



# ANNUAL REPORT 2009



*WCI empowers and supports people with disabilities  
to achieve rich, full lives at home, at work and  
in their communities.*

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# Financial Summary

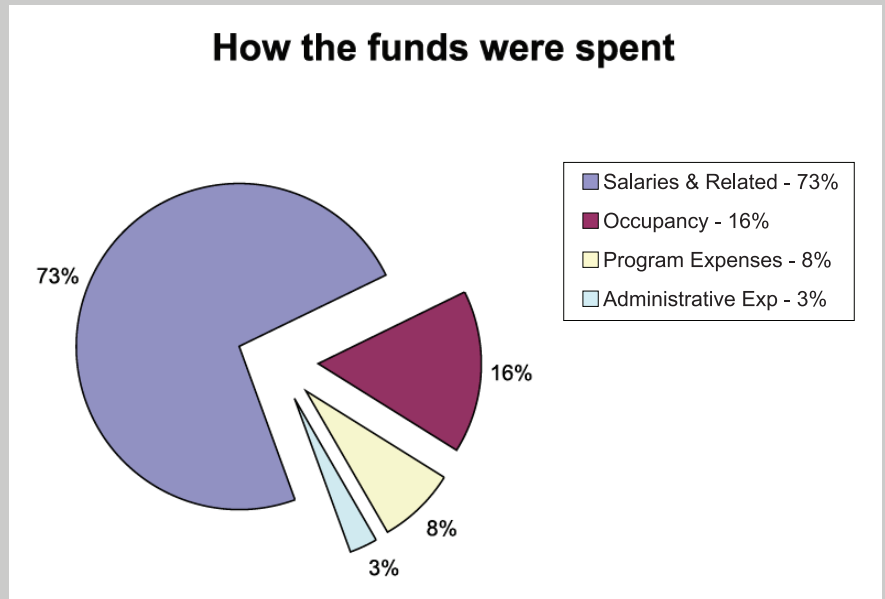
## FINANCIAL RESULTS - YEAR ENDING JUNE 30, 2009

SUBJECT TO FINAL AUDIT REVIEW

**REVENUE**      **\$11,600,137**

**EXPENSES**     **\$11,422,186**

**NET RESULTS**    **\$177,951**



### NOTES:

**WCI's major sources of revenue were: Department of Developmental Services (DDS) \$8,925,436, 77% of total; Mass Commission for the Blind (MCB) \$947,510, 8% of the total; and MassHealth (Day Hab) \$283,261, 2% of the total.**

**In Fiscal Year 2009, WCI's overhead percentage (percentage of General and Administrative costs in comparison to the Program Operating expenses) was 10.6%. The Net Results were equal to 1.5% of the total expenses. Providers are allowed to have Net Results up to 5% of the total expenses during a single year and 20% cumulative.**



## Executive Management Team

### From Left to Right

Nancy Silver Hargreaves (President & CEO), Robert Perry, (Vice President of Administration & Finance/CFO), Judy Nichols (Vice President of Human Resources)



# *Message from the Chief Executive Officer*



**WCI**

It is with great honor that I write this, my 25<sup>th</sup> CEO Report for the WCI Annual Report. During my tenure as President & CEO at WCI, the Agency has grown tremendously. When I started in 1984, WCI was a small agency of about \$400,000, only 22 Individuals and 20 staff in 5 homes in Waltham and Watertown (four 24 Hour homes and one Individual Supports apartment with 10 hours/week per person). The 25 years that have followed, WCI has become a \$12 million agency for 135 Individuals and has introduced many new programs. The Deaf Supports Program, in particular has provided a need to many Individuals who are Deaf, Hard of Hearing and DeafBlind the opportunity to live and work in the community. I am particularly proud of this program as the opportunity for those Individuals that are Deaf and Hard of Hearing was limited in 1988 when we opened our first home in the Deaf Division, as they had few options to live and work with people with similar needs. Our Employment Program, which began in 1992 for 3 people has also increased to include four programs for 58 people that include the Social Skills/Art Initiative, Deaf Employment, Competitive/Supportive Employment and most recently the Life Skills Day Habilitation Program. It has been with great honor and enthusiasm that I have been able to advocate for the Individuals that we serve, providing those with intellectual and developmental disabilities opportunities to enjoy living and working in the community. I look forward to expanding these opportunities into the future!

## **Life Skills Day Habilitation Program**

In January, 2008, WCI transitioned its Community Based Day Supports DDS funded program at Rumford Avenue into a Life Skills Day Habilitation Program. This past January, WCI welcomed two Surveyors from the Commission for Accreditation of Rehabilitation Facilities (CARF) to review our agency, policies and procedures and the Life Skills Program. After a year of preparation and hard work, we received a Three Year National Accreditation for the Life Skills Program. The Life Skills Program is funded by Mass Health, through the Office of Long Term Care who also performed an Audit of our program this past year and provided us with certification, as well. The Life Skills Program has been an exciting change to our WCI Employment/Day Programs as it provides a Full Time Nurse, Part-Time Occupational Therapist, Speech Pathologist, Physical Therapist and Clinical Behavioral Support. The program continues to grow as we have accepted four new Individuals over the past year and more Individuals will be joining the program in the several months ahead. I commend our Director, Clinicians and all of the staff for their dedication to the Individuals served and going above and beyond to meet the requirements of the program!

## **Housing Changes**

With State Budget cuts looming, WCI decided to consolidate homes where vacancies existed in order to create a cost savings and provide a better living arrangement for our Individuals. Last Spring, we closed 192 River Street (a duplex that WCI leased for over 10 years). One of the three Individuals that lived there had previously moved to Hammond Street and another who had moved to a new WCI home on Whittier Avenue in Waltham. The third Individual had been living alone at River Street moved to a vacancy at 30 Heard Street. We also closed a home in Deaf Supports this year, where three Individuals resided. They moved to a new home on Huntington Street with a fourth person. Both Huntington Street and Whittier Avenue were newly renovated by Robert A. Clancy, a Developer that WCI worked with on renovating a home on Trapelo Road in early 2008. All of the Individuals that have moved have adjusted well and are very happy with their newly renovated homes.

## **Name Change**

For many years, Individuals and those supporting them have advocated for the Department of Mental Retardation to change its name. Many had felt that the name of the Department was a misrepresentation of the wide range of disabilities that the Individuals had and the name had a negative connotation. The Individuals, specifically those

involved in the WCI Self Advocacy Group, were excited to learn that the Legislature and Governor approved to change the name to the Department of Developmental Services. This is an example of what tireless advocacy can do! I applaud our Individuals for their devotion to this cause!



### **Budget Cuts**

WCI was not immune to the State Budget Cuts over the past year. After many efforts in advocating for DDS funding to be untouched in the State Budget, WCI received news that it would receive \$139,000 in budget cuts to its Employment/Day Program and to the Life Skills Day Habilitation Wrap Funding that WCI receives from DDS; however, a portion actually was partially restored. In order to combat the cuts, we have eliminated three vans and two drivers thus consolidating transporting routes. Individuals in Community Based Day Supports will also be transitioning to the Life Skills Day Habilitation Program on a part-time basis, where appropriate throughout the coming year!

The Deaf Employment Program and the Community Based Day Supports Program at Bedford Street (which also houses our Art Initiative Program) will be moving to the second floor of Rumford Avenue in October. This is an exciting move for our Employment and Day Program as it will not only create savings, it will also allow our Employment and Day Program the opportunity to be in one location and to share resources.

### **Collaborative Art Initiative Program**

WCI's Employment Supports Program runs the Collaborative Art Initiative Program, providing an alternative and creative activity for Individuals when they are not working or volunteering in the community. Through this program, the Individuals create colorful paintings, notecards and jewelry. The paintings are displayed in a range of venues throughout the City of Waltham and surrounding area. They continue to be a source of revenue for the program, as the paintings have become a popular item. In June, 2009, WCI presented over 60 paintings at its annual art showing at the Gore Estate in Waltham. The event was well attended and as a result of this art showing, the program sold ten additional paintings and many packs of notecards.

### **WCI Annual Wine Tasting and Silent Auction**

In October, 2009, WCI held it's 3rd Annual Wine Tasting and Silent Auction at the Paine Estate in Waltham. With approximately 100 guests in attendance, WCI raised \$13,000 through Silent Auction items, Balloon Pop sales and Ticket Sales. We look forward to this Annual Event in the Fall of 2010!

*-Nancy Silver Hargreaves, President & CEO*



**From Left to Right: First Row:** Cecelia Norman, Jerome Hogan, Judy Mello, Ruth Harutunian, Bob Perry  
**Second Row:** Robyn Drainville, Sharon Dexter, La'Shon Allen, Nancy Silver Hargreaves, Amanda Brockman, Olawale Adeyemi at the ADDP Annual Conference.

# Message from the Board of Directors

WCI

Membership in community life supports people's sense of belonging and provides opportunities for citizenship, friendship and valued roles in society. Being part of community life means that people are using all of the resources and amenities that others use. It also includes having a place in society, a place that other people recognize and value. It may mean helping out neighbors and friends when needed or having talents and gifts that are recognized and shared with other people.

During the last two years, WCI staff and administrators have emphasized the importance for Individuals to participate in community life. Many wonderful experiences have enriched the lives of our Individuals. Here are a few wonderful stories.

Tom has joined the library and is interested in volunteering. Rob rides the train and trolley and staff encourage him to join the Model Railroad Collectors' Association. Renee and Lianne attend church weekly and participate in the monthly social. Everyone at Clark Lane assisted in picking and distributing produce at Gaining Ground in Concord. Amy, Corrine and Lija participated in the Charles River clean up. Ray and Nancy participated and graduated from the Citizens Police Academy course. And many others...

We encourage our Individuals to embrace community experiences. We do this with an emphasis on community inclusion to achieve a better lifestyle for the Individuals we support.

*-Ruth Harutunian, Board Chair*

## Board Membership



### From Left to Right

**Front Row:** Bob Perry, Vice President of Administration & Finance; Ruth Harutunian, Chair; Kevin Fahey

**Second Row:** Joseph Connors; Mary Colt Navins, Clerk; Rhonda LeSanto; Audrey Savikas; Judy Mello; Thomas Montanari, Vice Chair; Nancy Silver Hargreaves, President & CEO

**Absent:** Frank Brazie; Dan Messina, Treasurer; Brett Francis; Gabriel Aufiero; Karen Osborn Shanley; Catherine Carpenter

# THANK YOU TO STAFF

WCI

*WCI and The Board of Directors would like to thank all of the staff who support our Individuals to reach their goals. The tireless efforts of Direct Support Staff, along with the Administrative Staff, help to create WCI's success.*



Jean Paul Pierre, Marie Badio, Karima Taswell, Olawale Adeyemi and Brian Jones at WCI's Main Office and Paul Gallinaro and Asti Asdelina enjoy a dance at a WCI Wheels sponsored Dance.

## 2009 AWARDS



Shannon Weyman standing with her brother, Rob and sister, Elizabeth, who ran the Boston Marathon in support of WCI!

### *Human Service Advocate of the Year*

*Senator Charles Murphy  
and  
Representative Barbara L'Italien*

### *Employer Of The Year*

*Balera School of Ballroom Dance*

### *Helping Hands Award*

*Brandeis' Project Impact  
and  
Genesis*

### *Benefactor of the Year*

*Elizabeth Weyman*

# "Our Staff"



We are a diverse group of more than 300 people. Our countries of origin include the United States, Nigeria, Haiti, the United Kingdom, Cameroon, Liberia, Canada, Tanzania, Moldova, Bangladesh and many more. Examples of second languages we speak include American Sign Language, Creole, Spanish, Swahili and Moldovan. Collectively, we are a microcosm of the global community who have dedicated ourselves as workers to supporting another diverse population of adults. On average, we have worked for WCI for more than four and a half years.

We're proud of the difference we make in people's lives. We promote self-determination and self-advocacy. We've helped to memorialize an individual in the manner in which she lived her life, helped people get married, reunited people with long lost extended family, supported people to live with mortal illness and die with dignity, introduced people to their culture and cultural activities, developed community relationships and ties, and assisted people to learn how to drive, read and manage their own money.

Some of us are supported by WCI in our professional development. WCI provides grants and tuition vouchers for us to further our higher education. Others of us (who are not native speakers of American Sign Language) have attended ASL classes. Several of us have been sponsored by WCI to participate in the Department of Developmental Services Direct Support Certification and supervisory training programs of the Massachusetts Community Colleges, MCHSP and ADDP. In addition, we enjoy a generous benefits package, on-the-job training (including the trademarked HOTSS/DOTSS system) and internal promotion opportunities.

For more information about us, contact Judy Nichols, Vice President of Human Resources at (781) 899-8220 x131.

# "Committed to our Individuals"

We celebrate our diversity as a group of nearly 200 people with a wide range of individual skills, strengths and challenges. At WCI we are respected and valued for our uniqueness, ideas, dreams, and goals. WCI staff support us to live and work within the communities of our choice, Waltham, Belmont, Watertown, Arlington, Newton and Malden with independence and dignity.

WCI staff help us to achieve success by providing us with quality services and options, and seek to improve accessibility, accountability, and coordination of these services among professionals, care-givers and across agencies. Staff support us to live as independently as possible on a daily basis. They listen to us, talk to us and read our behavior. They are our eyes and ears for some of us. They are our family, teacher and coaches. These supports range from day to day assistance with reading, cooking, and budgeting to hands-on daily personal care needs. We participate regularly in selecting our goals and evaluating our progress. Specialized services are here for our growth so we might become more skillful in communication, relationships and self-discipline.

Maintaining relationships with those people in our lives who are important to us is just another way WCI staff help us navigate through social systems: groups, organizations, community and society. They help us to cultivate new friendships and get involved in community activities. Many of us go on vacations together, attend adult education classes, sports activities, and participate in cultural events, spiritual services and a variety of other community events. Our lives reflect our preferences, values, desires, lifestyle and goals. We are WCI.

# Success Stories

WCI

## *Individual Success Story - ROLAND THEBADO*



Ronnie has been receiving vocational supports from the program at Common Street since 2005. Throughout the years, with the support of staff, Ronnie has been successful in finding employment. Ronnie has held many community jobs over the years. However, his decisions weren't often wise or what he preferred. Ronnie often decided to leave his jobs or decided not to hold down a community job. Much of Ronnie's time was spent volunteering at the Red Cross, Cat Connection, WCI's recycling program and American Cancer Society. He often required prompts and coaching to do these activities. The volunteering opportunities have added to Ronnie's self esteem and confidence. He dresses professionally, shows energy and enthusiasm and is always smiling. Ronnie is always eager to go to his preferred volunteer job and is determined to learn new skills. Ronnie's commitment to the volunteering and his positive attitude has led him to great success in a paid job. As result of his experiences, Ronnie found a job in the community. He works two days a week with Champion Sporting Goods in Belmont cleaning windows. This seems to be an ideal job as he does not complain when he goes to work there. Ronnie continually earns his weekly and biweekly reinforcers. He is commended on having a great year.

## *Individual Success Story - PETER BIANCHI*

Peter Bianchi has been with WCI since September of 1998. In his time here he has lived at Central Street, School Street, Harding Street and Russell Street. The main reason for his initial move from Central Street to School Street was to help Peter through a challenging time where he was displaying aggressive behaviors and was becoming a risk to himself and his housemates. So the decision was made for him to move where he could receive more structure and he could learn to have more self-control.



Following that move, he has been living with the same two female housemates in an ASL environment. The two female housemates as well as the staff were better able to communicate in ASL. Through interactions with his peers and staff, Peter has grown to be able to express himself with longer sentences and more complete thoughts to clearly express and advocate for what he likes and dislikes. He can discuss issues that may bother him. This, with a structured home environment, he has been happy and enjoys being in the community. Great job Peter!

## *Individual Success Story - CHARLENE CRAIG*



When Charlene joined Trapelo Road, she felt betrayed because she had to adjust from complete independence to 24-hour support, which appeared very difficult for her. The transition/change itself was overwhelming and her attitude showed how distraught and disappointed she was. With patience and encouragement, she has, however, changed her life around realizing as one gets older, our memory isn't the same and safety is more important. Upon moving into Trapelo Road, she struggled doing household tasks that were simple before. In the past few months, she has made tremendous strides. She now follows through on these weekly tasks, such as cooking and laundry or changing her clothes, which were hard for her. She has controlled her obsessive compulsive behavior. She is very conscious of her health and maintains exercise. She is now enrolled in swimming classes with Belmont High School and this year she will attend her first swimming Special Olympics.

This is indeed a success story for Charlene and we are proud of the growth she has displayed this year. We only wish her the best as she moves towards reaching other personal goals. We will be there for support and encouragement all the way!

# Success Stories

WCI



## *Individual Success Story - BARBARA GJONJS*

This year has been filled with success, growth and opportunity for Barbara. Historically speaking, Barbara was one of six people from the Fernald Center to move into the original WCI house located on Townsend Street in Waltham. It was one of the earliest group homes in the state for people with intellectual and developmental disabilities. Barbara began with 24 hour supervision, but today, being one of the "pioneering six" from WCI now manages her life with minimal WCI staff support. Since 2006 Barbara has lived in an apartment with a longtime friend, Charlie, at Gardencrest in Waltham. Over the years, with staff support, she has learned how to take care of her personal needs at home, to cook, shop, take public transportation and hold down a job at Brandies University. She was featured in the Waltham Daily News Tribune in March for her work accomplishments at Gwarc since 1994. She is registered to vote and voted in the last Presidential election. Always interested in arts and crafts, she has taken a crocheting class through the Waltham Public Schools Adult Education Program and recently a crafting class this year in Bedford. She participates in a weekly exercise group at Gwarc on Monday nights and enjoys the weekly music group at WCI every Thursday evening. Barbara is a member of WCI's Self Advocacy Group, a chapter of the Mass Advocates Standing Strong and attends faithfully their monthly meetings. With all of Barbara's successes she is most proud of her steady weight loss over the past two years and strives to continue to eat healthier by portion control; eating out less and avoiding fast foods. Barbara has taken many exotic trips over the years to Bermuda, Hawaii, California and Mexico. This year she went on vacation to Memphis, Tennessee with Alternative Leisure and has attended many day trips, including a recent excursion to see the musical "Dirty Dancing" in Boston. She went this past spring to Tampa, Florida for a weekend trip in April to see the Red Sox play Tampa Bay and visit Busch Gardens. As you can see, Barbara's year has been truly remarkable and she deserves to be commended on her many successes over the past 35 years along with WCI's 35th Anniversary!

## *Individual Success Story - STEPHANJE BEDA*

Stephanie has had a stellar year! She came to WCI in March of 2005 from the Cardinal Cushing School and has never looked back. Stephanie has made a steady and positive transition and has truly come into her own this year. She is a very busy woman with a terrific outlook on life. During the week, her day begins with her attending the Vinfen Brighton Day Program, but she doesn't stop there. One evening a week, she travels to another WCI home to socialize and participate in a singing/ music group with her many friends. Stephanie is also committed to a healthy lifestyle and maintains good health by cooking and eating nutritious meals at home. She is an active member of the Waltham YMCA where she utilizes the exercise equipment two times a week and enjoys ending her work out routine with relaxing time in the Jacuzzi. Every Saturday, with staff support, she attends art classes at Belmont High School. Working on various art ventures is one of her favorite activities. When relaxing at home, Stephanie will often be found sitting at the kitchen table, working on one of her many artistic projects.



Stephanie is a member of the St. Jude Church in Waltham and attends a service on Sundays. After the service, she socializes at a coffee hour. She and her Lafayette Street friends and staff assist and volunteer at the socials there before heading home. Stephanie has taken day excursions with the Alternative Leisure Group and traveled with her housemates and staff to Martha's Vineyard last summer for a vacation on Cape Cod. Stephanie has shown tremendous growth over the past three years. She is very happy and proud of her success. She continues to work hard in all areas of her life and should be commended for her overall accomplishments. She has a positive attitude and love for life and is a true success story.

# Our Programs



## 24 Hour Supports

24 Hour Supports provides services for 40 Individuals in 10 homes. Each home has staff support 24 hours per day. Throughout their lifetime, Individuals are assisted to identify ISP Goals that are meaningful and will bring them a sense of accomplishment and self-worth in a variety of areas.

### **Some examples of successes and highlights this year were:**

The 24 Hour Supports Division made an effort throughout the year to teach and assist Individuals in living a healthy lifestyle. Jen Addesa has lost 30 pounds, which resulted in a decrease in her medical challenges. Jen worked hard at understanding the importance of sound nutrition by working on portion control, incorporating a fitness routine and changing her eating habits.

Charlie O'Hara, Eliot Middleton, Michael Souza who reside at Brookline Street have all joined the YMCA and actively participate in swimming twice each week and the utilization of fitness equipment.

Stephanie Beda, Patty Erwin, Michele Gorman and Marie Dorval also joined the YMCA and enjoy taking fitness classes.

William McEvoy at Townsend Street has joined Planet Fitness and takes advantage of time with a personal trainer.

Larry Mack, Jack Wallinger, Peg Boit and Alan Crusco moved into their beautiful new home and have met their weight goals throughout the year. They all belong to the YMCA in Brighton and participate in swimming and basketball. They enjoyed barbecues with their new grill and have hosted many backyard parties with their friends.

Heather LeSanto, Michelle Bougouis, Deb Garabedian and Mary Ann Monette, who reside at Slade Street, participated in "Dancing With The Stars" throughout the Winter at Belmont Sports. The highlight of this experience was the Zumba Dancing. All the ladies have joined Planet Fitness and are dedicated to an exercise routine three times a week. Once a week, the women participate in aerobic swimming.

Alison Kellogg, Geri Gottlieb, and Julie Fraso, who reside at 614 Watertown Street, all have memberships to the YMCA in Newton and faithfully go to work out three times a week. They love ZUMBA and water aerobics.

Hilda Palmerin, who resides at Hardy Pond Road, has maintained her weight loss of over 50 pounds for the past two years. Hilda loves to walk, play basketball in the park near her home and play tennis on her Wii Fit Gaming system from Nintendo. At Clark Lane One and Two, the Director, Amy Kuczmiac and Nurse, Jeannie Petringa trained and educated the new Support Coordinators and staff in menu planning, nutritional meals, healthy snacking, portion control and an exercise regime which has resulted in a total weight loss for the Individuals of 60 pounds.

Although 24 Hour Supports provides assistance to Individuals in all aspects of their life, this year we wanted to highlight the Individuals devotion to a happy, healthy and active lifestyle.

## Social Supports

Social Supports provides 24 Hour Residential Supports to Individuals with clinical challenges. Social Supports is heavily supported by our Clinical Department. The Clinical Supports Department provides on-going consultation and staff training. The Clinical Department also responds in cases where Individuals may need increasing supports at a particular time due to their significant mental health and behavioral challenges. Social Supports has become a Division of 9 homes and 35 Individuals.

### **Some examples of successes and highlights this year were:**

Linda Sargent has had a successful year. Linda transitioned to Social Supports in April 2008. Although the change was bumpy in the beginning, everything has now smoothed out and she has made strong connections with her housemates. This past year she cooked a boiled St. Patrick's Day Dinner for her housemates and enjoys passing the time playing computer and board games and doing community activities with them.

Eugene Reardon, Chris Reardon, Michael Boute and Greg Thurston once again obtained scholarships to attend Camp Grotonwood in August. All four Individuals enjoy the Arts & Crafts, singing and other activities that they have to offer as well as reconnecting with those they have met at the camp in recent years.

Eric Royal, Frank Brazie, Ronnie Thebado and Peter Filosa recently met members of the Boston University Lacrosse Team and have formed a friendship with them that consists of talking on the phone and attending their games.

# Our Programs

The logo for WCI (Waltham Community Initiative) is located in the top right corner. It consists of the letters "WCI" in a bold, teal, sans-serif font, set against a light blue circular background.

All four Individuals from Lyman Street, along with those from Hammond, Charles and Park Street did Bell Ringing for the Salvation Army this past Holiday Season. The Individuals from the Social Supports Division also assisted with the Walk for Multiple Sclerosis in April. All Individuals are proud of giving back to the community and are always looking for activities to do that make them feel proud.

Martha Morse, who resides at Washington Street has been medically stable for over one year. She will be 70 years young in December and remains active, doing household chores and going to the library weekly with her housemate, James Hartford. James and Roberta Ruggeiro are diligent about following their diet plans to assist in keeping their diabetes and stomach in check. Roberta and James, along with their housemate are all members of the Belmont Sports Club and part of the Fernald Advocacy Group.

Both 24 Hour Supports and Social Supports had experiences with Brandeis Students in Project Impact and Genesis Programs. Everyone enjoyed their experiences baking, planting flowers and playing board games.

## Employment/Day Supports

WCI Employment/Day Supports consists of sites at Bedford Street (Social Skills Building, Art Initiative and Deaf Supports), 3 Common Street (Competitive Employment), and Life Skills located at 45 Rumford Avenue (Day Habilitation). All three sites have a different focus that enables WCI to provide individualized Employment and Day services.

### **24 Bedford Street:**

Our *Social Skills Building and Art Initiative Program*, based out of Bedford Street in Waltham, has grown to include a full schedule of paid and volunteer opportunities. This past year has been spent enhancing and developing our Collaborative Art Initiative. This initiative has been met with great success. The participants create beautiful abstract, colorful paintings and beautifully wrapped note cards of the abstract paintings. The paintings created have been on display at a variety of locations, Watertown Savings Bank in Waltham, The Common Café and Lizzy's Ice Cream in Waltham, Sensational Food and Strip T Restaurant in Watertown and a number of the Starbucks Coffee Shops. Since starting last year, our Art Specialist, Jerome Hogan, has continued to develop the Art Initiative Program, expanding it to include jewelry making to its already impressive content. Robert Lynch, Job Developer, has been working with Jerome in securing viable locations for the art to be displayed. The program has caught many eyes around the state including our own DDS Commissioner, Elin Howe, who has a painting in her office. Once a year, the program holds an art exhibition to display and sell paintings to the public. This year it was held at the Gore Estate in Waltham on August 2, 2009. It was a great success, selling about 10 paintings, bringing in over \$900.

*Deaf Employment Supports* is also based out of Bedford Street. This is a small, specialized program for ten (10) people that offers a fluent ASL environment. This program provides work and volunteer opportunities similar to Social Supports, including shredding for Schlesinger, Buck Binder in Newton, Boys and Girls Club in Newton, Kitchen at the Commons in Belmont, working for two local CVSs, Bear Spot Farm, Landscaping, Housecleaning and delivering items for the Gifts in Kind Program. They volunteer for Cat Connection, West Suburban Elder Services, and the Perkins Center. As a part of the Art Initiative Program, Individuals create beautiful jewelry pieces that are being sold alongside the note cards and paintings created.

### **3 Common Street:**

This program supports approximately twelve (12) Individuals. Seven Individuals receive between 25 and 30 hours of support a week participating in various paid and volunteer work opportunities. The remaining five Individuals either work independently in the community and receive job support as needed or are in between jobs and receive Job Coaching and Job Development as needed.

3 Common Street also is the location of *The Uncommon Store*, items received from the "Gifts in Kind" Program. Program participants are trained to record and store items, stock merchandise, manage inventory, put together items for display and package items for transport and customer service. The items are donations available for WCI homes and Individuals.

### **Life Skills Day Habilitation at 45 Rumford Avenue:**

Since starting just over a year ago our Life Skills program has grown from strong to even greater strength. Earlier this year, we managed to obtain a 3 year CARF Accreditation with no less than two exemplary commendations for work that has been done there and three pages of strengths. Life Skills has a Full Time Registered Nurse, who brings years and skills to the position. We also continue to provide Occupational Therapy, Speech Pathology, Physical Therapy and Clinical/Behavioral Consultation Services. Individuals may be full-time or part-time if they choose employment options.

# Our Programs

The logo for WCI (Waltham Community Institute) is located in the top right corner. It consists of the letters "WCI" in a bold, blue, sans-serif font, set against a light blue circular background.

The Life Skills Program takes a therapeutic approach when working with the Individuals supported there. Time is spent on mobility training, personal care (managing of personal belongings, toilet and hand washing), sensory/social activities (leisure skill development), Communication (choice options embedded during part-timework/ break, 1:1 opportunities and activities), recycling and community integration. This past year the recycling program has been expanded. Every day there is an opportunity for a small group to go to a set business (e.g. Imagitas, Waltham Police Department, Regis College and others) to pick up cans in these businesses for recycling, as well as offering an opportunity to interact with community members. The cans are brought back to the program for sorting, washing and bagging and then they are brought back out into the community for redemption. There is also an Art and Music Therapy Program.

Other components of this program are volunteer activities, such as volunteering at Perkins Adaptive Design Center, Music Therapy, food preparation, community involvement (e.g., café experience, the local track or library), and Human Rights & Responsibility Meetings. This program has an art program and this past year some new products were developed which have been on sale at local stores.

This program continues to be one of our strongest in the agency boasting a tightly structured day that incorporates community, volunteer and on site activities into its schedule. There are four participants currently that work part-time at the WCI Main Office and part-time at the Life Skills Program.

Overall, WCI's Employment Supports/Community Based Day Supports and Life Skills (Day Habilitation) Program continues to provide quality community based services. The majority of experiences occur in the community along side non-disabled adults. We look forward to giving new Individuals the opportunity to benefit from our programs in the year to come.

The Employment Supports Program at WCI helps Individuals find jobs based on their skills and interests, provides the training and support to learn their job responsibilities and, ideally, enables an Individual to become independent in his or her position. A Job Developer assists each program to create an individualized vocational experience and interest profile. The Job Developer then assists with the job search, including job applications, developing resumes, exploring job references and accompanying people to interviews. Employment Supports prides itself on developing a capable and dedicated pool of workers that includes onsite job coaching, ensuring job completion, creating a systematic job analysis and educating community business workers regarding persons with intellectual and developmental disabilities.

## Individual Supports

Individual Residential Supports provides four (4) hours a week to 24 hours a day of support to each of its 26 Individuals. Staff provide support in assisting the Individuals to meet their varied goals in the areas of reading and interpreting their mail, meal planning, nutrition, diet, exercise, arranging medical services, planning leisure time on weekends, problem solving, budgeting and money management, paying bills, housecleaning, maintenance and addressing other individual needs.

### **Some examples of successes and highlights this year were:**

Wilfred Matthews, an avid Red Sox fan, traveled once again to Fort Myers, Florida vacationing at the Red Sox Training Camp with Alternative Leisure.

Nancy Guy Plouffe has been making healthy food choices and following an exercise plan throughout the year that has led to Nancy losing weight and increasing her self esteem and positive outlook on life. She is an active member at Planet Fitness where she works out twice a week.

Paul Sweet and Bob Hoffman are dedicated to nutritional menu planning and meal preparation with staff support. Every other Saturday, the two men travel to Haymarket located at Faneuil Hall in Boston to purchase fresh fruits and vegetables for their home.

Kevin Browne is a member of the Belmont YMCA. He enjoys swimming two to three times a week and taking advantage of various YMCA resources. Kevin is also seen throughout his community walking and bicycling.

Darlene Cormier has lost 5 pounds over the past year and attributes this to menu planning and healthy meal preparation with staff support.

Paul Geary is learning to cook healthy meals with staff support and has a great time using the Garden Crest complex pool in the summertime.

# Our Programs



Murphy Battle's healthy lifestyle is exemplified by his vegetarian diet. Murphy is often seen walking and enjoying a bike ride throughout the community.

Renee Allain has been committed to a healthy lifestyle for years. She walks from her home in Waltham to Curves in Watertown two to three times per week.

The other Individuals in this Division continue to be successful in their many endeavors toward healthy lifestyles at home, work and in their community.

## Deaf Supports

Individuals are linked to services and programs that promote independence and growth. Deaf Supports has 10 homes providing 24-Hour Supports and five (5) homes in Individual Supports with less than 24 Hour Supports. Staff assist the Individuals to access their community in many ways. They support them with banking, menu planning, shopping, healthcare and participating in community events. WCI staff will also assist Deaf Individuals to understand letters, bills, important documents, provide interpreters for appointments and assist Individuals to negotiate other social service delivery systems by applying for food stamps, Social Security and Medical assistance.

The level and intensity of support and supervision WCI provides varies from home to home and is commensurate and based on the ability/specific needs of each Individual. For example, an Individual may require support to fine tune their personal care skills, such as showering, brushing their teeth, or shaving, while others may require more physical assistance, support, supervision and a teaching plan to increase their independence in any of these activities of daily living skills. In other cases, a person may explore the use of assistive or adaptive technology to facilitate independence. Individuals who are Deaf (33% of total WCI community), are supported by staff who have from basic ASL skills to fluency. Other areas focused on are: nutrition, exercise, diet and meal preparation, shopping, community activities and vacations.

### **Some examples of successes and highlights this year were:**

Andrea Giordano and Peter Procanik of Prospect Hill Road, Jay Nelson of Heard Street and Peter Bianchi of Huntington Street went on vacation to Florida with the support of a Support Coordinator and a Director in Deaf Supports. All four had a great vacation going to the theme parks, dining out and sightseeing. This was a trip they will all remember for a long time.

Diego Aguirre transitioned from one side of the Heard Street duplex to the other this year. Diego is a gentleman that is very focused on his routine and has had a hard time adjusting to changes in the past. He made all of us proud by accepting this change enthusiastically and smoothly.

Steven McIrney joined 30 Heard Street in February and has done a great job acclimating to his new home and environment. Steven has been known for his high energy and difficulty accepting new environments. He now feels comfortable and is enjoying his new home.

Donna Denham has shown great improvement over the year while driving in cars. In the past she would have opened the door in the car while it was moving and grab the wheel on occasion. During this year, she feels more comfortable and enjoys driving in a car.

William Hinman is planning to go on a cruise to Bermuda in the upcoming year so he independently went and got himself a passport. William has always been a very independent man and it is a pleasure to see him continue to be able to navigate the community and take care of his needs without any intervention in many areas.

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July 1, 2008 – June 30, 2009



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