best yard sales in Brockton!) We thank **Shirley Skinner** and so many others who helped us.
- We gained many loyal supporters during our 18 years of "Walks in the Park for BAArc". Thank you all very much!
- For 10 years we have embraced the "All Aboard The Arc!" theme. For the first 5 years, we worked closely with other chapters of The Arc in Massachusetts on this branding, marketing and fundraising concept. For the past 5 years, we have continued our "All Aboard The Arc!" efforts locally. Our associated "\$10,000.00 Drawing Event" now draws over 400 supporters annually, and continues to be a successful fundraiser for BAArc. We thank **Helen Zade** for coordinating these efforts for the last few years, and we are grateful to everybody who supports "All Aboard The Arc!" while sharing its ongoing message, "We are all meant to shine!"

We have worked together to turn ideas into action with a focus on providing work opportunities which addressed individual goals. We developed a house

cleaning business that transferred to office cleaning customers. Some of those lessons learned were used to create and maintain our yard work business.

In September 1986, after a new "bottle bill" was passed in Massachusetts, we initiated our redemption center on a small scale, with BAArc members and families, to provide additional work options for a few people. The further development of our redemption center business has led to expanded group supported employment opportunities for many. Most recently, re-opening our redemption center was also used to return people to work gradually and safely. These re-opening safely steps were then used to prepare for further re-opening of our programs.

In the Spring of 2000, BAArc was invited to join a small collaborative project with the then DDS Brockton Area Director, Judy Berry Williams and The Arc Massachusetts. The project was designed to increase outreach and support to underserved families in the greater Brockton area.

Leo Sarkissian from The Arc Massachusetts introduced me to Kathy Kerwin, an experienced Family Support Specialist from the East Middlesex Arc who just happened to live in Avon. I remain grateful to Leo for that introduction and his advice for this project. I also remain grateful to **Kathy Kerwin** for accepting my recruitment offer to join BAArc to develop and lead BAArc's Family Support program.

In the ensuing 18 years, Kathy directed the development of a "Family Support Center that offers a range of services and supports to people: support groups, service navigation, recreation and social activities (including the Sunday Recreation Program and the Arc-ED After School Program, both ideas from parents.), information and referral services, the DESE/DDS program and learning opportunities for parents and people with disabilities. We have developed collaborations and partnerships with other community organizations that share our vision of respecting the dignity of all people and of working to improve their quality of life. And, we have earned a positive reputation as an organization that responds to the needs of families, including those who speak languages other than English or who come from other countries."

Maria DaSilva and Eleonor Jean-Pierre have taught me and others, the values and lessons of their outreach work; diversity, different cultures, other languages, new ideas, and inclusion. They are both excellent teachers, Obrigado and Merci!

It is very reassuring to witness the continued development and expansion of our Family Support Center services with **Jessica Gonsalves** as the Program Director and her staff, **Danielle, Cathy, Maria, Eleonor, Christina, and Kathy**.

There are many organizations that have helped us with funding over the years. I thank them all! A partial list includes, the **United Way of Greater Plymouth County, the Pilgrim Foundation, the Goddard Foundation, and the Eastern Bank Charitable Foundation.**

Our largest funding source has always been and continues to be the **Department of Development Services (DDS)**. I have worked with just two DDS Brockton Area Directors in my time as Executive Director, **Beth Moran-Liuzzo** (parts 1 and 2) and **Judy Berry Williams**.

Their job is to make sure that service providers, like BAARC, use the DDS funding in the most efficient and best ways possible to provide the most effective services to the individuals and families we serve in common. I am thankful and grateful that our relationship with Beth and Judy and the DDS Brockton Area Office staff has been an outstanding professional partnership for so many years.

I have used the phrase, "Do the Right Thing" to guide me in my life and work. I am grateful to everyone who has helped me remember those words during my time with the Brockton Area Arc. I thank everyone for all the opportunities I have been given during these past 37 years. I know I am and have been blessed by these opportunities. Thank you very much!

Farewell, Tim



We were deeply saddened to learn about the death of our long time friend, Tim Fitzgerald, on July 11. Tim was a member of our Day Habilitation program for many years. We have always known him as a friendly gentleman. His friendly nature endeared him to all of us at BAARC. He is missed.

We offer our condolences to his sister, Joan Radziewicz, his brothers Shaun and James, and their entire family. We are most grateful to Tim's family for their many generous donations to the Brockton Area Arc in Tim's memory.

Re-opening Update

Back in early May 2020, many people responded positively to my invitation to form a BAARC Re-Opening Safety team. Our Team includes staff members from all program departments, a participant who is on our Safety Committee, and two parents, one of whom is also on our Board of Directors (double duty).

We have been meeting weekly to discuss, research, study EOHHS guidance, plan, and prepare for re-opening safely.

Initially, we started with very small steps. Our Yard Work business was activated in mid-May with two staff and one participant. Next after much planning and preparation by staff, we re-opened our Redemption Center in early June. We have gradually added people to the work schedule. After the EOHHS guidance was released in July, Employment Services Program Director, Adam Belmore, brought all of our redemption safety measures into compliance with the EOHHS guidelines.

We used those lessons learned to further plan and prepare for re-opening our Day Hab Program, our CBDS program, and expansion of our Job Development services. All of the hard work by our re-opening Team, our staff and each returning participant resulted in re-opening our Day Hab and CBDS Day programs on August 17th.

We are proceeding cautiously, with small numbers of people. We have trained staff and participants. We have put many safety, and cleaning, and disinfecting procedures into place. We screen everybody on arrival in the morning and throughout the day. We wear masks, we wash our hands, and we social distance.

We do all of this while we maintain our remote telehealth and tele-programming services to those who are not receiving in-person services on any given day.

The re-opening Team continues to meet weekly. We conduct regular debriefing meetings to review our procedures. We hope to be able to add some additional people to our in-person services gradually.

So far, the efforts and cooperation of the Team, the staff, and the participants are working well. We will remain vigilant and make changes, as needed.

Please, call us at 508-583-8030 if you have any questions.

A New Beginning

It is truly an honor to follow in the footsteps of Jay Lynch, who has given so much to the organization, staff, participants and their families for 37 years. I have learned a great deal from Jay in the past few months, and greatly appreciate his insights and professional approach during this transition period.

I enthusiastically bring to BAArc a great deal of public, private and non-profit administrative experience in the disciplines of economic development, workforce development, community development and business development. I apply an entrepreneurial spirit and approach to organization administration, and encourage out-of-the-box thinking in the implementation of creative solutions. I am someone that values a team approach, and I welcome the opportunity to roll up my sleeves with all of you to get the job at hand done.

It has been a long time desire of mine to bring my skillsets and experiences to an organization such as BAArc, and I am thrilled to have the opportunity to do so. As we work collectively to achieve our common goals I look forward to hearing your thoughts and ideas to ensure BAArc continues to provide the best resources, services and programs possible for our participants and their families long into the future.

With sincere gratitude for this opportunity,
Dean Rizzo, Executive Director

**For information about the
Family Support Center and its offerings,
Visit us on Facebook, or contact us at the
Brockton Area Arc
508-583-8030**

Ext 241 Jessica	Ext 311, Eleonor, Haitian
Ext 224 Kathy	Ext 223, Maria, Cape Verdean
Ext 219 Danielle	Ext 246, Aisha, Spanish
Ext 222 Cathy	Ext 209, Recreation

OCTOBER 29, 2020

Celebrate Jay Lynch Day!

Recognizing 37 Years!

After 37 Years of Service to the Brockton Area Arc, 30 years as Executive Director, Jay is retiring from the organization. Although a large in-person celebration to recognize and thank Jay cannot occur at this time, two events will take place on October 29th to show our appreciation.

LIVE EVENT

Drive-By Parade

12:30 – 2:00 PM

**1250 West Chestnut Street,
Brockton**

**Line Up begins at 12:30
at the
1050 Pearl Street Entrance**

VIRTUAL EVENT

**Recognition Ceremony
6:00 – 7:00 PM**

**Watch on
Facebook LIVE!**

www.facebook.com/BrocktonArc

**To record a video to Jay,
www.Flipgrid.com/ba6b9a36**

PRESIDENT'S 2020 MESSAGE

It has been said that the only thing that never changes is change itself; change is a constant. This is especially true in an organization such as the Brockton Area Arc. While it is to be expected that the BAArc Board of Directors, administration and staff should anticipate, prepare for, and implement change as needed, it has to be said that the 2019-2020 program year in particular has been, shall we say, challenging. Two significant events dominated the year: the retirement announcement of our long tenured Executive Director Jay Lynch and the closing of BAArc programs due to Covid-19. Jay's retirement was anticipated. No one anticipated a global pandemic.

After more than 37 years of serving people with disabilities and their families from the Brockton area, Jay informed the Board early in the 2019-2020 year of his plan to retire. His early announcement allowed the Board to not only anticipate and contemplate the effects of such a change, but to also prepare for the change. Placing a hold on the development of a new strategic plan, the Board established an executive director search committee in the fall and began the search process in February 2020. Applications were accepted up through mid-March. Then it happened! Covid-19 forced the closure of just about everything including schools, businesses, restaurants, service industries and, of course, BAArc. The executive director search was put on hold.

Leadership matters. One cannot say enough as to how well Jay Lynch and his leadership team

performed in a crisis. Implementing change resulted in placing an immediate priority on keeping our staff whole. BAArc applied for and received a governmental small business loan through the Abington Savings Bank. The Department of Developmental Services came through with funding. BAArc was able to effectively collaborate with DDS so that services could be provided to participants and their families virtually, by phone and, in several instances, in person. In essence, programs were halted but, services continued.

In May, the search committee resumed its work in selecting 3 executive director candidates to be interviewed by the Board. Virtual and in-person interviews were completed in late June with the selection of Dean Rizzo as our new executive director. Astonishingly, BAArc ended the year in good financial standing!

As we begin the 2020-2021 year, it is ever more challenging to anticipate what the future may hold. It has been said the best way to predict the future is to create it. Jay and Dean have been effectively communicating as part of a planned transition effort and the Board will initiate a new strategic plan process in late fall. As always, we will be looking to our key stakeholders, YOU, for your support and participation as we create the future of BAArc during an unpredictable time.

Respectfully submitted,
Michael Palladino, President
BAArc Board of Directors

The **Family Support Center's Essentials Closet** is now available for the families we support to access. It is stocked with non-perishable food items as well as basic personal hygiene items. PPE packets which include a face shield, masks, hand sanitizer, alcohol wipes and gloves are also available.

Families can come into the center by making an appointment with any of the Family Support Staff during regular business hours. COVID-19 screening will be done upon arrival in order to enter the building.

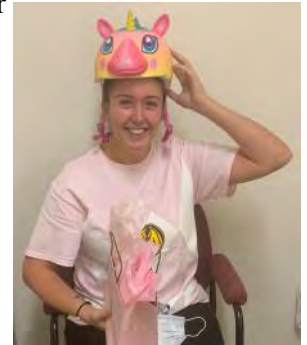
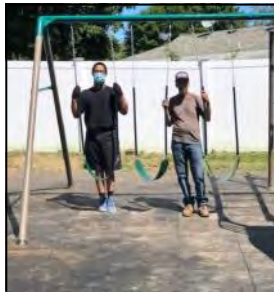
MEMBER RECOGNITION

Thank you for renewing your membership.
New Member: Kathleen Bennett

Colleen Ahern	Michael Bowden
Suzanne Brown	Beth Crowley
Ugrette Joseph	Albert Milne
Sharon Remedis	Louise Shaw

KUDOS

- To **United Way of Greater Plymouth County**. Thank you for finding merit in our proposal to obtain personal protective equipment to give to families that need it. This is the second \$1,000.00 grant we have received from their COVID-19 Response Funds this summer. The first grant was used to help families with food needs. We are grateful to our local Untied Way for granting us the means to assist others.
- To **Michelle Owens** for her recent generous donation of \$125.00. Thank you very much for thinking of the Brockton Area Arc,. We want to return your message of gratitude. We are grateful to have supporters like you.
- To **Ray McMullen, Ernie Ortega, Clyde Pelland, and Daniel Rosario**. Your excellent work in installing rubber matting underneath a swing set for a family is much appreciated. The family is very pleased! Thankyou all very much! Well done!
- To **Team Zade, Helen, Marc, Jack and Sam** for their efforts over many weeks to collect 6,138 pounds of soft goods for a Savers fundraiser! We thank everybody who donated items. Special thanks to staff members **David Rego and Patrick McDonald**. They helped **Team Zade** deliver all the soft goods by loading and unloading our truck on a very hot day. We received a check for \$1,611.88! Thank you all very much!
- To **Christina Grande** for her 6 years of excellent and innovative work as our Recreation Coordinator. Christina will be taking on the role of Recreation Programming Coordinator for the Town of Norwood. We wish her well in her new position. We thank her for her excellent efforts at BAArc. Good luck, Christina!



Retirement Announcement

After 20 years, **Kathy Kerwin** will be retiring from the Brockton Area Arc on October 15. As the former Family Support Director, Kathy has been the AWC Family Coordinator the past two years.

During her time at BAArc, Kathy has demonstrated some outstanding hallmarks. She successfully developed a Family Support Center that offers a range of services and supports to people: support groups, service navigation, recreation and social activities, information and referral services, the DESE/DDS and AWC programs, and learning opportunities for parents and people with disabilities. Kathy is a compassionate listener with a great ability for finding the right words to say to others, even during difficult situations. By listening, Kathy has put ideas into action that have responded positively in helping many families.

Thanks to Kathy we have earned a positive reputation as an organization that responds to the needs of all families, including those who speak languages other than English or who come from other countries.

Kathy's great work these past 20 years has had a positive impact on so many people in the greater Brockton area.

Thank you for your efforts on behalf of others. We are grateful! Best wishes to you, and Paul, in your retirement.

COVID-19 Recreation Programs via ZOOM

- Music & Movement - Mondays @3:30 pm
- Jeopardy - Mondays @4:30 pm
- Mad Libs - Tuesdays @3:30 pm
- Sibshops – Thursdays @4:30 pm
- Bingo - Thursdays @3:30 pm
- Young Ladies/Young Women's Group - Thursdays @4:30 pm
- Learn To Draw - Fridays @3:30 pm
- Yoga - Fridays @4:30 pm

To register or for more information, contact Angela Colby at recreation@brocktonarc.net

Family Support Weekly Zoom Meetings

Connecting Caregivers - Fridays @ 7:00 p.m.

To register or for more information, contact **Cathy Hickey** at chickey@brocktonarc.net



\$10,000

Virtual Drawing

Tickets \$100 each

1 in 500 chance to win!

Drawing to be held

October 16, 2020

Watch on Facebook LIVE

at 7:00 p.m.

www.facebook.com/BrocktonArc

PLUS: Drums Alive Performance with Tracey Glynn

For additional information, Call 339.206.0258 or

www.brocktonareaarc.org/calendar-events/general/aata-2020

By completing and submitting this form, I agree to the rules of the drawing.
Carefully print the name exactly as it may appear on the winning \$10,000.00 check:

Name: _____

Address _____

City _____ ST _____ Zip _____

Phone (____) _____ - _____

Email _____

____ # of tickets purchased X \$100.00 = \$ _____
Total enclosed

Please make check payable to **Brockton Area Arc**

Send to: Brockton Area Arc
1250 West Chestnut Street
Brockton, MA 02301