

“Key”munications

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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**

PUBLISHED FOR EMPLOYEES AND FRIENDS OF KEY PROGRAM, INC.

Key Kids Attend Patriots' Holiday Party

Submitted by: *Angel Figueroa, Assistant Program Supervisor, Therapeutic Mentoring, Southeast Region*



In August 2016, Key Program, Inc. was incredibly honored to be named as the official “Ed Block Courage House” organization for the New England Patriots. The *Ed Block Courage Award Foundation, Inc.* is dedicated to supporting the well-being of abused, neglected and at-risk children throughout its Courage House National Support Network for Kids. The vision of the Foundation is “to break the cycle of abuse and neglect and to lay the foundation for generations of safe and nurturing families.”

Through its partnership with the National Football League (NFL), the Foundation cultivates awareness through designated Courage Houses and helps to raise funds for their programs and initiatives. To date, 25 of the 32 teams in the NFL have selected youth-serving organizations as

their designated Courage Houses. In addition, the Foundation presents the Ed Block Courage Award annually to one player from each NFL team. The award is considered very prestigious because awardees are nominated and selected by their teammates. The Patriots' Courage Award winner for 2016 was Offensive Tackle Nate Solder, for his volunteer involvement with an organization serving children with special needs as well as overcoming personal struggles both on and off the field (Solder is a cancer survivor and suffered numerous injuries from which he worked hard to recover).

As one of the Agency's first “official” events with the Patriots, approximately 8 Key clients were invited to attend a holiday party at Gillette Stadium in Foxboro on December 13, 2016. The kids got to share holiday cheer with some of the Patriots' players and cheerleaders and, of course, mascot Pat Patriot.

The Patriots made the night all about the kids, making each one feel special as they made the rounds signing magazines, shirts, footballs and more. The youth were able to take pictures with Patriots' players and cheerleaders, capturing a bit of magic that most die-hard Pats' fans can only dream of.

After a great time singing holiday songs and taking pictures, everyone was treated to pizza and dessert – some of the cookies were as big as the kids' heads! – and the fixings for ice cream sundaes were abundant.



A Message From the President



William Lyttle

As we all know, the country has experienced a great deal of unrest over the past several months. Strong opinions and high emotions about the Presidential election, economic and immigration policies, women's and LGBTQIA rights and other concerns have caused deep divides in many sections of our society.

There is near-continuous news coverage about marches, demonstrations and the battles being waged between the Democratic and Republican parties. One of the truly great things about living in Massachusetts and the USA is people's right to promote their beliefs or protest those with which they do not agree. A diversity of perspectives and ideas is critical to establishing laws, policies and programs that are fair and consistent.

Even so, I can't help feeling that the attention being paid to our differences is overshadowing all the things we have in common – and I believe that there are many more things on which we can agree than things about which we do not. Regardless of our political views, sexual orientation, religious beliefs, gender identities, racial/ethnic make-ups, economic situations, educational backgrounds or other factors; we all want our country to be peaceful and prosperous. We want everyone to have enough to eat, a safe place to live and access to the medical and mental health services they need. Investing in education that leads to employment with livable wages will help all of our futures; and prioritizing the needs of today's youth will help to ensure tomorrow's adults are well-equipped to live happy and prosperous lives.

Key does not promote a particular political party or endorse specific candidates; though we naturally support initiatives designed to improve services available to the clients, families and communities we serve. We are all working towards Key's mission to "assist troubled youth and their families with developing positive life skills and life experiences so that they may pursue productive and rewarding lives." We share a passion for helping people and making a positive difference in the lives of those in need. It benefits each of us to encourage one another's success in our jobs and in pursuing our professional and personal goals. And we all believe that, given the right tools, even the most troubled kids and families have the ability to redefine their futures.

Though we may not always agree on the best way to achieve these goals, it is important to remember that we are all trying to reach the same objectives. Try to put yourselves in other people's situations to gain a better understanding of their perspectives. Don't allow differences to crowd out common ground; and be proud of the important work we are accomplishing together.

“Girls Just Wanna Have Fun”

Submitted by: Lynn Meffen, Clinical Supervisor/Recruiter/Trainer, Western Region

As most can attest, entertaining 10 adolescent girls is no easy feat. The girls at Key's Chestnut Street Program in Springfield, MA, however, are fortunate to have two very different "activity spaces" to relax, expend energy, and constructively engage with others. Our detached garage was converted to an area where the clients can play foosball or read and listen to music in large beanbag chairs. The space is large, bright and homey and a great place to simply engage with each other and with staff. Larger family visits are accommodated in this area where siblings can play with each other and families can share meals. Our hope is that the kids can learn to socialize and understand that some of their best memories can be created through "simple things" and that appreciation for others can be gained through conversation, play, and learning how to just be with each other.

We also boast a quiet sensory area. Its purpose is to soothe and calm the soul. The area is bright, yet softer in its décor. Filled with sensory items such as weighted lap pads, a recliner, large bean bag chairs (we're big on the beanbag chairs – kids love them), knitting material, and individual nooks for kids; it is a welcoming and peaceful place where clients can relax, visit with family, talk with staff, or simply find peace at the end of a long day.

Each space has its own purpose, but the overall goal is really the same: to help kids experience new things, learn about themselves and discover many different ways to soothe and calm themselves. As staff, our hope is that kids will find value in their experiences and carry these lessons with them wherever they may go.

Howard House Residents Helping Others

Submitted by: **Meg Caron**, Clinical Care Manager, Howard House Program, Berkshire Region

The Howard House residence has recently spent time focusing on the community at large. Last summer, residents participated in two regional volunteer activities. The first was with a large organization called River Keepers. River Keepers is an environmental non-profit dedicated to preserving the rivers and estuaries in the region. Howard House youth worked to clean up along the banks of the Housatonic River in Pittsfield and surrounding neighborhoods. The kids also developed a relationship with a neighboring farm that is a Community Supported Agriculture site (CSA) that provides prepaid subscriptions for the produce grown on the farm that season. The farm is largely supported by volunteers and the Howard House residents participated weekly to harvest vegetables, weed gardens, tend to animals and plant new crops. The payoff was a fantastic lunch prepared by the farm with some of the vegetables the kids had grown and harvested! Howard House also had the privilege of bringing back to the program fresh vegetables on a regular basis.

In addition to volunteering at the farm, Howard House has made a very positive community connection with a local church. Beginning this past December, the United Methodist Church of Pittsfield and Howard House youth prepare and serve meals to area hungry and homeless each Tuesday.

The Howard House residents also have a love of animals. They are visited weekly by a certified therapy dog named “Cooper.” Cooper has worked to assist the clients with managing painful emotions or getting them to talk about their emotions just by resting his head on their laps and looking calmly into their eyes. Cooper also helps new children coming to Howard House feel welcome by greeting them at the door and accompanying them to their initial intake meetings. Cooper is becoming quite the local celebrity and was recently featured in the local newspaper. He is a great asset to the program!

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

Submitted by: Program Supervisor **Natalie Balletta** and Clinician **Kristy Buck**, Methuen STARR Program, Northeast Region

Kim Nguyen is a *Shift Supervisor* at the Methuen Girls’ STARR Program in the Northeast Region. Since she began at Key in July 2015, Kim has consistently gone “above and beyond” for our girls. Not only is Kim amazing at organizing shifts, communicating new information regarding the girls and working with caseworker and regional staff; she routinely goes far above her basic job requirements.

Kim often stays beyond the end of her scheduled shift to assist with whatever is needed. She has brought in her own products to run personal hygiene groups or to help the girls get ready for school events such as proms or other special occasions.

Kim has been known to come in on her days off to attend clients’ birthday parties and often uses her own time to write a special note or pick up a small gift that she has personalized for a client. On December 21st, Kim surprised the girls by coming in to the program dressed in a Santa suit. She sat in front of the program’s Christmas tree and handed each girl one of their gifts that had been chosen by their primary caseworkers.

We love having Kim as part of the “Old Methuen” team and appreciate all she does for the girls and her coworkers.



Kimberly Nguyen

Southeast Region Takes A Page From The Patriots' Playbook

Submitted by: **Scott Brum**, Regional Program Supervisor, Southeast Region



When I was thinking whether the region had any newsworthy items, I couldn't help but think about the Patriots' incredible 2017 Super Bowl win. Looking at how they have achieved such a consistently high level of success makes me think about their innate understanding that their achievements are not about individual players, but more about how those individuals contribute to the team. I have been in my role as *Regional Program Supervisor* in the Southeast Region for about a year and a half. Throughout this time, I have had the privilege and pleasure to be surrounded by a supervisory team that is completely immersed in achieving Key's mission and ensuring that all clients receive the care they deserve. As anyone who has worked at Key can attest, there are some days that are more challenging than others. Knowing that you are surrounded by a team of people who are interested in each others' well being makes those challenging days more manageable, and sometimes even enjoyable.

We see this to be the case with our beloved New England Patriots ... all of the players understand the mission of the team. With that knowledge, all players are able to work towards achieving that mission by working not as individuals, but together as a team.

The Southeast Region is also enjoying a high level of success for much the same reason. Ensuring everyone remains focused on Key's mission and knowing specific expectations provides all of our employees with the ability to move forward. This has been highlighted in recent months by the Kaleidoscope Program's very successful Caring Together audit, the Fall River Department of Children & Families (DCF) report about how seamless and impressive it is to work with the Stafford STARR Program, Plymouth DCF's comments about the Family Support Center being one of the best programs within the Southeast region and a Therapeutic Mentoring/CBHI review concluding with very high marks and positive feedback.

Although the above accolades are the result of highly committed and engaged individuals, it is unlikely that the region would achieve such a high level of success without those individuals working as a strong and cohesive team. Every employee makes valuable contributions, but I would like to especially thank the Kaleidoscope Group Home supervisory team of **Jessica Knight** (*Program Supervisor*), **Mario Pires** (*Assistant Program Supervisor*), and **Oscar Fuentes** (*Assistant Program Supervisor*); Family Support Center *Program Supervisor* **Chris Andrade**; *Program Supervisor* **Jay Kirby** and *Assistant Program Supervisor* **Erik Beaudoin** from the Stafford STARR program and Therapeutic Mentoring *Assistant Program Supervisor* **Angel Figueroa**.

To borrow a quote from Tom Brady (a.k.a. the greatest quarterback ever!): "You have to believe in the process. You have to believe in the things you are doing to help the team win. I think you have to take the good with the bad." Thank you again to our supervisory team for taking the good with the bad, believing in the process and helping to remain engaged in our mission.

Holiday Gift Giving in the Northeast

Submitted by: **Susan Mokray**, Office Manager, Northeast Region

This past holiday season, the clients of Northeast Key were well thought of by the community! Merrimack College volunteer Maggie Qualter organized the donation of almost 40 gift cards totaling over \$900! Clients were treated with gift cards from Target, Bath and Body, Kohl's, Sephora, Game Stop, Barnes & Noble and Old Navy; just to name a few!

Endicott College continued its annual "Touch Down Drive," which has now expanded to more than just the school's football team providing gifts. It now includes the dance, lacrosse, field hockey, rugby and cheer teams! Lauri Rawls, Endicott's Director of Community Service, and her assistant George arrived at our office with the school's van – and the fun began. Bag after bag of donated toys were unloaded thanks to the generosity of Endicott's sports teams. The toys were distributed to Outreach & Tracking and Therapeutic



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Alumni Profile



Jennie Perella

(Employed 2003-2014, Central Region)



I began my work at Key as an Outreach and Tracking Caseworker. As I approached the end of my 18-month time-limited period, I was promoted to Assistant Supervisor and then Program Supervisor. I continued to oversee the Outreach and Tracking program and took on supervision of other services such as the court diversion program and CBHI. In total, I worked for Key for 11 years.

I first learned about Key during an internship at a Department of Youth Services (DYS) Day Reporting Center (DRC) in Springfield, MA. Before completing my Bachelor's degree at American International College, I talked a lot with the DHS caseworkers who had all worked for Key at one point in time. They all said without hesitation that Key would be the best place to gain experience in the field. I applied for positions with several different agencies, but was drawn to Key because of the 18-month model. As a matter of fact, I can remember saying in my first interview that my goal was to work at DHS and I'd only be staying at Key for 18 months. I did end up moving on to DHS, but after 11 years instead of 18 months!

I really feel as though I grew up at Key, both personally and professionally. During my time at Key, things certainly changed and evolved, but I feel that the core values of the agency always stayed the same. I used to joke and say "as the Key turns" because every day it felt

like there was something changing or going on. Looking back, I realize that it was those changes and crises from which I learned the most. Circumstances I encountered at Key helped me to learn about myself. Additionally, I learned how to manage crisis situations and help our youth or staff cope with crises, about staff development, training and program operations. I also learned how to react to getting back an evaluation with the dreaded "Red Pen." Though sometimes difficult, these were the times that I was able to experience real learning opportunities that continue to help me in my personal and professional life.

I have so many great memories of my Key experience! Looking back, I had some extreme highs in my work (such as being invited to participate in the adoption of a sibling group) to extreme lows (such as two occasions during which we lost youth as a result of tragic accidents). I have many memories of working with youth and families throughout the years, but have to say that my best memories are those I shared with teammates and staff in Key's various programs. Having others to laugh with when things got rough is something I will never forget! Some of my best memories came from days that were long, difficult and exhausting. I remember winter storm forecasts prompting me to pack like I was going on vacation for a week with bins of supplies like candy and movies, a sleeping bag, air mattresses and other "snow in" necessities. I'd wake up early to make breakfast for the staff then help to cover the shift so those who stayed awake overnight could get some sleep. During one particularly nasty storm, I had to ride a sled down the street from one program to another to bring coffee, give staff a break and manage crises. The reward was walking into a residence where *Assistant Regional Director Kara Ludy-Speight* (who was the Administrative Supervisor at the time) was making a delicious homemade soup with the girls in the program. The best moments were those shared with staff during the good, and the not-so-good, times. Everyone always pitched in to get the job done and we knew we could always count on one another for support.

My experience at Key absolutely helped me to move on in my career! It was a very hard decision for me to leave Key. However, gaining such a variety of experiences with different program models, working with funding sources, supervising staff, etc. provided me with the knowledge and ability help train others. By far the largest influence in my professional career was the push that many people at Key gave me to go back to school for my Master's degree. At the time, I was wavering about whether to go back to school – where was I going to find the extra time to put into school work and where was I going to find the money to pay for a graduate program? I had some really great people in my corner and had lots (and lots) of supervision to help me navigate these decisions. I applied for and was awarded a Deborah Feldstein Bartfeld Memorial Scholarship and took advantage of Key's educational reimbursement benefits and received my Master's degree in Counseling Psychology from Framingham State. I can say with confidence that I never would have accomplished it without support from Key.

I am now working for DHS as a Training Program Coordinator II. I am one of the four DHS trainers for the state (Massachusetts). My job is to support both state and provider staff through basic training, re-certifications and other projects and initiatives. Not only do we train in classroom settings, but are responsible for writing all of the curriculum and creating all the presentations for the trainings that staff receive.

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Central Region Employee Recognition Program- 2016, A Year In Review

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

The Central Region has a number of “formal” ways to recognize employees who are making exceptional contributions to their programs or the region as a whole. One initiative is our **Employee of the Quarter (EOQ)** award. When considering nominations; a panel of peers, supervisory team members, administrators and clients examine the work, commitment and service of the nominees. We also look to Key’s mission and values for guidance. Each EOQ winner must be a flexible, skilled and caring member of our team who are ever mindful of the safety, security and consistency on which our clients thrive.

Several stellar employees were recognized as **Employee of the Quarter** during 2016 as follows:

- **Mitchell Colon**, Program Manager, Worcester Alternative Lock-Up Program
- **Patrick Parker**, Assistant Program Director, Oakes D Girls Program
- **Andrew Donahue**, Assistant Program Supervisor, Outreach and Tracking
- **Tara Keefe**, Program Supervisor, Worcester Community-Based Services

We are grateful for their service and commitment to Key, their teammates, clients and families. Thank you for coming to work each and every day with a positive outlook and steadfast commitment to Key’s mission.

As 2017 is well under way, so is our **Employee Recognition Program**. Plans are already being made to enhance the program this year. Although the changes haven’t been formally rolled out, we see this happening by the end of the quarter and look forward to providing an update in the next edition of Keycommunications.



Was your 2016 income tax withholding too little (you have to pay additional taxes) or too large (you are getting a significant refund)?

You can adjust the amount of tax withheld from each paycheck by completing a new Form W-4 (for federal taxes) and/or state

withholding form. Both forms are available to download on the ADP portal. Not sure how much you should have withheld? There are many on-line resources available, such as:

- ▶ www.irs.gov/individuals/irs-withholding-calculator
- ▶ <https://turbotax.intuit.com/tax-tools/calculators/w4/>

These and other sites do not provide advice or “guarantee” that your withholding will be accurate for your individual situation, but will give you a good starting point. For specific guidance, speak with a tax or financial planning professional.

Methuen Girls Program Art Show

Submitted by: **Natalie Balletta**, Program Supervisor, Methuen STARR Program, Northeast Region

Methuen Girls’ Program Clinicians **Kelly Lovett** and **Kristy Buck** planned an art show to showcase the impressive art work created by one of the program’s residents. The client used a variety of mediums to create a number of pieces for display at the art show. Kelly worked with the client to write artist’s statements describing each piece and the inspiration behind it. The work was displayed in the program’s common area and special snacks were provided for the client to share with her guests. The guest list included Key Program staff, family, and staff from the client’s school. To conclude the show, Kristy presented the client with a special gift of art supplies that will allow her to continue to create works of art for herself and others to enjoy.



“Art washes away from the soul the dust of everyday life.”

~Pablo Picasso

Alumni Profile



Yolanda Harley

(Employed 2001-present, Rhode Island Region)



I began working for Key right after my graduation from Rhode Island College (RIC) in 2001. I spoke with *Administrative Supervisor Marcia Allen* at a RIC job fair and thought the Agency would fit well with my Bachelors' degree in Criminal Justice/Psychology. Over the course of my 16 years with Key, I have had the pleasure of working in what are now the Enhanced Family Services, Assessment Center and Bridge programs. All of these have undergone a number of transitions, so there is always a new challenge to tackle and things to learn.

The field was very new to me when I first started with Key and I find it hard to believe I've been here for nearly 16 years. Although I've enjoyed all of the programs in which I've worked, I feel that I learned the most from working at the Assessment Center. That fast-paced residential setting gave me hands-on experience that has helped me in all of the other jobs I've had. From writing detailed Daily Treatment Notes (DTNs) and helping clients solve problems to dealing with crises and learning valuable life skills, it has given me the tools I need to be successful everywhere else.

I love when former clients visit to share their success stories! It is also great when the whole team comes together, exhausted after a long shift, but able to laugh and enjoy each other's company. One of my best memories was taking a day trip to Boston for a special dinner and to see the play *The Lion King*. All of the girls at the Assessment Center had their hair done and dressed up for the event. The looks on the girls' faces were priceless...the best part was teaching them life skills without them even realizing it.

I have learned so much from working for Key and consider myself to be very well-rounded. Some of the valuable skills I learned include problem solving, focus on detail, patience (LOTS of patience), basic cooking skills, first aid, communication and how to help people access the resources available in the community.

I did leave Key temporarily in 2005 to work as a social worker for the Rhode Island Department of Children, Youth and Families (DCYF). My experience at Key absolutely helped me with the civil service exam required for the position. I was able to look at the scenarios presented on the exam and relate them to things I had encountered with Key clients. I returned to Key in a support position (that continues today) and am now working as a Probation and Parole Officer II, which had been my goal since graduating from college. Key also helped me to prepare for this job, especially the administrative tasks of documenting parolee interactions and writing letters to the court regarding my clients. I am still friends with many former teammates and consider some of them to be family.

I would advise new human service employees to not feel overwhelmed or feel as if their efforts are not working. There is a great deal to learn, so watch and learn from your teammates and ask for help if needed. Always remember to be fair and consistent, caring and objective. It is more important that clients know they can count on you to have their best interests at heart than it is for them to think you are cool or fun to hang out with.

Key is a stepping stool to the human services field. It is a great opportunity to learn practical skills and gain a broader understanding of how components of the field interact. Key is established and well-respected. If your goal is to remain in the human services field, you are in the right place!

April flowers bring...Bloemencorso Bollenstreek?

The Netherlands celebrates the beginning of spring with the Flower Parade of the Bollenstreek. The Bollenstreek is a coastal region in the western Netherlands that is known for flower cultivation. Parade floats are made entirely of flowering bulbs such as daffodils, hyacinths and tulips. The Flower Parade route is 24 miles long and lasts approximately 12 hours (in comparison, the Rose Parade here in the US is only 5-1/2 miles in length and lasts about 2 hours).



KEY KIDS ATTEND PATRIOTS' HOLIDAY PARTY

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Following dinner, everyone joined in games. A few lucky winners got to decorate a Patriots' player as a snow man or Christmas tree. Smiles filled the room as Santa and Mrs. Claus arrived for story time.

Many of the children had only watched the Patriots play on television and never imagined having the opportunity to meet and spend an evening with some of the players. Star-struck might be an understatement! The party was well-organized and truly magical for all in attendance. Kids' took home mementos of the night that included stuffed animals and gift bags full of Patriots' gear, footballs and accessories. The Patriots organization did such a terrific job making each child feel special and ensuring that they had a night they'll never forget. We would like to extend an enormous "thank you" to the New England Patriots team, players, cheerleaders and staff for organizing this great event and to the Ed Block Foundation for supporting this wonderful association between the Patriots and Key!

ALUMNI SPOTLIGHT - JENNIE PERELLA, CENTRAL REGION, 2003-2014

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In my job, I encounter staff from Key all the time. At just about every training I do, I introduce myself and about three quarters of the room chime in that they also worked for Key at one point or another. Key truly does help provide experiences that create life-long supporters of the human service field.

I would like to tell staff just beginning their careers in human services that the road they are on is not always going to be easy..... but that's okay because it's not meant to be! You are working in a field that is unlike any other, which is probably why you're here. Stick with it! The experiences you have at Key will make you a stronger person. Ask for help if you need it, and when someone asks for help from you.... do it! The stronger the team you create, the further you will go! I'd also like to remind staff about a valuable lesson I learned working with Key's kids and families – to remember that those acting out, attention seeking and crisis behaviors are how kids have learned to survive prior to coming to Key. They are not acting out to frustrate you or interfere with anything, so don't take it personally. It's not about you! Our youth may have come from some of the worst situations and the "behavior" you see is the way they have learned to cope and survive. Your job is to help them learn new, more productive "survival skills." It will be difficult and take time, but take a deep breath and remind yourself that every interaction you have with youth may have a lasting impression that will impact their lives in some way. You never know which interaction it's going to be, so make all of them count!

HOLIDAY GIFT GIVING IN THE NORTHEAST

(Continued from page 4)

Mentoring clients after residential clients were given the opportunity to "shop" for their siblings.

We also had the fortunate opportunity to pick out gifts at the Community Giving Tree's Holiday Gift Program located in Middleton, MA. Each year, the Community Giving Tree invites enrolled members to stop by at a specified time and date to select blankets, pajamas, coats, hats, mittens, socks and toys to distribute. The Community Giving Tree is a volunteer-based non-profit organization that began in a donated garage. In 2008, they transitioned from a grass roots project to a registered non-profit organization. In addition to the Holiday Gift Program, they also have Mother's Day and Easter events. The program also provides everyday necessities, like children's clothing and baby equipment, to social workers and other social service agencies for their low income clients in the Boxford, MA area.

Finally, the region was also a recipient of a generous donation from the Blessed Sacrament Parish in Saugus, MA; which is made possible by the GE Good Neighbor Fund. Each residential client was provided with a Bob's gift card as well as hats, gloves and games to enjoy. The Good Neighbor Fund began their gift-giving early in the season with the donation of dozens of turkeys to families in need.

The Northeast Region is incredibly fortunate to benefit from these community relationships during the holiday season and throughout the year to make things a little brighter for our kids. We can't even begin to express our gratitude!

Get Out!

Did you know that "grounding" is believed to help reduce stress, improve sleep and boost overall health and wellness? Grounding, or "Earthing," is regular contact with the earth and can be accomplished by a barefoot walk, gardening, laying on the grass observing clouds or stars, etc. Earthing is gaining ground (pun intended) in the medical community...now that days are getting warmer and longer, why not give it a try?



“I’D LIKE TO THANK THE ACADEMY” QUIZ



How well do you know your Oscar-winning movies? Listed below are the leading actors/actresses from the past 20 years’ “Academy Award for Best Picture” winners. **Can you name the movies in which they starred?** Note that L. DiCaprio and R. Crowe have two entries each. Two winners will be selected at random from correct entries to win a **\$100 prize!** Entries are due to the Framingham Main Office no later than March 31, 2017. Good luck!

1. Russell Crowe
2. Michael Keaton
3. Dev Patel
4. Tommy Lee Jones
5. Leonardo DiCaprio
6. Jean Dujardin
7. Don Cheadle
8. Hillary Swank
9. Mahershala Ali
10. Renee Zellweger
11. Colin Firth
12. Kevin Spacey
13. Mark Ruffalo
14. Elijah Wood
15. Chiwetel Ejiofor
16. Russell Crowe
17. Jeremy Renner
18. Gwyneth Paltrow
19. Ben Affleck
20. Leonardo DiCaprio

Bonus: Worth an additional \$25!

The Oscar-winning picture the year that Key Program, Inc. was founded starred Al Pacino. The movie was _____.