

THE ASSOCIATION CONNECTION

NEWS from the Director's Desk

By Barbara T. Pilarcik, RN
Executive Director



THE ASSOCIATION BUYS NEW HEADQUARTERS!

On Monday, August 29, 2011 The Association entered a new phase with the purchase of property at 220 Brookdale St., Springfield. It was exciting to sign all the documents, committing us to the purchase and renovation of our new headquarters. While this is only the beginning, and barely noticeable to most of The Association, it marks the end of over a year of planning and preparation.

We have realized for some time that our headquarters space was becoming increasingly cramped. Growth of our Adult Foster Care program, and a new contract in the Franklin-Hampshire area accelerated the need to find new space. In the spring of 2010 we began with an assessment to define what our space needs are now and projected into the future. The conclusion was that we needed about 50% more space. We surveyed the Board of Directors regarding building characteristics and location and we analyzed the real estate market. We debated the important question of lease or own (we currently rent our space). After a thorough analysis, we decided that conditions were very favorable for ownership, that it would provide predictability for our future financial needs and represented a good investment for the agency. We looked at over 12 different sites/buildings in the communities of Springfield, West Springfield, Holyoke and Springfield. Our criteria for the new site were safety of the location, distance from current office, price, access to public transportation, conformance with our square footage needs and, if possible, a Springfield location. One of the first buildings we looked at, about a mile from our current office has become our new headquarters.

The building is a single story, masonry and steel frame building, built for light manufacturing in 1984. It will require extensive renovation to convert it to an office building and when it is completed will look very different from its current design. The building is well made and has many great features in it that will reduce the cost of renovation such as a good HVAC system. While not maintained, it has attractive landscaping and the lot is

3.5 acres. Purchasing property requires many inspections, and we have performed all of them prior to the closing. The building passed all inspections without any problems.

Renovations will begin in early September; and are estimated to take between four and six months. We will have a new, large training room able to seat up to 50 people, a Board Room, 5 conference rooms, a new staff kitchen, 23 offices, 43 work stations and 22 shared touchdown stations. The space has growth built into the design and will be a welcome relief to all the cramped and shared offices at One Carando.

The Board has spent a lot of time on the financing and planning of this purchase. We are very fortunate to have talented and dedicated Board members who have worked on this project. While all Board members have helped get us to this point, there are several who have put many hours into meetings, tours and conference calls. My thanks to Dale Janes, Mark Germain, Jim Foard, Jr., Andy Fafard and Dino D'Angelo for all the help they have provided. Also, Bob Greeley, of RJGreeley Real Estate has been our broker and we are grateful for his assistance. Ruth Banta has been and will continue to guide the project and Tracy Romeo has been intimately involved with the project. We will keep you posted on our progress through newsletter articles and pictures. We ask that people do not visit the site as construction will begin very soon. We'll try to arrange some tours so that people can safely visit the building.

As I write this article, I know that much remains to be done, and many decisions will be made. We have a lot of work ahead of us but it is very positive and rewarding. For the staff who have been cramped at One Carando, we hope it will be an office to be proud of and an office that reflects the great people who work within the new building.

See page 4 for a picture of the outside of the building.

Barbara Pilarcik

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Have You Noticed the Beautiful Flower Pots Outside our Carando Drive Office?

If you have enjoyed the beautiful flower pots outside our Carando Drive office, you can thank Art Martin for the amazing sight. Art



planted the flower pots and takes great pride in weeding and watering them. We had some very hot spells this summer, but Art kept the flowers looking great! He wants to remind everyone that he has a small business taking care of gardens and this is just a small example of his work!



The Association To Upgrade Its Technology

The Association is pleased to receive grant support from **Hampden Bank, Berkshire Bank, Berkshire Charitable Foundation, Beveridge Foundation, and Westfield Bank**, for a total of \$40,300.



John Hurley

These funds will be used to upgrade and improve our internet website, and other methods of communication, along with the production of informational videos. We hope that the videos and upgrades will help to improve service access and delivery, while modernizing our communication efforts.



IMPORTANT REMINDER TO ALL EMPLOYEES PAID LEAVE CARRYOVER

The Association provides regular full-time and part-time employees with paid time off. Management recognizes that some employees are at risk of losing time under the 'use it or lose it' policy. For this reason, the Paid Leave Carryover Policy was revised.

The new policy allows time through Labor Day to use any accrued time. The exact date will change each year, so Human Resources will include a notice to all employees each year of the actual cut-off date.

The cut-off date for this year is **September 10, 2011**. Please remember, paid leave time stops accruing when you reach 25 prorated days and no more than 15 prorated days of paid leave may be carried over after September 11th.

Examples:

-  If you are scheduled to work 20 hours per week you **cannot carry over** more than 60 hours of paid leave on September 11, 2011.
-  If you are scheduled to work 30 hours per week you **cannot carry over** more than 90 hours of paid leave on September 11, 2011.

Employees are encouraged to take paid leave. Please plan your time off accordingly, obtaining supervisor approval.

If you have any questions, contact Laura Miele at 413-731-4574 or mielel@theassn.org.

Did you know . . . you can view your accrual balance on your pay check?

Don't get caught with too much time on the books!

Unified Sports Program is now Ultimate Sports Program

The decision to distinguish the Ultimate Sports Program (USP) from the Special Olympics' Unified Sports was made last week. The Board of Directors chose the new name, Ultimate Sports Program, to differentiate USP from the Special Olympics program. Ultimate Sports Program stresses the importance of inclusion, encouraging young athletes of all abilities to participate in sports together and embrace their differences.

The former name was determined to be too close to the Special Olympics' "Unified Sports" for USP to continue operating under its former name, The Unified Sports Program. Although both programs espouse the benefit of empowerment through sports, the Ultimate Sports Program stresses that those youth who are differently abled should be included on teams with their more typical peers.

Founder Steven Berube says, "We do not like to teach separation. Under the new name, we are just going to be bigger and better." He is sorry to see the old name go, but with the new name, the possibilities are ever more apparent. He has already organized trips to play with the Celtics and meet racecar drivers. He's looking for the silver lining, and stated that the name Ultimate Sports Program just gives him something more to live up to.

Show Your Support for Ultimate Sports Program While You Save Money and Earn Cash Back!

The Ultimate Sports Program is participating in an exciting new fundraising program. We now have our own website featuring thousands of partner stores like Wal-Mart, Sears, Best Buy, Apple, The Home Depot and many more. When you make a purchase at www.marketamerica.com/unifiedsportsprogram, Ultimate Sports Program receives royalties and you earn up to 35% cash back on qualified purchases.

The benefits don't stop there, you earn 0.5% cash back on the purchases of everyone you refer to our website. Now, you can take advantage of the ease and convenience of internet shopping to buy the products and services you want, while feeling good about helping our organization.

Visit www.uspkids.com for more information.



Milestones Program Makes it Debut

We are thrilled to announce the opening session of the Milestones program, featuring a full roster of movement, recreation and enrichment programs for older teens and young adults of all abilities.

Milestones is an outgrowth of Whole Children, a recreation and enrichment program started in 2004 by parents of children with special needs that became part of The Association in 2010.

As those children have grown, Whole Children realized that it needed to grow, too. The kids (and families) who started at Whole Children six years ago have high expectations -- they want to keep learning new skills, keep meeting new friends, and moving forward with their life.

So the Milestones program, focusing on learning, independence, inclusion, friendship, and enrichment, was born.

Whole Children and the Hampshire Family Support Center have teamed up over the past year to offer classes for adults, including very successful dance and drama classes that were attended by clients of HFSC and some residents from the Specialized Home Care program.

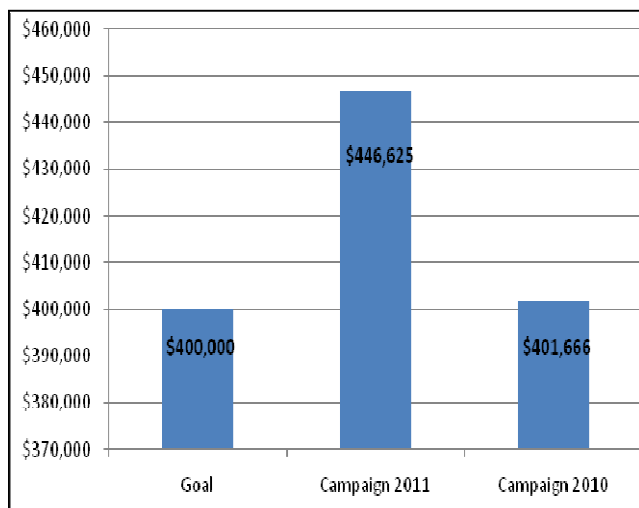
The new Milestones program will build from that successful start, and is offering six classes in its first session, including social dancing, yoga, and other movement classes, along with self-advocacy, social skills building classes and opportunities to put these skills to use. It will also feature life skills programs such as cooking, community programs, and pre-vocational training.

Whole Children teachers, with years of experience working with students of all abilities, will be teaching Milestones classes, and the Whole Children staff will be overseeing the program, so you know you're in experienced hands!

We're proud of how we've been able to meet the growing and changing needs of our families, and we're looking to the future and continuing to provide opportunities for life-long learning. For more information on the new program (or to sign up for classes, which start in mid-October), check out our website at www.milestones-program.org.

Campaign 2011: The ♥ of Our Mission: Caring for Children, Adults and Families

Campaign 2011 exceeded our goal by 12%! The Campaign raised \$446,625 from more than 1,400 individuals, corporations and foundations. This amount is almost \$45,000 more than we raised in 2010, and more than \$46,000 more than our \$400,000 goal.



Our thanks to those who gave. Friends and families, individuals and businesses, business and community leaders, foundations, responded to our mission and the needs of children and adults we serve and their families. Lives will be enriched due to their generosity.

We exceeded our goal together!
See insert for a listing of some of our donors.



**220 Brookdale Street
Soon to be our new headquarters!**

Calendar of Events

“WHAT’S HAPPENING AT THE ASSOCIATION FOR COMMUNITY LIVING”

“What’s Up” in September

Monday, September 6 - Labor Day Holiday, all Administrative offices are closed.

Thursday, September 8 - No Siblings Left Behind: Supporting Siblings of Children with Disabilities, 6:30 pm - 8:00 pm at The Hampshire Family Support Center in Hadley. For information, contact Maggie or Donna at 413-585-8010.

Saturday, September 10 - Mini-Fenway Wiffleball Tournament. For more information, contact Steve Berube at 413-562-9746 or usp@comcast.net.

Future Events

Beginning in October - The Hampshire Family Support Center and Whole Children will begin hosting a parent support group. For more information, contact Meghan at 413-585-8010.

October 11 - November 15 - Swimming activity in conjunction with Amherst College swim team. For more information, contact The Hampshire Family Support Center at 413-585-8010.



Craft Fair Cancelled



Many of you received notice that The Association was planning to hold its First Annual Holiday Craft Fair in October. Unfortunately, this event has been cancelled.



Correction:

In the July/August edition of *The Association Connection*, Chris Arena, shown, was mistakenly identified as Chris Bossi.

Chris received our Care Provider Recognition Award and was also recognized for 10 years of service to The Association.



Our apologies to Chris for the error.

2010 Staff Survey Results

The meetings scheduled to hear an overview of the 2010 staff survey results were cancelled.

The reports from the survey are available on a secure website, if you are interested in seeing the full results.

You will need a password to access the reports. Contact Gary Somers at somersg@theassn.org and he will provide details on accessing the website.

Administrative Office
 One Carando Drive, Suite 2
 Springfield, MA 01104
 Phone: 413-732-0531
 Fax: 413-732-1168
www.theassn.org

Residential Supports
 One Carando Drive, Suite 2
 Springfield, MA 01104
 Phone: 413-732-0531
 Fax: 413-732-1168

Residential Supports - North
 101 Munson Street
 Greenfield, MA 01301
 Phone: 413-774-3495
 Fax: 413-772-6122

Employment Supports
 Greenfield Center
 143 Munson Street
 Greenfield, MA 01301

Valley Tees
 28 Federal Street
 Greenfield, MA 01301
 Phone: 413-772-8626

Specialized Home Care
 One Carando Drive, Suite 2
 Springfield, MA 01104
 Phone: 413-732-0531
 Fax: 413-732-1168

100 North Street, Suite 322
 Pittsfield, MA 01201
 Phone: 413-443-4780
 Fax: 413-443-6581

Intensive Residential Services
 One Carando Drive, Suite 2
 Springfield, MA 01104
 Phone: 413-732-0531
 Fax: 413-732-1168

Community Resources for People with Autism
 116 Pleasant Street, Suite 366
 Easthampton, MA 01027
www.communityresourcesforautism.org

Ultimate Sports Program
 360 North Westfield Street
 Feeding Hills, MA 01030
www.uspkids.com

Whole Children
 41 Russell Street
 Hadley, MA 01035
 Phone: 413-585-8010
 Fax: 413-585-0800
www.wholechildren.org

The Hampshire Family Support Center
 41 Russell Street
 Hadley, MA 01035
 Phone: 413-585-8010
 Fax: 413-585-0800

The Down Syndrome Resource Group of Western Massachusetts
 One Carando Drive, Suite 2
 Springfield, MA 01104
 Phone: 413-562-7395
www.dssupport.org

Looking For Submissions

Is there an individual, staff or volunteer that you would like the readers of *The Association Connection* to get to know?

If so, contact Tracy Romeo at 413-732-0531 or romeot@theassn.org and they could be featured in an upcoming issue of the newsletter.

New Employees

Amanda Lynn Kimball
 Karyn Reigner
 Ivelis Rivera
 Rachel Dearborn
 Darlene Giroux
 Corey Allen
 Sarah Houle
 Valmarie Hunter
 Kristi Watson
 Sita Pray
 Dorothy Oliver-Edwards
 Phoebe-Jane Tadlock
 Jennifer Allard

Jared Bulman
 Ruth Kuloba
 Gerald Harris
 John Baldasaro
 Daniel Sandberg
 Jennifer Lowell
 LaShawn Lowery
 Maria Jusino
 More Chingor
 Thomas Oduah
 Leticia Lewis
 Emma Donoghue
 Zhanna Balzhyk



THE ASSOCIATION

FOR COMMUNITY LIVING

One Carando Drive, Suite 2, Springfield, MA 01104-3211



Address Service Requested

Secure the Future . . . join The Legacy Society



Creating Opportunities, Building Relationships, Improving Lives For Children And Adults With Developmental Disabilities Since 1952
www.theassn.org

The Association Connection

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SEPTEMBER CALENDAR

Birthstone - Sapphire

National Apple Month

World Lymphoma and Leukemia Awareness Month

National Chicken Month

- 5 Labor Day - The Association's Administrative Offices are Closed
- 9 Stand Up To Cancer Day
- 11 Patriot Day
National Grandparents Day
- 15 Greenpeace Day
- 19 Talk Like a Pirate Day
- 22 International Day of Peace
Elephant Appreciation Day
- 23 First Day of Autumn
- 24 R.E.A.D. in America Day
- 28 Rosh Hashanah Begins at Sundown

Quote for the Month:

Ginger Rogers did everything Fred Astaire did, only backwards and in high heels.

If you would like to receive this newsletter via e-mail or have anything you'd like to share, please contact the newsletter editor at romeot@theassn.org.

The Legacy Society Members

Securing the Future

individuals and couples who have designated a planned gift

Sidney and Pudsie Cooley*
Nancy F. and Kenneth Robbins*
Paul A. Tardif*
Crawford and Ann G. Lincoln*
Oscar and Ruth Seldin*
Mr. and Mrs. William B. Martin*
Reverend Beverly L. Herbert*
Donald J. and Merka Fletcher*
David K. and Kathleen Scott*
Cynthia St. George*
Richard M. Niedel*
Dr. and Mrs. Stephen J. Levine*
Paul E. and Charlotte C. Bureau*
James and Regina Shriver*
André and Karin Fafard*
Robert and Wanda Fafard*
Therese Fafard*
Meyer Schoenberg*
Michael J. Cooley
Debra Cooley

**Charter Members*



Editor: Tracy Romeo

Thanks to all of our leaders ... Campaign Committee 2011, The Association's Board of Directors, Division and Program Board members, The Legacy Society, Corporators, and Senior Managers

Mrs. Betsy B. Brigham Benton	Ms. Eileen Burzdak	Ms. Barbara Pilarcik, R.N.
Ms. Adria Golann	Ms. Maritza Smidy	Ms. Beverly L. Herbert
Ms. Carolyn Lemelin	Ms. Mary F. Knight	Ms. Carrie L. McGee
Ms. Jill A. Scibelli	Ms. Sheilah Carroll	Ms. Gail T. Brown
Ms. Mary Lou Chapman	William Loomis, R.Ph.	Ms. Kathleen Salois
Ms. Moira Murphy	Mr. David Eagle	Ms. Margaret M. Gallagher
Ms. Paula Fredericks	Mr. John F. Heaps, Jr.	Ms. Ruth G. Banta
Mrs. Joyce B. Leckey	Mr. and Mrs. James F. Foard, Sr.	Andrea Hargrove
Mrs. Tanya L. Wheeler	Dr. Anthony S. Caprio	Andre and Karin Fafard
Ms. Karen L. Kennedy	Hyman Darling, Esquire	Crawford and Ann Lincoln
Ms. Melissa English	Mr. Alex King	Donald and Merka Fletcher
Lisa Clewes	Mr. Brian Zelasko	Dr. and Mrs. Stephen J. Levine
Marie M. Stebbins	Mr. David Gilrein	James and Regina Shriver
Mr. Dino D'Angelo	Mr. James L. Bell	Judge Sidney and Mrs. Pudsie Cooley
Mr. James F. Foard, Jr.	Mr. Marc A. Hanks	Mr. and Mrs. Oscar Seldin
Mr. James L. Shriver	Mr. Mark Eagle	Paul and Charlotte Bureau
Mr. Kimball W. Howes	Mr. Paul Anziano	Robert and Wanda Fafard
Mr. M. Dale Janes	Mr. Roy A. Scott	Mr. John Moody
Mr. Mark A. Germain, CPA, CITP	Ms. Dawn M. Vershon	Ms. Deborah Cooley
Mr. Michael J. Cooley	Ms. Jennifer A. Doleva	Cynthia R. St. George, CFRE
Mr. Paul G. Kelliher	R.G. Pete Ledoux, CFP	Mr. Paul A. Tardif
Mrs. Elaine Henson	George and Jackie Keady, III	Mrs. Therese Fafard
Mrs. Phyllis C. Grondalski	Mr. Charles M. Johnson	

Thanks to our employees ...

Mr. and Mrs. Jim Greaney	Ms. Althea Smith	Ms. Megan N. Sherman
Mr. Anthony M. Mungai	Ms. Catherine Flower	Ms. Melissa Miele
Mr. Dennis LaFleche	Ms. Constance Topor	Ms. Noel J. Lang
Mr. Gregory Bertsch	Ms. Jeanette Gilmartin	Ms. Rita Dean
Mr. Huy K. Nguyen	Ms. Kathleen E. Frome	Ms. Sarah N. Koomson
Mr. Oswald Dillon	Ms. Marilyn Lysobey	Ms. Sheryl Sutcliffe
Mr. Peter McLean	Ms. Marion Jacobs	Ms. Theresa O'Shaughnessy
Mr. Richard Niedel	Ms. Marion L. Pomeroy	Ms. V. Mahi Swan
Mrs. Tracy Romeo	Ms. MaryLou Sullivan	

Thanks to all our Division, Program, and Business Boards and Staff ...

Residential Supports Division	Specialize Home Care
Intensive Residential Services	Employment Supports
Community Resources for People with Autism	Ultimate Sports Program
Down Syndrome Resource Group of Western Massachusetts	Whole Children
The Hampshire Family Support Center	Valley Tees

Campaign 2011 Kick Off Day

March 10, 2011



**Members of the Campaign 2011 Committee,
Board members, friends, and staff celebrate the beginning of Campaign 2011**

Seated left to right: Pete Ledoux, Tracy Romeo, Steve Davis (Campaign Co-chair), Barbara Pilarcik, Steve Levine (Campaign Co-chair), Marie Stebbins, Crawford Lincoln, Beverly Herbert

Standing left to right: Elizabeth Beaudry, Karen Kennedy, Steve Berube, Mark Morris , Lisa Clewes, Jim Foard, Phyllis Grondalski, David Specht, Moira Murphy, LaVerne Kelly, Rosalie Connelly, Andrea Hargrove, Melissa Miele