



# “Key”munications

Volume 1 Issue 55

April 2016

Key Program, Inc. is a not-for-profit agency serving children and families in Massachusetts and Rhode Island through residential and community-based intervention services. Key's mission is to assist youth and their families with developing positive life skills and life experiences so that they may pursue productive and rewarding lives. **To learn more, please visit us at [www.key.org](http://www.key.org)**

PUBLISHED FOR EMPLOYEES AND FRIENDS OF KEY PROGRAM, INC.

## Central Region Observes Significant Staff Milestone

Submitted by: **Kara Ludy-Speight**, Assistant Regional Director, Central Region

On December 1, 2015, Central Region and Main Office staff surprised *Regional Director Michael Brennan* with a luncheon celebrating his 25 years with Key Program, Inc. A luncheon was held at O'Connor's Restaurant in Worcester, one of Mike's favorite dining spots. The luncheon itself was a surprise, but having his wife, Heather, in attendance made the day even more special. In typical fashion, Key's former *Director of CE/NE Operations Joel Tragash* made a “BRIEF,” tear-provoking speech. Mr. Tragash was followed by *Chief Operating Officer Wes Cotter*, who gave attendees a recap of Mike's history at Key with all of the positions he has held and the different regional offices that have benefited from his presence and input.

Mike was presented with an array of gifts from the Main Office and his regional teammates. If I had to speak for him, I'd say his most treasured gift was given to him by Kelly Prendergast, Department of Children and Families (DCF) Director of Areas for the Worcester East Area Office and Mike's former supervisor at Key. Kelly presented Mike with much needed (and colorful) duct tape. As we all know, duct tape can fix everything when working in residential programs!

Pictured at the celebration are, back row left to right: *Program Supervisor Jean Paul “JP” Ahearn*, *Benefits/Workers' Compensation Supervisor Sue Barry*, *Oakes D Girls' Program Secretary Joyce Barbale*, *Alternative Lock-Up Program Manager Mitchell Colon*, *Guest of Honor Mike Brennan*, *Program Supervisor Josh Ziolo*, *Joel Tragash*, *President Bill Lyttle*, and *Wes Cotter*. Front row left to right: *Kelly Prendergast*, *Administrative Supervisor Stephanie Cormier-Gregoire*, *Regional Secretary Susan Lavelle*, *Program Supervisor Tara Keefe*, *Regional Clinical Director Andrea Constantino*, and *Kara Ludy-Speight*.

Thank you, Mike, for your commitment to the Agency and especially to us in the Central Region!!



## A Message From the President



*William Lyttle*

The first official day of Spring was March 20<sup>th</sup> and, even though the 2015-2016 winter was relatively “easy” on us (compared to last winter’s record cold and snowfall), I am happy to welcome all the things that the new season brings with it. A few of the things I most enjoy about spring are longer hours of sunlight, warmer temperatures in which to get out and ride my bike, the return of vibrant color with the blossoming of trees and flowers and of course, the beginning of baseball season.

Here at Key, spring also signals the start of the Agency’s busiest period for staff recruitment. In addition to traditional job postings in print, online and using social media; Key has fostered relationships with numerous area colleges and universities. The schools have become familiar with Key’s services and employment opportunities and share that information with students who may be interested in working in the human services field.

Also, we frequently have the opportunity to speak with students directly by attending career fairs or conducting on-campus interviews. Each spring, Key hires many new grads looking to gain practical experience in the field and we are extremely proud to be their first stop in what will hopefully be long careers helping others. Last year, 123 employees came to work for Key in the months following college graduation (May 1-August 21).

The Agency’s other highly successful recruitment method is its “hiring bonus” program. Staff who refer job candidates that are subsequently hired and complete their initial new hire orientation periods receive a generous bonus of \$500 (for full-time hires or \$250 for part-time hires). **You are Key’s best recruitment resource!** You know about the Agency’s mission, about the kids and families with whom we work, about specific job responsibilities and understand the qualities and abilities that employees need. In 2015, Key hired 71 new employees that were referred by existing staff members. Do you know someone you believe would be a good match for a job at Key? If so, please encourage them to learn more by visiting or completing an online application at [www.key.org](http://www.key.org). If that person is hired, be sure that he or she lists you as his or her referral source.

Successful recruitment, however, doesn’t stop once an individual is hired, but transitions to providing an experience that is personally and professionally rewarding and encourages people to remain with the Agency. Employment at Key includes a variety of benefits and opportunities intended to enhance the time staff spend with Key, including:

- In-person training beginning with the 4-day pre-service orientation sessions and ongoing training within the regions conducted by knowledgeable supervisory and clinical staff
- On-line learning available through Relias Learning (eAcademy). Hundreds of sessions ranging from job-related, human service topics (like “adolescent psychology” or “working with families”) to personal development sessions (like “stress reduction techniques” or “time management skills”)
- External training/workshop opportunities as approved by Assistant/Regional Director or Regional Program Supervisor
- Monetary bonuses for perfect attendance, use of bilingual skills and hiring referrals
- Educational Reimbursement for employees taking job-related courses or pursuing human service-related degrees
- Graduate School Scholarships (MSW, Mental Health Counseling or Counseling Psychology programs only. Limited number available and requires Assistant/Regional Director or Regional Program Supervisor approval)
- Other benefits including: paid time off (vacation, sick and personal time for employees working 25 or more hours per week); health, dental, disability and life insurance for employees working 30 or more hours per week; dependent care and AAA membership reimbursement; auto/homeowner insurance discount program; tax-deferred retirement account and resume writing assistance
- Internal job promotion and professional networking opportunities

Are you taking full advantage of everything available to you? Working with people is always challenging. Working with people in crisis can be especially challenging. The jobs you do are so important and truly do make a difference in the lives of our kids and families. We recognize and appreciate how very hard you work to see your clients succeed. Key wants that same kind of success for its staff and encourages each of you to get the most out of your work experience. If you are not familiar with or taking advantage of the assorted benefits and

*(Continued on page 9)*

## Southeast Region Paints for Numbers

Submitted by: **Sharon Gray**, Administrative Supervisor, Southeast Region

At the end of last summer, the Southeast Region held a “Paint Night” to raise funds for the Rodman Ride for Kids. **Erica Gifford**, Site Support Specialist for the Taunton District Office, was able to secure the Liberal Club in Fall River at no cost to Key to host the event. **Chris Andrade**, Family Support Center Program Supervisor, recruited Rosannette Rivera, art teacher and personal friend, to provide the instruction - again at no cost to Key. The event was attended by approximately 20 staff, friends and family members. Attendees painted a beach scene, fitting since we are located on the south coast of Massachusetts. Everyone reported having a great time and it was amazing to see how much artistic talent the Southeast Region has!

Thanks to all who helped organize and set up the event, especially Erica and Chris! Erica won the door prize; which we were all happy to see given her contribution to the success of the night. Undoubtedly, “Paint Night” will become an annual event to help us reach our fundraising goal!

## Northeast Region Shoots for the Stars!

Submitted by: **Kara Webster**, Administrative Supervisor, Northeast Region



Clients from the Northeast Region’s “Old Methuen” STARR Program launched on a fun and

educational trip to the McAuliffe-Shepard Discovery Center in Concord, NH. The Center offers planetarium shows, space exploration exhibits and educational workshops on a wide range of space-related topics. In particular, the clients enjoyed eating “astronaut food” and seeing Alternative Lock-Up Program Manager **Jerrid Kenney** dressed as an astronaut!

## R.A.V.E. Awards (Recognizing a Valued Employee)

Submitted By: **Allison Forte**, Program Supervisor, Girls’ Semi-Independent Living/Bridge Program, Rhode Island Region

I would like to take this opportunity to RAVE *Residential Caseworker* **Laura Bilotti**. Laura has been a Residential Caseworker for eighteen months, starting her employment at our Girls’ Semi-Independent Living Program and, more recently, transitioning to our Girls’ Assessment Center. During this time, Laura has proven to be a strong caseworker with an impressive skill set and commitment to the Rhode Island Regional team, families and clients.

Knowing how stressful the holiday season can be for our clients and families, Laura approached the region’s supervisory team with an idea that she felt would benefit the girls at the program and enable them to find a little more cheer during the holidays. Her idea was one that would be fun, cost effective and a learning experience for the girls; and was quickly embraced by the team. Laura developed a plan to host a “yard sale” for the girls to be able to purchase holiday gifts for their family members. A group effort was initiated to reach out to friends, family and community members and Key staff to gather donations of various items such as clothing, jackets, jewelry, household items and décor, perfumes, sunglasses, games and DVDs, etc. What was originally expected to be a small sale grew into a room full of donations! At the program, the clients are able to earn “tokens” throughout the week for achieving goals, engaging in structure, completing extra chores, getting good grades on school work and for various other achievements. The girls worked hard to earn tokens during the month of December so they could use them to buy gifts at the yard sale. The team worked together to set up all of the items and allowed for the girls to have a positive holiday shopping experience. Each client took the time to thoughtfully pick out items for each of their family members. Sparkling cider and hors d’oeuvres were served while holiday music played in the background. Also offered was a gift wrapping station where the girls could either wrap their purchased gifts on their own or, for a small “token” fee, they could have a staff member wrap the gifts for them. Once the girls were finished with their holiday shopping, leftover items were donated to families of our Enhanced Family Support Services and Semi Independent Living Programs. The girls embraced the experience and displayed grateful and sincere attitudes afterwards. Although this was a fun and exciting event, it also turned into a learning experience for the girls. They had to monitor their earned tokens and also keep track of their spending to make certain that they had the correct amount of tokens to purchase their items. Due to the overwhelming success of this idea, this event will now be an annual tradition for the holidays at the Assessment Center!

Laura’s energy is contagious and it allows others to remain focused and inspired! Great Job Assessment Center Team – and especially Laura – for their dedication, support, ideas and continued ownership of the program.

“People who say ‘it cannot be done’ should not interrupt those who are doing it.”

~American adage

## Angela Bryan Begins a New Career in Pittsfield DCF

Submitted by: *Michael Goodwin, Director of Western Operations*

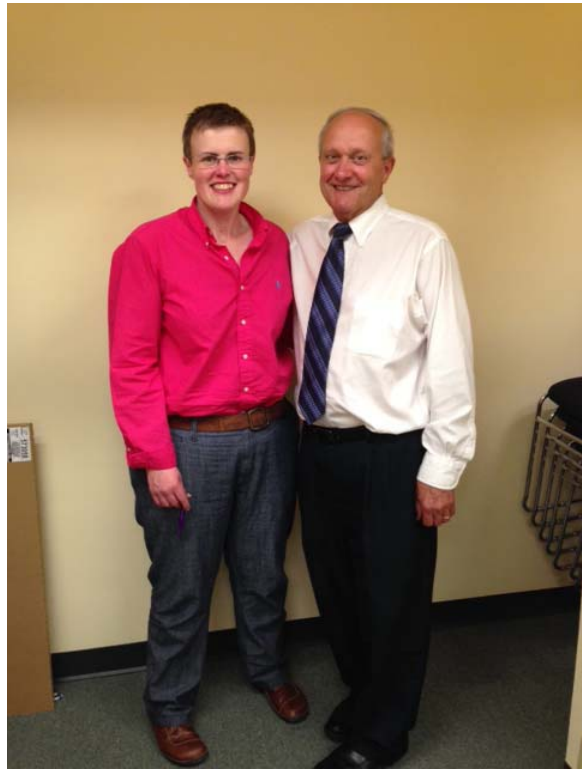
On October 2, 2015, **Angela Bryan**, LICSW left her position in Key's Berkshire Area to become one of four Area Program Managers at the Pittsfield DCF Office. Angela first came to Key through the Agency's former "practical trainee" program. Angela was recruited from the country of Wales on the Island of Great Britain and came to the United States on March 16, 2000. Just 3 days later, she was a Residential Caseworker in Key's Emergency Shelter Program in Pittsfield celebrating her 25<sup>th</sup> birthday.

Angela soon bought her first car and was in the driver's seat of a great career at Key that included promotions from Residential Caseworker to Assistant Program Supervisor, Program Supervisor, Senior Program Supervisor and Regional Clinical Supervisor.

Angela worked in every program in Pittsfield and made each one a little better as she added her flair for attention to details, keeping her programs spotlessly clean and always license-ready. Angela was a master at preparing for DEEC licensing studies and always took the lead in updating our Program Specific and Child & Parent Handbooks. She had every carpet replaced and every room repainted at the Children's House, Howard House, STARR and BTR programs multiple times during her 15-year tenure at Key. She worked tirelessly to ensure that every child had the best opportunities to live in a clean, safe, and caring environment. She mentored and developed countless caseworkers who became Assistant Program Supervisors and Program Supervisors, all while furthering her own education and becoming a proud LICSW from Springfield College.

Angela was the face of Key in Berkshire County and was a rock star at every DCF placement meeting, Pittsfield school meeting or Family Consortium meeting. She impacted in a positive way every change we went through in the 15 quick years she was with us. Most notably; she helped transition the Emergency Shelter to STARR, implement the DCF Virtual Gateway, establish the Family Networks systems, expanded our Rodman Ride fundraising efforts and, just prior to leaving, assisted in piloting the process of switching over to electronic health records.

It was a very difficult decision for Angela to leave Key, but her new role at DCF is equally challenging and she hit the ground running in her famous Angela style. We are happy to report that she remains a daily support to our programs in Pittsfield, and she is instrumental in the daily collaboration between STARR, DCF and Family Networks. All of us at Key thank Angela for her boundless energy and commitment and wish her great success in her new career at DCF.



*Angela Bryan with Key's Director of Western Operations, Michael Goodwin*

---

## Enterprising Clients

Submitted by: *Sue Spitale, Regional Director, Northeast Region*

This winter, two clients from the Northeast Region's New Directions Program took the initiative to start their own snow shoveling "business," with earnings being paid through a program stipend. Flyers for "M & A Snow Shoveling" was distributed to neighbors and the boys waited eagerly for the snow to fall. In February 2016, I received the following email from one of the program's neighbors:

"Just to let you know, I've had a couple of these young men take care of my driveway from the first snowstorm we had. They knocked on my front door with their Key supervisor. They were EXTREMELY professional and VERY, VERY polite. So I would absolutely call them again. Neighbors helping neighbors, LOVE IT!

Kudos to these two young men for their initiative and professional behavior! We didn't have a great deal of snow this winter and they weren't called on as often as they'd hoped, but I'm sure they learned lessons that were just as valuable as the money they earned.

## Southeast Region Employees Do Outstanding Work

Following is the text from two email messages sent to Southeast Region supervisory staff regarding the excellent work being done by two of the region's outstanding employees.

The first was sent to Family Networks *Program Manager* **Brian Doherty**:

Hi Brian,

I am writing on behalf of an exceptional employee who is a member of your team, **Cynthia Capeless** (*Family Networks Service Coordinator*). Cynthia always exceeds my expectations in her role as a Service Coordinator. She has many optional skills; but her ability to listen, knowledge of resources, sense of priority, calm and collected manner as well as her result-oriented performance make Cynthia a pleasure to work with. If there is a mechanism for a formal recognition for a high performer employee/team member, I am offering feedback based on my experience.

~Best Regards, Maria Marcalo, Area Program Manager, DCF New Bedford Area Office

Awesome job Cynthia! Thank you for all that you do for our kids and families!

The second was sent to Family Support *Program Supervisor* **Chris Andrade**:

Hello Mr. Andrade,

I wanted to take a minute to contact you and let you know how happy my family is with **Nick Koss** (*Family Support Caseworker*) services. He has been an exemplary person in "J's" life. "J" is a foster child in my home. Nick has taken a special interest in "J" and has created a special bond with him. "J's" behavior at school has improved immensely and I believe it is because of the talks that Nick has had with him. Nick has also taken "J" to events, lunches, etc; which has been a positive impact on his tough life. I would recommend Nick for any rewards and recognition plans you have as he deserves some type of an above-and-beyond award.

Again, I just wanted to take a few minutes out of my day to let you know that the many minutes Nick has put in with "J" has been for the better. I would like to see it continue for as long as possible since I feel that Nick is needed in "J's" life. Thanks for everything YOU and your TEAM does for the kids in rough places in their lives.

~Best regards, L.P.

---

## Holiday Wishes Come True in Central Region

Submitted by: **Stephanie Cormier Gregoire**, Administrative Supervisor, Central Region



For the third consecutive year, the Central Region and the faculty and students at Anna Maria College paired up to fulfill the holiday wishes of Key clients and families. Over 40 clients of Key's residential and community-based services received an abundance of gifts, all of which would not have been possible without the generosity of Anna Maria College's Campus Ministry Assistant Emma Gallagher and her colleagues, as well as numerous Anna Maria faculty and students.

Just before Thanksgiving, clients (with help from Key staff) compiled holiday wish lists; which included everything from games and sweatshirts to journals, iPods and gift cards. Those lists were transformed into ornaments that were then hung on the "giving tree" in Anna Maria's campus ministry center. Members from the college community selected ornaments and purchased the items listed on them. For the third year in a row, every one of the kids' holiday wishes was granted.

A big Key "thank you" to Emma and the Anna Maria community for contributing to the positive experiences of our kids and families during such a special time of year. We are extremely grateful for the continued relationship with Anna Maria and the generosity of its faculty and students.

## Occupational Therapy Helps to Promote Life Skills and Health through Engagement in Community-Based Occupations

The Lazarus House is a homeless family shelter housing up to 25 residents located in Lawrence, Massachusetts. Their current population is 12 women with 13 children ages 1-8. Last year, on Sunday, December 10<sup>th</sup>, 4 clients accompanied *Residential Caseworker Norma Crispin* (Old Methuen Girls' Program, Northeast Region) and Occupational Therapist Diana Twyman-Davis to Lazarus House to bake holiday goods for the homeless. *Clinician Kelly Lovett* acted as liaison between Key and the shelter. Once at Lazarus House, the girls sat through a short debriefing designed to teach them about the structure and routine of the shelter and ask any questions they may have.

For the following 3 hours, the clients worked together to bake a variety of treats with minimal guidance. They decided what to bake and provided encouragement to one another when a few decorating mishaps occurred. During this time, they also discussed difficulties they were experiencing in their own lives and offered one another great advice and support. Crispin and Twyman-Davis used the opportunity to provide ongoing education about using DBT and other coping skills, as well as other topics. After they had baked and decorated chocolate chunk cupcakes, brownies, vanilla cakes and even a carrot cake, the girls were mindful about cleaning up after themselves and left the area with all dishes washed and put away and floors swept and mopped. The girls were very excited to hear that there was a need for babysitting services at the shelter and informed shelter staff that they would like to return and volunteer to play with the children.

Later in the day, the clients and staff got together to discuss the shelter visit. Some of the clients' feedback about the experience included:

- 1<sup>st</sup> Client: "Today at the Lazarus House really affected my life. It made me realize that my life isn't as bad as I thought it was. I am grateful to be where I am. When I woke up this morning I was feeling a little down. Now I feel great knowing I just helped someone."
- 2<sup>nd</sup> Client: "Volunteering at the Lazarus House made me feel good because I was able to help the less fortunate. I feel like I have been helpful with people. I feel great."
- 3<sup>rd</sup> Client: "Today it made me feel so good inside. It feels good to help the less fortunate. It made me feel helpful and useful. Now I know I can help people out and it will also help me out. It will also help with college and jobs because it will look good that I volunteered places."
- 4<sup>th</sup> Client: "Today made me feel very helpful. It made me realize how their life is more difficult than mine. I realized that I should pay it forward to the community more."

The two programs are in the process of developing an ongoing, mutually beneficial connection.



*Lazarus House dining area*

## Central Region Families Gobble Up Thanksgiving Baskets

*Submitted by: Tara Keefe, Program Supervisor, Outreach & Tracking, Central Region*

For Thanksgiving last fall, the Central Region's Outreach & Tracking and CBHI teams put together eight Thanksgiving baskets for clients and families with the greatest need. The baskets were decorated and assembled by staff and included all the fixings for a perfect Thanksgiving dinner. Baskets contained fresh and canned vegetables, dinner rolls, stuffing mix, juice, desserts and; of course, a nice big turkey! (Again this year, the turkeys were donated by the Davis Companies located in Marlboro, MA. Though she left Key for a position with Davis more than 15 years ago, former Administrative Supervisor Daphne (Kalinowski) Phalon has kept in touch with the Agency and continued to support Key with her "new" company's annual donation of turkeys.) We also thought it important to include additional items that might be needed to prepare the meal; like can openers, cooking pans and turkey basters. A final item added to each basket was an activity for the family to enjoy together – Uno, Skipbo, a deck of cards or a puzzle.

Without the baskets, these families may not have been able to enjoy a traditional Thanksgiving dinner. All expressed extreme gratitude and appreciation for their baskets. One family sent a thank you card including a note that read "Thank you very much for the box of 'goodies' that you gave to our family for Thanksgiving. We really appreciate your kindness and generosity."



*Thanksgiving gift baskets*

We would also like to thank the Davis Companies for their ongoing generosity, as well as that of our staff in creating and decorating the baskets to make

## Valued Intern Becomes Valued Employee

Submitted by: Tara Keefe, Program Supervisor, Outreach & Tracking, Central Region

**Andrew Donahue** is a senior at Assumption College majoring in Human Services for his Bachelor's Degree. Like many students, he was required to complete an internship during his senior year, and chose to perform his internship with the Central Region's Outreach & Tracking (O/T) program. Andrew quickly became a member of the team with his friendly and outgoing personality. He was never shy about asking questions, taking initiative, and offering his feedback and suggestions. After a short while, Andrew was able to take on many tasks normally done by an O/T caseworker; such as completing school checks and daily treatment notes, upkeep of client files, assisting caseworkers with client interactions and interventions and more. Andrew's role as "intern" often allowed him to pick up on observations that caseworkers and/or I may have missed in the moment. He was able to offer these observations appropriately and professionally to the team. Andrew was very vocal about wanting to learn as much as possible during his time with Key and attended several trainings held in the Central Region. He participated and gained confidence both from his training and interactions within the O/T program. As Andrew's internship was coming to an end, the O/T team realized it was losing someone who had become a great asset. Fortunately for the team, we were able to offer Andrew a position as a part-time *O/T Caseworker* while he completes his final semester of school. Andrew jumped right in and continues to build therapeutic rapport with the clients and their families. He is a strong advocate for the clients and has a strength-based approach of interacting and intervening with his clients and families. It has been a pleasure to work with Andrew and watch him grow in the past few months. I continue to look forward to working with him and seeing how much further he will grow. Thank you for all your hard work!

## Northeast Region's Dynamic Duo

Submitted by: **Anndy Diaz** and **Keith Stanley**, Residential Caseworkers, New Directions Boys' Residence

Growing up in such completely different environments, it wouldn't be expected that these two staff members would form what supervisors in the Northeast Region call "The Dynamic Duo." *Residential Caseworker Anndy Diaz* was born and raised in Lawrence, MA and was brought up in circumstances similar to that of many of the clients at New Directions. On the other hand, *Residential Caseworker Keith Stanley* spent his formative years amid the instability of Belfast, Northern Ireland. It was through their employment with Key that these employees developed a friendship that has been beneficial to each other and to the clients.



*Keith Stanley and Anndy Diaz*

Maintaining positive friendships and relationships is something with which many of our clients struggle. It's fair to say that many of the clients would prefer not to be in a residential program, but by being exposed to staff who are happy to be at work engaging with clients and supporting each other; the clients inevitably have a more welcoming and pleasant experience while away from their loved ones. Clients often look forward to evening and weekend recreations organized by the Dynamic Duo that recently included snow tubing, indoor batting

cages, numerous hiking experiences and endless hours of basketball games that connect clients and staff and overwhelmingly result in laughter as the clients usually outmaneuver the staff on the court.

On a recent trip to the North End in Boston, the clients were excited to experience things that they dreamed of but never expected to do; such as visiting Faneuil Hall, tasting wonderful desserts at Mike's Pastry and walking around the Bunker Hill Monument. The clients stated afterwards that they had a great time and didn't expect to be doing such fun things while living in a group home. Weekly groups facilitated by caseworkers allow staff and clients to enhance the therapeutic relationship even further. Topics identified by the staff have included writing poetry and appreciation/thank you notes, future career/educational goals and art therapy. These have successfully taught life- and coping skills that clients have used later on.

The two members of the Dynamic Duo don't just rely on each other, but receive guidance from other staff members as well. Additionally, therapeutically processing with supervisors and clinicians enable them to maintain consistency and stay successful as role models in the eyes of the clients. Growing in the roles as residential caseworkers has been a fabulous experience for both of them and they are extremely humbled to be referred to as the Dynamic Duo.

## Worcester Clients Enjoy Special Day

Submitted by: **Curran Bradley**, Residential Caseworker, Lincoln Street STARR Program, Central Region



On February 27<sup>th</sup>, three clients from the boys' STARR program had the opportunity to attend a very special football camp here in Worcester. The "Teammates Worcester ProCamp with Nate Solder" (New England Patriots offensive lineman #77) was made possible through country music legend Garth Brooks' *Teammates for Kids Foundation*. The Foundation partners with professional athletes from football, baseball, hockey, rodeo, racing, basketball and soccer to conduct skills camps for kids who are facing challenges in their young lives.

I had the pleasure of accompanying clients N.H., N.P. and S.G. to the camp. S.G. was just above the age limit to participate, but he kept me company watching his peers run drills and practice new skills. N.H. had never played football before and learned a great deal from the coaches. N.P. wound up being the camp's star participant and received a certificate and signed helmet from Nate Solder! This was a great opportunity for the boys to experience something new and interact with other kids their age. They did a fantastic job of representing Key and were grateful for the opportunity to attend.



Access to the tickets for the "Teammates" camp was provided by "Tickets for Kids (TFK)," a Pittsburgh-based organization that provides tickets to cultural, sporting and educational events to in-need and at-risk kids so that they may enjoy exposure to things that they might not otherwise have access to with the goal of inspiring goals and dreams for their futures. In the past, TFK provided Key clients with tickets to the circus, Pawtucket Red Sox games, musicals at the Hanover Theater in Worcester and other events. We are grateful for the work that they do and their generosity towards Key.

\*Photos obtained from [www.teammatesforkids.com](http://www.teammatesforkids.com) website



## MESSAGE FROM THE PRESIDENT - SPRING (AND HIRING) IS IN THE AIR

(Continued from page 2)

opportunities available to you through your employment with Key, ask your supervisor for more information.

Being “work,” by definition, means that something is not easy. Your work at Key can be challenging, eye-opening, patience-testing and sometimes maddening. It is also energizing, heart-opening, life-affirming and often gratifying. It should also be rewarding on both the personal and professional levels, so please use every tool that the Agency provides to maximize the growth we hope you will experience at Key.

---

### The Science of “Bartology” Contest

Wow! Did you realize that the animated sitcom “The Simpsons” has been on air for 26 years? The program debuted on December 17, 1989 after appearing as a series of “shorts” as part of *The Tracy Ullman Show* beginning in 1987. Those familiar with the show know that its main character, Bart Simpson, is often seen writing out “punishments” on his classroom blackboard – and that some of the lines are hilarious.

Listed below are some of Bart’s most memorable chalkboard quotes in cryptogram form. A cryptogram is a code made by substituting a different letter for each letter of the alphabet. Every letter in the alphabet is changed, and a different cryptogram code is used for each problem. The object is to “break” the codes and reveal Bart’s entertaining blackboard messages. ALL of the problems include the word “not,” and many include the phrase “I will not.”

**Entries are due no later than April 30<sup>th</sup>. Two \$100 winners will be selected at random from the correct entries. Good luck!**

\*\*\*\*\*

*Example: “tzi’d aqnx q wzm, oqi!”*

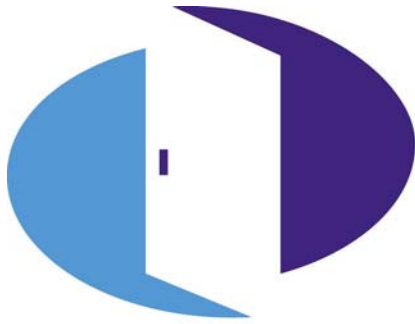
*Translates to “don’t have a cow, man!”*

- 1) D ndzz asg bwfgqmsfty da geq efz zb
- 2) T cg bgo diwn ctkagliota tlipbtou
- 3) V lvqq bpd dseay pdysjm dp zqc
- 4) Krn bedludbtm’q khabnn dq lhk t Zedqinn
- 5) H qhss tui idvfg avtip qhik uikgdp
- 6) Q cqoo rsg vpoo tqiyjop jbipv
- 7) T ktrr vid wzrjq dqz Vfdtivfr Fvdqzo
- 8) Ic rhik qj rbp Zg. Zkhpv

**BONUS: worth an extra \$25!**

O jorr meb hovvpdb blomwv ymrpvv omvbxymbph





*Key<sup>®</sup>  
Program, Inc.*

*Unlocking Potential  
of Youth & Families*