



Employment Services — We're looking for jobs.

Matching people to jobs is our business, and we're good at it. Hire us!
Page 2



Adult Family Care cares.
Family stays together.
Page 3



Golf 2015
New venue, new day, same great cause.
Page 2



What TREE is all about — the people

Operating since 1989, CLASS's Specialized Employment Services (SES) program has grown and changed with the times. It's still changing.

For example,

- Our program management team has grown to 16 members, including four managerial positions.
- We serve more than 60 individuals in day employment.
- We have trained and employ more than 30 people to produce material on hand looms, and are developing a second social enterprise, hydroponic gardening.

"For 26 years we have developed strong programming, hired great people and

established best practices to support the growing population that needs our help," says Director Chris Snell. "Our therapeutic work model supports individuals with complex life experiences, psychiatric diagnoses and behavioral challenges. We have grown in all areas to meet their needs.

"Over the summer we began talking about changing our program name to one that best captures our identity and approach to helping people who are all too often identified solely by their behavior," he says. "Four key words stood out for us and these four words come together to form an acronym and our new name: TREE."

Treatment *Creating an individualized approach consistent with the best practices of the program*

Responsibility *Holding people accountable for their actions in a nonjudgmental environment*

Empowerment *Encouraging people to take ownership of their opportunities and act upon them*

Employment *Implementing work plans that address individual strengths and weaknesses in an effort to enhance quality of life through vocational opportunities.*





Everybody needs a job to do.

At CLASS, meaningful employment means job matching and job satisfaction.

Working in the kitchen



Job Training Plans: CLASS prepares individuals with disabilities to embark on new paths to employment, working at a job they like and in a place where they feel respected.

To find the right match, CLASS staff members key in on individuals' strengths and interests by conducting assessments and surveys, then guide individuals to learn new skills. With daily help from side-by-side job coaches and supports, individuals explore and experience hands-on training to prepare for working in a kitchen, assembly work, mailings, grocery bagging and stocking shelves, office support functions, and janitorial and maintenance jobs at customer sites.

With job development plans tailored to their needs, people with disabilities discover what's possible and become ready for jobs that interest and suit them, increasing their empowerment, self-satisfaction, confidence and independence.

Stocking shelves



CLASS Job Coaches: To find the right job matches, job coaches key in on individuals' strengths and interests by asking the right questions, watching and guiding individuals as they learn each new skill. Job coaches lead individuals into each task, preparing them for the eventual full range of responsibilities one step at a time, so individuals experience the job while training. When the job is performed the way the employer wants the job done, the job coach gradually backs away, until only monthly or bimonthly checkins are required.

Effective job matching and, ultimately, employment for people with disabilities, are motivators for families to place their loved ones with CLASS.

Call John Lyness, Employment Services Director, 978-975-8587, ext. 1339.

Vocational training and continuous on-the-job supports ensure an individual's continued confidence, success and satisfaction.

Assembling mailings



CLASS Employers, partial list

- [Anthony's Restaurant](#), Malden
- [BJ's Wholesale Club](#), Haverhill
- [City of Peabody](#)
- Edible Arrangements, Peabody
- [Elements Massage](#), Newburyport
- Flying Change Stables, Chelmsford
- Friendly's, Peabody
- Hannaford, Lowell
- Home Depot, Reading
- Joe Fish, North Andover and North Reading
- JSB Industries, Muffin Town, Lawrence
- Kappy's, Peabody
- Longboards, Salem
- Market Basket
- McDonald's, North Reading
- Merrimack Valley Federal Credit Union, Lawrence
- Perfect Parties, Peabody
- [Porthole Restaurant](#), Lynn
- [Sodexo](#), Merrimack College, North Andover
- [SpaLenza At The Mansion](#), Peabody
- Stop & Shop, Chelmsford, North Andover, Reading
- [Swampscott Public Schools](#)
- Tedeschi Food Shops, Lowell
- Tsongas Center, Lowell
- Walmart, North Reading and Saugus

CLASS Work Sites, partial list

- [A Little Easier Recovery](#), North Andover
- Aramark Uniform Service, Lawrence
- Bare Ground
- BeerSAVER USA
- Blue Cross Blue Shield of Massachusetts
- [Business Benefits](#), Andover
- The Catalog Source
- Endo Evolution, North Chelmsford
- [Holt & Bugbee](#), Tewksbury
- [Joe Fish](#), North Reading



Su familia es su mundo.

(His family is his world.)

“How important it is to keep families whole,” says Kemelin Domenech, AFC care coordinator at CLASS.

Xiomara and Raymundo

When the best choice for adults with disabilities is to live at home, their families and caregivers need more support. CLASS-designed programs support you and help you and your loved ones succeed.

Raymundo Richiez is happiest when he's at home, surrounded by his family.

His family has been living in their cozy Lawrence apartment since September 2014 and, thanks to the CLASS Adult Foster/Family Care (AFC) program, they are all together.

“How important it is to keep families whole,” said Kemelin Domenech, AFC care coordinator. “The AFC program does that, a solution for Raymundo's mother, Belgica Marguez, who is his guardian, and his sister-in-law, Xiomara, who is his caregiver.”

CLASS's AFC program provides clinical and financial assistance to qualifying caregivers or family members to assist in their caring for their loved ones with disabilities in a home setting.

Raymundo, 49, has physical and intellectual challenges — mental retardation, deafness, depression, seizures and Crohn's disease. He needs assistance with activities of daily living, such as bathing, dressing and eating.

“Taking care of Raymundo was getting harder for my mother-in-law physically,” said Xiomara, who is married to Raymundo's brother, Jose. “She was 63, had open surgery heart in 2006, uses a cane, and feels constant pain in her joints from arthritis.”

Drawn by love and loyalty, and frustrated by being so far away, Xiomara and Jose moved from Puerto Rico to join the family in 2014.

“The AFC program has benefited my family and kept us together,” Xiomara said. “I am so happy being here and living with them – it's more comfortable for me, a relief.”

That was when the phone rang, and Kemelin relayed the good news that Belgica was accepted in the AFC program, with Xiomara as her caregiver.

“My mother-in-law can't do it by herself anymore,” said Xiomara, who trained as a personal care attendant in Puerto Rico. “But I can.”



CLASS, INC.
ONE PARKER ST.
LAWRENCE, MA 01843-1540

Nonprofit Org.
U.S. Postage
PAID
Andover, MA
01810
Permit No. 64



The 23rd Annual Barry Faye Golf Tournament

Barry Faye was a member of the CLASS / Arc of Greater Lawrence Board of Directors for 15 years. During that time, Mr. Faye served as Board chairman and treasurer, and was the driving force behind establishing the Arc of Greater Lawrence, an affiliate of the Marc of Massachusetts, to provide local support and resources for younger families. He lived to serve.

Held again in Mr. Faye's honor, CLASS's 23rd Annual Golf Tournament is hosted by one of the area's premier private clubs, Andover Country Club in Andover, Mass. Proceeds from the tournament support CLASS individuals with programs such as art, nutrition, therapeutic horseback riding and performing arts.

CLASS was founded by parents who believed the future for their children exists in the community, not in an institution.

Today, 40 years later, CLASS continues to carry their commitment to heart, and provide the unique nursing and health care attention individuals need to maximize their capabilities and ensure their safety.



We are invested in **Building Community** ...in job training and placement, day programs, fitness and nutrition counseling, and volunteer and educational activities within our communities ...

activities to help people with disabilities discover independence and personal empowerment. We build strategic partnerships with employers, colleges and local organizations whose inherent philanthropy helps us redefine "what's possible for individuals with disabilities."

If you are a supporter, family member or first-time donor and would like to show your support, please donate now by using the enclosed envelope.

Your donations have helped CLASS build community pathways for individuals for 40 years.

Call Stacie,
978-975-8587, ext.
1218

We thank you for your support!

www.CLASSincGolf.org