



# The Lamp

Winter 2007-2008

C H A R L E S R I V E R A R C

The mission of Charles River Arc is to enhance the quality of life for individuals challenged by developmental disabilities.

## Charles River Employment Services and Community Businesses – A Winning Combination

by Charles Doherty

Most of us derive enormous emotional and financial satisfaction from our work and careers. The people supported at Charles River Employment Services are no different. Most employers rely on their employees for their skills and reliability. The business owners and merchants who have hired our employees are no different.

Currently, about one quarter of supported employees at CRES spend at least part of the week at one of 26 different local businesses. The average supported employee is "off-site" about 3 days a week and works an average of about 17 hours per week. Jobs range from bagging groceries to cleaning hotel rooms, from light assembly work to stocking the shelves in a retail camera store. Some individuals work alone, some with "mobile crews" and still others with individual job coaches.

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## 2007 Annual Awards Dinner

by Abbey Davis



John Grugan presenting the Earle Mountain Award to Linda Basiliere



Nadine Wilson and Julie Lomartire



Amanda Armstrong and Christian Ortiz

The 2007 Annual Dinner and Awards Ceremony was held on Friday, October 12th at Moseley's on the Charles in Dedham. The much anticipated event provided staff, program participants, and family members the chance to join in honoring those who have been recognized for their continued contributions to the agency.

After drinks and a delicious chicken dinner, President John Grugan took to the stage to begin the awards presentations. John presented Special Recognition Awards, the Length of Service awards and the coveted, Earle Mountain Award. This year's Earle Mountain Award recipient is Linda Basiliere, Program Director at Mountain House. Linda has been with Charles River Arc for over 25 years and in that time has contributed outstanding service and devotion to our clients and the mission of our agency. (See Spotlight on...Linda Basiliere.)

Special Recognition Awards were also presented to Blue Trumpet and Brasco & Sons Memorial Chapel. These community members were honored for the extraordinary support they provide to individuals served by Charles River Arc.

The following staff and participants were honored for their exceptional accomplishments:

### Community Living Programs

Staff Member of the Year  
Kendra Johnson

Achievement Award  
Jack Fitzgibbons

### Family Support

Staff Member of the Year  
Mark McNally

Youth Participant of the Year  
Alexandra Lafferty

Adult Participant of the Year  
Beth Garlick

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### WE NEED YOUR HELP!

Please Support  
Charles River Arc's  
2007 Annual Appeal

Send your check today to:

**Charles River Arc**

59 East Militia Heights Road  
Needham, MA 02492  
or, donate online at

[www.crar.org](http://www.crar.org)

Thank you!

## Charles River Employment Services and Community Businesses – A Winning Combination

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While a regular pay check is always valued, most important to the supported employees from CRES are the opportunity to get out in the community and the assurance that they are valued and appreciated.

Friends of Charles River Arc may want to be aware of the local retail establishments that support our individuals through their positive employment practices:

B.J.'s Warehouse, Framingham  
Crate & Barrel, Natick  
CVS, Needham Center and Newton Highlands  
HomeGoods, Framingham  
Petco, Newton Highlands  
Roche Brothers, Needham Center  
Scorby's Camera, Needham Center  
Shaw's, Auburndale  
Star Market, Wellesley  
Thunder Sports, Wellesley  
T.J. Maxx, Framingham

You may also want to acknowledge the following organizations that employ Charles River individuals in various service and business positions:

Babson College, Wellesley  
Blue Trumpet, Needham  
Boy Scout Council, Canton  
Dexter School, Brookline  
Hampton Inn, Natick  
HybriVet Systems, Natick  
Longfellow Sports Club, Natick  
North Hill Retirement Community, Needham  
Olin College, Needham  
Otrada Adult Day Health Care, Needham  
State Laboratory, Jamaica Plain  
Ten Acre Country Day School, Wellesley  
Walker School, Needham  
Wellesley High School, Wellesley  
YMCA, Needham

Businesses value the employees they have hired through CRES not just because of the friendly, steady work ethic our supported employees bring to the job day by day, but because of the long term reliability that they bring, year after year. The average Charles River employee working in the community has been there for an average of 5 years, a degree of consistency considerably longer than the average entry level employee.

## Richard Wright, Dedicated B.J.'s Employee

by Julie Lomartire

Through rain, snow and sun, Richard Wright will be at work. No, he does not work for the postal service, but rather for the past 14 years Richard has been a dedicated employee of B.J.'s Wholesale Club in Framingham.



Through his work as a cart retriever, Richard provides a real service to both the store and the customers by roaming far and wide in the parking lot, gathering carts in an organized manner, and preparing them for the next batch of eager shoppers. He continues to do this day after day in his cheerful manner because Richard is highly motivated to be a successful employee.

**Richard has a strong work ethic, always punctual and dependable with an impressive attendance record.**

Charles River Employment Services (CRES) provides weekly site visits to Richard, monitoring his progress and addressing any need areas. Richard's Case Manager, Angela Edgeston, describes him as a "very easy-going, friendly and diligent worker." Angela also notes that Richard has a strong work ethic, always punctual and dependable with an impressive attendance record. These traits make it clear why Richard has become a valued member of the B.J.'s family. "Richard is great," says B.J.'s Assistant Manager, Russ Bopp. "He is wonderful to have around, and he's a very hard worker."

CRES strives to find appropriate job matches that will lead to long-term employment for individuals, just as B.J.'s has provided for Richard. Richard's success serves as a shining example that employment in the community can be both a satisfying and rewarding experience, providing a feeling of self accomplishment as well as financial rewards. Richard has been reaping a strong measure of both for nearly fifteen years.

We salute B.J.'s for recognizing Richard for both his humanity and his value as an employee.



John Grugan,  
President

We are excited to announce that Charles River Arc (Charles River Association for Retarded Citizens) will begin the New Year with a new name: **The Charles River Center**. Inclusive for all children and adults with developmental and/or intellectual disabilities, our organization has grown tremendously into a comprehensive agency and is highly respected for its leadership and excellence.

With the increase of individuals with autism participating in our programs, our staff has acquired the competency to work with those who present very challenging social and behavioral issues.

The Charles River Center will continue to provide a strong array of residential, employment, therapeutic, and recreational programs for children and adults. We are, however, expanding our services for those on the autism spectrum. There are too few organizations that have the commitment or expertise to serve children as well as adults with autism. The Charles River Center will fill this void in our communities. With the increase of individuals with autism participating in our programs,

our staff has acquired the competency to work with those who present very challenging social and behavioral issues. John Randall, our Chief Operating Officer, as well as seven key staff members who are certified behavior analysts, now mentor and supervise staff so that appropriate methods are utilized to achieve positive changes. Children, who were turned away by other agencies and considered too disruptive, are successfully participating in our after-school program. Our staff has begun pre-

through our Family Support Division will take the lead in these efforts. It is more important now than ever to make our voices heard on Beacon Hill and Capitol Hill as competition for scarce resources continues to erode the gains that we have made. It is vital to remember that the Arcs were responsible for replacing state institutions with a sound system of community services through many lawsuits brought forth in the 1970's. We look forward to "rolling out" our new name in the coming months

### Charles River Arc Adopts a New Name and Broadens its Focus

senting papers and leading workshops at both national and state conferences focused on applied behavior analysis methods. In addition, we are providing school and home consultations as well as training for other professionals. This collaborative team effort is making a difference in the lives of all children and adults that we serve.

We will not, however, minimize our role as an active chapter of the Arc network. We will continue to advocate at the state and federal levels as we have since our inception in 1956. Our Family Leadership Council

and for making sure that The Charles River Center continues in its leadership to be responsive to the needs of our participants and their families in all of our communities.

Best wishes to all of you for a happy and healthy New Year.

John Grugan

### Grants Awarded to Family Support Children's Programs

by Maria McTernan

Charles River Arc is pleased to announce grants recently awarded to our children's programs by the following foundations:

*The Clayton F. and Ruth L. Hawkrigde Foundation* – \$5,000

*Dedham Institution for Savings Foundation* – \$5,000

*Dedham Temporary Home for Women and Children* – \$6,000

We are very grateful to these foundations for their ongoing financial support of our children's programs. These grants strengthen and enhance programs which rely entirely on tuition, while allowing us to provide the 1:1 assistance that many of our children require.

# 2007 Annual Awards Dinner



Adam Mastrangelo, Denice Mastrangelo and Rebekah Nichols



L to R: George Wilson, Paul Hough, Martin Cappalini, and Lori Van Dam of Blue Trumpet



John Grugan and Jim Brasco of Brasco & Sons Memorial Chapel



Heather Conlan, John Randall, and Kendra Johnson

Capri Bell, Beth Garlick, and Sarah Richmann



Megan Lynch, Mark McNally, and Sarah Richmann



Kelly Miller, Jack Fitzgibbons, and Jennifer Fagan



Sarah Richmann, Alexandra Lafferty, and Kelly Sutton



Rebekah Nichols and Hannah Rogers

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## Therapeutic Day Services

Staff Member of the Year  
Hannah Rogers

Achievement Award  
Denice Mastrangelo

## Vocational Services

Staff Member of the Year  
Christian Ortiz

Achievement Award  
Nadine Wilson

## Length of Service Awards

Cliff Hammel  
20+ years

Jean-Marie Louis Constant  
15+ years

Catherine Phillips

15+ years

Stephen Gillis

15+ years

In closing, congratulations to all of those honored and thank you to the volunteers and to those who work hard to make a difference in the lives of the people we serve.

## Holiday Spirit, Victorian Style, Comes to Charles River Arc

by Joan Johnson

Not only did December bring an abundance of snow to our region in time for the holidays, it also brought a wintry scene straight out of a Victorian era village to the lobby of the Paul D. Merritt Center. Staff, program participants and visitors alike were delighted when Needham residents, Bill and Ellen Meagher, generously donated an entire miniature village to Charles River Arc.



Bill also graciously gave his time and talent to set up the village which is comprised of over 30 lighted structures including several houses and shops, a church, a windmill, a gristmill, a train station, a stream with footbridges and numerous fences, pavers and trees.



Many thanks to Bill and Ellen for sharing their time, talent and treasure with us this holiday season.

## Spotlight on...

Linda Basiliere, Program Director, Mountain House

by Joan Johnson



When making important decisions, whether choosing a college, a career or a life partner, common wisdom suggests that we look for a match in our interests, values and goals – or simply stated, a good fit. Over the course of her nearly 30-year relationship with Charles River Arc, 2007 Earle Mountain Award recipient, Linda Basiliere, has proven time and time again that her choice of career has, indeed, been a good fit.

A Needham native and graduate of Needham High School, Linda has always been aware of Charles River Arc's presence and mission in the community. At North Adams State (now known as Massachusetts College of Liberal Arts), she majored in sociology and psychology, and upon graduation in 1980, went to work as a direct care provider at Salamone House. Within a very short period of time, Linda worked her way up to supervisor and then program director. She had found the position that has defined her professional life.

Through marriage and the birth of her children, Linda maintained her connection to Charles River, sometimes providing part-time direct care to Salamone residents, then working full-time at Mountain House on two double shifts. This schedule enabled her to care for her Mountain House family while being away from her three young sons only two days a week.

In more recent years, Linda has been the full-time Program Director at Mountain House with a short term serving as a Residential Cluster Director. But Linda's 'perfect fit' has been and continues to be caring for the eight residents of Mountain House, many of whom have lived there for over 25 years. "It's a happy house," says Linda. "Everybody is always laughing. They've been together so long, they know each other very well. And, of course, they know me very well, too. They also enjoy the staff and look forward to seeing them."

Linda is quick to credit her staff for the effective running of the house. Whether experienced, or new to the job, they all love what they do and work together for the good of the house.

Linda supervises a staff of 6 to 7, along with occasional relief staff, and with their help, oversees the lives of eight unique individuals, each with his/her own personality, needs and interests. She manages the financial, social and medical aspects of their lives and during weekly house meetings, helps the residents plan nutritious meals. And ever mindful of the residents' well-being, Linda is always looking for activities to match their interests. "The residents like structured activities and like to be organized," notes Linda. Lucky for them, not only is Linda a pro at organizing but she loves to do it.

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# Meet Clare Dunsford, author of *Spelling Love with an X*

by Maria McTernan

Recently, I had the privilege of speaking with Clare Dunsford, mother of J.P. Manion, who is a program participant in our employment program, *Opportunities and Visions* and who has fragile X syndrome, the most common inherited cause of mental retardation.

Clare has just published *Spelling Love with an X: A Mother, a Son, and the Gene That Binds Them*, the first literary memoir about living with fragile X, which affects the lives of over one million people in the U.S. Through beautiful prose, Clare tells her story about the demands of being a mother of a boy with fragile X, the disruption of divorce, grief about her family's genetic inheritance, and finding balance between the sorrow and joy of motherhood. Although forced to relive the pain and devastation that fragile X caused in her family, Clare wrote this book because she "wanted to make sense of what had happened and celebrate her love for J.P. and who he is."

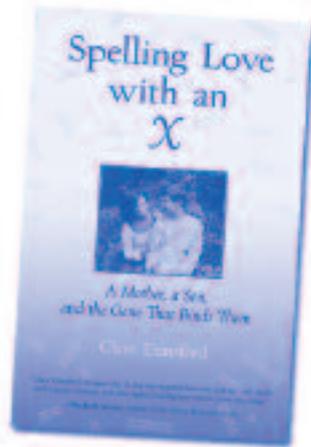
When J.P. was first diagnosed with fragile X at the age of seven, Clare also received the news that she and three of her four siblings all carry the fragile X **premutation** and had unknowingly passed on the full mutation to several of their children. Fragile X does not simply affect one person; it affects an entire family. Struggling to carry this burden, Clare describes her journey and the mysteries of fragile X with humor, intelligence and honesty.

Just ask Clare to describe J.P. and her whole face lights up. She doesn't focus on the social or cognitive issues associated with fragile X. Rather, she tells me that J.P. is open and loving; he is witty and funny; he loves Wynonna Judd and other country singers; he watches *Oprah* religiously at four each day; he loves going to the racetrack with his Dad on weekends; and he has unbelievable verbal dexterity and quotes Shakespeare effortlessly.

That isn't to say that she doesn't worry about his future. Knowing that J.P. will be dependent on others to meet the needs of daily life, the future is even more worrisome. Like most of us, Clare wants "J.P. to learn more practical skills so that he can someday live with friends in a group home. I would like him to have a job, contribute in some meaningful way, and be part of a nice community of people. I want him to be happy."

Perhaps even more important is J.P.'s response to his mother's question, "What do you want to be when you grow up?" Beaming proudly, J.P. says, "I want to be just who I am."

*Spelling Love with an X* is now available in bookstores and can also be ordered online at [www.spellinglovewithanx.com](http://www.spellinglovewithanx.com). If you're lucky like me, J.P. may even autograph your copy! For more information on fragile X syndrome, please contact the National Fragile X Foundation or visit [www.nfxf.org](http://www.nfxf.org).



Clare wrote this book because she "wanted to make sense of what had happened and celebrate her love for J.P. and who he is."

## EqualLogic, Inc. Gives Charles River Arc a High-Tech Boost

by Gerald Riley

EqualLogic, Inc. of Nashua, New Hampshire, recently donated \$65,000 of computer data storage equipment and support services to Charles River Arc. The new equipment will provide a more cost-effective and safer way to store and access computer data, while accommodating the agency's growing computer storage needs.

Founded in 2001, EqualLogic has received numerous industry awards for their storage area network products. EqualLogic is a member company of the Entrepreneurs Foundation of New England, a non-profit organization that encourages entrepreneurs and emerging high tech companies to give something back to their communities.

We are very grateful to EqualLogic and the Entrepreneurs Foundation of New England for their quick action and generous donation. Thanks to them and our resident Information Systems Manager, Tuan Pham, Charles River Arc has taken the next step in managing and growing its technological capability.



### Family Support Van

Children participating in our Family Support Programs now have greater access to community events and activities thanks to our new Family Support van. Funding for this vehicle was provided by The Giving Tree Foundation and B.J.'s Charitable Foundation.

# Introducing our New Residence in Wellesley

Through the tireless efforts of many, our new residence on Marshall Road in Wellesley is now a reality. Many thanks to all those who contributed to the success of this project. The following photos were taken during our recent open house.



L to R: Heather Conlan, John Grugan, John Randall, Mary Barry (DMR Area Director), Danielle Vautour, Jennifer Fagan



Back row L to R: Meghan Donnelly, Alice Taylor, Senator Scott Brown, John Grugan, John Lafferty, Bill Tailby  
Front row L to R: Nancy Tailby, Alisha Land, Representative Alice Peisch, Jim Jennings, Joseph Terio, Danielle Vautour



Current and former members of the Wellesley Community Preservation Committee celebrate with Charles River Arc President, John Grugan.  
L to R: Barbara Searle, Jim Conlin, Sue Wright and John Grugan



Nancy and Bill Tailby

Please complete, detach, and mail this registration to Charles River Arc or join online at [www.cracr.org](http://www.cracr.org).



## MEMBERSHIP REGISTRATION

**Yes!**  I want to become a new member  I would like to renew my membership

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_

E-mail: \_\_\_\_\_

Charge my:  Visa  Mastercard  Discover  Amex

Name as it appears on card \_\_\_\_\_

Number \_\_\_\_\_ Exp \_\_\_\_\_

I am a:

- Family Supporter (Individuals with or relatives of individuals with an intellectual or developmental disability)
- Community Supporter (Individuals, companies or professionals who want to support the mission and activities of Charles River Arc)

I would like to receive information on educational seminars and workshops held throughout the year

I would like to receive information on children/youth programming  
If you are a parent or relative, please indicate name of participant \_\_\_\_\_

Name of Program:

- Adult Therapeutic Day Services  Community Living
- Supported Employment Services  Family Support

Check for \$48.00 should be made payable to: Charles River Arc, 59 East Militia Heights Road, Needham, MA 02492, Attn: Danielle Castellanos, Executive Assistant to the President

**CHARLES RIVER ARC  
2007-2008**

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**ACKNOWLEDGEMENTS**

Joan Johnson, *The Lamp Editor*  
Howe Associates, *Graphic Design*

## Spotlight (continued from page 5)

Through the years, Linda has witnessed tremendous growth at Charles River. The Residential Division has expanded from 4 residences, at the start of Linda's career, to 14 residential homes and several apartments. Linda takes pride in knowing all the residents and deeply values her personal connection with many of them. As Charles River grows, she is pleased that the organization continues to value the personal touch.

When reflecting on her career, Linda calls Charles River "a wonderful organization to work for. They have been willing to accommodate me as my personal needs have changed through the years." And as her history has proven, Linda has accommodated Charles River's needs, filling in when necessary and working that extra shift. A good fit, indeed.

**WWW.**  
Please check our website often at  
**[www.crarc.org](http://www.crarc.org)**  
for upcoming events and  
our future online auction!



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