



# ANNUAL REPORT

# 2011



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

135 Beaver Street, Waltham, Massachusetts 02452

Telephone: (781) 899 8220

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

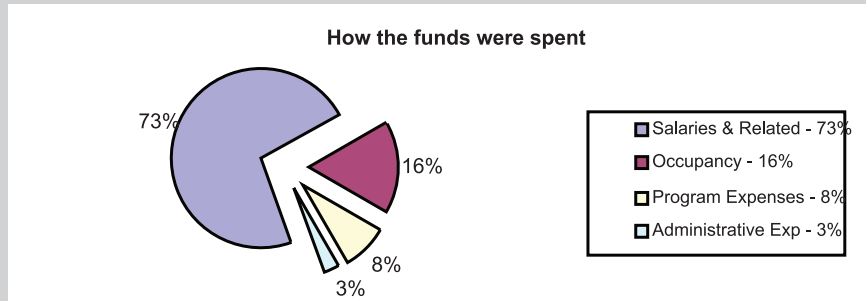
[www.wciart.com](http://www.wciart.com)

# Financial Summary

FINANCIAL RESULTS - YEAR ENDING JUNE 30, 2011  
SUBJECT TO FINAL AUDIT REVIEW

## FINANCIAL RESULTS - YEAR END JUNE 30, 2011

REVENUE	\$11,852,410
EXPENSES	\$11,611,467
NET RESULTS	\$240,943



ALL FIGURES SUBJECT TO FINAL REVIEW BY OUTSIDE AUDITOR

### NOTES:

WCI's major sources of revenue were: Department of Developmental Services (DDS) \$9,094,148, 77% of total; Mass Commission for the Blind (MCB) \$927,135, 8% of the total; and MassHealth (Day Hab) \$436,737, 4% of the total.

In Fiscal Year 2011, WCI's Fund Raising efforts had a net result of \$30,586. This is NOT included in the \$240,943. The Net Results were equal to 2.07% 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.

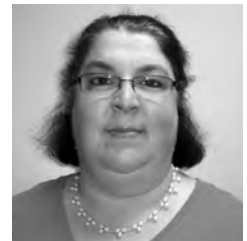
## FY'11 Executive Management Team



**Nancy Silver Hargreaves**  
President & CEO



**Robert Perry**  
Vice President of Administration  
& Finance/CFO



**Pam Laventure**  
Vice President  
of Human Resources



# Message from the Chief Executive Officer



## HOUSING

There has been a great deal of activity going on at WCI. Throughout the past year, we have been facilitating the moves of people into better housing arrangements. Three new housing projects were undertaken and completed. All three homes needed some type of renovations. It was quite an experience.

Back in the fall, we received a phone call stating that the owner of Park Street was selling his property after many years and when would the ladies be leaving the home. Behind the scene, a lot of searching went on to find the right type of home for the women. They leased their home for 18 years. By mid-February, several repairs to the bathrooms and kitchen were necessary which then forced the women to move out and into a hotel, the Crescent Suites, and then the Summerfield Suites Hotel in Waltham. Linda, Nereida, Sue and Ana were taking an unexpected vacation. Staying at the hotels allowed them to continue to go to work while they had the amenities of being in the hotel in the evening and weekends, (e.g., continental breakfasts, swimming pool and gym). This went on for about two and a half weeks. Meanwhile, the new home on Lincoln Street was being renovated for them to accommodate a 5<sup>th</sup> person, Pat, who came to WCI in March, looking forward to a new home and new friends. This was not the end of it. Then, they moved into Hatherly Road for a month temporarily while continuing to wait for their new home to be completed. The day of their expected move there was an issue in the city about issuing a Certificate of Occupancy and the ladies could not move. Therefore, once again they stayed in a different hotel, the Embassy Suites. Since they couldn't cook in the new home, they ended up having a delicious dinner at the Chateau Restaurant, which they all enjoyed. When they arrived at the hotel, they were given the treat of this hotel's famous chocolate chip cookies which sweetened the evening and the delay in sleeping in their new home. Finally, they were able to move into their lovely home on April 7<sup>th</sup>, the next day. Transitions are not easy for these women and it wasn't all rosy. However, they are all extremely pleased with their new home as it is large and spacious, with two floors, each with their own living room/sitting area, kitchen/dining area and bathrooms once again on each floor. All of the ladies have a great deal of space, which meets all of their needs. They also have a large back yard to enjoy summer barbecues and parties.

At the same time, the home on Hatherly Road had been renovated for four other men and women who needed first floor, accessible living. Roberta, James, Bruce and Grace were anxiously waiting to move into their new home. James had been living alone, while Roberta was recuperating in a nursing home. Bruce and Grace who lived in their own apartment for years needed one floor living. Hatherly Road was renovated with an accessible bathroom, a half-bath and a fourth bedroom. It has an open kitchen and dining area with two ramps outside the home, one out the front door and one out the back door. They are all excited and enjoying their new home.

The third project, a new home on Bruce Road initiated by the Central Middlesex Area Office was found in April with a closing on the property of June 13<sup>th</sup>. It needed renovations for four young people who were turning 22, Aaron, Stacey, Vera and Nathan from Evergreen and Perkins. First, the renovations were made to the first floor bathroom so that it would be more accessible for the young women, with a walk in shower. Then, it needed a second means of egress off the second floor including a walkway to the front, which is required as part of the Department of Developmental Services' State Regulations. Therefore, the bathroom was completed first so that the two men could move into their new home on their 22<sup>nd</sup> birthday successfully, while the two women had to wait until August for the 2<sup>nd</sup> means of egress to be completed. Joseph Donati, Deaf Supports Division Head; Jessica Rich, Director; our new Direct Support staff; Michelle Algeri, Service Coordinator; along with their parents; the Evergreen Center and the Perkins Center, facilitated a successful transition of the men on June 26<sup>th</sup> and July 7<sup>th</sup>, into the first floor of their new home. Once the second means of egress was completed on the second floor, the men moved upstairs awaiting the final transition of the women on August 15 and 21. Everyone is enjoying each other and their new home.

At the same time, Aaron transitioned into our Deaf Employment/Community Based Day supports program while Stacey and Vera transitioned into our Social Skills Community Based Day Supports program at 45 Rumford Avenue, 2<sup>nd</sup> floor. They all had a smooth and successful transition with several visits before starting full time. More information will come about their new home and day services in our next newsletter, *News & Views*.

## ACCESSIBLE LIFT FOR LIFE SKILLS PROGRAM AT 45 RUMFORD AVENUE

On June 22<sup>nd</sup>, the Life Skills Day Habilitation Program, joined by parents, Service Coordinator, Stephanie Stone, and many WCI staff, had a ribbon cutting for its new accessible lift which was built in 2010. It was finally completed for use in early December. This has made the program more accessible for those who need a lift versus walking the stairs into the building.



## THE WAVERLY REDEMPTION CENTER

While all of these housing renovations were going on, WCI was entering into a business relationship with the Waverly Redemption Center. It took about six months to find an appropriate location for the business to move into from the Fernald Center, where it has been for over 20 years. It is moving into the City of Waltham on 23 Summer Avenue sometime in November 2011. Renovations are currently underway. Everyone is being introduced to the new site and anxiously waiting to move. There was an introductory meeting on August 2<sup>nd</sup> including Janet Pula and Patsy Maxon, the employees and their job coaches, along with Nancy Silver Hargreaves, CEO, and Bob Perry, VP/CFO. We are excited about our new relationship and expanding the business with our new partners.

## DAY HABILITATION/MASS HEALTH

In February, the Day Habilitation community, individuals, family members, provider staff, ADDP, ARC MASS and MCHSP filled the room in Shrewsbury to speak their mind about the needed services of those individuals that receive Day Habilitation services statewide at the Mass Health hearing. Many stories were told to support the need for continued funding for this program. Those served are considered the most vulnerable people served in the state. They require significant medical and therapeutic services. We believe that our voices were heard and cuts to the program were stopped. Next, in June, advocates went to the State House to educate legislators about these much needed services. These efforts made it clear that advocacy can make a difference. We are hoping that the administration will continue to realize the importance of Day Habilitation services for those people with intellectual and developmental disabilities and leave funding at its current level in FY'12.

## MARTHA MORSE

It was an unfortunate circumstance that Martha Morse left us in January 2011. She is truly missed by family, friends, housemates and the WCI Community. She was a part of WCI since 2002. Her niece is now a part of the WCI Community and her presence is embedded in our wonderful memories.

## PAUL GALLINARO

I would also like to recognize Paul Gallinaro, who passed away on June 1<sup>st</sup>. Paul had been a part of WCI for about 25 years and brought joy to many. Paul lived at Hammond Street until moving in his last year to the home on Hardy Pond Road due to his declining health. Paul also worked at WCI's Employment Supports Program at Rumford Avenue and later participated in WCI's Life Skills Day Habilitation Program. He truly enjoyed all aspects of the Art Initiative Program as one of his paintings, created with his friend, Felicia, was purchased by a staff member in DDS Central Office a few years ago. Paul had a wonderful experience as he and his friend were invited together to Boston to commemorate the hanging of the painting and to meet the DDS Commissioner, Elin Howe, and others while there. I would like to acknowledge Paul's friends and family who memorialized and celebrated his life. Paul made everyone smile and will be truly missed by all who knew him.

*Nancy Silver Hargreaves, President & CEO*

### *In Memory*



*Paul Gallinaro*  
*September 24, 1947-June 1, 2011*

### *In Memory*



*Martha Morse*  
*December 30, 1939-January 23, 2011*

# Message from the Board of Directors

**WCI**

## INTRODUCTION ANNUAL MEETING 2011

Earlier this year, I attended a memorial service for one of our Individuals. The Individual's family expressed their sincere gratitude to the "WCI Community" for the care, consideration and attention that was given to their brother and uncle during his illness.

Throughout the next few days, I continually had a mental image of a "WCI Community". I realized that the "WCI Community" is the back bone of everything we accomplish. We are a family. A sincere effort to communicate, assist and administer services as a community and family should involve all Individuals, staff, administration, family members, guardians, vendors, stake holders, service coordinators and others.

As WCI ends its 2011 fiscal year, The Board of Directors, as leaders of the "WCI Community," is very aware of its responsibilities. The Board of Directors works with Nancy Silver Hargreaves and Robert Perry to institute a flow of ideas and information regarding all aspects of the agency.

During this past year, we discussed, and researched many projects. Proposals are presented in a comprehensive clear and concise method with an extensive review of all the pros and cons of the proposal. After careful consideration that the projects maintain quality services, the projects were approved.

We reviewed and accepted an opportunity to increase employment venues for our Individuals. The Department of Developmental Services awarded us a contract to relocate and manage their Redemption Center.

We accepted the Advance Pay, Holiday, various Finance and Management, Pet and other policies to enhance the lives of our staff and Individuals.

We have opened a new home for the Individuals in our Deaf Division, leased new homes and renovated houses to accommodate our aging population.

We continued with our WCI Mission in Action Grants and in September proposed a new initiative to recognize the efforts of our Direct Support Professionals.

The Board of Directors, as members of the "WCI Community," makes an effort to assure that compliance and stability for the Individuals and staff are preserved. As a community we are working together to provide the best services for the Individuals that we support.

## Board Membership 2011

**Ruth Harutunian, *Chair***  
**Tom Montanari, *Vice Chair***  
**Colt Navins, *Treasurer***  
**Rhonda LeSanto, *Clerk***  
**Nicole Starck, *Assistant Clerk***  
**Frank Brazie**  
**Chris D'Anna**  
**Kevin Fahey**  
**Judy Mello**  
**Audrey Savikas**  
**Karen Osborn Shanley**



Tom Montanari, Vice Chair and Ruth Harutunian, Chair join Nancy Silver Hargreaves, President & CEO in a toast at the 2010 Wine Tasting and Silent Auction.

# 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.



Olawale Adeyemi and Arthur Andrade enjoy time in Boston.

Manny Baffour and Micheline Dorismond on a boat cruise in Boston Harbor.



Aneta Hazen and Dona Jarvis selling artwork created by the Individuals in the Art Initiative Program at 45 Rumford Avenue.

## 2011 AWARDS

*Human Service Advocate of the Year*

*Sean Garbelly*

*Helping Hands Award*

*Julie Morse*

*Employer Of The Year*

*Crescent Suites Hotel*

*Benefactor of the Year*

*Donald J. Leone*

## “OUR STAFF”



As a human services agency, WCI is only as good as its employees and we have more than 300. Our workforce is uniquely diverse, coming from an assortment of home countries that include the United States, Nigeria, Uganda, Haiti, the United Kingdom, Cameroon, Liberia, Tanzania, the Ivory Coast, Moldova, Poland, Bangladesh and many more. In addition to English and American Sign Language, many of our employees are fluent in French, Haitian Creole, Spanish, Swahili, Polish and Romanian.

WCI employees proudly make a difference in the lives of the people we support. We actively promote self-determination and self-advocacy. We support people through the many stages of their lives. We celebrate when there are successes, respond to crises, compassionately support people when ill, and memorialize those who have died. The Individuals we support are an integral part of our lives just as we are in their lives.

WCI supports many employees in their pursuit of professional development and encourages all employees to be life-long learners. WCI provides grants and tuition vouchers for many employees as they further their education. Other employees attended classes to develop and enhance their ASL skills. WCI sponsored several employees in the Department of Developmental Services Direct Support Certificate program as well as the Provider Council's Human Services Management Certificate program. WCI continues to support its employees with a generous benefits package, on-the-job training (including the trademarked HOTSS/DOTSS system) and opportunities for internal promotion.

For more information, contact Pam Laventure, 781-899-8220 x117 or [plaventure@weararewci.org](mailto:plaventure@weararewci.org).

## “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 seeking 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 - NANCY GALLANT



Nancy Gallant started WCI on November 17, 2005. When Nancy joined us, she had many skills. During the past six years at WCI, Nancy has been able to consistently increase her time home alone as well as her independence in accessing the community. Since Nancy has successfully demonstrated safety skills in her neighborhood and in the community at large, she is now working on using the Massachusetts Public Transportation system to access her local community with a goal of using it independently.

Nancy has had tremendous growth in this area in the past six years and we are fully confident that she will reach her goal. We are very proud of Nancy and all that she has accomplished and look forward to her continued success.

## INDIVIDUAL SUCCESS STORY - JOSE DEJESUS

Jose DeJesus has had a great year, and one of many changes. He has done a great job of advocating for himself, and letting people know what he wants out of life and what his hopes and dreams are. Jose had let people know that he was interested in a different living situation: he did not just want to move to a different home, because he liked his housemates, he wanted to try something different, with less people, a chance to do even more and a variety of things for himself. In addition, he was interested in changing his life-style to include healthier choices. He joined a gym and attended three times per week. He was actively involved in changing his eating habits, making much healthier choices and becoming more involved in shopping and preparing these choices. As a result of these changes, Jose lost 36 pounds in the last year. He looks great! As a result of his self-advocacy, on June 1, 2011, Jose moved into an apartment with just one other housemate. He also now has a bit less than 24 hour staff supports, which met his goal of more independence. Jose is enjoying his new living situation. He also continues to hang out and do things with his former housemate, who he considers a good friend. Jose is a great example of how self-advocacy and hard work really can result in very positive changes in one's life, and that it really is possible to reach your dreams and goals!



## INDIVIDUAL SUCCESS STORY - MURPHY BATTLE



Since April, 2004 Murphy has been receiving Employment Supports from WCI. WCI's Competitive Employment Program has been successful in finding and securing individual, integrated employment for Murphy. However, he had in the past been unable to hold onto his jobs, some lasting a few months and others a few weeks. Often Murphy would quit without offering any reason.

Murphy currently has two part – time jobs, at which he has had great success. He has held his job at CVS for almost 4 years; this is the longest that Murphy has held a job since he came to WCI.

Since December 2007, Murphy has been working part – time as a Cleaner for CVS in Belmont. He cleans, vacuums, and dusts one day a week. Murphy also started working part – time at BJ's Wholesale in July 2010 as a carriage retriever. Murphy's hours vary. Some weeks it can be 3 days and other weeks it can be 5 days/week. Murphy does a terrific job at both of these locations. He travels to both jobs, either by walking, riding his bike or taking public transportation. The feedback from his Supervisors at both locations has been positive. They report that he is always on time and completes each job to their satisfaction. Murphy works with natural supports at both of these two jobs and WCI staff provide support by visiting him once a week. This connection provides Murphy with the support he needs to maintain his employment.

Murphy has intermittent, challenges that arise. In the past he had trouble taking corrective feedback from his supervisor and was unable to control his emotions. These incidents have decreased tremendously over the past several years. Murphy is now successful in his current job opportunities and his living arrangement which is why he is our success story for 2011.

Murphy takes his jobs very seriously, a trait that is definitely appreciated by his supervisor's and colleagues. He has worked hard to build a rapport with his colleagues and learned all of the responsibilities of the job. He is proud of his ability to hold both jobs which has definitely increased his self-esteem.

When I speak to Murphy about his two jobs, he says that he "loves the two jobs and wants to keep them for a very long time." It's been a pleasure working with Murphy and congratulations to him on his success to date.

# SUCCESS STORIES

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

## INDIVIDUAL SUCCESS STORY - ROBERT DEROSIER



If ever there was a Mr. Congeniality Award given by WCI, Robert DeRosier (Bob), would win hands down!! Every person who meets Bob walks away with a huge smile on their face and a warm spot in their heart for this kind and gentle man who turns 77 years of age on September 1, 2011.

(Although Bob will tell you, "I feel 15!!").

Bob came to WCI in 2001 and has lived at 15 Townsend Street this entire time. He loves his home and his staff and has a reputation of being friendly, outgoing and helpful. Bob constantly is offering to assist his friends and staff at the house with any chores or work that needs to be done.

In March, 2011, Bob was diagnosed with cancer. His type of cancer required daily chemotherapy for 8 weeks. Bob faced this challenge like he does everything in life...with undaunting courage and a commitment to beating the disease. He went every day with Marcita Richards, Support Coordinator, or Cecelia Norman, Director, to St. Elizabeth's Hospital with a smile on his face and if in pain, never showed this to the any of the professionals that were supporting him.

The doctors and nurses at St. Elizabeth's were so taken with Bob that they cried when his treatment was completed (successfully I might add), because they knew that they would not see this outgoing and gracious gentlemen any more. He called his doctor the "Candy Doctor" because after every treatment, the doctor would give him a candy treat!

During his ordeal, he never missed a day at the Kelliher Center and was always happy and full of energy.

Once the treatment was completed, Bob continued with no side effects on his extensive "social" calendar which involved many house parties, dances, invitations to other WCI homes for cookouts, outings, Concerts on the Common, Day excursions and weekly trips to the library to name a few.

To sum Bob up I would have to say that Bob has a love for life and life has a love for Bob!

## INDIVIDUAL SUCCESS STORY - MARY CHAISSON

2011 has been an extraordinary year for growth, maturity and independence for Mary. Mary came to WCI in 1997 and has gone through various changes and challenges. She has handled these transitions with a terrific, positive attitude.

To name a few, Mary attended the Vocational Advancement Center (VAC) for many years but lost her work opportunity due to budget cuts and although this was very disappointing, after some discussion she decided to "try" the Transitions Adult Day Treatment Program at the Edinburg Center. Mary now attends four days a week and has made many friends and enjoys the socialization there. She is working in their restaurant in various areas such as food preparation (e.g., preparing salads), she has hosted in the restaurant on Fridays, recently started waiting and busing tables and working on the grill!. She happily, "fills in" where she is needed with a positive attitude!



Mary is working diligently on improving her overall health and has had very limited inpatient hospital experiences. She has been communicating with her staff if she is not feeling well and letting staff assist her in obtaining medical appointments.

She has expressed the desire to develop better eating habits and to become more proficient in the preparation of healthy meals. She and her staff meet weekly and choose healthy recipes that she wants to learn to prepare. This includes making a shopping list and going once a week to the grocery store. She will then prepare the recipes with staff.

Mary has become her own Representative Payee. She meets with staff to review her expenses and has opened up a Vacation Savings Account so that she can plan day trips; weekend getaways; and week long vacations. Mary has traveled to New Hampshire and San Diego and has a trip planned for next April to Foxwoods. She is also going to Camp Grotonwood for a week this summer.

Mary has also become self-medicating. She is very responsible with staff oversight to fill her pill boxes, discuss her medications and ensure the refills are obtained in a timely manner.

Lastly, Mary moved to Middlesex Circle in 2008 and has really enjoyed her new home and the complex. She has made many friends and takes advantage of socialization at other friend's apartments and around the Middlesex Pool in the summer months. She is a member of Best Buddies; loves to read (Anne of Green Gables is her favorite book) and do arts and crafts (i.e., she specializes in latch hooking) to occupy some of her time. Mary feels terrific and looks great! Congratulations to Mary on a successful year!

# OUR PROGRAMS



WCI

## 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 supported in 24 Hour Residential Supports are assisted to identify ISP Goals that are meaningful and will bring them a sense of accomplishment and self-worth. Individuals are supported in a multiple of areas, such as personal care, household tasks, meal preparation, shopping, laundry, social behaviors, money management, arranging medical treatments, self-medication, and travel skills, home alone and other emergency skills, community integration, relationship building and many others.

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

The 24 Hour Supports Division continues to make an effort for the Individuals to become involved members of the community and making volunteer work a priority. When not working, attending a Day program or volunteering, the Individuals in 24 Hour Supports took vacations or day trips to various destinations throughout the area.

Michelle Gorman and Marie Dorval, along with the Individuals that live at Clark Lane #1, Clark Lane #2 and Hardy Pond Road continue to volunteer at Gaining Ground in Concord. Gaining Ground allows you to harvest and sort foods for the Food Bank of Boston. Hilda Palmerin and Junita Dones attend Our Lady's Church and volunteer after Mass for the Saturday evening coffee socials. Michelle Gorman, Stephanie Beda, Patricia Erwin and Jennifer Addressa attend the Sacred Heart Church and participate in the setting up and cleaning for the coffee social after mass. Many of the Individuals donate articles of clothing to the Salvation Army Thrift Store or the Red Cross Thrift Shop. Jack Wallinger, for years has volunteered with MSPCA and walks the dogs faithfully every Friday.

Many vacations are being planned to be enjoyed, including those who live at Slade Street, who are taking their annual summer trip to Cape Cod. Clark Lane #1 and Clark Lane #2, Hardy Pond Road and Watertown Street are planning day trips. Ken Doucette is signed up to attend Grotonwood Camp in July. Patricia Erwin, Michelle Gorman and Jennifer Addressa have also planned vacations to Camp Grotonwood. Charlie O'Hara again will enjoy his time this past summer at Laroweld Camp in Maine. Charlie and his housemate, Elliott Middleton, also attended the Alumni Weekend at the Perkins Center in June. Eliot will then travel off to the Cape for a family vacation. Peter Borelli has thoroughly enjoyed his Cape Cod trips to visit his family. While Michael Souza has traveled to California and has visited Cape Cod twice.

Fitness has been a priority this year with the majority of the Individuals attending Planet Fitness Gym (Bill McEvoy), members of the YMCA and participated in various activities including ZUMBA (Lucy Harutunian) and swimming (Charlie OHara, Elliot Middleton, Michelle Gorman, Jen Addressa, Stephanie Beda, and Marie Dorval.) Larry Mack, and his housemates, Jack Wallinger and Alan Crusco all joined Work Out World and participate at least two times per week. All of the ladies at Slade Street are active participants in the Zumba Dancing/Aerobics programs offered through Work Out World. Most of them love to walk and often take walks throughout various parks, recreational areas in Waltham, and utilize the local High School track. Some are often seen taking long strolls throughout the Watertown Arsenal Mall for exercise!

Although 24 Hour Supports provides assistance to Individuals in all aspects of their life, this year we wanted to highlight the Individuals volunteer work and sense of community along with the importance of enjoying their well earned vacations.

## Social Supports

The Social Supports Division has grown this year. The Division now consists of 9 homes where 24 Hour Supports and 1 apartment with less than 23 hour supports are provided. Forty (40) Individuals share these 9 homes (and there are 4 vacancies available). It has been a very busy year for many people, as three new homes were developed. The women living at Park St have moved into a beautiful home on Lincoln St. Shortly after moving, they also welcomed a new housemate, Pat Decker, who joined the WCI family in March. While moving was a very traumatic experience after

# OUR PROGRAMS



WCI

living in their home for many years, they love their new home and have settled in nicely. They are looking forward to hosting an Open House in the fall to celebrate with family and friends.

People living at Washington Street have been looking forward to a new home for quite some time. This spring, their wish came true. Two of the Individuals who had lived at Washington Street moved in with two Individuals who moved from their own apartment into a lovely home that suits their needs and wants much better. The home offers one floor accessible living. WCI is very conscientious of the fact that as we all age, our needs change. Often the little things are taken for granted, such as a step or two to get in our home, or the high sides of a tub, or even just the door jams to go from room to room become challenges and obstacles for us. Homes such as Hatherly Road make it so much easier for people to get around, making it possible to stay in their own homes as they age. And, the people that live there love it!

Two Individuals were ready for a different type of living situation, and had stated this to the people in their lives and at their ISPs. To meet their request and needs, WCI created a living situation for the two of them, with less than 24 Hour staff support, but enough support built in for their health and safety concerns. Both people are enjoying their new living situation.

We had a structural change in Social Supports in the Spring. A second Director of Supports was added to the Division. Cutie King, who many of you may know as Sr. Support Coordinator at Washington Street and Whittier Avenue, has moved into this new role. She supports those who live and work at Hatherly Road, Whittier Avenue, 146 and 148 Hammond Street. Jennifer Lopes will continue to work with Charles Street, Norcross Street, Trapelo Road, Lincoln Street and most recently the new Middlesex Circle apartment.

In addition to all of this moving around, we have also managed to have a great deal of fun, and stay involved in our communities. The gentlemen at Hammond Street continue to support the Salvation Army. This year they have also expended their community outreach to become involved with the Toys for Tots program. The women at Norcross Street remain very involved in their church and have expanded their work to include volunteering at the Food Pantry. Many people have remained very active in a huge array of sports activities, from playing floor or ice hockey, to swimming, basketball, volleyball, and even figure skating. Many people have participated in the Special Olympics and come home with an impressive collection of medals.

It is with great sadness that we report the passing of 2 members of our Social Supports family. Martha Morse of Washington Street and Paul Gallinaro of Hammond Street passed away during the past year. Martha and Paul were wonderful people, loved by many, and now missed by all.

## Employment/Day Supports

WCI Employment/Day Supports Division continued to grow and evolve during the past year. All three programs have taken in new Individuals and have expanded their programming. Individuals were offered new jobs, were introduced to new skill building curriculums, and have made new Community Connections. Our programs emphasized Teamwork and Person-Centered Planning. This was evidenced through such projects as, the Annual Art Show (and with the support of our Administration), seven staff members in our Employment/Day Programs were able to partake in an on-site American Sign Language (ASL) Class. Having the class on site allowed staff who otherwise would not be able to learn ASL to sharpen their basic skills. Furthermore, having the class at WCI reinforced the company's commitment to its staff's professional development.

During the time of change, we not only welcomed new staff and new Individuals, but we also parted with two of our dear friends, Barbara C. and Paul G. Both, Barbara and Paul have been with the WCI family for over 20 years, attending our Employment and Day Programs. We will miss them dearly.

# 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, centered within a light teal circular background.

**Our Social Skills Program**, offered programming and support to 17 Individuals during the past year. The Individuals continued to receive supports in paid jobs, volunteer opportunities, and skill building groups which took place at the 45 Rumford Avenue location as well as in the local community.

Paid opportunities that were available in the past year included Off-site Maintenance Crew that cleaned WCI homes, the Waverly Redemption Center, Office Work, and two Meals on Wheels programs in the surrounding communities of Somerville and Cambridge. All the individuals in the program had the opportunity to earn a paycheck on a bi-weekly or weekly basis.

Volunteer work, which offered the individuals community exposure, job skills, and sense of accomplishment, included the Cat Connection of Waltham, and delivering of meals to the elderly in the Waltham area. The Individuals who volunteered for the Cat Connection learned to clean the dishes, measure out the food, and safely deliver the food to the various locations.

In addition to the benefits of learning valuable job skills, the Cat Connection and the Meals on Wheels Programs continued to offer the Individuals connections to the greater community. The Individuals and staff have maintained friendships and have made new connections with the people that they support. Another example of Community Connection that the Individuals in the Employment and Day Supports Division have maintained is the connection with Impact Boston and The Genesis Program that are run through Brandeis University. For the third year in a row, the Individuals in all four programs worked along side high school students from across the country and from around the world, teaching them about the work that happens in human services programs like ours. The Individuals invited the students to join them on job sites; they included the students in a Rally at Senator Brown's Office; and have created beautiful art work that now hangs in the Rumford Avenue stairwell. The connection with Brandeis University will continue in the upcoming years.

The Art Initiative Program continued to be very successful in the past year. Under the new direction of Dona Jarvis, Art Coordinator, the program not only expanded its offering of artistic opportunities to the Individuals, but has also increased its offering of new products that the Individuals create. In the ten months that the program has been under Dona's direction, the program has improved its creations of post cards, has designed new bracelets made out of recycled paper, and has expanded its sales in the local community. Over sixty paintings were sold through connections with local banks, craft stores, and cafes since September, 2010.

In October 2010, the program hosted its 3rd Annual Art Reception at the Gore Estate in Waltham. The reception was successful in that it sold nine paintings, numerous bracelets, and over 50 cards. In addition to the Annual Art Reception, Dona Jarvis along with Aneta Hazen represented WCI at the WCI Annual Wine Tasting and Silent Auction in November and at the Women's Action Alliance of Waltham's Craft Show in December at the Chateau. In the early Summer of 2011, the Art Initiative Program made another connection with the Waltham Rotary Club. This connection further exposed the products that the Art Initiative created at various town functions where the Rotary members were represented.

The goal for the upcoming year is to create a website which will allow the customers to browse through available art creations so that the public gets a glimpse of up to date art happenings.

**Deaf Employment Supports** is also based out of 45 Rumford Avenue. This small, specialized program offers a fluent ASL environment and has supported 13 Individuals in the past year. The goal of the program continues to focus on providing the Individuals with meaningful work and skill building opportunities in the community. During the past year, Individuals had the opportunity to earn a paycheck through paid jobs that included Landscaping and Housekeeping for WCI homes, delivering items for the Gifts in Kind Program, working at the Bear Spot Farm in Acton and the Boys and

# 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 teal circular background.

Girls Club in Newton. In addition to the paid work opportunities, the Individuals volunteered to shop for the elderly through Springwell in Watertown, and feed feral cats through the Waltham Cat Connection.

Two of the Individuals supported by the program were competitively employed in the past year. One Individual works in the WCI Maintenance Department. He has been successfully employed by WCI for over two years. Another woman is employed Part-Time by Marshalls in Watertown and has held her job for over a year.

In addition to integrated work and work focused skill building, six Individuals participated in a swimming program. All Individuals had the opportunity to learn about and utilize the Waltham Library's services. Furthermore, the program continued its collaboration with the Art Initiative program by designing and creating jewelry for sale.

**The Competitive Employment Program**, located at 3 Common Street, offered supports and services to 10 Individuals in the past year. Eight Individuals receive a 1:2 or 1:3 ratio of support at community jobs and at various volunteer opportunities, in which they are giving back to the community. Two Individuals work independently in the community with natural supports and receive support at least once a week or as needed.

On occasion when Individuals are in between jobs, they receive job development supports which includes job seeking, filling out applications, updating resumes and attending interviews. One person has been employed by Welch's in Concord for the past 10 years. Another Individual has been employed by CVS for 3 years and took on another position with BJ's. He has integrated, competitive work for 4 and 6 days a week between the two jobs.

A number of enclave paid job opportunities in the community are an integral part of the program's day to day work schedule. Community jobs currently include: Union Street Restaurant & Bar, Crescent Suites Hotel, Mimaki, Ltd, Beat Da'Wrap, Ballroom in Boston, Union Street Restaurant and Balera Ballroom Dance Studio.

Jakarea Islam, Director, has created volunteer opportunities for those that want to give back to the community. Current volunteer commitments include: The Watertown Free Public Library delivering books to the elderly as part of their "Homebound Book Delivery Program", bulk mailing at the American Cancer Society, Watertown Community Housing, WATCH, Company One, shopping for the elderly through Springwell, food distribution through the food pantry at the American Red Cross, feeding feral cats through the Cat Connection and flyer distribution on behalf of Belmont World Film. The volunteer opportunities provide Individuals with new skills, enhance their resume, gain work experience, and build self-esteem and self-confidence. The volunteer placements also provide Individuals with the opportunity to further explore employment interests.

In 2011 the volunteer work at the American Red Cross and Watertown Free Public Library was recognized. Individuals were formally recognized that had volunteered at the American Red Cross for more than 5 years. The Trustees at the Watertown Library recognized Individuals from the program at a Volunteer Appreciation Night.

The program hosts WCI's "The Uncommon Store," and items received from the Gifts in Kind program, where goods are donated from successful area businesses. Program participants are trained to record and store items, stock merchandise, manage inventory, assemble display items and package items for transport and customer service. The items are available for WCI homes, Employment programs and Individuals.

Students from Bentley University provide literacy training to support and expand participants' job skills. The students strive to give the Individuals the tools to succeed. The tutoring is designed to increase their knowledge, in numeracy and literacy, as well as give them confidence in the workplace. Although skills that are useful in the workplace is their main focus (in terms of day to day activities), the interaction with the Bentley students gives the Individuals a sense of pride and accomplishment. For the past year the focus was on Math. This was chosen because many jobs in the work place require the ability to count change and unit of goods. The Community Employment Program Director and Bentley

# OUR PROGRAMS

The logo for WCI (Western Connecticut Institute) is located in the top right corner. It consists of the letters 'WCI' in a bold, teal, sans-serif font, set against a light teal circular background.

University Service Learning Center felt that math would allow for the most rewarding experience, not only based on ability to complete the assignments, but also the confidence that can be gained by seeing the skills improve. The program's vision for next year is to secure new paid work opportunities and new volunteer placements.

**The Life Skills Day Habilitation Program**, located at 45 Rumford Avenue, continues to offer therapeutic, goal based services to its 27 members. The curriculum of the program focused on such areas as Communication Development, Sensory Motor Development, Health, Independent Living Skills, and Self Advocacy. The Individuals were supported and assisted in working towards their goals, at the site and in the community. Under the oversight of the Health Care Supervisor, Beryl Belliveau, the program maintains open and ongoing communication about people's health with their home provider. This helps to further ensure that the Individuals are able to fully partake in their daily activities.

The on-site activities, which change every day, range from Occupational Therapy Groups, Physical Therapy Groups, Communication Groups, and functional fine motor activities, such as beading or sorting. In addition, the program offers Human Rights Groups, Stress Management and Relaxation Groups, and Music Therapy, which occur once per week. The Individuals have a choice of groups throughout the day and their schedule is reflective of their personal and therapeutic goals. Skills teaching occurs through an observable and product-oriented approach. Thus, sensory integration is achieved through taking care of plants or through assembling potpourri sachets which are sold to the public. Furthermore, fine motor skills were challenged through making book marks and or threading can tops to assemble bracelets. Under the direction of the Art Coordinator, the Individuals in the Life Skills Program have undertaken a new endeavor, making beads out of recycled paper. The process of making beads has been refined and adopted so that Individuals who are Deaf Blind can participate using a jig.

The program also continues to utilize its community and local resources for ongoing skill building. Every week a group of Individuals and a staff member go to the Perkins Center in Watertown and volunteer in creating adaptive equipment. Some of the products that they created, like an elevated seat, have been brought back to the Life Skills Program for daily usage by the Individuals. The program also has an extensive Recycling component which consists of picking up cans in local communities, washing, sorting and packaging them and taking the cleaned and sorted cans to be redeemed. The funds from the Recycling program fund the Individuals' other skill building activities, such as community outings to the local café where they learn how to place a food order.

The Day and Employment Division continued to grow over the past year. The Division has taken in five new referrals and three new candidates will be starting in the Life Skills Program by the end of August, 2011. The credit for the various successes which have occurred over the past year is attributed to dedicated staff who work tirelessly to ensure that every day is meaningful to each person that supported.

## Deaf Residential Supports

Individuals are linked to services and programs that promote independence and growth. Deaf Supports has 11 homes providing 24-Hour Supports and four (4) 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, cooking, healthcare, hobbies and participating in community events. WCI 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 learn or fine tune their personal care skills, such as showering, brushing their teeth, or shaving, while learning the skills they need to be more independent in an area. Others may require more support, supervision and a teaching plan to increase their independence in any activities of daily living skills. In other cases, a person may explore the use of assistive or adaptive

# OUR PROGRAMS



technology to facilitate independence. Individuals who are Deaf (15% of total WCI community), are supported by staff who at least have basic ASL skills, if not fluency. Many staff are deaf as well. Other areas focused on are: nutrition, exercise, diet, cooking, shopping, community activities, money management and vacations.

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

This past year has many examples of Individuals making healthier choices in their lives choosing to focus on eating right and becoming more active. One example of a person making a point to focus on her health was April Catapano. Through making healthier choices, she was able to lose 13 pounds in 2.5 months. This was a great success for her as she is having increased difficulty with mobility and losing that added weight will assist her in the long run.

Another person who has been struggling with her weight was Jessica Cannon. Her family, Service Coordinator and staff at the house all noted an increase in her weight, but it was a struggle to get the pounds off and in this past year she has accepted more healthy options and has been accepting opportunities for increased physical activity. With these efforts, Jessica has been able to lose weight on a steady basis throughout the year.

Another wonderful success in the area of health this year was Andrea Mello continuing to thrive following a kidney transplant. The transplant was actually over a year ago, but she has done amazingly well, following all Doctors Orders and periodic changes in medications and routines with no problems. Andrea is known for having a hard time with changes and she has maintained her health and accepted the many changes in her life.

Two ladies at Huntington Street, Aida Costa and Latricia Brown, have also chosen to adapt healthier lifestyles by reducing take out food, eating healthier choices and increasing their amount of physical activity. Through their efforts, they have been able to lose close to 50 pounds each with staff support.

Additional positive experiences include a vacation to Florida for the Individuals at Central Street. This trip was rather special for Peter as he has not been able to go on vacation for a few years due to health concerns. Everyone enjoyed the trip.

## **Individual Supports**

Individual Residential Supports provides three (3) hours a week to 14 hours a day of support to each of its 17 Individuals. Staff provide support in assisting the Individuals to meet their various 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:**

Many of the Individuals throughout the year attended political rallies and events in hopes to educate their Legislators and urge them to restore any funding in jeopardy of being cut through the budget. Quite a few of the Individuals from both Individual Supports and 24 Hour Supports continue to actively participate in holding signs supporting various political candidates who were running for election or re-election when voting time rolled around. All of the Individuals are registered voters!

Ray Plouffe, Nancy Guy Plouffe and Bob Hoffman attended and successfully completed the Waltham Citizen's Police Academy Training Program for the second time.

Ray Plouffe, Bruce Roberts and Bob Hoffman were also the focus of an Article in the Waltham News Tribune about the closing of the Fernald Center.

# 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, centered within a light teal circular background.

Many of the Individuals that live in the Garden Crest Apartments in Waltham joined their neighbors in a food drive. Ray Plouffe, Nancy Guy Plouffe, Paul Geary, Bob Hoffman, Grace Durkee and Bruce Roberts also joined the Tenant's Association and continue to attend quarterly meetings.

Ray and Nancy Plouffe organize and host numerous social events throughout the year at their beautiful apartment. They invite their Middlesex neighbors and other close friends to Thanksgiving, Christmas and Easter dinners. They also hold Memorial Day, 4th of July and Labor Day cookouts. These festivities are always popular and well attended!!

Individual Supports newest member, Tom Sheehan, joined WCI last year and has made a smooth and successful transition into his new home.

As reported last year, our Individuals are committed to leading a healthy lifestyle through diet and exercise. This goal has continued through this past year as evidenced by George McLaughlin. George lost weight through exercise and portion control. George also transitioned last year into a WCI Employment/Day Supports Program at 45 Rumford Avenue and has been doing great and now joins the copying crew at the WCI Main Office four days a week. Murphy Battle is an avid walker who walks throughout the Waltham community and is working hard 3-4 days a week at BJ's and 1 day a week at CVS. Renee has been working for over 12 years at Walgreens part-time, also attends Curves on a regular basis and enjoys the Middlesex Pool. Nancy works out at Work Out World with staff support four times a week. Paul Geary enjoys lounging around the Middlesex pool in the warm summer months. All of the Individuals love to walk and are often seen walking throughout the neighborhood into town to take in local events, such as Concerts on the Common and the River Fest and Greek Festival. Lucy Hartunian is an avid swimmer and ZUMBA participant at the Waltham YMCA.

Lastly, many of the Individuals were able to take many vacations throughout the year. Mary Chaisson went to New Hampshire on vacation; has regularly scheduled trips home to see her family in Maine and is looking forward to going to Camp Grotonwood this summer. Her housemate, Renee Allain, goes on various family vacations including a trip to Canada and a cruise. Barbara Gionis and Charlie Durkee enjoyed Las Vegas for a week and recently went to Philadelphia and caught a Red Sox game. Kevin Fahey, Kevin Brown, and Wil Matthews have kept themselves busy this year with day and long weekend trips with Alternative Leisure. The Dana 'guys' take advantage of their community access in Watertown and go to Karate, the Waltham Library and the Mall among other weekend excursions. Bob Hoffman was quite the traveler this year as he went to visit his brother in California, then off to Wyoming for an ALC trip and planned a vacation on the Cape this summer. Ray and Nancy went to Vermont and are planning another longer vacation in the fall.

In summary, all of the Individuals in this Division continue to be committed toward a healthy life style at home, work and in their community.

# "Thank You" Donor/Corporate Members - Fiscal Year 2011

June 1, 2010 – June 30, 2011



## *Chairman's Club*

(Gifts of \$1,000 to \$4,999)

Joseph Alongi  
Anonymous  
Robert Clancy

Norman Duffy  
Waltham Lions Club

Waltham Rotary Club  
Arthur Weyman

## *President's Club*

(Gifts of \$500 to \$999)

James Gross  
John Hussey, Jr.

Donald Leone  
Donald Parker

## *Advocate*

(Gifts of \$250 to \$499)

Grand Lodge of Masons  
Den Marc Jovin

Judy Nichols  
RTN Federal Credit Union

Waltham Triad Lodge  
Watch Point Trust Company

## *Patrons*

(Gifts of \$100 to \$249)

ANC Telecom, Inc.  
Robert Boit  
Joe Nocera/Chateau Restaurant  
Gerard Cosby  
Anne Marie Filosa  
John Fitzgerald  
James French  
Josephine Girolamo  
Jan Haughey

Julia Hurst, Staff  
Not Your Average Joes  
Karen Osborn Shanley  
Mr. & Mrs. Michael Procanik  
John Reardon  
Andrew & Audrey Savikas  
Tropical Foods International  
Waltham Kiwanis Fund  
Stephen & Suzanne Washburn, M.D.

# “Thank You” Donor/Corporate Members - Fiscal Year 2011

June 1, 2010 – June 30, 2011

WCI

## *Friends*

(Gifts up to \$99)

Patricia Baker  
Lisa Battaglino  
Peter Bella  
Joan Benoit  
Wayne Brasco/Brasco Funeral Home  
Kevin Browne  
Diane Buonomo  
Charles and Sarah Caliri  
Angela Ciulla  
Owen Cormier  
Corrado Corsetto  
Edward Cousineau  
Janette Cranshaw  
David Deyette  
William Durkee  
Charles Erwin  
Iris S. Feldman  
John Flanagan

Oscar Garabedian  
Michael and Jane Gillespie  
Tracy Green & Michael Hoffman  
Rachel Guiterez  
Herbert Guy  
Louise Hamilton  
John & Cori Harutunian  
Ruth Harutunian  
C. Robert Jingoian  
Judy Johnson  
Anne Kellogg  
Mildred LaMacchia  
Gordon LeBlanc  
Muriel LeBlanc  
Rhonda LeSanto  
Donnalee Lozier  
Jean MacDonald

Wilfred Matthews  
John Martino  
Kathleen McMenimen  
Thomas Montanari  
Gretchen Morse  
Albert and Gila Namias  
Keith Ohmart  
Amelia Oppedisano  
Kevin and Naomi Prendergast  
Hugh and Elizabeth Rutledge  
Robert Shaw  
Lisa Marie Spriggs, Staff  
Maureen St. Hilaire  
Benjamin Tocchi  
Mary Tornabene  
Donald and Kathleen Willfong  
Waltham Appliance

## *Gifts in Kind*

Bed, Bath and Beyond

Talbot's

William Sonoma



Natalie Parker, Charlene Craig, Paula Dunn-Meadows, Division Head, Sheryll Jones, Marcia Kavonian and Cutie King, Director of Supports enjoyed a fun-filled week on a cruise to Bermuda this past August.



Tom Gosselin poses in front of art work made by the Art Initiative Program at 45 Rumford Avenue, Waltham. Many pieces were on display and for sale at the Art Show held at the Gore Estate in Waltham on September 18th, 2011.

# “Thank You” Donor/Corporate Members - Fiscal Year 2011

June 1, 2010 – June 30, 2011

WCI

## Annual Wine Tasting & Silent Auction Contributors

AAFCPA - Matthew Hutt  
Scott & Pamela Adams  
Joel Aronson/Alexander,  
Aronson & Finning  
Mia Aucoin/Battaglini Family  
George Bargamian/Watertown Savings Bank  
Peter Bella  
Sara Blegstad  
Linda Boyer  
James Brownell  
Victor and Catherine Carpenter  
Reesa Chalck  
Joe Nocera/The Chateau Restaurant  
Charles and Myra Cicalis  
Citizen's Bank  
Robert Clancy  
Angie Coppola-Doucette  
Corrado Corsetto  
Al Costa  
Joseph Donati, Staff  
Richard and Beverly Demilia  
Randy Plante/Dunkin Donuts  
John Fantasia  
Bob Francis/R. W. Francis and Co.  
Don Freedman, Attorney  
Mark Douglas/Formal Oil  
Beverly Gottlieb  
Judith Gottlieb

Roz Rubin/GWARC  
Cynthia Hamm  
Nancy Silver Hargreaves, Staff  
Art Harutunian  
Ruth Harutunian  
Steve Harutunian  
Leigh Haverty  
Dan Messina/Hillcrest Properties  
Julia Hurst, Staff  
Diane Iagulli  
Infantine Insurance, Inc.  
Dennis Scafiti/Infinite Detail  
Mary Kuconis  
Philip Laffy  
Rhonda LeSanto  
Vincent Lau/Flynn & Clark  
Laura and Macon Magee  
Anne Marchant  
Albert Medina  
Blanca Medina  
Meineke Car Center  
Jeff and Cindy Mello  
Judy Mello  
Janice Miller  
Thomas Montanari  
Peter and Colt Navins  
Shirley Jean Baptiste  
Neighborhood Health Plan

Judy Nichols, Staff  
Dariusz Nurzynski  
Karen Osborn Shanley  
John Peacock  
Stephen Peck/United  
Benefit Services  
Lynette Poirier  
Vincent Catone, Pro Tech  
Kerri Rall  
Eileen and John Reardon  
Frank Rich, Staff  
Joan Rivera  
Daniel and Elvira Rosati  
Joseph Connors/RTN  
Credit Union  
Andrew & Audrey Savikas  
Richard and Edwina Spillane  
Nicole Starck, Attorney  
Samantha Storti/ETS  
Betty Sykes  
Roger LeBlanc  
Tom Lyons, Jr./Tom Lyons  
Auto and Service Center  
Steve Peck/United Benefit Services  
Frank Vanaria  
Thalia Vitikos  
Dr. Stephen and Susan Washburn  
Watertown Savings Bank



Joe Donati and Frank Rich enjoying the 2010 Wine Tasting.



Silent Auction items on display at WCI's Silent Auction and Wine Tasting.

# WE ARE WCI

