

# People Incorporated Annual Report 2018

Creating the path  
to opportunity  
since 1968







# Reflecting back on where we've been

*"...the means of forming a new corporation were discussed."  
July 8, 1968*

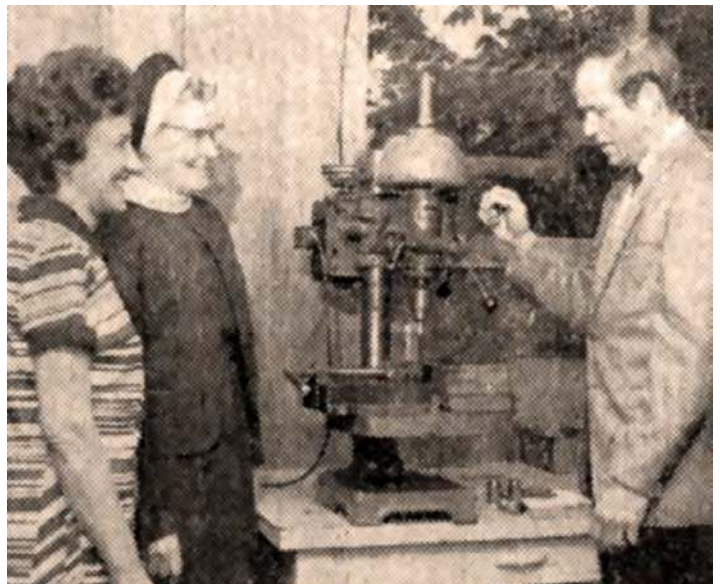
*"Meeting for the purpose of organizing the corporation...called to order by  
Mr. Clement Dowling, and he was selected as Chairman .."  
October 2, 1968*

*Meeting Minutes, People Incorporated Archives*

Fifty years ago, we know that the world was a very different place for people with intellectual and cognitive disabilities. Businesses and schools were not as accepting. Buildings, streets, and public transportation were challenging to navigate. Options for quality care and necessary services for families were rare. It was in that world that caring, concerned parents and community leaders banded together to form a fledgling nonprofit that would grow into a change-making, innovative organization that positively affected and improved the landscape for children, adults, and families of all abilities throughout Southeastern Massachusetts.

Through consciousness raising, education, the passing of federal and local laws, and decades of hard and dedicated advocacy by individuals, parents, siblings, friends, caregivers, and agencies, there is more understanding, greater choice, and a clearer path to opportunity for all.

It was an honor to join the Board of Directors of People Incorporated back in 2003. The Agency had an impeccable reputation and was continuously growing and adapting to address community needs. Each year new programs and opportunities to serve others were introduced that



*Board Members, 1968: Neove A. Leary, Sister Maureen Hanley RSM, and Raymond Ainsworth*

were collaborative, creative, and just unheard of in 1968. I have now been on the board for 15 years, and the commitment to quality and innovative service delivery demonstrated by the many people of People Incorporated does not waver. I'm thankful to be a part of it, and I am so very proud to be at the helm as we join together to embark on the next 50 years!

**David Bedard**  
**Chair**  
**Board of Directors**



# Looking forward to where we're going

*"The Board of Directors accepted the recommendation of the Selection Committee of Mr. Arthur Bennett for the position of Executive Director.*

*Mr. Bennett then addressed the group and explained how 680 Maple Street was the seat of this venture..."*

*October 2, 1968*

*Meeting Minutes , People Incorporated Archives*

I can only imagine that the first Executive Director, Arthur Bennett, was both excited and a bit humbled by the enormous task that lay before him back in 1968 – starting a new nonprofit charged with creating groundbreaking programs and what would eventually become the comprehensive and successful Agency we all know today.

Believe me - excited, humbled, and honored is the way I felt when the Board of Directors promoted me to President and Chief Executive Officer of this incredible Agency back in July.

Much has changed since our founding in 1968, but we continue to develop our menu of supports for individuals with intellectual and cognitive disabilities including multiple areas of service that have grown dramatically, like supports for individuals with autism spectrum disorder, day services, residential services, transportation, and so much more. We are also expanding our brain injury services and ancillary supports including siting new ABI day programs and skilled nursing residences. Our Early Intervention Program has thrived, along with our many early education and care offerings, including our Preschool, Children's Center, Young Parents' Learning Center, Healthy Families, Welcome Family, and the list goes on.



*Arthur Bennett, center, with a new vehicle purchased for People Incorporated in 1968.*

If we all stop for a moment to take a collective look back at just how far this Agency has come over the past 50 years, it is breathtaking. However, standing still and resting on our laurels is simply not possible because new community issues continue to emerge, and People Incorporated must grow and change to address them.

As I look forward to the future of this great Agency, I know that success is inevitable because of the combined strength of the wonderful people who comprise our staff and volunteers, and the Board of Directors who guide us. Join me as we celebrate this remarkable milestone together – the 50th Anniversary of People Incorporated!

**Megan Scheffer**  
**President & CEO**

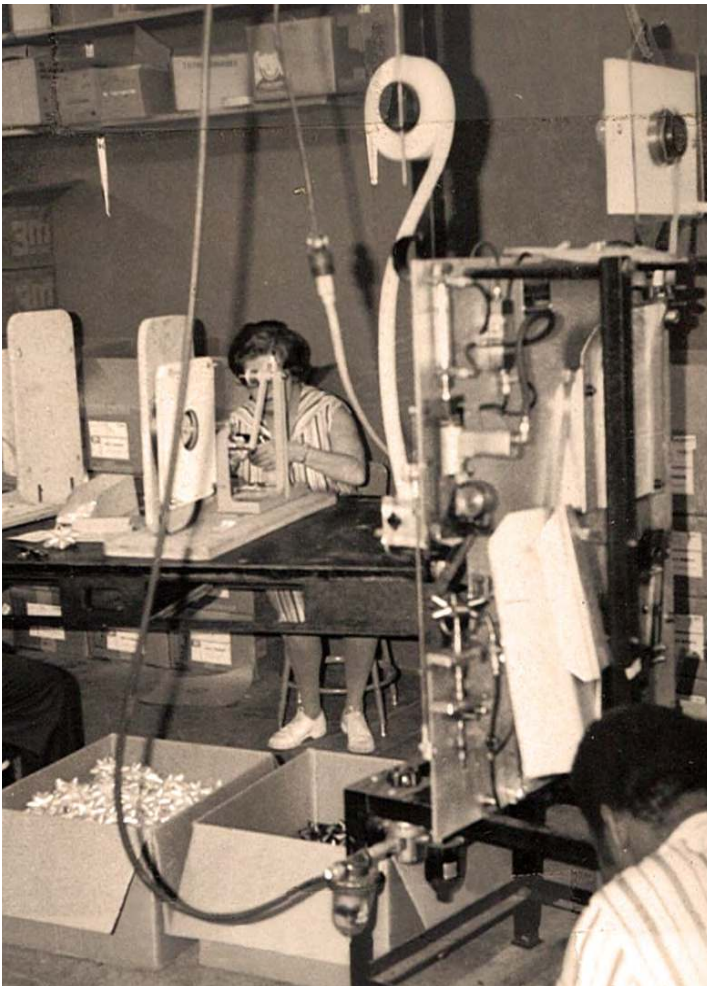


# Building a Brighter Future

People Incorporated's very first location was the sheltered workshop at 680 Maple Street in Fall River. The Agency's current employment services are now totally community-based.

Although our early leaders could not have guessed how this one facility would one day lead to a multitude of day programs in Fall River at Riggensbach Road and Eastern Avenue, and in Taunton – they saw in this humble workshop an opportunity for individuals who previously did not have a place to receive training for a vocation or opportunities to obtain community-based employment.

The sheltered workshop opened in 1968, a time in which many people with developmental disabilities were served in large institutions where patient numbers made individualized care impossible. The Maple Street sheltered workshop represented an essential step in the process of moving individuals out of the institutions and into community-based services by giving them opportunities for employment and participation in the community. Maple Street featured job training in areas such as collating, stapling, folding, packaging, assembly work, electronic work, sorting, and heat sealing, as well as direct employment opportunities either at a local business in the community or later on in People Incorporated's satellite sheltered workshop on North Main Street. Employees in the two programs worked on various subcontracts for a variety of industries, including the production of pollution





monitoring devices, pens, bows, and even rubberizing exhaust systems for Army tanks and preparing sonar components for a Submarine Signal Division contractor for the US Navy!

In addition to employment services, Maple Street offered individuals assistance with daily living skills to further increase their independence. In the later years, as the focus of deinstitutionalization shifted to more community-based employment, People Incorporated introduced programs like Environmental Concepts and expanded day habilitation services, opening a new location at Riggenbach Road.

From our humble beginnings at the Maple Street Sheltered Workshop, our Agency continues to grow – offering people a variety of individualized supports that meet their needs. Looking back at grainy photos of the program's warehouse-style shelves and manufacturing equipment and comparing them to the therapy and skill training rooms at Riggenbach, it's easy to see how far we've come - but we are far from finished.

As we look towards the future, there will always be more room to grow as we work alongside individuals to help them meet their goals and achieve their dreams. 🌱



**QUALITY ACHIEVERS.** Two employees at People Inc. Vocational Rehabilitation Center in Fall River are happy to show U. S. Congresswoman Margaret Heckler how they prepare wire for circuit assemblies for their Submarine Signal Division contractor.

Photo: Herald News





# Creative Day Services

People Incorporated day programs include engaging activities and a myriad of opportunities for people to enjoy community-based events. The supports offered through these services help our individuals enjoy the therapeutic benefits of the arts, develop their skills, and share their talents with others.



A new arts and woodworking program has begun at the Taunton office, and the front room has now been transformed into a space where artwork can be displayed and appreciated.

This new space, now called “*One II Studios*,” helps individuals feel a sense of pride and accomplishment in their artwork. Twenty-five abstract paintings from the Taunton-based program will also be displayed in an exhibit at the Trescott Street Art Gallery where they can be enjoyed by all of the Greater Taunton community.

The garden on the corner of Main and Trescott Street is just another place our individuals can be seen adding beauty to the Taunton community. The transformation of this once vacant plot into a welcoming space for the public has been celebrated by Mayor Tom Hoyer and was even featured in an article on the front page of the *Taunton Gazette*.

Community engagement continues at the Day Program at South Main Street as well, where the holidays offered a unique opportunity to make new connections. In



the true spirit of the season, individuals helped spread warmth and cheer by creating 200 Christmas cards and delivering them to the residents of Sarah Brayton Nursing Home. Even after the holidays, the group at South Main Street continued to spread bits of joy throughout the community by creating “rocks of kindness.” The project involves painting rocks with inspirational messages and then placing them throughout the community where they can be found by others, who can hopefully benefit from the sayings and have a brighter day. Whether they are making the world a little more beautiful with art and gardening or making it a little brighter through their messages to others, the individuals in our day programs continue to inspire others in the community. 🧑🏻‍🎨



# Kevin's Kitchen

Among the bustle and aromas of a restaurant kitchen, Kevin keeps himself busy bouncing from dishwashing to food prep to fry cooking. Watching him hard at work and making friends with his co-workers, it's hard to imagine that Kevin used to have difficulty interacting with co-workers and keeping a job for more than a year, despite holding multiple jobs in the past.

In 2008, Kevin started receiving services from People Incorporated, and his employment specialist, Irene Rodrigues, saw that he already had a wonderful personality and many skills to offer any potential employer. With support and encouragement, Kevin has been excelling ever since. Never missing a day of work since 2008, Kevin arrives an hour early and continues to exemplify all the qualities of a hardworking, dedicated employee. Although he began his current job as a dishwasher and was quickly promoted to cook, Kevin continues to grow and looks forward to assisting more with the catering aspect of the business, which he really enjoys.

Before his current job, Kevin worked at a different establishment, where he started as a dishwasher and gradually gained more responsibilities in assisting with food prep and fry cooking, although dishwashing remained his main responsibility. In this role, he worked 25-30 hours per



week or more when required, but he never complained or missed a day, and continued to hold that job for seven years! He even excelled to the point of being asked to train new employees.

Despite being well respected and liked by both his co-workers and managers, Kevin is shy and quiet and can be occasionally withdrawn. However, his co-workers and managers weren't discouraged, and with reinforcement and encouragement from them and Irene, Kevin began to expand his social activities and interactions. He even started spending time with his coworkers outside of work, going out for coffee, hanging out at cookouts, and attending King Richard's Faire.



After seven years, Kevin decided he wanted to work a job with fewer hours, which led him to his current position where he works about 15-20 hours per week. He still maintains contact with his old friends even as he builds new relationships, making a daily visit to Dunkin Donuts just to spend time with his friends. Outside of work, Kevin also enjoys taking care of his animals, including dogs, cats, and ducks, and detailing vehicles, especially his truck.

Kevin is not known to smile very often, but as the photo shows, Kevin is happy with his work and enjoys every minute of it. 🐶



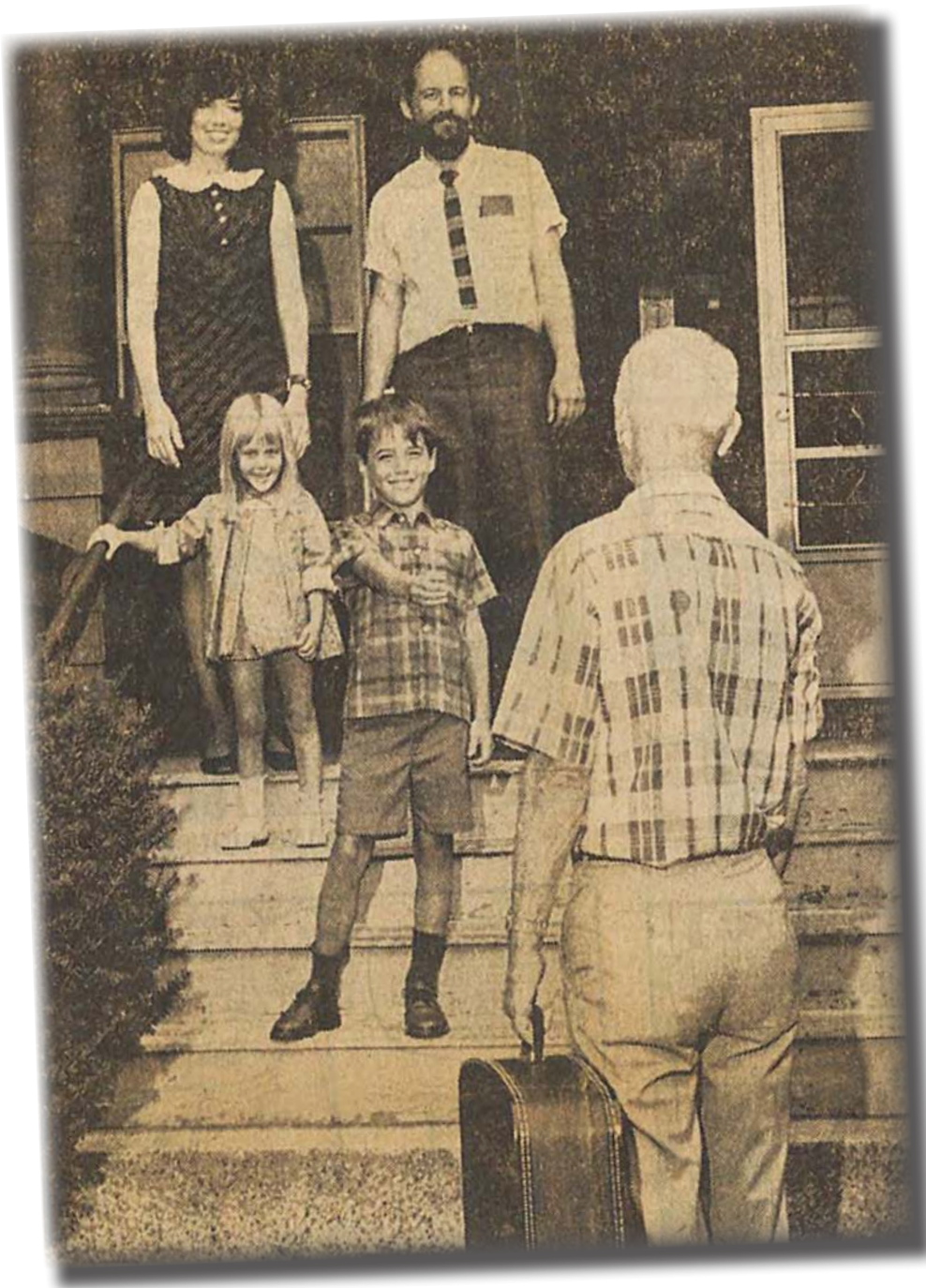
# A New Home for Lester

On September 3, 1969, seven-year-old Douglas Norris extended his hand in warm greeting from the steps of his family's home to Lester Cotter, a gentleman eagerly waiting with his suitcase on the walkway to People Incorporated's first house.

This simple and yet touching scene was the poignant start to what would later become the Agency's most robust service, its *Residential Division*. Within a couple weeks, the home on Belmont Street in Fall River soon welcomed two more individuals to live with the Norris family and Mr. Cotter – with Mr. and Mrs. Norman Norris as “house parents” to those who were the first residents of the Agency. This occasion signified the start of an era that promised lifestyle improvements and significantly more opportunities for individuals with disabilities.

The 1960s is a decade well known for social change.

Even in its infancy as a human services Agency, People Incorporated was on the cusp of a radical national movement. Among the myriad of campaigns for change in society during these years was a drive for more hospitable and humane ways of caring for people with intellectual and developmental disabilities. Throughout the 60s, the method of care for those in need of services was placement in an institution, often a site of foreboding architectural features and a location that segregated its inhabitants from their families and the community. Institutions' residents were confined and isolated rather than being offered the chance to enjoy a more liberating and socially engaging lifestyle.





As the public became more aware of the nature of institutions, the media began to expose the systemic negligence and striking mistreatment of the individuals who were supposed to be receiving healthful supports and services in these facilities. Thus, the push for more community living began. Already, parent groups had been sprouting around the country advocating for more direct and compassionate services for their sons and daughters. These groups initially worked on improvements in state institutions and encouraged their lawmakers to enact more protective legislation; later, the focus shifted to deinstitutionalization with a push for community living and independent living. In its inception as a grassroots effort of concerned parents of children with disabilities, People Incorporated's founders echoed the sentiment of parents around the country at the time; like any parent, they simply wanted "more" for their children. Being able to offer a home was a significant step for the fledgling Agency.

With the help of many volunteers, the house on Belmont Street was painted and refurbished to accommodate the family and the "house guests" who would reside there. The first floor was used as a daycare for developmentally disabled children during the day while the residents attended a day rehabilitation workshop at a site on Maple Street also operated by People Incorporated.

While Mr. Cotter stood clutching his suitcase on the walkway in anticipation of entering his new home, it is unclear whether he or young Douglas Norris knew they were making history. The Norris family made sure that his future promised more opportunity than he had ever had, and Mr. Cotter was just the first of many individuals to be standing on a pathway to a new life through People Incorporated. 🏡



# A “Founding Father,” Bob chooses to make his own path!

When Bob was living in a state institution in the 1970s, he had had enough of that lifestyle. He had been there since the 1940s and decided it was time to go.

His older brother Dan, though, thought this would be an unwise move. Dan knew the institution offered stability and constant care for Bob, and he was worried about how he would fare outside of it. Passionate in his advocacy and support for his brother, Dan threatened that his relationship with Bob would be severed if he chose to leave. Torn between his own constant endeavor for independence and his esteem for his brother, Bob was faced with a difficult decision. As it had before and would continue to do throughout his life, his will to act on his own prevailed. Bob left.

Bob now resides in a home operated by People Incorporated, the Agency that has provided services for him since he parted ways with the institution in October 1974. Bob has been living in this home for a relatively short time, beginning his residence in 2010. Prior to this,



he had been in his own apartment with a combination of a personal care assistant and individual supports, but his increasing medical needs led Tina, his Service Coordinator at the time from the Department of Developmental Services, to have a discussion with him about considering moving into a 24-hour supported home with People Incorporated. Knowing this was another big decision in Bob's life, Tina offered that he need not respond right away and that he could think about it for a while. In Bob's classic, strong-willed style, he quickly



said, “I can tell you my decision – hell no.” Of course, after a while of contemplating the need for augmented supports, talking with a trusted friend, and seeing the house, Bob agreed to move into the home. He has been very happy with this decision ever since.

At 77 years old, Bob has retired from working and participating in People Incorporated’s Vocational Services program where he used to operate the coffee shop. The program was not only where Bob worked and stayed active, but it was also responsible for introducing him to his long-time girlfriend Rolande, whom he met nearly three decades ago. Lasting relationships are common with Bob. His compassionate and caring attitude, along with his sense of humor and upbeat personality, have made him many friends. He remains in contact with those who have helped him along the way, including his service coordinators, his representative payee, and many others. These longtime friends and relatives regularly visit Bob at his home.

A compassionate and caring friend, Bob is his own guardian. He also has an enduring love for New England professional sports, which is evident in the decorations and furniture in his bedroom. Adorned with memorabilia and team logos, it is a shrine to New England’s prominent place in sports history. He has attended a few games, including the Paw Sox, Red Sox, Patriots, and even the Harlem Globetrotters. Staying busy with other activities, Bob enjoys outings with his housemates to the movies, annual visits to La Salette Shrine, and attending the weddings and baby showers of staff members who work with him.

As an active member in People Incorporated’s programs since 1974, Bob is considered one of the “founding fathers” of the Agency. He is very close to his family and visits them in Falmouth almost every Sunday. Although his relationship with his brother Dan may have been on the line many years ago when he made that crucial decision to leave the institution, the two have remained close, and Dan’s advocacy for his brother remains just as strong now as it was then. Bob takes great pride in making his own decisions – and using them to independently guide the course of his life. 🧑🏻🗣️



# Filling the Gap

*After her son, Alex, aged out of the school system, Lori Ducharme encountered a problem that is all too common for families of individuals with autism – how to fill the gap.*

Alex really enjoyed school, and it offered him a routine and other supports that were now absent in his life. A family friend referred the Ducharmes to People Incorporated's Day Services at Riggensbach. Unfortunately, the program was not well-suited to Alex's needs, as he found the environment and friendliness of some of the other individuals in the program to be overstimulating. Although the program wasn't the right fit for Alex, the Ducharmes advocated for their son and found additional resources through a referral to DDS. Alex is now in the Participant-Directed Program, which allows him to choose individualized services. He is receiving help with daily living and communication skills and has the supports he needs to be able to go out into the community. The programs he chose allow him to go out on walking exercises and outings in the community, one of his favorites being a recycling program that reminds him of similar outings he did while in school. He and his brother, Michael, have also been involved in the Adult Foster Care (AFC) program since 2015.

In addition to AFC, Michael also utilizes services offered through Community Supports. These services help Michael participate in community events as he frequently attends bowling and plays pool at Straight Shooters and even played on the video game truck that came to South Main Street. However, his favorite trip so far has been a trip on a trolley arranged through DDS.



Between her two sons, Lori said she was very happy with services and resources she has received through People Incorporated. Although her two sons require different kinds of support, our staff worked hard to ensure that both Michael and Alex have access to the services they need to be active participants in the community. Lori's advice to parents with children aging out of the school system was two-fold: don't wait and don't settle. She emphasized the importance of searching for programs early, stressing how Alex required a different kind of care than what was offered through Day Services. Since not all individuals benefit from the same kinds of supports, it can take a long time to find the right program for both the individual and the family. Her other advice was always to advocate for an individual's needs and not settle on a program just because it was a traditional method of support. It is through the advocacy of his family that Alex was able to find the services best suited for his needs and create an individualized plan. 🐾



# Cymry's Wish

Cymry had a wish, but it had nothing to do with gaining things for herself. She wanted to ensure that every child in need that she encountered had a new toy for Christmas, so she began saving her snack money to buy toys for others. That effort blossomed into a nonprofit organization, Cymry's Christmas Wish, that seeks to inspire and educate children and adults about people with disabilities. Cymry is the president, and it is believed she is one of the first people with a disability to be president of a nonprofit organization.

To break down barriers and educate others about people with disabilities, Cymry goes to public schools to conduct presentations and has personally given over 8000 gifts to the students she has met. The response from the children is incredible. She talks about her strengths and weaknesses, and they get to ask her any questions they may have.

Cymry has distributed presents to the Salvation Army, Toys For Tots, Citizens For Citizens, ARC of Fall River, the Kennedy Donovan Center, and St. Anne's Hospital Pediatric Ward, along with several churches and other organizations serving families in need in Massachusetts and Rhode Island. She has also visited several nursing homes to hand out gifts to all the residents and sing Christmas carols.

Since she was a little girl, Cymry has loved to travel and has been to many places throughout the country, including multiple trips to her favorite place, Florida. This past June she took a special trip with her parents to San Antonio, Texas, where she got to experience Morgan's Wonderland, an all-inclusive water and amusement park designed with special needs individuals in mind.

As someone with a very adventurous spirit, Cymry won two first-place ribbons while taking horseback riding lessons, took a hot air balloon ride in New Hampshire, parasailed over Cape Cod, took a helicopter ride over Newport, and even swam with a dolphin in Florida. If it were up to Cymry, she would go skydiving – but her parents say "NO!"

Cymry loves music. She frequents Broadway shows and has delighted in many concerts including several trips to see her favorite performer, Cher. She enjoys casinos, dining out, karaoke, and socializing with friends. While at home she likes to watch DVDs, play games on her Kindle, string beads, and play with her dog, Sugar. She is very involved with the local political scene, and she adores Mayor Jasiel Correia of Fall River, whom she refers to as "My Mayor!"

Everyone Cymry meets enjoys her dynamic personality and her friendly, giving spirit. Her incredible work to help those in need and better her community has indeed not gone unnoticed. Through the years she has received The Hometown Hero Award, The Jefferson Award, the John Brayton Community Recognition Award, the Michael Beere Distinguished Citizen Award, the Unsung Heroines Award of Massachusetts, along with several citations from the Governor, Senate, and local politicians. Thank you for all that you do, Cymry! 🌟

*Photo, left to right:  
Cynthia Greenlees and Cymry*



# Working to Ensure Children and Families Get Their Best Start!

*It seems incredible to even consider, but special education resources and programs were practically unheard of 50 years ago when People Incorporated was founded in 1968.*

Although there was great need, lobbying did not have much effect until the late 1950s and early 1960s when lawmakers considered and finally began to pass various laws to protect the rights of people with disabilities. It was in the early 1970s that groundbreaking court decisions started to level the playing field for students with disabilities.

Before 1975, children with disabilities were commonly denied an education based solely on their disability. However, in 1975, the Education for All Handicapped Children Act (EHA) guaranteed the right of all children, including those with disabilities, to receive a free, appropriate education in the “least restrictive environment”

possible. The EHA is the foundation of modern-day special education law in this country.

In Massachusetts, Early Intervention services were provided exclusively through the Commonwealth until approximately 1976, which is when People Incorporated started offering the program in conjunction with Corrigan Mental Health Center in the basement of Corrigan’s Fall River facility. As the state and families experienced the positive outcomes for children receiving these services, the demand for Early Intervention grew exponentially. Researchers began to fully understand the dramatic positive effect of the Early Intervention Programs on the long-term educational success of students, and that







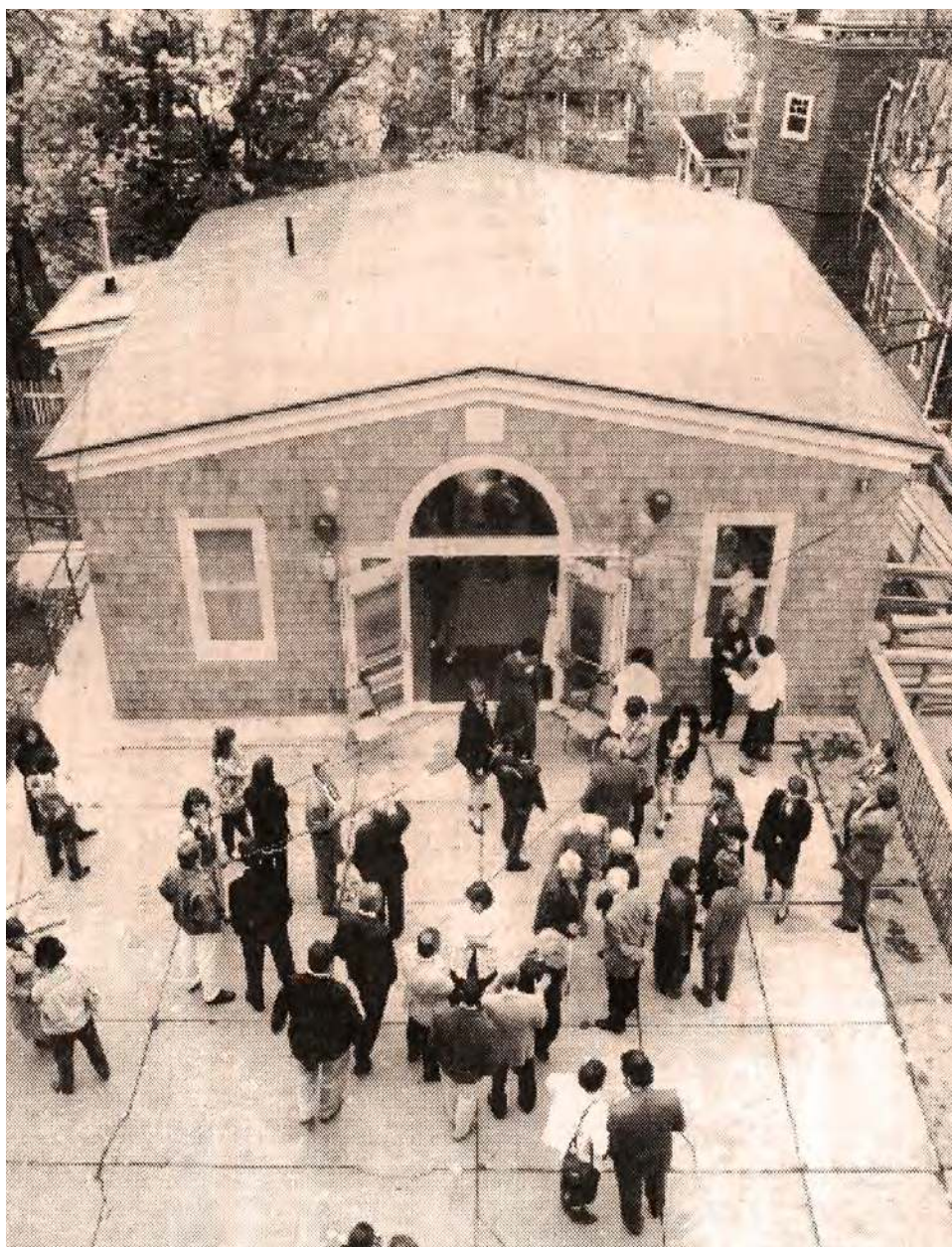
*Photos Left:  
History of Early Intervention  
People Incorporated Archives  
and Herald News*

*Photo Below:  
Ribbon Cutting Celebration,  
Carriage House, Rock Street  
People Incorporated Archives  
and Herald News*

was the catalyst for the switch to an “entitlement” service, ensuring that all children in need would have access.

After a switch in funding sources from the Department of Mental Health to the Department of Public Health, People Incorporated ultimately took over the contract for service provision from Corrigan and moved the program into a new location on Wilson Road in Fall River in 1985. While never leaving the City of Fall River, later expansion and service demand necessitated the move of the program to the Carriage House on Rock Street, and then later to the current location at 4 South Main Street.

Early Intervention has continued to experience program growth each year and received their 13,000th referral for services in 2018. 🧡



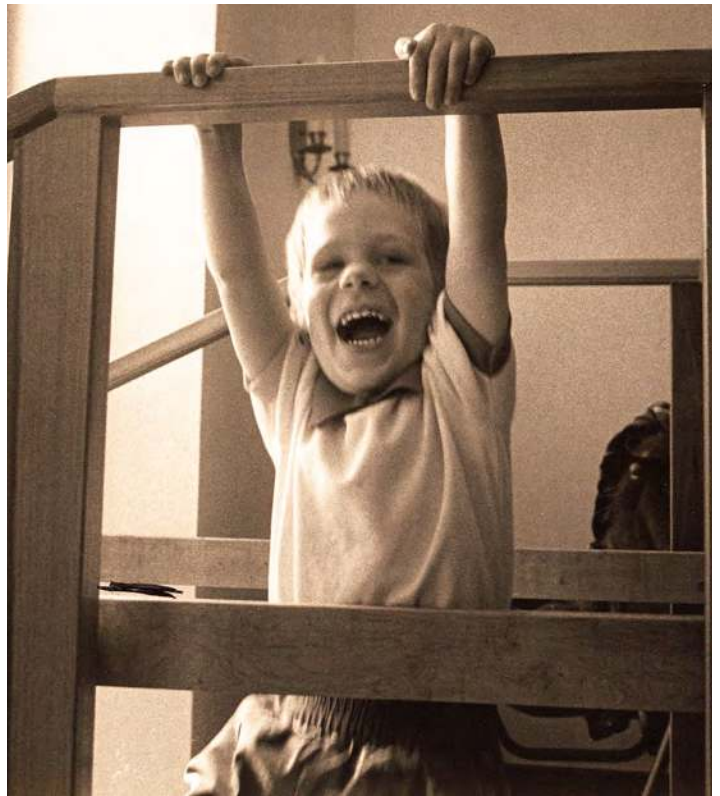


# A Look Back

People Incorporated's Early Intervention Program has served the developmental and therapeutic needs of children ages birth to three for more than 40 years. Over this course of time, many families have benefited from the hard work and dedication of our experienced and caring therapists and clinicians.

These archive photographs are from 1988, a time when Early Intervention served a total of 270 families over the course of the year, but due to high demand, many families were on the waiting list.

The bottom photo showcases "Jedda", who was our Early Intervention Pet Therapy Dog in 1988.





# Anthony's Team

This past year has been an incredible journey for Anthony, and it all began when he started receiving Individual Home Support hours. Initially, he was reluctant to go out into the community with his support provider, Michael, but after seeing how enjoyable the outings could be, Anthony became more open to new experiences. According to Michael, "in the beginning, Anthony was hesitant to try new things, but once he did he couldn't wait to go back and do it again and has made a great deal of progress." The pair has gone on a variety of outings, including Roger Williams Zoo, shopping trips to buy holiday items for his family, the gym, numerous libraries, and the movies, ending each with a trip to Anthony's favorite restaurant, Wendy's. He enjoys going out with Michael because "it's funny to see his expressions watching my expressions while at the movies. Michael wants to make sure that I am not too scared." Anthony also likes the fact that everyone knows his name, and most people give him a high-five at the locations he visits on a weekly basis.

In addition to Individual Home Support, Anthony also participates two to three times a month in People Incorporated's Recreation Program. He especially likes "bowling, golf, and game room." Besides just having fun, the program has helped him make new friends, and Anthony enjoys knowing the people who attend the events. Recently, Anthony and another individual were able to go on a whale watch with Sandra Boyer, Community Supports Coordinator, who remarked, "He had a smile on his face the whole time." Anthony said, "I loved when I saw the whales and seals."

When he's not going out, Anthony is engaging in his many interests, including reading fantasy and mystery. He also likes to draw Anime cartoons, especially when he is designing his own characters, which he proudly displays around his family home. He has an extensive collection of Star Wars and Power Ranger figures and plays games on multiple entertainment systems including X-Box, Play Station, Switch, and PC. One day, he would like to create a YouTube video to give gaming advice. Gaming is more than just a hobby for Anthony, as he



received his Associate in Science with a concentration in Game Development – Game Creation in May of 2014 from Bristol Community College. He is very proud of this accomplishment and wants to pursue employment in the field of computers. Career and Work Opportunities has worked with Anthony to make this a reality, and he recently did well on a work assessment for doing data entry. He proudly showed off his paycheck from a recent paid position and plans to use the money to increase his graphics card, possibly get a new monitor for his computer or do what he has wanted to do for a very long time, build his own computer.

His family has been very supportive of Anthony and his educational pursuits, especially his mother, Elaine. He states, "she was with me every day while going to BCC for my degree." The two have a very strong bond, and Anthony lives with her and Dell, a good family friend with whom Anthony is also very close. Elaine and Anthony take advantage of many of the family activities provided through the Family Support Center of People Incorporated. Elaine states that she has seen Anthony become "more outgoing and independent." Dell has also seen "a lot of difference in him with working and going out with Michael." When asked where he would like to be in five years, Anthony said that he "would like to have a job doing something with computers."

Anthony has accomplished a lot over the last year, becoming more active in the community and developing his professional skills. Looking at the various supports that help Anthony achieve his goals, Elaine summed it up perfectly: "All the services that Anthony receives are like having a great team!" 🐾

# Three Leaders Giving Back

*For 20 years, People Incorporated's Greater Fall River Healthy Families program has remained true to its mission of supporting and educating first-time parents.*

With primary funding from the Children's Trust and other funding assistance from the Massachusetts Department of Public Health, the program provides services to families during pregnancy and up to the child's third birthday. While the program has many valuable benefits, one of the most important is the

relationships within the families that are built through the staff's home visits.

The Healthy Families program is strong because of its dedicated staff, some of whom have received services from the program themselves. These three outstanding staff – Beth Morales, Mike Caban, and Ashley Carreiro – are true testaments to the effectiveness of the program.

Beth, who received services as an expectant mother-to-be in 2000, returned to Healthy Families in 2015 as a Family Support Worker. In 2009, Mike was an expectant co-parent and a participant in another Massachusetts Healthy Families program before being transferred to Fall River. Soon after, in 2011, Mike joined the team as a Family Support Worker, more notably as the only male home visitor at that time. Ashley was an expectant young mother who was introduced to Healthy Families services

*Photo, left to right: Ashley Carreiro, Mike Caban, and Beth Morales.*





through People Incorporated's Young Parents' Learning Center (YPLC), which her son attended while she was a high school student. Ashley has since held positions in People Incorporated's YPLC program and the Early Intervention Parenting Program, and she was hired as a Family Support Worker for the Healthy Families program in 2007. Ashley was promoted to supervisor in 2012.

These three dedicated employees have had real-life experiences as young parents, received the support of the program in which they are now employed, and give back by supporting others who are traveling similar life paths. The Healthy Families program continues to be a vital resource in our community, helping parents become self-sufficient and to make healthy choices for themselves and their children. As a program of People Incorporated, it supports the Agency in fulfilling its mission and vision every day. 🧡



# Welcome Family Turns Five!

The Welcome Family program was born in 2013 as one of two programs in the State of Massachusetts to provide a one-time home visit from a nurse to all caregivers with newborns up to eight weeks of age.



This Massachusetts Department of Public Health funded program provided the framework for implementing a universal home visiting initiative. In collaboration with Charlton Memorial Hospital, the program celebrated its 5th birthday in September 2018. Welcome Family continues to develop and grow expanding services to even more high-risk communities, including Lowell, Springfield, Holyoke, and Boston.

Since the beginning of the program, the 6,739 families served have benefited greatly, and Welcome Family was recognized and designated a "Promising Practice" by the Association of Maternal and Child Health Programs and published in the *Maternal and Child Health Journal* in a report titled, "Lesson Learned: Implementation of Pilot Universal Postpartum Nurse Home Visiting Program, Massachusetts 2013-2016." 🧡



Photos: JoAnne Vital Bernier presents Welcome Family in 2013  
Alicia McGill, RN, Welcome Family Nurse

# Seeing Changes in the Children Every Day!

*For the Children's Division, the last year has been one of growth and collaboration.*

The Children's Center hired a new teacher, and they also took their first field trip to the Preschool to join in on the Fall River Fire Department's Fire Safety Week presentation which was a fun and educational experience for the children and the staff.



The Young Parents' Learning Center (YPLC) worked with both the Children's Center and the Preschool to relocate their operations during the summer school break to avoid disruption of programming, thereby ensuring that young parents could utilize the childcare services offered through YPLC even while school is out. The program leadership at YPLC has also been working closely with Durfee High School administration to plan and develop the new "Durfee High School Early Childhood" space. This state-of-the-art children's center within the High School will feature observation windows, storage, student/staff



bathrooms, washer/dryer and dishwasher hook-ups, outdoor play space, and reserved parking for parents and YPLC staff.

The Preschool is developing strong school-community relationships by having teachers volunteer at various events including Kids-A-Palooza, Chalk the Block, Miles for SMILES, and the Inflatable 5K, and collaborating internally as the Preschool management team works interdepartmentally to support teachers and meet the needs of the children they serve.

The Preschool has also improved overall service provision through additional training for their teachers in the Pyramid Model for Supporting Social Emotional Competence, and the adoption of a new school schedule that better promotes communication and a stronger teacher and family bond. 🧡



# Scenes from Children's Programs





# Creating Camp Jack Memories

*For youth living with diabetes, along with their siblings and friends, The Jack Rua Camp for Children with Diabetes combines hands-on learning experiences in Type 1 diabetes management with all the fun and activities of summer camp. Our mission is to foster friendships among campers through a safe, active program while helping them learn to face the common challenges of diabetes.*

This past summer, Camp Jack enrolled 74 campers from 19 different cities and towns, with approximately 60% of them living with Type 1 diabetes. A camper visiting from Lubbock, Texas loved camp so much she signed up for 3 additional weeks.

One parent remarked, "My daughter loves camp and looks forward to going every year. The staff are wonderful. Nurse Anna does a great job with her diabetes. She is very active so managing her diabetes can be a challenge. I wouldn't feel comfortable sending my daughter to any other camp."



One of the ways we support Camp Jack, and ensure that it is affordable and accessible for all children living with Type 1 diabetes, is through the Jack Rua Invitational. The Diabetes Association, Inc., (DAI) hosted The Jack Rua Invitational on August 6, 2018 at the Crestwood Country Club in Rehoboth, MA.



This annual event is held in honor of Jack Rua, one of the founding partners of the Rua-Dumont-Audet Insurance Agencies. Serving for many years as its President, the DAI held a special place in Jack's heart and we are honored to host this event each year, the proceeds of which go directly to the programs and services of the DAI including Camp Jack.

Dennis Read, a 2018 Jack Rua Invitational Co-Chair, and member of the People Incorporated Board of Directors, remarked, "We project this year's event to be the most successful in our Agency's history. We are incredibly grateful to all who turned out, including our sponsors, our volunteers, and everyone who graciously donated to ensure it was such a tremendous success once again. Thank you!" 🙏



# Ensuring a Bright Future

*The SouthCoast Mentoring Initiative for Learning, Education, and Service (SMILES) is an affiliate program of People Incorporated that was formed in 2002 as a collaborative partnership involving the business, education, and faith communities to increase mentoring opportunities by building a strategic plan based on one fundamental goal – to provide every young person who needs a mentor with a caring adult.*

Sunday, April 22, 2018, was an amazing day for the SMILES program staff, mentors, the children the program serves, and for all of the runners, walkers, sponsors, supporters, and friends who came to the *Tenth Annual Miles for SMILES* event held in the Fall River Industrial Park. The sun was shining, the children were laughing, and everyone had a great time!

The event raised funding for the SMILES program, to provide youth with a mentor from the community. Local businesses, organizations, and supporters participated in this event by committing to sponsorships and creating running and walking teams. Mentors and community leaders also competed with each other by creating online fundraising teams.

BayCoast Bank, for the tenth year in a row, was the event's Title Sponsor, and the BayCoast team was awarded as Most Creative Team.

Mechanics Cooperative Bank's President & CEO Joseph Baptista demonstrated tenacious online fundraising and received the Top Fundraiser award. Also, the entire Mechanics Cooperative Bank team earned the Top Fundraising Team award.

Bristol County District Attorney Thomas M. Quinn, III committed to a Community Level Sponsorship. Mission Level Sponsors included Bristol Pacific Homes, Eastern Benefits Group, The Lopes Companies, Martelly Construction Corp., MobilityWorks, RCM Modulaire, Route 6 Auto Mall Kia, Saint Anne's Hospital, and Walsh Pharmacy.

The event kicked off with a fun-run for kids ages 12 and under. The top finishers in their age categories were awarded a medal, and they included Connor Cabral (5 years

old and under); Lyric Murray (6-9 years old); and Mimi Karten (10-12 years old).

Immediately following the kids fun-run, the 5K started at 9:30 am with over 200 runners and walkers. The top three male finishers were Tom Steele (First Place overall at 17:59); Angel Rosado (Second Place overall at 18:50); and Jeremy Folger (Third Place overall at 19:22). The top three female finishers were Karla Steele (21:05); Megan Scheffer (22:00); and Nichole Heering (26:08).

Members of People Incorporated's Board of Directors, Janice Carrigg and Janna Lafrance, were this year's Miles for SMILES Co-Chairs and were the driving force behind the event's success.



So, why is mentoring so important? Because research indicates that having a mentor helps young people stay engaged in school. Students who meet regularly with a mentor are 52% less likely than their peers to skip a day of school, making them more likely to graduate. It only takes one hour a week to change the course of a child's life. Learn more: [smiles@peopleinc-fr.org](mailto:smiles@peopleinc-fr.org) 📧

# Residential: Still Growing!

## *New Office*

Earlier this year, our Residential Division relocated to newly renovated program space at I Father Devalles Boulevard in Fall River. The move provided additional space to accommodate growing staff needs and program operations, more parking, private meeting areas for confidential family discussions, and also gave easy access to People Incorporated's Adult Foster Care, Shared Living, and Family Support Center programs which are also located at that address. In addition, the Department of Developmental Disabilities is conveniently located in the building, ensuring one-stop access for staff, individuals, and families.

## *New Leader*

Over the past year, we celebrated the promotion of Chris Rego to Vice President of Residential Services, our



largest division representing more than 51 % of the total budget. Chris is responsible for maintaining Residential Division's internal systems, operations, and policies while promoting the mission and vision of the agency. Chris is not a new face within People

Incorporated, as he provided capable leadership within the Residential Division for two and a half years before his promotion.

"Chris and his team work diligently to ensure continuous quality service provision in Residential Services, while also keeping an eye out for future enhancements and opportunities for growth," said Megan Scheffer, President and CEO of People Incorporated. "We are excited that Chris has taken on this new role on our Administrative Management Team."

## *New Home*

We have once again added capacity to our largest division, Residential Services, with the construction of a beautiful, state-of-the-art, fully ADA accessible five bed/two bath 3,000 square foot home in Westport that offers services and supports to up to five individuals with acquired brain injuries. Individuals living in the new home receive 24-hour, seven-day a week personalized support from fully trained medical professionals to address their personal, medical, and social needs.



This new home was furnished with a creative eye to ensure that the room colors, added décor touches, furniture, and layout are warm and welcoming for the residents.

People Incorporated staff work together within all our programs to provide collaborative and creative services in a supportive environment that will maximize the quality of life for everyone we serve. This home offers that – and so much more – for the individuals living there. 🏡





# PICAN Opens New Doors

*People Improving Communities and Neighborhoods, Inc., (PICAN) is a nonprofit organization established in 2012 that creates more housing options for low-income individuals in the Fall River community.*

An affiliate of People Incorporated, PICAN is a community housing development organization that acquires, rehabilitates, and/or constructs rental and home-buyer properties in Fall River and makes them available to low and moderate-income individuals through an open lottery application process.

PICAN's first project, a collaboration between PICAN, the City of Fall River's Community Development Agency, and Diman Regional Vocational Technical High School, was an energy efficient, three bedroom, two bath home on Chicago Street in Fall River that was completed in 2016.

The second PICAN project, again a collaboration with the same dedicated community partners, was a single

family 1,500 square foot ranch-style home with an attached garage, three bedrooms, and two full baths on Duluth Street that was completed in 2017.

People Incorporated's President and CEO, Megan Scheffer, is proud of the work of PICAN and the other partners who collaborate on these projects. "PICAN helps fulfill the American Dream for a deserving family - the joy of affordable home ownership. We are so proud to play our part!"

The third PICAN project launched its early stages in summer 2018. While it is still in the beginning stages in the Maplewood area of Fall River, it won't be long before another family realizes their dream. 🏡



# Board of Directors

## Guiding Our Way

David Bedard, Chair of the Board  
*CompNet Insurance Solutions, Inc.*

Jason Rua, First Chair  
*Rua-Dumont Audet Insurance*

Rene Lachapelle, Second Chair  
*RALCO Electric*

James Wallace, Treasurer  
*BayCoast Bank*

Janice Carrigg, Clerk  
*Bristol Pacific Homes*

Joseph Baptista  
*Mechanics Cooperative Bank*

Erin Bicho  
*Johnson & Johnson Medical Devices Co.*

William Burns  
*Southcoast Health*

Matthew Desmarais  
*BMC Durfee High School*



Deborah Dutra  
*The Lopes Companies*

Renee Howayeck, Esq.  
*Law Office of Gary P. Howayeck, P.C.*

Janna Lafrance  
*Lafrance Hospitality*

Dennis J. Read  
*Read Insurance & Financial Services*

Kimberly Trahan  
*Southern Massachusetts Credit Union*

# Administrative Management Team

Megan Scheffer, President & Chief Executive Officer

William Perkins, Chief Operating Officer

Elizabeth Machado, Chief Financial Officer

Kerry Budnick, Vice President of Finance

Catherine DeTerra, Vice President of Communications

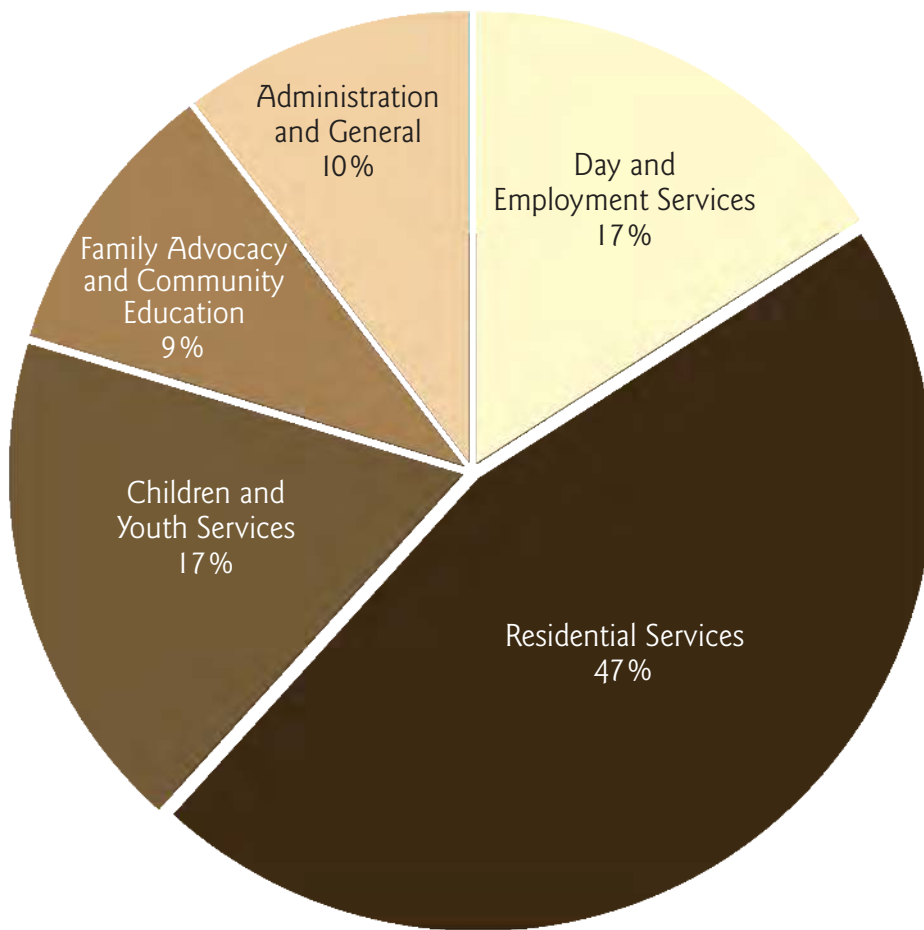
Jerilyn Ingham, Vice President of Day Services

Karen Parker, Vice President of Facilities and Fleet Management

Beth Pelletier, Vice President of Human Resources

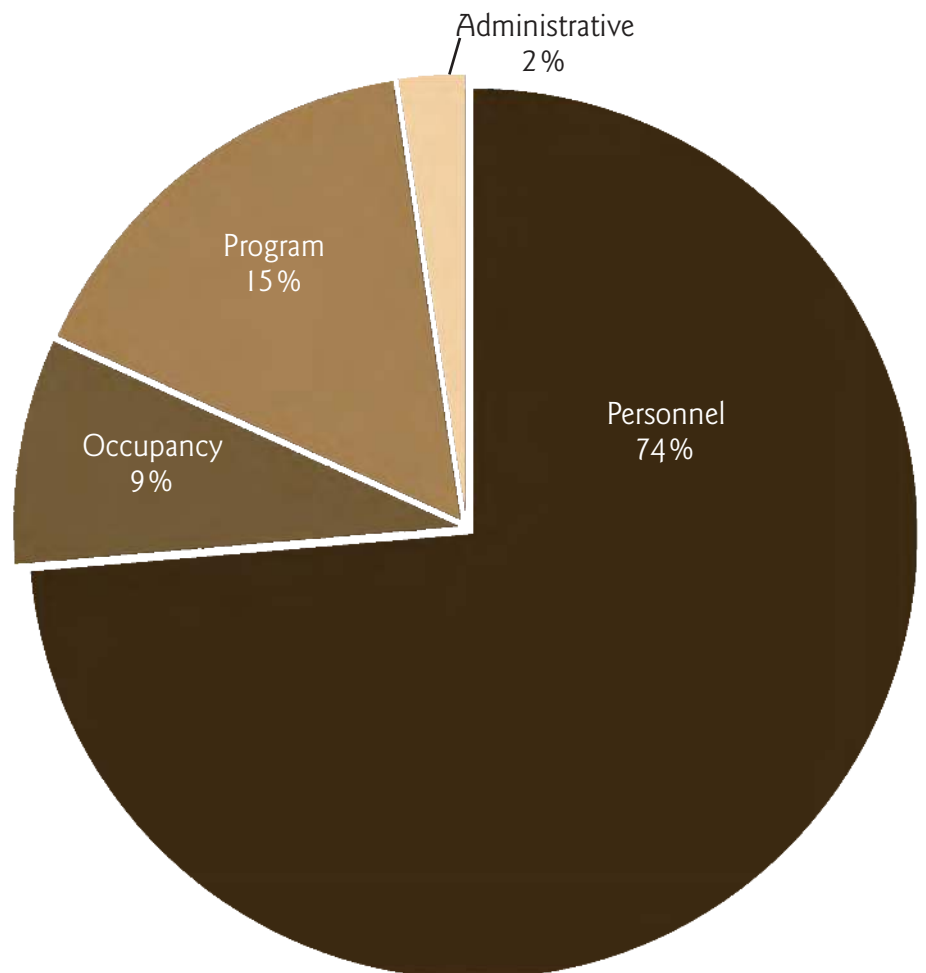
Christopher Rego, Vice President of Residential Services





**Operating Expenses by Division**  
(\$39 million)

**Operating Expenses by Category**  
(\$39 million)



Excerpts from Independent Auditor's Report  
on the Financial Statements  
of June 30, 2018.

**1968**  
FIFTY  
YEARS  
**2018**

Celebrating 50 years of creating  
innovative paths to opportunity  
for children, adults, and families!



## Who We Are

We are a forward-thinking human service agency staffed by caring people who are proud to provide premier services to the Southeastern Massachusetts community. The belief that people of all abilities deserve the highest level of quality support is at the core of all we do.

## Our Mission

Our mission is to strengthen our community for each of its members by providing premier services for children and adults of all abilities in a collaborative and creative environment.

## Connect With Us & Learn More

[www.peopleinc-fr.org](http://www.peopleinc-fr.org)



[peopleincorporated.fr](http://peopleincorporated.fr)



[@Peopleinc\\_FR](https://twitter.com/Peopleinc_FR)

## Our Locations

4 South Main Street  
Fall River, MA 02721  
508 679 5233

1 Father DeValles Blvd.  
Suite 401  
Fall River, MA 02723  
508 672 5671

128 Union Street  
New Bedford, MA 02741  
508 999 9300

70 Main Street  
Taunton, MA 02780  
508 822 9023