CASPAR to Join Bay Cove Human Services

Bay Cove’s Addiction Services is set to become bigger, better and more comprehensive than ever before with the announcement that Bay Cove Human Services and venerable addictions agency CASPAR, Inc. are entering into a strategic partnership, effective July 1, 2014, to better provide care and services for people struggling with addictions in Cambridge and Somerville.

“We are honored to be partnering with such a well-known and highly regarded organization, and very excited to work with the communities of Cambridge and Somerville,” said Bill Sprague, President & CEO of Bay Cove. “Both CASPAR and Bay Cove have been offering high quality addiction programs for four decades, and together we will be in an even stronger position to provide the best possible services to the people who need them now and in the years ahead.”

“The CASPAR Board of Directors undertook a strategic planning process that determined a merger would be the best way to ensure the future of our programs and services for the people and communities CASPAR serves,” said Francesca DeFabrizio, President of the CASPAR Board of Directors. “In Bay Cove, CASPAR has a partner who shares our core values and has a proven track record of working with local communities to build successful programs. The combined expertise of Bay Cove and CASPAR staff, along with the increased capacity created by this affiliation, puts CASPAR on strong footing to meet the growing demand for addiction services in Cambridge and Somerville.”

The strategic partnership will exist under Bay Cove’s corporate structure, with CASPAR retaining its non-profit status, name and brand identity under this new relationship. Bay Cove’s Board of Directors will assume fiduciary responsibility and governance of CASPAR, and Bay Cove’s executive team will assume management responsibility. Ruth Fishbein, a current member and past President of the CASPAR Board of Directors, will join the Bay Cove Board of Directors, and several other members of CASPAR’s Board of Directors will join Bay Cove’s Board of Advocates.

CASPAR, Inc. (www.casparinc.org) is a non-profit organization, founded in 1970 in response to the need for community-based services for those affected by substance abuse and related issues such as homelessness and mental illness in Cambridge and Somerville. Since then, CASPAR has built a comprehensive array of outreach, shelter, stabilization, residential, aftercare, education, and prevention services. CASPAR focuses on programs that are safe, accessible, and supportive and that meet the needs of a diverse population of high-risk men, women, children and adolescents, most of whom are economically disadvantaged.
As you will read more about on page 4 of this edition of Bay Cove News, Bay Cove celebrated our 40th Anniversary with a Gala at the Seaport Hotel. A highlight of the evening was our presentation of the first annual Changing Lives Award to Mayor Marty Walsh.

The Changing Lives Award is given to someone who is an extraordinary champion for Bay Cove, a leader in the effort to end stigma, or a champion in the effort to provide the best possible services. Marty Walsh exemplified all three criteria.

Long before he became Mayor of Boston—decades before, in fact—Marty Walsh was a familiar face at Bay Cove and Kit Clark Senior Services. I’m proud to have known and worked with Marty for nearly twenty years. As our neighbor in Dorchester, where dozens of our programs are located, Marty was someone that Bay Cove staff and the people we serve knew was committed to helping in any way possible, and committed to doing so out of a deep understanding that when you serve the most vulnerable members of the community, you strengthen the entire community.

As a state legislator, Marty was the go-to person on Beacon Hill for many of us in the human services field. Within the State House, he was a relentless and unwavering advocate for funding and for innovative approaches to help people in need of the kind of services we provide. And he has clearly made that a top priority in his first several months as Mayor.

Throughout his career, Marty has also worked to eliminate stigma associated with addiction and disabilities, courageously sharing his personal story and inspiring countless people in recovery.

While accepting the award at the gala that night, Marty told the audience, “I am so honored to receive this award. I’ve known this agency, and some of the people who run it, for almost 20 years, and I know for a fact that Bay Cove makes a difference in people’s lives every day. Every single day, someone is touched by the work they do. Throughout my years in the State House, I’ve loved fighting for the underdog, and I still do now that I’m in the Mayor’s Office. As Mayor, I feel like the best thing I can do on any given day is to help take care of people—and that’s the same calling I know the people who work at Bay Cove feel.”

At Bay Cove, we work very hard to provide the best and most vitally-needed services to people with the most significant challenges. It was great to hear Mayor Walsh recognize that and speak so highly of Bay Cove and of the work that we do.

And, on the subject of the work we do, we are excited this month to welcome CASPAR, Inc as they join Bay Cove Human Services. This longtime provider of services to men, women and families dealing with drug and alcohol addiction will be a tremendous addition to our agency. Their services, which complement and expand upon our existing Addiction Services, enable us to further our mission of full, rich lives for those with the greatest challenges into Cambridge and Somerville. We look forward to sharing more news about their programs with you in the months to come.

CEO’s Corner

Bill Sprague
President & CEO
Liberty Mutual Employees Volunteer at Bay Cove Programs

Three Bay Cove programs received a much-appreciated helping hand the week of May 5, when close to 100 employees of Liberty Mutual Insurance Company came out to do volunteer work as part of Liberty Mutual’s annual “Serve With Liberty” community service initiative.

Over a four-day period, volunteers came to Kit Clark Senior Services program locations at 645 Washington St. and 1500 Dorchester Ave. (both in Dorchester) to paint walls, and to the Daniel C. Boynton Child Development Center on Victory Road in Dorchester to do yardwork. Participating with the work crews was Bay Cove Board of Directors member Bob Thomas, who is Senior Vice President and Director of Broker Relations at Liberty Mutual.

Serve with Liberty is a global initiative for Liberty Mutual, which sees close to 25,000 company employees provide much-needed support to charities across the U.S. and around the world. We offer our deepest gratitude to all the hard-working volunteers for all they did to beautify our programs for Bay Cove clients and staff members!

Bay Cove Walks for NAMI

On May 10, Bay Cove staff and clients joined with thousands of other mental health service providers, clients and families to participate in the 2014 NAMIWalk Massachusetts.

The event, which aims to reduce the stigma associated with mental illness and raise funds for area mental health programs, was a huge success despite a grey and rainy start to the day.

Dozens of Bay Cove representatives walked the 5K course at Artesani Park in Brighton. Since 2004, the event has raised more than $3.6 million.
Bay Cove’s 40th Anniversary Gala Sets New Fundraising Record

On May 22, more than 300 Bay Cove supporters and staff gathered at the Seaport Hotel’s Plaza Ballroom to celebrate 40 years of Bay Cove Human Services! The event featured cocktails, delicious cuisine crafted by Chef Chris Douglass (owner of Ashmont Grill and Tavolo in Dorchester), a stirring live percussion performance by Grooversity, an auction effervescently led by legendary broadcaster/journalist Susan Wornick, and the presentation of the first-ever Bay Cove Changing Lives Award to Mayor Martin J. Walsh. The evening raised more than $330,000 for Bay Cove programs and services, making it our most successful gala yet. We thank all of our guests, our partners and sponsors, and our dedicated volunteers, all of whom contributed to a magical and memorable night for all!

Pictured below (clockwise, from top right): Bay Cove Board of Directors Chair Bob Walters, his wife, Suzie, MaryLynn and Joe Antonellis; Chris Stirling and Susan Wornick; Bill Maffie Jr., his wife, Susan, and their son Bill Maffie III; musical combo Grooversity rehearses; Mayor Martin J. Walsh and Chef Chris Douglass; Bay Cove Board of Directors members and Gala Co-Chairs Eric Wetlaufer and Bob Thomas.

To see more Gala photos, visit our Facebook page at www.facebook.com/baycovehumanservicesinc, and “like” us!
Bay Cove Stresses Physical Health at Wellness Fair

On April 24, Bay Cove’s mental health clubhouse programs Center Club and Transitions of Boston (TOB) welcomed organizations and exhibitors from throughout Boston to their first-ever onsite Health & Wellness Fair. The event, which took place at Center Club was well-attended by Center Club/TOB members and Bay Cove staff, with approximately 200 people turning out.

The Dana-Farber Cancer Center provided skin cancer screenings for more than 40 attendees; representatives from Boston University’s Goldman School of Dental Medicine performed 16 dental screenings; Massachusetts General Hospital Institute of Health Professionals did blood pressure screenings; and Center Club’s two member barbers provided 20 free haircuts. Visitors also received information about Bay Cove programs like the Gill Wellness Center, Bay Cove Treatment Center and Kit Clark Senior Services, as well as external programs like Hubway Bikes, Commonwealth Care Alliance and the Codman Square Health Center.

Bay Cove Academy Lauds Its Newest Graduates

On June 12, Bay Cove Academy celebrated its favorite day of every school year: Graduation Day! Four students made up the graduating Class of 2014: Hayley Tlusty, Mimi Greenspan, Mackensia Auth and Jason MacAllister (pictured, left to right, receiving their diplomas from Education Director Marge Lawson).

“When I think about our graduates, resiliency is the word that comes to mind,” said BCA Principal Judy Gelfand during her speech to an audience of grads, proud families, students, teachers and staff. “This group has faced challenges that would’ve broken the spirits of many. But they are strong and determined, and we applaud all their efforts and accomplishments and honor their great achievement.”

In order to receive their diplomas, Academy graduates must complete all Massachusetts educational requirements and pass the state MCAS tests.
Leadership Profile: Bob Rutherford

With a staff of full-time, part-time and relief workers that numbers close to 2,000, it’s fair to say that Bay Cove’s employees represent a substantial and vital part of the agency. Therefore, being the head of the department responsible for finding, recruiting, interviewing, hiring and providing benefits to this significant group is always busy and never boring. It’s those sort of welcome challenges that have kept Bob Rutherford, the agency’s Vice President of Human Resources, on his toes during his 16-year career at Bay Cove.

“The ideal Bay Cove employee,” Bob says, of what he and his staff look for in a new hire, “is an individual who demonstrates a compassionate attitude about the work we do, and the ability and desire to treat others with dignity and respect. That’s when you know you’ve found someone who is really cut out to do this work.”

Bob had a background in the for-profit world, working in both the manufacturing and engineering fields, before moving into non-profits, first with Family Services of Greater Boston and then, in 1998, with Bay Cove. And, he says, it didn’t take long to notice the differences.

“There’s a very pronounced culture change, coming to human services,” he says. “In this field, there’s a lot more compassion that companies have for their employees. And when employee relation issues do arise, as they always will, the response from management reflects a sensitivity to the specific situations of the person or persons involved. And that was something that really resonated with me, and a big reason why I really took to this field.”

Obviously, working in HR for a non-profit brings with it a whole host of challenges. “Recruiting is always a challenge,” Bob chuckles. “When it comes to hiring nurses and specialists, we often are in competition with hospitals, who can afford to pay much higher salaries than we can. So, our job is to find qualified, skilled candidates who want to do this work, and then try to be as competitive as possible with the benefits we offer.”

Bob feels that Bay Cove’s benefits package is quite a significant draw, and a key to the most difficult job for an HR department after recruiting employees: retaining them. “Once people are with us for about three years, that usually seems to be the point where they really start looking at the benefits that they can take advantage of, and we have a lot,” he says. “We have a 403b retirement plan, and we provide a match—one we’ve been able to increase in the last couple of years. We’ve been able to add things like accident coverage and vision coverage at reasonable costs to the employee. And we offer a number of educational programs that people like to take advantage of, and then stay at Bay Cove and take the opportunity of moving up. If you look at our management team, you can see how committed we are to promoting from within.”

While he may not spend his days working directly with Bay Cove clients, that doesn’t mean Bob doesn’t see himself as something of a caretaker. “What people don’t always think of when they think of ‘human resources’ is that we do provide a lot of counseling to our staff,” he says. “We get a lot of employees who come in with questions—about everything from paychecks and insurance to career development and very personal issues that have an impact on their jobs. It’s very rewarding when we’re able to help staff with issues in their lives and alleviate concerns, because if we can help them be less worried about taking care of their families, it helps them be better at taking care of our clients who depend on all of us.”

Bob Rutherford joined Bay Cove in 1998 as Director of Human Resources.
The 2014 Bay Cove Marathon Team Reaches Its Goal And Finishes Strong

It was a long run—26.2 miles—and that doesn’t come close to including all the months of rigorous training that preceded it, but on April 21, the eight members of the Bay Cove Marathon Team did themselves and the agency proud! Congrats to Leanne Bragdon, Kate Coker, Matt Costello, Denise Cugini, Meg Hoffman, Jim Laprade, Bill Sprague and Jake Sunderland for not only taking on the challenge of the Boston Marathon, but for hitting their fundraising goal—bringing in $76,154 to support Bay Cove programs.

And, along with our admiration of our runners, a big hand goes out for all the backing they received from Bay Cove’s network of family and friends. “Hundreds of Bay Cove staff members and our generous supporters contributed donations, organized fundraisers, helped to spread the word about Team Bay Cove, and cheered on our runners at the Marathon.” says David Hirschberg, VP of Development. “While our runners did the hardest part, of course, it was this tremendous outpouring of support from the Bay Cove community that helped them surpass their ambitious fundraising goal. This was truly a team effort, and an accomplishment in which we can all take great pride.”

(Clockwise, from above) Jim Laprade greets the Bay Cove cheering section on Marathon Monday; The annual “Breakfast of Champions” pancake breakfast remains one of our most delicious events supporting our team (represented here by Leanne Bragdon, Jim Laprade, Kate Coker, Matt Costello, Meg Hoffman and Bill Sprague); Denise Cugini stops in for some encouragement during the homestretch.
Bay Cove Wish List

Often, one very simple item can make a real difference in someone’s life. Would you or someone you know be able to donate new (or, in some cases, gently used) items like:

- An air conditioner for a person living in supported housing
- An iPad for a person with developmental disabilities
- Furniture for a formerly homeless person’s apartment
- Business apparel for a job interview
- Books for our Family Support and Parent Support Resource Rooms
- Arts and crafts supplies for Occupational Therapy and Art Therapy programs

If you’re able to help, please contact the Bay Cove Development Department at 617-619-5930, and thank you!

A Bay Cove staffer uses an iPad to help individuals at our Bradston Street Day Habilitation program enhance their job and life skills.

MISSION
Improving the quality of the lives of individuals and their families who face the challenges of developmental disabilities, aging, mental illness, and drug and alcohol addiction. We will accomplish this mission by providing effective and compassionate services and through advocacy and leadership.