

Where Will the Adventure Take Us Next?

We are thrilled to share some of our favorite moments with you!



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From the President



Dear Friends, Families, and Colleagues,

We are experiencing unprecedented low rates of unemployment. The benefits for those entering the work force are great. One has options to choose from, ranging from the field they want to enter to a specific job, benefits, salary, and overall work environment. The internet has made it easier than ever to find a job, change jobs and explore one's options. It can be tempting to "try on" different jobs for short periods of time with the lure of quick advancement and promises.

However, at TILL, we take a different view of employment options, applying the old fashioned values of commitment to our employees, creating growth and educational opportunities for them, and advancement. We believe that by supporting our employees by providing a work environment of appreciation and recognition for what they do, they will reciprocate with loyalty, dedication and commitment to the individuals they support. Those beliefs seem to be working as we see the longevity of so many direct care, management and administrative staff. As testimony, we will be celebrating 20 managers working at TILL for more than 10 years at our upcoming anniversary luncheon!

Though the low unemployment rate has made it difficult to fill some vacancies with qualified staff who meet our high expectations for quality care and a strong work ethic, in the long run, we know that the culture of caring and our commitment to a full life for the individuals and families we serve, will prevail. We are most appreciative of the 180+ employees who have been with TILL for more than 10 years and serve as role models for newer employees who may well be the future leaders in the field of human services. We appreciate the mentoring and modeling roles provided, which offer stability and consistency to our services.

We have taken many steps to use the power of social media to reach broader markets, including our online recruitment video, to open this world of opportunities to those who may not be familiar with human services, or aware of the benefits of making a difference in another person's life by one's relationship and connection with another human being. We look to each one of our readers and followers to keep spreading the word about the value of a job in human services, as the most effective recruitment tool continues to be word of mouth. We want to grow with you, our employees, and with the individuals we support. We need each other to continue to do so and hope you can join us in spreading the word.

Sincerely,
Dafna Krouk-Gordon
Founder and President
TILL, Inc.



We're Hiring!



#CareersWithPurposeTILL

TILL is committed to recruiting, hiring, training and retaining qualified staff to provide important supports and programs for the people we serve. We are proud to share some of our unique incentives and efforts.

TILL's **online video**, developed with Jason Jiminez, a former TILL employee and videographer, is an engaging video, made for sharing on social media. If you are not one of the 4,523 people reached

on Facebook, please be sure to check it out! [Facebook.com/tillinc](https://www.facebook.com/tillinc), [Twitter.com/tillinc](https://twitter.com/tillinc) and [Instagram.com/tillinc](https://www.instagram.com/tillinc)

Billboards and direct mailings designed to increase our visibility in several communities, support our recruitment efforts.

Recruitment Bonus - TILL appreciates employees who refer qualified candidates with bonuses paid when the employee referred remains successfully hired for a minimum of six months.

Supporting Education and Training - TILL offers a unique student debt relief program, tuition remission, and tuition reimbursement, and in January, we expanded our tuition reimbursement eligibility to include employees working 20+ hours per week, and increased the reimbursement cap.

DID YOU KNOW?

The #1 response to the question
"How did you hear about TILL?"
is Word of Mouth.

Help us spread the word.

Licensing and Accreditation

In September 2018, TILL was awarded a Three-Year Accreditation for our Day Habilitation and Community-based Day Support Programs by CARF International, a nonprofit organization that offers accreditation services and support for health and human services programs.

In June 2019, members of the Department of Developmental Services (DDS) Survey and Certification Team conducted their semi-annual review, resulting in a 2-Year License renewal to provide Residential and Individual Home Supports as well as Employment and Day Supports. Congratulations and thank you to all whose daily work is reflected in these important reviews.

Audits and reviews may be scheduled or unannounced. In January 2019, our Strattus Mental Health Clinic met all quality indicators with no deficiencies and 100% compliance during an unscheduled Department of Public Health review. This is the second surprise audit and the second 100% score in a row. Congratulations to Kim Tamaren and the Strattus team.

TILL Welcomes Ulster University Student Interns



TILL is excited to introduce student interns James McElDowney and Daniel Morgan, both third year students at the Ulster University in Northern Ireland. Their year-long internship was sponsored by the Irish International Immigration Center in Boston. James, a Computer Sciences major, will join TILL's Technology Services department and Daniel, majoring in Advertising with Human Resource

Management, will work with the Communication and Marketing department. Welcome!

Woodland Guest House



TILL's Woodland Guest House offers adults (18+) with learning differences, developmental disabilities or autism, functional learning opportunities through fun activities with support and guidance from trained, experienced staff. Weekend guests enjoy exploring new interests, practicing independent living skills, developing social skills, and developing social skills while creating friendships through fun activities.

For available dates or more information about registering for a weekend away, please contact 781-302-4700 or guesthouse@tillinc.org

TILL GAMES!

TILL Games XXV will be held on **Saturday, September 7, 2019** at the **Reggie Lewis Athletic Center**. This annual, inclusive track event is celebrating its 25th year and you do not want to miss this exciting event!
Volunteers welcome!
Contact paula.aiesi@tillinc.org

New Home to Open in Stoughton

TILL is thrilled to announce plans to open our newest home in Stoughton this fall. This beautiful, spacious home is our fifth program specifically developed to provide supports for adults with acquired brain injury. TILL provides a variety of residential supports in communities throughout eastern Massachusetts, including 58 residential homes with 24-hour support; and individualized community supports through our Creative Living Options residences and other independent living arrangements. We also oversee Shared Living /Enhanced Family Care placements in Massachusetts and New Hampshire.



Community Connections

TILL Community Connections has partnered with Community Rowing, Inc. (CRI) to offer an inclusive program for people to learn how to row on the Charles River. Rowing, a highly adaptable and inclusive activity, offers the opportunity to be a part of a rowing community valuing teamwork, self-determination, and commitment to personal goals. Beginning with indoor rowing instruction at CRI's beautiful boathouse, the group practices their new skills and techniques onboard the group launch.



the outdoors together. The TILL group's favorite part of the trip was cycling along the Connecticut River – completing a 6-mile trail while enjoying the beautiful views.

Walk for Hunger 2019 was a great success for TEAM TILL. Representatives from over 50 TILL residences and CLO programs met on May 5th at Boston Common to show their support for Project Bread, and their mission to end hunger. We have been honored to be members of the Heart & Sole Circle due to our incredible fundraising for this event. Together with our Team Leader, Daniel Christenson, we raised \$18,500.00!



Everyone loves watching the reigning World Series champions, especially at one of the oldest ballparks in the country - our own Fenway Park.



TILL's Blue and Red Softball All-Stars were back in action this summer at the Noble & Greenough School fields in Dedham for a 6 game season.

Celebrating Champions

TILL's Cultural Festival, where we celebrate the accomplishments of our residential programs in our annual April Madness contest, was held on June 9, 2019. Following the ever-popular international buffet, the crowd was entertained by several excellent videos and slideshows showing the many Champions of TILL. A group from our Peabody residence led a lively sing-a-long of "Take Me Out to The Ballgame" and all joined in.

Our Day Program Cultural Festival was held on July 15, 2019, at the Burlington Marriott – the first time this group celebrated at the beautiful venue. Members of Billerica TILL Central were a crowd favorite when they sang "I like you just the way you are." The buffet was delicious, and as always, it was a spectacular day!



April Madness Contest Winners

Day Program Awards: Cluster One from the Billerica Day program took Best-Cluster-in-Show, while Billerica TILL Central was named Best-TILL-Central-in-Show. All three Hudson Clusters were in the Top 5, leading to its Champion Day Program award.]

Residential Programs Awards:

Best in Show went to our Lynnfield house! (left) Their incredible Kindness Rocks Project helped to place them at the top of a very impressive field.

Our Middleton residence took 2nd place, followed by Newton in 3rd place. With ties, 13 houses placed in the Top 10! A tip of the hat to a small group from Cluster 3 whose WOW included not "just" a trip to Niagara Falls, but the process and thoughtful planning, from obtaining passports to preparing for a first plane ride.



TILL's Hudson Day Program Cluster 3 Receives Innovation and Creativity Award

Members of TILL's Hudson Day Habilitation Program's Cluster 3 received an award from the Association of Developmental Disabilities Providers (ADDP) for Innovation and Creativity during the annual LEAD! Conference and Expo at the DCU Center in Worcester on May 9. The group was recognized for their ongoing efforts to raise money for the Dig Deep Navajo Water Project, which seeks to bring running water to hundreds of American families.

The charitable project began three years ago after program manager Marilyn Kuhn watched a news report about Dig Deep. Marilyn, her colleagues, and the members of Cluster 3 decided to take on Dig Deep as a charitable project. They've raised more than \$6,000 and sponsored water systems for two families by making and selling crafts to the public.

"The most significant part of this project is the active participation of all group members, no matter their abilities or disabilities," said TILL Vice President of Program Services Linda Naclerio, who nominated Cluster 3 for the award. "From the beginning, they wanted to do more than simply ask people for money towards their goal. To that end, the group created an adaptive multimedia presentation to educate people about the needs of those living in Navajo Nation and how they could help."



We are proud of the group's accomplishment and are thrilled to share in this recognition.

TILL's CARF accredited Day Habilitation and TILL Central Programs offer supports as well as a variety of opportunities for growth, including individualized options such as TILL Farms and our Autism Initiative. Our programs are located in Billerica, Chelsea, Hudson, Watertown and Westborough.

Springboard Social Club

Springboard Social Club is a unique membership club for adults with learning differences, Asperger's syndrome and other social support needs. Members attend small group activities, facilitated by professional group leaders, as well as All Springboard group events including holiday parties, mixers, sporting and cultural events, dinner cruises and weekend trips.

The July 19-21 Summer Get-Away to Old Orchard Beach, Maine, was the perfect antidote to the weekend's heatwave. Meeting on Friday morning at Boston's North Station, the group boarded the Downeaster train to Maine, arriving at Old Orchard Beach by noon. The area offered a variety of entertainment with something for everyone, as well as games and activities for members to get to know each other even better.



Did you know? Springboard Prep, a high school component of Springboard Social Club, offers social skill building through centrally located social activities, hands-on learning, and instruction within a small group, with a dedicated leader. For information, please contact Dale Belcher, Community Services Coordinator at 781.302.4619 or Dale.Belcher@tillinc.org.

Education Through Travel Takes Riverview School Students on a Learning Adventure



TILL's innovative Education Through Travel (ETT) partnered with Sea Turtle Adventures, headed up by Marine Biologist Jacqueline Kingston, to provide Riverview students with a memorable hands-on learning adventure in Florida. The students left a snowy Boston last March for the warm beaches where they learned about these amazing creatures, human impact on their survival and ways we can co-exist. From nest monitoring and night-time light surveys to taking in the local fun, kayaking, snorkeling and being with friends – the students had an amazing adventure.

The next stop for Riverview students, who also enjoyed a successful eco-tour last year in Costa Rica, is a tour of the spectacular Azores Archipelago in March 2020. The Azores, a Portuguese territory, are a remote and beautiful chain of nine islands located in the middle of the North Atlantic Ocean, with lush natural landscape, wonderful thermal springs and views that take your breath away.

TILL's Education Through Travel specializes in unique and unparalleled adventures guaranteed to give travelers the experience of a lifetime. For more information, visit: www.tilltravel.org

Watch for News of Our Next Adventures

In August, TILL travelers gave an inclusive presentation on the topic "Quality of Life as Determined by Service Users" at the IASSIDD World Conference in Scotland, followed by a five day tour of Glasgow, Edinburgh and the Highlands.

Our international connections with Germany continues this September as TILL hosts visitors from the Neuerkerode Community, followed by an extended visit to their inclusive village.



ETC Welcomes Friends and Neighbors



On July 17, 2019, Essence of Thyme Café and Gift Shop (ETC) welcomed neighbors and friends for the soft opening of our NEW location at 1300 Hyde Park Avenue in Hyde Park. Visitors sampled pastries and perused the gift items on display, many hand-made by artisans and trainees in the new studio space on the second floor.

TILL's entrepreneurial food service training program, ETC Food Service, moved to this beautifully renovated, state-of-the-art kitchen earlier this year, without missing a beat. During the 2018-2019 school year, ETC prepared and delivered 460,000 meals (breakfasts, lunches, and snacks) to 15 sites, while providing training and employment to over 30 people.



**Stay tuned
for our
Grand Opening
this fall!**



Rewarding Work CONNECTING TO CARE

Rewarding Work, an affiliate of TILL, offers an online directory and job board which enables individuals and families to find and hire caregivers to provide respite, in-home and community support. We are currently developing a new, responsive website which offers improved accessibility and mobile-friendly design.

TILL Personal Care Management Services

TILL Personal Care Management (PCM) Services have assisted consumers and their families utilizing the MassHealth PCA Program for over 20 years. A recent user survey, resulting in a 95% satisfaction rate, included the following comments:

"TILL staff is very professional, supportive and sensitive"

"Each staff member has been kind and helpful"

"I would like to thank everyone at TILL for being there for my son and me"

Remembering Friends

A life that touches others goes on forever.



Edgar J. Harrow
Denise Filion
Linda C. Brown
Richard C. Feeney

Ann Greene
Milton A. Nalibow
Manuel B. Brazil
Judith Arnowitz



TILL Annual Fund Donations

We sincerely appreciate the generous donations made by our families, friends and supporters over the past year. Gifts made in memory of loved ones, for specific purposes or programs and grants help to further TILL's mission and provide necessary support for our innovative programs.

President's Club

\$10,000 and above

Eastern Bank Charitable Foundation
Saqiush Foundation c/o Hunter Associates
TILL Recruitment and Training

Patron

\$5,000-\$9,999

Howard and Deborah Reef
For TILL and Springboard
Gustav and Vibeke Christensen
Jim and Carol Herscot
John Campbell and Susanna Peyton

Benefactor

\$1,000-\$4,999

The John A Scileppi Foundation
James and Christine Connor
For Francis Wyman and vacation fund for Marrett Rd., Peabody and Newton residents
Sharon and Mitchel Slapik
In Memory of Vicky Evans
Michael and Tammy Ward
For TILL and for TWI event
Thomas and Deborah Flannery
For Spring Gala, Kensington Park residence and TILL
Neil and Maria MacDonald
For Spring Gala and vacation fund for Forest St. residence
Matthew Gromet and Phyllis Schultz
In Honor of son, Daniel Gromet
Darren and Isabelle Nordone
Jeffrey and Debra Lieberman
Susan and Peter Staecker
Stephen Dillion and Victoria LeBlanc-Dillion

Sustainer

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Elissa Franco
For Springboard
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Scott and Gladys Olson
In Honor of Joshua
Phyllis Fanger
Eleanor Faye
For TILL and Spring Gala
Harvard Pilgrim Health Care
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Stephen Fay

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Kenneth and Diane Saleski
Lions Club Of Framingham
Tom Flaherty
Barbara Jackins
Elizabeth Viesca

Supporter

\$100-\$249

Judith Kotanchik
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For Lena Magazzu and Lyman St.
Blanche Seifer
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Diane and Thomas Taranto
Thomas and Anne Larkin
Larry Paglia
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In Honor of Skylar Bryant
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Geon and Jeongsun Kim
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Guy Marchmont
Julian Wierzbicki
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In Honor of Tabia Roberts
Frederick Foppiano
In Memory of Eileen Foppiano
Jette and Dwight Meglan
Judith and David Beningson
In Honor of brother, Bill Flynn
Carol Durfee
In Honor of Edna Mellen's birthday
Orazio and Frances Magazzu
In Honor of Lena Magazzu
Gail and Steve Trask
In Memory of brother, Brian Staniewicz
Ruby Harrison
In Memory of Charles Harrison
Carmela Bumbaca
In Memory of Joseph Bumbaca
Elaine and Chuck Keefe
In Memory of Mark Quirk
Butler Automatic Inc.
In Memory of Richard Williams
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In Memory of Richard Williams
Samuel and Jenny Caccavale
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Ronald Shorr
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Thomas Vancor
Frank Weber
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Friend

Under \$100

Karen and David Weinberg
Harry and Donna Leigh
For TILL and Spring Gala
Carol Meaney
Lucia Hughes
Amazon Smile
William Larkin
In Honor of brother, John Larkin
Katherine Cameron
In Honor of Eileen Doyle
Bernard and Patricia Barrows
In Honor of Steven Barrows
Enrico and Julia Dichiappari
In Memory of Bernadette Gillis
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Kathleen and William Ferguson
Nancy Bacon
Mary Decker
Martin and Joan Taubman
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Grace Geilich
In Honor of Alan Chefitz
Judith Probst
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Peter and Lisa Powers
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Debbie and Paul Lamothe
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Thomas Pilleri

Claudette Robichaud

In Honor of Alan Chefitz
David and Rose Bolduc
Alon and Victoria Bodnya
Shifra Schechner
Deborah and Edward Calderone
In Memory of Jane Duncan
Maria Marques
In Memory of Jane Duncan
David and Mimi Rice
Donna Yaroszewski
Elia Veloso
For Springboard
Maria Gordon

In Memory of Marilyn Casanave

Angela and Steven Boheim
Boxborough Garden Club
Daniel and Leslie Hogan
Florence and Norman Hanover
Gerald and Kathie Schwarting
Gregg and Karen Hamlin
Jay and Susie Jostyn
Norman and Nancy MacVicar
Robert and Nancy Hey
Simon Bunyard and Ruth Zimmerman
William and Cindy Powell
Cindy Boyd
Joseph Labenski
Andrea Magner
Janet Moore-Kaufman
Judith Motta
Joan Smith
Johanna Zwaan

In Memory of Paulette Wexler

Evelyn and Leland Goldberg
Catherine Syring
Benjamin and Linda Cooley
Carol and Joseph Rothenstein
Frederick and Nancy Mark
George and Nancy Dubin
Herbert Glickman and Sheila Pally
Howard and Ruth Smith
James and Lydia Zappacosta
Jeffrey and Karen Mesquita
Kenneth and Susan Wolkon
Michelle Ostrelch and Howard Schlossberg
Rhoda and Ken Goodman
Ann Fahey-Flynn
Patrick McNaughton
Lynne O'Brien
Elaine Reiser

In Memory of Linda Brown

Andrea and John Steele
SEEM Collaborative Administration
Harry Blackey
Mary Donald
Judith Kotanchik
George Krusen
Nancy Steele



Above and Beyond Award

Each month, TILL's Professional Development Committee awards a Certificate of Appreciation to employees who have gone that extra step in the performance of their duties. These employees were honored during TILL's FY2019.

- ☆ **Emily Amezquita**, *Residence Manager, Fogg Road (Received two awards in FY2019)*
- ☆ **Ricardo Bien-Aime**, *Residential Support Professional, Danvers*
- ☆ **Ngozi Ejindu**, *Residence Manager, Peabody*
- ☆ **Frederick Kamara**, *Residential Support Professional, Acton*
- ☆ **Allison Reardon**, *Director of Systems Administration, Dedham*
- ☆ **Marcia Samuels**, *Residential Support Professional, Hyde Park*
- ☆ **Kamala Vasanthakumar**, *Residential Support Professional, Chelsea Respite Center*
- ☆ **Tre Guay**, *Behaviorist*
- ☆ **Laurie Pailes-Linderman**, *LPN*
- ☆ **Jennifer Thomas**, *Volunteer*
- ☆ **Hudson Day Program Staff**
- ☆ **Lynnette Williams**, *HR Generalist*
- ☆ **Laetisha Jean-Pierre**, *Residential Support Professional*
- ☆ **Nadia Omoigafu**, *RN*
- ☆ **Cluster 3 Managers**
- ☆ **Amanda Tambi**, *LPN, Burlington*
- ☆ **Aaron Kaufman**, *Speech and Language Pathologist*
- ☆ **TILL Autism Initiative Staff**, *Billerica*
- ☆ **Illona Jeremie**, *Residential Support Professional, Dorchester*
- ☆ **Mychaela Romanish**, *Residential Manager, Dedham*
- ☆ **Heidi Torries**, *Assistant Director of Residential Services*
- ☆ **Keiko Ash**, *Senior Day Support Professional, Hudson Day Program*
- ☆ **Yassine Zaidi**, *Day Support Professional, Hudson Day Program*
- ☆ **Michael Mukisa**, *Residential Support Professional, Newton*
- ☆ **Casey Boisvert**, *LPN*
- ☆ **James Shodunke**, *Residential Support Professional, Roslindale*
- ☆ **Christine Granata**, *RN*
- ☆ **Eslene JN-Baptiste**, *Residential Support Professional, Hyde Park*
- ☆ **Nancy White**, *Bookkeeper, Dedham*
- ☆ **Amy Williams**, *LPN*
- ☆ **Wednor Montlouis**, *Residential Support Professional, Dorchester*
- ☆ **Ash Street Residential Staff**
- ☆ **Vierla Gillot**, *Residence Manager, Burlington*
- ☆ **Shahera Pace**, *Residence Manager, Dorchester*
- ☆ **Juanita Kimble**, *Administrative Assistant*
- ☆ **Kelly Bent**, *LPN*
- ☆ **Patrick Jean Francois**, *Relief*
- ☆ **John Sseppuuya**, *Residential Support Professional, Chelmsford*
- ☆ **Paul Mukuye**, *Residential Support Professional, Dedham*

SMILE

Amazon Smile allows customers to select their favorite nonprofit to receive a donation each time they shop at no cost to the customer. Simply pick Toward Independent Living and Learning and Amazon donates 0.5% of your purchase to TILL. Thank you!



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