



# “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](http://www.key.org)**

PUBLISHED FOR EMPLOYEES AND FRIENDS OF KEY PROGRAM, INC.

## Key Celebrates Regional Director Connie Ryan's Retirement

After more than 30 years of outstanding service to Key and the human services field, Director of Southeast and Rhode Island Operations Connie Ryan retired from Key on July 6, 2016.

Connie was originally hired by Key as a Team Leader at a Department of Mental Health (DMH)-funded residence in Pittsfield, MA. At the time, she had a newly awarded Bachelor's Degree in Urban Studies from Worcester State College and absolutely zero experience in human services. Despite this lack of experience, it was soon evident that Connie had chosen the right field in which to begin (and eventually end) her career.



*Connie Ryan with Attorney Edward Feldstein, Chairman of the Board of Directors, Key Program, Inc.*

Within three months of starting with Key, she was promoted to Program Supervisor; overseeing three residences in Pittsfield and after which she was later promoted to Regional Director. In the years that followed, Connie worked in or contributed to every region's success. Packing up your belongings and moving away from the comforts of family and friends isn't an easy thing to do. Over the years, Connie made this sacrifice for Key not one, but three times! In 1988, Connie accepted the offer to take on the position of Regional Director in Key's Southeast Region; where she remained for about two years before accepting the challenge to transfer to the Northeast Region as its Regional Director. Connie led the Northeast Region for approximately two years before returning to again lead Key's Southeast Region. Three years later, in 1995, she took on oversight of the Rhode Island Region and remained the Director of both regions until her recent retirement.

In the course of these busy years during which Key enjoyed tremendous growth, Connie managed to find the time to earn her Master's of Social Work degree from Adelphi University and obtain the field's highest level of licensure, Licensed Independent Clinical Social Worker (LICSW). Connie worked tirelessly with countless partners from DCF and DYS in MA, DCYF in RI, area schools, fellow providers and members of the community. She trained and mentored hundreds of staff members, many of whom have pursued advanced careers in human services because of her clear passion for and dedication to kids and families.

Key held a luncheon for Connie at The Cove Restaurant in Fall River, MA on March 31, 2016. During the luncheon, her successor, *Director of Southeast and Rhode Island Operations* **Pat St. Germain**, spoke about some of the ways that Connie helped to shape her career in human services and at Key. She noted that Connie always made her expectations very clear – she expected nothing less than for employees to “be professional, compassionate, firm yet flexible, and willing to work around the clock if necessary to meet the needs of our kids and families. She made it clear that she demanded a high level of commitment. She motivated me to give the best I had to offer because I knew she would not accept less. I pursued a

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## A Message From the President



William Lyttle

In May 2016 (the most recent month for which data is available), the unemployment rate in Massachusetts was 4.2%, down nearly a full percent from the year before. A low unemployment rate is great news for the state economy, but it's not always great news for companies looking to fill positions since there are fewer people looking for work. Despite ongoing efforts to recruit staff, Key (as well as many human service agencies) has numerous job openings needing to be filled. I realize that this makes aspects of your jobs more difficult, but want to assure you that the Agency is working very hard to recruit qualified employees.

Key maintains relationships with area colleges and universities to ensure senior and graduating students are aware of both internship and employment opportunities. The internship program has been particularly successful in transitioning student interns to regular employment upon graduation (please read the article by Carol Malone later in this newsletter). Job advertisements are placed in many print and online media outlets, Key Recruiter/Trainers attend numerous college and community job fairs throughout the year and we are currently exploring other recruitment sources that we hope will be advantageous.

By far, though, our most successful method for recruiting new staff is the *Employee Referral Bonus Program*. The program provides a cash bonus to current employees who refer a friend, classmate, neighbor, etc. who is subsequently hired and successfully completes his/her new hire orientation period. In addition to referring many new hires to Key; those new staff members often come to the Agency with better understandings of the clients and families with whom they'll be working, of their job responsibilities, of the human services field in general and of their own goals for professional development. This is a definite WIN/WIN for the Agency and for employees! If you know of someone who might be a good fit for Key, please let them know how to apply (and be sure that they specify your name so you'll be eligible for the referral bonus!).

Key will continue its efforts to locate and recruit employees and welcomes suggestions you may have about potential recruitment sources. I think most of us are familiar with the expression "it takes a village to raise a child;" meaning that a community of people is needed to accomplish such an important task. Similarly, the critical job of making a positive impact on the kids and families we serve takes a diverse team of committed professionals. And likewise; the imperative task of finding, recruiting and training a full complement of staff would be best accomplished with contributions from each of us.

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## Northeast Region Clients Celebrate Hometown Heroes

Submitted by: **Jerrid Kenney**, Program Manager, Alternative Lock-Up Program, Northeast Region

On May 4th, National Firefighters Day, residents of both the New Directions and Methuen STARR programs showed their appreciation by surprising the Methuen Fire Department with a commemorative plaque they had signed, thirty smoke detector batteries for the firefighters to distribute to Methuen residents and pizza for the entire shift. The Chief and nine on-duty firefighters were very appreciative and stated how honored they felt to be recognized for the work they do throughout their district.

In recognition of Law Enforcement Week (May 15-21, 2016), boys from the New Directions residence put together and delivered a grouping of gifts for the Methuen Police Department. The gifts included 'Color & Send' Methuen Police Dept. postcards with crayons and 'Paw Patrol' magic facecloths that the Officers could hand out during the week and the city's Memorial Day parade. Residents also got an early look at the Department's new pink Breast Cancer Awareness cruiser!



## Tickets For Kids Continues Its Generosity to Key

Tickets For Kids (TFK) is a Pittsburgh-based organization that distributes tickets to cultural, sporting and educational events to in-need and at-risk children across the country. It is their belief that “every child should have the chance to see the acrobats of Cirque du Soleil, dig for fossils in a natural history museum, catch a foul ball, or hear the music of a live musical. For the children we serve, these opportunities are more than just a ticket. They’re a chance to experience something that could inspire goals and dreams for the future.”

Over the past several years, Key has been the fortunate recipient of tickets to numerous events our clients might not otherwise have had the chance to experience. These events have a real and long-lasting impact on children who are able to attend and experience things they might not even have imagined.

During this spring/summer, TFK provided Key with tickets to two fantastic events:

- Tickets to the Red Sox vs. Tampa Bay Rays game in Boston. The group included 19 clients from the Western Region, 8 from the Central Region and 11 from the NE Region plus 11 staff members. Comments included: “the kids were thrilled & speechless (not typical for our kids) to dress in Sox gear & to experience Fenway and the Sox in person, some for the first time.” Many even went early to experience the Yawkey Way activities!
- Tickets to the Boston movie premiere of “Hunt for the Wilderpeople” (12 clients and 4 staff from the NE and Central Regions). One client said that ‘all clients need to see this movie’ (which is one of a client’s highest compliments). The movie was a Sundance Film Festival award winner and is about Ricky, a defiant city kid who was “raised on hip hop and foster care” reluctantly moving to the New Zealand countryside to live with his new foster family.

Key is extremely grateful for its relationship with TFK and the opportunities that our clients have had to attend such excellent events.

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

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

I would like to take this opportunity to express my appreciation and gratitude to **Angela Johnson**, *Clinician* at Key’s Kaleidoscope residence located in Wareham. Angela and her husband, Matt, have worked diligently in improving the overall appearance and “feel” of the



*Aurora (Angela’s service dog)*

Kaleidoscope group home. First, with the assistance of some of the program residents, Angela took the lead in planting a vegetable garden for residents to enjoy and help them better understand the intricacies of growing their own food. Second, Angela slowly introduced her beautiful and very affectionate service dog, Aurora, to the program. Aurora has been a calming presence for the

residents and very well received by everyone who meets her. Angela is also the founder of our first-ever Kaleidoscope “running (sometimes walking) club.”

Running/Walking Club members will take part in a 5k road race at the end of August. Finally, Angela generously volunteered her husband Matt (an active member of the U.S. Navy) to build benches and planter boxes for the front of the building. Matt built and installed the benches at the end of June and they have added a whole new dimension to the program! Thank you very much Angela and Matt, and thank you, Matt, for your service to our country. The Key Program and, most importantly, the residents have noticed and really appreciate your efforts!



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## Kohl's Smart/Simple Associates in Action Program Partners with Northeast Region

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

Since 2010, the Northeast Region has been partnering with local Kohl’s stores through their “Kohl’s Smart/Simple Associates in Action Volunteer Program.” Over this period of time, we’ve received \$4,500 from the organization. In addition to a \$500 Ride for Kids donation per approved event, they’ve sent armies of volunteers to our various fundraising events. Kohl’s volunteers have joined us for comedy nights, golf tournaments and our Canobie Lake Park Family Fun Days. We’ve had volunteers from a

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## How or Where Did You Learn About the Key Program?

A vital part of Key’s ongoing recruitment is our strong presence on many college campuses throughout MA, RI, Southern NH and Eastern CT; as well as maintaining strong working relationships with career service personnel, professors, and internship coordinators. **Key fact:** During this past 2015-2016 academic year, Key’s Recruiter/ Trainers and other regional staff have participated in **58** on-campus events at **37** different colleges. In 2015-2016, the top ten colleges that new Key staff attended are:



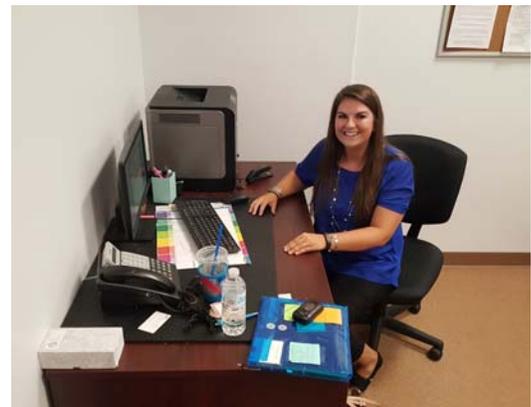
Westfield State University	Berkshire Community College
MA College of Liberal Arts	Fitchburg State University
UMass Amherst	UMass Dartmouth
Rhode Island College	UMass Lowell
American International College	Worcester State University

Partnering with colleges’ human service-related degree programs to offer experiential learning to students through Key’s internship program is also a recruitment strategy. Student interns add value to our programs by providing additional attention to clients and offering them recreational, social, educational and other therapeutic services under the direction of the Program Supervisor or Clinician. Upon graduation, many interns stay on and join the program team as an employee. **Key fact:** During the past academic year, Key hired the following former interns. Congratulations to:



- Lauren Venuti from Boston University is a Fee-for-Service Clinician at Children’s Charter
- Andrew Donahue from Assumption College is an APS in Worcester
- Helen Santos from Cambridge College is a Regional Clinician in Methuen
- Chanelle Nastasia from Roger Williams University is a EFFT CW in Fall River
- Shanice Madera from UMass-Dartmouth is an RCW in Methuen
- Anjulis Rhodes from Rivier College is a RCW in Methuen
- William Smarse from Rivier College is a RCW in Methuen

**Let’s Team Up** Another vital part of Key’s recruitment strategy is the employee referral bonus program. **Key fact:** Last year Key paid out a total of **\$11,250** in referral bonuses to **27 employees** who made employee referrals. These 27 referred employees successfully completed their orientation periods and the referring staff, who remained employed at Key during that time, received the “Let’s Team Up” referral bonus benefit of \$500 for a full-time referral or \$250 for a part-time referral.



Chanelle Nastasia

Job search engines are the referral source for most of Key’s new employees. **Key fact:** Last year, **98** new employees found their positions at Key through internet job searches. Indeed.com is by far the most popular job search engine bringing in **67** new employees last year. Craig’s List was second best at **16** hires while BerkshireJobs.com introduced **10** new staff. Five new staff found Key directly through our website.

Many staff who had once worked for Key and then left to explore other job opportunities or to pursue higher education frequently return to Key. **Key fact:** Last year, **11** former employees returned to Key. The Key Program welcomes back the following rehired employees:

- Juliet Agyeman Prempeh, Shiftworker in Worcester
- Eric Alves, Assistant Program Supervisor in Springfield
- Elizabeth Barclay, Clinical Care Manager in Springfield
- Tara Keefe, Program Supervisor in Worcester



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# Key's 11<sup>th</sup> Annual Family Fun Day at Canobie Lake Park

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

On July 22, 2016, the Key Program celebrated its 11th year of Canobie Lake Park Family Fun Day. This year over 600 people registered to attend the event. Over 200 Key Program kids and their families, accompanied by staff members from across the agency, were able to attend free of charge compliments of Key and The Rodman Ride for Kids. The remainder of the tickets were given out to sister provider agencies, local families, and staff friends and families. These tickets were offered at a suggested donation of \$30 per ticket. Attendees were provided all day admission to the park and all of its attractions, as well as a catered all-you-can-eat barbeque lunch and goodie bags with snacks and water (for later in the park). Throughout lunchtime everyone was entertained by our kids taking turns showing off their talents with DJ Dave's Karaoke Extravaganza as well as playing competitive lawn and table games for prizes.

This annual event is only possible with the help of the Rodman Ride for Kids and our community partners; including The Methuen Sons of Italy Lodge 902, Granite State Church, Foster Kids of the Merrimack Valley, Lucia's Bodega and countless other local businesses. We also rely on our employees, family and friends to support our fundraisers throughout the year. On the day of our event, we had a legion of enthusiastic Key volunteers, as well as Kohl's Cares Associates from the North Andover store.

It is such a privilege to be part of such a special day. It is never too early to plan for next year and save the date of Friday, July 21, 2017. Thank you all very much for making this such an extraordinary event for hundreds of kids and their families.

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## William G. Lyttle Human Service Professional Award

Submitted by: **Rob Lemoi**, Regional Recruiter & Trainer, Rhode Island and Southeast Regions

Each semester, both undergraduate and graduate-level students look to Key's Internship Program to gain practical experience within their fields of study. For many, their internship at Key will be their first professional endeavor into the human services field and may ultimately influence their career decisions after graduation. Within the Rhode Island and Southeast regions, we are fortunate to have Gabriel Toro (Assistant Program Supervisor, Enhanced Family Support Services) and Christopher Andrade (Program Supervisor, Family Support Center) serve as internship site supervisors each semester. Not only do they provide a welcoming environment, but they offer their interns a well-rounded experience and the opportunity to develop career goals. As noted by a recent intern on her exit survey, "The experience has helped me determine what I want to do with my future career. I want to continue working with youth."

I would also like to recognize each caseworker within the Enhanced Family Support Service (EFSS) and Family Support Center (FSC) Programs. While many of these caseworkers are new to the field themselves, it is apparent that they truly enjoy teaching and sharing their professional experiences. Exit surveys completed by our interns often compliment the professionalism of our staff and the time they took helping them to become familiar with their roles. For example: "... I was able to get a broad experience of all tasks they accomplish and also focus on what I was more interested in."

While Key uses many recruitment tools, our Internship Program has been a valuable resource to attract qualified candidates. Over the last three semesters, we have been fortunate to hire seven undergraduate interns from the RI/SE regions and place them in programs throughout Key. I believe this says a great deal about the commitment that Chris and Gabe place on professional development and the services their respective programs provide to their clients.

Again, I would just like to thank Chris, Gabe and all of their staff for playing a significant role in our regional recruitment and training goals!

### William G. Lyttle Human Service Professional Award

The William G. Lyttle Human Service Professional Award proudly recognizes those special individuals whose passion is to make a difference in the world around them.

Eligible recipients of the William G. Lyttle Human Service Professional Award are Bachelor- or Master-level graduates who have successfully completed an internship or co-op placement at Key and, upon graduation, are offered and accept a full-time position at Key.

**The award of \$2,500 is awarded upon successful completion of a three-month orientation period.**

## Scholarships Help Students Succeed

Submitted by: **Cynthia Hay** (Director of Management/Human Resources and DFB Scholarship Administrator) and **Sue Barry** (Benefits/Workers' Compensation Supervisor & WJW Scholarship Administrator), Main Office

Alternatives for Youth (AYF) is Key Program's supporting foundation. AYF's Deborah Feldstein Bartfeld (DFB) Scholarship honors the memory of a former Key intern/employee and provides scholarships to Key employees who are pursuing Master's degrees in clinical fields of study (MSW, Mental Health Counseling or Counseling Psychology, etc.). Recipients for the 2016-2017 year include:

- **Alan-Michael Chest**, Program Supervisor, Western Region, Mental Health Counseling, Cambridge College
- **Erica Gifford**, Youth Service Coordinator, Southeast Region, MSW, Boston University
- **Allison Hajjar**, Therapeutic Mentor, Northeast Region, MSW, Boston College
- **Jennifer Hurley**, Therapeutic Mentor, Central Region, MSW, Boston College
- **Julian Lind**, Assistant Program Supervisor, Northeast Region, MSW, Salem State University
- **Kendyll Ramos**, Family Networks Service Coordinator, Southeast Region, MSW, Bridgewater State University
- **Amanda Robbins**, Recruiter/Trainer, Central Region, MSW, Boston University
- **Traci Savard**, Therapeutic Mentor, Western Region, Counseling Psychology, Springfield College
- **Sarah Shea**, Family Networks Program Director, Southeast Region, MSW, Bridgewater State University
- **Katherine Wadsworth**, Assistant Program Supervisor, Berkshire Region, Mental Health Counseling, Springfield College
- **Leila Wenners**, Assistant Program Supervisor, Central Region, MSW, Simmons College
- **Salomé Wilfred**, Residential Caseworker, Central Region, Counseling Psychology, Assumption College

We wish them all the best in their studies! Applications for the 2017-2018 academic year will be released in February/March 2017. *Recipients must be Key employees accepted to or enrolled in clinical masters-level programs at accredited institutions, be recommended by their Regional Directors and approved by the Scholarship Committee of Key's Board of Directors.*

Although we think of Thanksgiving as a uniquely American holiday, there are a number of countries that set aside a special day to show gratitude for their bounties. In all, the observances began as or continue to be harvest

celebrations. These countries include Brazil, China, Korea, Malaysia and the Australian territory of Norfolk Island. There are only three nations that have formally-entitled "Thanksgiving Days:" Canada, Liberia and the United States.



## Key to New York City

Submitted by: Clinician **Amanda Muise** and Shift Supervisor **Brett Turner**, Northeast Region



*New York City skyline*

On Saturday, July 23, New Directions Shift Supervisor **Brett Turner**, Outreach Clinician **Amanda Muise** and two New Directions clients braved an early (and long!) bus ride in 95+ degree heat to take on New York City. The tickets to NYC were donated by Rite Way Travel Agency and included the chauffeured bus-limo ride from Methuen to NYC and back, ferry rides to the Statue of Liberty and Ellis Island and a visit at the 9/11 Memorial. It was the first time visiting NYC for both staff and clients and was an experience they will never forget.

According to one client, the trip was an opportunity to learn new things, particularly at the 9/11 Memorial, which was his favorite part of the day. The Statue of Liberty was another favorite. One client originally wanted everyone to climb all the stairs to the top, but he quickly changed his mind after climbing just a few flights of stairs in the pedestal!

Overall, it was an exciting and fun-filled day for everyone, with plenty of interesting conversations and stops at iconic landmarks. This trip left a lasting impression on the kids and the staff. They all have amazing shared memories. The Northeast Region continues to look for more exciting activities that will get our clients out to new places and enjoying new experiences.

\* Over the past 10 years, Right Way Travel Agency has been a faithful partner of the Key Program, Inc. Right Way has provided us with discounts and donations for day trips, Duck Tours, fishing expeditions, the Bronx Zoo, Yankee/Red Sox games and many other wonderful events and activities. We are very grateful for their ongoing support.

## Central Region Clients and Staff Volunteer to Help the Hungry

Submitted by: **Ashley Sikes**, Assistant Program Supervisor and **David Switzer**, Regional Cook

On June 22, clients and staff traveled to the town of Grafton, MA to volunteer an hour of their time at the Community Harvest Project (CHP). Alicia Cianciola, Community Harvest's Program Manager, explained, "The Community Harvest Project is a non-profit farm that engages volunteers to grow fresh fruits and vegetables to provide to those experiencing hunger. Through our volunteer farming programs, education initiatives, and community partnerships, we bring thousands of community members together each year to improve access to healthy foods for individuals and families in need across Worcester County." CHP donates 90% of the food raised and supports its operations by selling a portion of apples grown in nearby Harvard, MA.

In addition to learning about CHP's mission and its community partnerships, the clients and staff spent the majority of their time weeding and tending to the crops being raised. APS Ashley Sikes couldn't help but see the positive impact of this activity: "The Community Harvest Project was a great educational experience. It gave the girls a chance to give back to the community, made them feel as though they were a part of something productive and demonstrated teamwork and commitment. This experience helped the clients understand the concept of community and the unity that can result when people join together. They witnessed strong relationships that have been built by supporting one another and identifying common interests. The girls were exposed to and had positive interactions which encouraged them to utilize effective communication and interpersonal skills."

Because of this positive experience, staff and clients are already planning on returning to volunteer their time and efforts. Below are excerpts from a client's  
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## R.A.V.E. Awards (Recognizing a Valued Employee)

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

The Northeast Region is privileged to have Alternative Lock-up Program (ALP) Program Manager **Jerrid Kenney** as part of its supervisory team. Jerrid has been with Key for 6 years, oversees the NE ALP and is also an invaluable member of the NE regional on-call team. When he's not hot on the campaign trail with the presidential nominees, Jerrid spends much of his time at the New Directions and Old Methuen programs providing back up coverage and frequently working in shift. Jerrid has many talents and endearing qualities; including his creativity, playfulness, sense of humor and observable enjoyment working with our clients. During his tenure at Key, he has developed a reputation for being the best "rec" planner in the region! This summer alone; he has organized many fun, educational and exciting activities for both residential programs including trips to the McAuliffe-Shepard Discovery Center in Concord, NH (earning him the nickname "Spaceman Jerrid"), a NASCAR race in Loudon, NH (where the boys got to sit in real race cars) and a hot air balloon festival. There is an upcoming "super secret, wicked fun mystery rec" coming up on the schedule... wonder what it will be?

In addition to these great trips, Jerrid is the master of planning and participating in on-site activities that typically get even the most resistant of clients involved. As always, his activities are not only fun, but educational, too. During one of his famous "arts & crafts night with Jerrid" this past June, Jerrid engaged clients in both programs with designing flags to celebrate "Flag Day." He promoted a sense of healthy competition between the programs as voting was conducted by administrative staff. It was too close to call and both programs won bragging rights. The clients also commemorated the anniversary of the first moon

landing in July with Jerrid's own "moon cake." By far the most ambitious project of the summer involved building and cultivating a garden at each of the programs.

Jerrid assisted clients and staff with planning, designing and building gardens that boast beautiful flowers along with tomato and pepper plants that have already yielded delicious fare. The girls made stepping stones (during another 'arts & crafts night') which add to the beauty and uniqueness of their garden. The garden at Old Methuen has received numerous compliments from passersby and the girls have faithfully watered and weeded the garden throughout this hot, dry summer.

The clients are always excited when Jerrid is working because they know something fun will be involved. Jerrid, we are so grateful to have you on our team in the Northeast. You are a role model to both staff and clients!



## Night at the Worcester Bravehearts

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



On June 30, the Worcester Bravehearts (2014 and 2015 Futures Collegiate Baseball League, the FCBL, champions) hosted a night with the Key Program, Inc. The FCBL provides a “minor league-style experience” with players who are local; meaning that they either grew up in or are attending college in the Central MA area. This event, a first time fundraising event for Key’s Central Region and the Rodman Ride for Kids (the “Ride”) was a success on so many levels. The Bravehearts really rolled out the red carpet for Key, making it possible for us to share our mission loud and proud to Braveheart fans and citizens of Central MA. It was AWESOME to hear “Key’s mission is to assist troubled youth and their families with developing positive life skills and life experiences so that they may pursue productive and rewarding lives” over the PA system during the game. Thanks to all who sold tickets and attended the game in support of our fundraising efforts. A very special thank you goes out to Worcester Bravehearts Director of Fun, Shannon Brunelle, who made this event possible.



*Stephanie Cormier Gregoire, Administrative Supervisor, Central Region*



At this time of year, many high schools and universities offer a variety of homecoming activities, often centered around

schools’ football season kickoffs. Credit for starting the tradition is given to the University of Missouri when they invited alumni back to their 1911 game against Kansas, but both Texas’ Baylor University and the University of Illinois claim that they began the practice a couple of years earlier. Since that time; the tradition has spread across the country with individual states and schools instituting their own homecoming customs such as dances, parades, costume parties, polar plunges, corsage exchanges and pep rallies.



The tradition of carving jack-o-lanterns comes from the Irish legend of

“Stingy Jack,” an unsavory character banished from both Heaven and Hell and sent to roam the earth with only a coal to light his way. According to the legend, “Stingy Jack” turned his coal into a lantern by placing it in a hollowed-out turnip. “Stingy Jack” soon became known as “Jack of the Lantern” (shortened to jack-o-lantern). People placed carved, lighted turnips or large potatoes outside their doors to ward off Jack and other wandering spirits. The tradition came to the US with Irish immigrants who preferred America’s pumpkins to turnips.

## Back(pack) To School In Style!

Submitted by: *Pat St. Germain, Regional Director, Rhode Island Region*



The cost of providing back-to-school supplies can be challenging for a number of the families with whom we work. The Rhode Island Region was recently the fortunate recipient of a generous gift from the Meketa Investment Group, Inc., a local investment consulting firm. The company donated a number of new backpacks that were filled with everything a child needs to start the new school year off right: pens, notebooks, colored pencils, markers, rulers, pencils, erasers, etc. The backpacks were given to deserving clients of Key’s Enhanced Family Support Services program (EFSS) at the end of August. Though most kids will tell you that they’re not yet ready to go back to school; the smiles on their faces made it clear that they’d be ready, willing and able! The EFSS staff and RI Region would like to extend a very big “thank you” to Meketa Investments for its generosity!

## KEY CELEBRATES REGIONAL DIRECTOR CONNIE RYAN'S RETIREMENT

(Continued from page 1)

master's degree in counseling because Connie told me I had solid clinical and analytical skills. I took a stab at writing proposals because Connie told me I had good writing skills and creativity. I applied for increasingly responsible supervisory positions within Key because Connie told me I had the skills necessary to run programs and lead staff."

The luncheon was attended by many current and former employees of Key, DCF, DYS, DMH and DCYF as well as others on whom Connie has had a positive impact throughout her time with Key. Connie will be sorely missed and long-remembered by everyone at Key, but the impact she leaves behind will live on for many years to come. Her legacy includes a group of human services professionals who will continue working to better the lives of people in need because of Connie's example. It includes families who have succeeded in overcoming obstacles because of Connie's insight and intervention. And the longest-lasting part of Connie's legacy is the hundreds of kids for whom she advocated, to whom she showed care and compassion, with whom she laughed and cried and who felt loved and cared for during some of the most difficult times in their lives. Perhaps some of them may one day pursue careers helping others as Connie helped them.

It is with great love and admiration that we wish Connie a long, happy and well-deserved retirement!

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## KOHL'S SMART/SIMPLE ASSOCIATES IN ACTION PROGRAM PARTNERS WITH NORTHEAST REGION

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number of Kohl's locations including Salem and Hooksett, NH and N. Andover, MA. If the store you choose recruits at least five volunteers (Kohl's employees) for your event, Key is also eligible to receive a \$500 grant. So, not only have we had the pleasure of working with dozens of friendly and enthusiastic volunteers, we add \$500 to our Ride for Kids goal each time Kohl's associates volunteer with us! There is a process to apply, but it is so worth it.

If you are interested in participating in the Kohl's volunteer program, contact *NE Region Office Manager Susan Mokray* at [smokray@key.org](mailto:smokray@key.org) for details.

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## HOW OR WHERE DID YOU LEARN ABOUT THE KEY PROGRAM?

(Continued from page 4)

- Cynthia Fillion, Weekend Assistant Supervisor in Springfield
- Philip Hernandez, Medical Director at Children's Charter
- Sasha James, Shiftworker in Providence
- Jacqueline LeSage, Regional Clinical Director in Worcester
- Cindy Oviedo, Shiftworker in Providence
- Cinthya Padro, Outreach Caseworker in Springfield
- Nicholas Paier, Family Networks Service Coordinator in Springfield

Other recruitment sources from last year's hires came directly from our participation in college and community job fairs, from professors/advisors, state agencies (i.e., DCF, Probation Departments, etc.) and from other human service provider agencies.

Key's Recruiter/Trainers and regional supervisory teams are continuously recruiting to seek new employees to join Key Program teams throughout the agency.

If you have a favorite professor that may be interested in learning about Key or if you would like to participate in recruitment at your alma mater, please contact your Recruiter/Trainer or Administrative Supervisor. And don't forget to utilize Key's "Let's Team Up" employee referral bonus and cash-in on your friends!



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## CENTRAL REGION CLIENTS AND STAFF VOLUNTEER TO HELP THE HUNGRY

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quote after attending the CHP activity:

"I enjoyed the Community Harvest Project because it is something that not only gets us out of the program but allows us to learn where our food comes from. We were able to plant and weed and learn about the irrigation system. My favorite part, and the part that inspired me to continue being a part of the project, was the purpose behind it. I loved the presentation at the beginning that explained how some of the land was donated for the purpose of growing healthy and otherwise expensive foods for those that aren't capable of purchasing it. A large majority of the food is donated or sold inexpensively. All in all, I believe the Community Harvest Project was a great experience that I feel everyone should have. I look forward to continuing to enjoy this great and educational experience. I enjoyed sharing it with the other girls at LSG." - JRS



# "I AIN'T AFRAID OF NO GHOSTS!"

## "Key"munications TRIVIA QUIZ

A new "Ghostbusters" movie was recently released in July 2016, but who can forget the original movie starring Dan Aykroyd, Ernie Hudson, Rick Moranis, Bill Murray, Harold Ramis and Sigourney Weaver? It's a classic! How well do you know your original Ghostbusters? Take the trivia quiz below for a chance to win a **\$100 prize!** Entries are due no later than September 30, 2016. Two winners will be drawn at random from correct entry submissions.

- 1) The last name of the Dean who terminated funding for the Ghostbusters was:  
a) Jag                      b) Yeager                      c) Unger                      d) Bueller
- 2) The original Ghostbusters movie was released in what year?  
a) 1982                      b) 1983                      c) 1984                      d) 1985
- 3) While on set in New York, which actor withdrew thousands of dollars from his ATM and gave it to the homeless:  
a) Bill Murray              b) Rick Moranis              c) Eddie Hudson              d) Dan Aykroyd
- 4) True or False: Each Stay Puft marshmallow man suit costs \$20,000.      True      False (circle)
- 5) True or False: The part of Dr. Peter Venkman was originally written for John Belushi.      True      False (circle)
- 6) Which musical instrument does Dana Barrett play with "a major symphony orchestra?"  
a) Clarinet                      b) Violin                      c) Cello                      d) French Horn
- 7) Which studio released the original "Ghostbusters" movie?  
a) Paramount                      b) Columbia                      c) Disney                      d) 20<sup>th</sup> Century Fox
- 8) True or False: Ghostbusters was the highest grossing film of 1984.      True      False (circle)
- 9) Before landing their first job, the last of the group's petty cash was spent on:  
a) Chinese food              b) The car                      c) Jumpsuits                      d) Their secretary's wages
- 10) How many gallons of shaving cream exploded from the Stay Puft marshmallow man?  
a) 150                      b) 100                      c) 50                      d) 25
- 11) What is the Ghostbusters' phone number?  
a) 800-657-5309              b) 888-666-6660              c) 123-456-7890              d) 212-555-2368
- 12) How many Academy Award nominations did the film receive?  
a) 0                      b) 2                      c) 4                      d) 6
- 13) Which artist enjoyed a #1 Billboard hit with the movie theme song?  
a) Ray Parker, Jr.              b) Paula Abdul                      c) Prince                      d) Madonna
- 14) What is Ghostbusters' running time?  
a) 85 minutes                      b) 95 minutes                      c) 105 minutes                      d) 115 minutes
- 15) True or false: The original movie was rated PG-13.      True      False (circle)

**BONUS:** A correct answer is worth an additional \$25!

In what reference book is the name "Zuul" found?

- a) The Space Catalog
- b) Jackson's Book of the Damned
- c) The Encyclopedia of the Undead
- d) Tobin's Spirit Guide

