



“Key” munications

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Submitted by **Tony D’Agnenica**, *Regional Clinical Supervisor, RI Region*

I would like to “RAVE” the entire Rhode Island region. Yes, you read that correctly: *the entire region!* I’m the “new kid” in the region, having begun my job as the Regional Clinical Supervisor roughly five months ago. Thus far, my overall experience within the RI Region has been one of the most rewarding and amazing partnerships of which I have ever been a part. I believe that my short time at Key has only been remarkable due to the diligent, hard-working, conscientious, and caring team that I have been lucky enough to work so closely with over the past few months. I would like to take this opportunity to personally thank those individuals who have truly helped me to do the best job I can and have welcomed me into the Key family.

First, I would like to express my thanks to the Outreach & Tracking Caseworkers with whom I have had the pleasure of collaborating. Each O/T Caseworker brings his or her unique talents to the table; benefitting the Key Program as a whole and, more importantly, the youth they diligently and meticulously serve. I give each Outreach worker the utmost credit for the yeoman’s work they do on a daily basis!

Secondly, I would like to thank all the Outreach & Tracking Supervisors with

(Continued on page 2)

Happy Hauntings



Submitted by
Marsha Fernandes,
Program Supervisor of Rhode Island Girls’ Staff Secure Program

I would like to praise the employees of

the Staff Secure Program for making the 2nd annual **Haunted House** a “screaming” success. Approximately 50 kids, staff and parents attended the event.

Planning started with a vision from talented **APS Shannon Doherty** to transform our residence into the spookiest house in town. With the help, enthusiasm and creativity of the staff, we succeeded in making that vision a reality. Preparation for the big day began months in advance. Spooky ideas for each room of the haunted house were discussed, as were the scary roles each person would play in making sure that we scared the daylights out of each and every visitor. The first floor of the program was then transformed into an art studio, where clients and staff spent a great deal of time cutting and painting the cardboard cutouts **Shannon** had outlined.

This year the staff outdid themselves. Guided tours, led by **APS Doherty** and **Residential Caseworker Jen Rado** (who also supplied and set up all the music and lighting!), began in a “circus,” complete with circus music and deranged clowns played by **Program Supervisors Allison Stein** and **Odette Grennon**. Visitors were then ushered into the “bat cave,” where Network Clinician Kara Hicks played a vampire. From there they entered the death chamber, where they were greeted by client JD, who was frying in

(Continued on page 3)

Only in Massachusetts...

Under Massachusetts law, all residents of the Commonwealth age 18 and over are required to have health insurance coverage. In most instances, people will be directed to enroll in health plans that are available to them through their employers, spouses’ employers or parents.

People who do not have access to other insurance coverage (part-time employees or employees of companies that do not offer health insurance) are not exempt from this requirement.

Those individuals who do not have access to other coverage may select and enroll in plans offered through the “Commonwealth Connector.” The Connector is a new state agency that oversees the state’s Commonwealth Care and Commonwealth Choice insurance programs. Based upon income and family size, lower income people may qualify for free or subsidized insurance (the Commonwealth Care program). Those above the income guidelines can purchase coverage available within the Commonwealth Choice program.

If you are not eligible for Key’s health insurance plan and have purchased coverage through the Connector, Key offers the benefit of paying your health insurance premiums through Key’s payroll on a pre-tax basis (known as a Section

(Continued on page 2)



A Message From the President, Bill Lyttle

Before the next edition of “Key”munications is published, our snow and ice will have melted and the longer, warmer days of spring will have arrived. Each spring, the US designates the month of May as “National Mental Health Awareness Month.” In Canada, “Mental Health Awareness Week” is observed at the beginning of May.

As human service professionals, we are likely more attuned to others’ mental health conditions than many people. We are constantly observing the moods and behaviors of our clients and families to determine whether mental health services might be of benefit, then monitor their progress to ensure those services are effective.

But how many of us give proper attention to our own mental health? Most of us probably made New Year’s resolutions to take better care of ourselves by quitting smoking, getting more sleep, losing weight or exercising more; but it’s unlikely that anyone resolved to take better care of their emotional well-being.

Mental illness is an “equal opportunity” disease. It affects men & women, adults and children, the young and the old; and people of all economic groups, races, religions and ethnicities around the globe. Mental illness includes depression and anxiety, eating disorders, substance abuse, bipolar disease and countless other conditions.

(Continued on page 3)

Save Money on Your Car Insurance!



Did you know that Key Program has a group insurance discount program with Liberty Mutual?

Just for working for Key, you could save up to 10% on your auto, homeowner, renter or recreational vehicle insurance policies!

For a free rate comparison, NH residents should contact Christopher Valley at 603-749-0798. All other employees can call Christine Duffy at 978-687-4150 ext. 205.

The amount of your discount will depend upon the state in which you reside, your personal driving record, type of vehicle, etc.

****Note that some insurance companies charge a penalty if you end your policy mid-year. Check with your insurance agent to see if your existing insurance company will charge a penalty. If they will, it may make more sense to wait until your next policy renewal date.**

RAVE

(Continued from page 1)

whom I have also worked very closely during my inaugural months here at Key. The Outreach Supervisors are unmistakably hard workers who always put their caseworkers’ needs and clients’ needs before their own. I’m so impressed that many lunch breaks aren’t taken (or even considered) and many “extra” hours are worked without complaint...now that’s what I call dedication and is a mark of the kind of team that I want to affiliate myself with!

Last, but certainly not least, I would like to express my gratitude for the other important team members who have already had a profound impact on me. Thanks to the administrative/ clerical staff for “holding down the fort” and promptly ordering any work material I need as well as for always being there to help me with all my questions. That effort does not go unnoticed!

I look forward to continuing to be a part of Key’s RI Regional Team!

ONLY IN MASSACHUSETTS

(Continued from page 1)

125 plan). This provides you with the convenience of having Key send in your premium payments as well as having more take-home pay resulting from the tax treatment of those payments. Please contact Benefits Coordinator Sue Barry at 508-877-3690 or sbarry@key.org if you have coverage through the Connector and would like to take advantage of Key’s Section 125 plan.

Please note that any employees who either 1) decline participation in Key’s group health insurance plan (when eligible) or 2) decline participation in Key’s Section 125 plan (if not eligible for Key’s health insurance) are required under the law to complete an employee Health Insurance Responsibility Disclosure (HIRD) form.

Finally, all MA residents who had health insurance at any time during 2007 should have received 1099-HC forms. These new forms must be submitted with your 2007 state tax filing to verify that you maintained health insurance as required under the law. Individuals who did not maintain coverage will lose their 2007 personal income tax exemptions. Penalties will increase in future years.

For more information, visit www.mahealthconnector.org or call Sue Barry in the Framingham office.

Western Region Welcomes New Team Member

The Human Resources Department and the western regional programs would like to welcome **Holly Badalamenti**, *Western Regional Recruiter/Trainer*. Holly’s specialized position is to provide support to the region by overseeing recruitment and training needs. Holly is an alumnus of Springfield College and brings with her three years of direct care experience in her work with adolescent male sexual offenders. Most recently, Holly has returned from a two-year service placement with Peace Corp where she lived and worked as an educator/teacher in Somoa. Welcome Holly!

Our Recipe Selection for You!



ASPARAGUS & NEW POTATO FRITTATA

Ingredients:

- ½ cup new potatoes, washed and sliced very thin
- 1 lb. asparagus, trimmed and cut into 2" pieces
- 2 large eggs
- 1 cup egg substitute
- ½½ tsp. salt
- ¼¼ tsp. pepper
- 2 tbsp. chives

Directions:

- 1) Steam asparagus and potatoes until slightly tender – about 5 minutes. Set aside.
- 2) Preheat boiler and coat oven-safe skillet with nonstick cooking spray.
- 3) Whisk together eggs, egg substitute, salt and pepper.
- 4) Over medium-high heat, sauté asparagus and potatoes approximately 5 minutes.
- 5) Stir in egg mixture and chives. Lower heat, cover and cook several minutes until eggs start to set around the sides.
- 6) Transfer skillet to broiler and cook until eggs are firm and mixture is golden brown on top.
- 7) Slice into 4 wedges and serve.

* if desired, also add a bit of sautéed onion and/or mushrooms

MESSAGE FROM THE PRESIDENT (Continued from page 2)

Fortunately, mental illness is now recognized as a medical condition and does not carry the stigma that it did in the past. Influential people, like a growing number of celebrities, have raised awareness by discussing their own struggles with mental illness and chemical dependency. Others have raised awareness through very public periods in rehabilitation, arrests, hospitalizations and tragic deaths. Their experiences underscore the fact that, if mental illness can affect the most beautiful, wealthy and famous; it can affect any of us.

Mental health is every bit as important as physical health – and help is available. Just as you wouldn't neglect a broken arm, you shouldn't neglect your mental health needs. If you feel that you need assistance with a mental health issue, don't wait! Ask a trusted friend or family member to help you obtain services. Key offers medical leaves of absence for employees receiving treatment and most services are covered under Key's group health insurance plan. Confidential referral information is also available through the Good Samaritans at:

Massachusetts:

Boston Hotline: 617-247-0220
Suburban West: 508- 875-4500
Merrimack Valley:
866-912-4673
Fall River/New Bedford:
508-673-3777 / 508-999-7267
Cape Cod and Islands:
800-893-9900/508-548-8900

Rhode Island: 800-365-4044

New Hampshire: 800-852-3388



You spend so much time caring for others; be sure to take care of yourselves!

HAPPY HAUNTINGS (Continued from page 1)

an electric chair (actually an old wooden chair rigged with flashing holiday lights). Then it was on to Dr. Blood E. Tooth's dentist office, where *Assistant Program Supervisor Gabe Toro* played the crazed dentist performing a tooth extraction on client KB. *Program Supervisor Susana Guerra* played his lovely, but sinister assistant.

The tour then proceeded outside where the visitors talked, of course, about how they weren't really scared at all...just in time for a scary old lady (me) to jump out of a trash can and scare them silly! Once everyone caught their breath, it was on to the carport, where a wicked witch (*Shift Supervisor Jenny Moh'd*) told the group a scary story.

Back inside, the group was greeted by a manic gorilla (*Residential Caseworker Jaime Furtado*). Next it was on to the cemetery where *Residential Caseworker Jetzabel Mills* climbed out of the entertainment center like a scene from the "The Ring." Afterwards, clients and visitors were met by *Residential Caseworker Jen Tomassi* as a very cute scarecrow (we thought they deserved a breather!)

Next, it was on to a little girl's bedroom, complete with a living psychotic doll (*Residential Caseworker Linnea Keel*). The next following stop was the Martian kitchen where client SV, *Administrative Supervisor Marcia Allen* and *Regional Clinical Supervisor Tony D'Agneica* played Martians eating disgusting items. Down the stairs and through the swamp, the groups were met by the Swamp Thing (*Program Supervisor Rob Lemoi*). The tour concluded with Jason Vorhees (*Assistant Program Supervisor Brad Cooke*) chasing the visitors out the door.

Following the tour, the visitors proceeded to the regional Halloween party, where *Shift Supervisor Jasmin Osorio* organized "Fear Factor" type games. The kids listened to music, participated in activities, ate pizza and goodies, and had a great time just hanging out!

I would like to thank the staff for their motivation and enthusiasm and for demonstrating that; regardless of the amount of paperwork they have due, the number of meetings they have to attend or the oftentimes difficult program dynamics, our work really is all about the kids.

Six Staff Earn an eAcademy Credential



The eAcademy, an on-line learning system, is a computer-based training program purchased by Key as a benefit for ALL staff members. In the previous newsletter, an article described the eAcademy and the process to gain access. Since that time, the regional recruiter/trainers have hosted "eAcademy Open Houses" in the regions where staff members receive a password and are given a demonstration on how to use the eAcademy. Along with several hundred training topics related to the human service industry, the eAcademy offers three "credential" programs that each consist of 11 individual courses and a final capstone test:

- Child Welfare I Credential
- Child Welfare II Credential
- Front Line Supervision and Leadership

Contact your Regional Recruiter/Trainer for details and access information:

►Stephanie Cormier, Central & NE Regional Recruiter/Trainer: 508-753-6263

►Sharon de la Vergne, RI & SE Regional Recruiter/Trainer: 401-861-2680

►Holly Badalamenti, Western Region Regional Recruiter/Trainer: 413-733-3113

Congratulations to the following staff members who have earned an eAcademy credential certification:

Child Welfare 1 Credential

- Katherine Hoskins, Assistant Supervisor (Western Region)
- John Hutchins, Senior Program Supervisor (Western Region)
- James Goodreau, Program Supervisor (Western Region)
- Allison Stein, Program Supervisor (Rhode Island Region)
- Sara Ward, Clinician (Central Region)

Front Line Supervision and Leadership

- James Goodreau, Program Supervisor (Western Region)

WORDS OF PRAISE

The following is the text of a letter submitted by a female Family Support Program client in the Southeast Region:

"Since I've been in Key, my life has changed so much. I've had a busy schedule on my hands and also it has been keeping me out of trouble. I have had such a hard life and this program was the ONLY good thing the court has ever offered me. I still have my attitude and my aggressiveness and with all the fights I get into, but I have been changing slowly. Key showed me to not only have respect for myself, but for others also. They are always there when I need to talk to someone. I think I've become a pest because I bug them all the time. They have offered me a lot of great things over the time I have been here."



FREE
course from
Fitchburg
State College

The Key Program received a voucher for one, three-credit course from Fitchburg State College. To win this free course, simply write a short paragraph about a work-related class you would like to take and why. The winner will be determined by their essay. See course information at www.fsc.edu.

E-mail your essay to **Carol Malone** at cmalone@key.org or fax it to 508-366-9524 by **March 31**. GOOD LUCK!

There are two ways of exerting one's strength: one is pushing down, the other is pulling up.

~Booker T. Washington
(Educator 1856-1915)

The "ARE YOU KIDDING ME?" Contest!

The following problems conceal the names of movies, TV shows, books, etc. Look for synonyms and other word play to find the titles.

Example: I'm Aware of Your Activities Last Year After School Let Out (movie) = "I Know What You Did Last Summer"

Two \$100 prize winners will be drawn at random from the correct entries submitted. Entries are due by: **March 31, 2008**. Good Luck!

1. You Haven't Met the Guy Who Climbed the Bean Stalk (computer game)
2. Marsupial Commanding Officer (TV show)
3. Goodbye, Upper Appendages (book)
4. Dianetic's Author's Aged Female Parent (story)
5. Nude Firearm (movie)
6. Evening of the Undead (movie)
7. Place it in the Will for the Dam Builder (TV show)
8. Thrice a Proper Woman (song)
9. Low Prime Number's Business (TV show)
10. Crimson Crustacean (restaurant)
11. Veracity Regarding Canines & Felines (movie)
12. Mr. Hall, Filled to Capacity (movie)
13. Final Dinner (painting)
14. Sway Me, Wolfgang (song)
15. Upper Education (movie)

BONUS (worth \$25!):

One Passed Through the Air Above the European Bird's Home (movie)