

# CARDINAL CUSHING CENTERS CONNECTOR



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## Like a good neighbor

Cardinal Cushing Centers is fortunate to enjoy a productive working relationship with the Town of Hanover. As part of that arrangement the Town has hired Kim Hamilton and Matthew Dane — shown above with Hanover Town Manager Troy Clarkson — to work part-time in Town Hall. **Story, page 3**

## Momentum building

### Funding advances Kennedy project

BY PAUL HALLORAN

The vision of creating a neighborhood at Cardinal Cushing Centers where people of all abilities can live, work and shop has come into much clearer focus with the procurement of \$11.9 million in state and federal funding.

Cushing is collaborating with the Planning Office for Urban Affairs — a nonprofit developer affiliated with the Archdiocese of Boston — to convert the Kennedy Building into 37 rental units of affordable workforce housing.

The Massachusetts Department of Housing and Community Development (DHCD) and MassHousing Finance Agency are supporting the development with approximately \$8 million in private equity, generated by the sale of tax credits, and \$3.9 million of DHCD housing financing subsidies, totaling about 80 percent of the project's financing. The remaining 20 percent will come from the Town of Hanover, the Federal Home Loan Bank of Boston, and Rockland Trust.

"This is terrific news," said Jansi D. Chandler, vice president of development at Cushing. "Our vision for the future is to continue to develop an inclusive neighborhood, where people with and without disabilities live, learn, work, and socialize together as one community."

Conversion work on the Kennedy Building, which currently houses Cushing's administrative offices, classrooms, and a health center, is set to begin in the first quarter of 2017, according to David Aiken, project manager for the Planning Office for Urban Affairs.

"We're thrilled about this opportunity to provide mixed-income housing on the Cushing Centers," Aiken said. "This development will be a valuable asset to the community."

See **KENNEDY** Page 6

## Peter principal in new role at Cushing

BY PAUL HALLORAN

Peter O'Meara got a good feel for who and what make Cushing tick in his nine months as interim president and CEO.

With that in mind, he said it was "not a hard decision" to accept the position as permanent president and CEO on Oct. 28, after Michael Andrade unexpectedly resigned less than two weeks after starting in the position.

"I was more than happy to continue," O'Meara said. "Cushing is very well positioned to move forward and if I can help guide us as we make progress, that's exciting to me."

O'Meara has been associated with Cushing since joining the board of directors in 2011, after retiring as the state of Connecticut's Commissioner of Developmental Services, a post he held for 16 years. Prior to that, O'Meara served as superintendent of the Fernald School in Waltham from 1985-95. He started his career at the Pennsylvania Department of Public

Welfare, working in a variety of roles, from direct support professional to state hospital superintendent.

A Boston native who lived in Rockford, Ill. for 10 years as a child, O'Meara went to high school in Cambridge, Mass. (the former St. Mary's) and graduated from Villanova University in 1968. He earned a master's in social work from Boston College in 1972.

Former Cushing president and CEO Jo Ann Simons worked with O'Meara at Fernald and helped recruit him to the Cushing board five years ago.



Peter O'Meara is pleased to be staying on at Cushing.

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**MENTORING  
ON THE MENU  
AT CUSHING**



**CARDINAL CUSHING CENTERS  
CONNECTOR**

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# Excited to be in this place at this time

**PETER O'MEARA**

I am both gratified and humbled to lead Cardinal Cushing Centers, a truly special place. I am especially excited to be at Cushing at this time of positive change and innovation.

The Kennedy Building project – detailed elsewhere in this edition of the

Connector – will transform our community, both physically and symbolically. Having individuals

and families with and without disabilities living, learning, working, and socializing will guarantee a fully inclusive community.

We are also excited about the new Marketplace building that will house our retail shops and 14 support classrooms along Route 53. The businesses operated by Cushing—Bass Café, Timeless Treasures thrift shop, Cushing Trader gift shop—will benefit from new and expanded space. We also hope to attract more customers and thus provide enhanced job-training opportunities for our students.

I am fortunate to lead an organization that has an engaged board and passionate and dedicated

staff. In the nine months I spent in an interim role, I had the chance to see very clearly what makes Cushing so special.

Cushing has continued to thrive primarily because of the strength of the staff and leadership team. I am privileged to call them colleagues and to work with them as we move Cushing forward.

I look forward to the opportunity to meet those I have not yet met. I thank you for your support of Cushing and invite you to share in the momentum that is building in our community.

*Peter O'Meara is president and CEO of Cardinal Cushing Centers.*

## Peter principal in new role at Cushing

**O'MEARA** from Page 1

"I had the opportunity to see how Jo Ann had laid out the concept of an intergenerational community with workforce housing," O'Meara said of the Kennedy Building project. "There are a lot of progressive programs developing in the adult services area. I saw a bright future here."

The view from the board perspective was more of the wide-angle variety, but when Simons left for another opportunity and O'Meara took over on an interim basis, he got a close-up and was impressed.

"I saw all the opportunities and possibilities and strengths here," O'Meara said. "The staff and board are so committed, caring and competent, I got to know the students, staff, families and adults."

In addition to the Kennedy Building project, a new 30,000-square-foot

Marketplace building will house retail shops and 14 support classrooms along Route 53.

"It's an exciting time here," O'Meara said. "I'm thrilled about the opportunity to bring my experience and knowledge."

O'Meara, who lives in Orleans with his wife, Susan, sees the Kennedy project, which will feature 37 units of affordable workforce housing, as transformational.

"We'll have the Cushing Residences at one end, a residential neighborhood at the other end and in the center will be workforce housing with individuals and families with children. It really is an innovative and exciting concept," O'Meara said.

It is emblematic of the positive vibe engulfing the Cushing community, which made it very easy for O'Meara to give a resounding "yes" when asked to be the leader.

## Run the Boston Marathon for Cushing

If you have always dreamed of running the Boston Marathon, you can accomplish a lifelong goal and give back to a worthwhile cause at the same time. We hope you will consider joining the ranks of charity runners this year wearing Cardinal Cushing blue.

In 2016, John Hancock Marathon Charities raised more than \$11.2 million. You have the opportunity to be a part of something great.

Cardinal Cushing Marathon Team members will be asked to raise a minimum of \$7,500 with a goal of \$10,000 and to cover the race registration fee of \$355. Funds raised will help us continue our important work of changing the lives of individuals with intellectual disabilities and their families. We will provide our 2017 Boston Marathon runners with all the tools and resources to have a successful training and

fundraising season, including a personal fundraising webpage.

Please contact Laurie Maranian for more information: 781-829-1247 or [lmarianian@cushingcenters.org](mailto:lmarianian@cushingcenters.org). Laurie is a Road Runner's Club of America Certified Running Coach, has run the Boston Marathon as a charity runner in 2011 and 2012, and can respond to both fundraising and training questions.

*"Cardinal Cushing gave Julia an opportunity to shine. From day one, the organization embraced Julia and there was an acceptance which made a world of difference. She was no longer placed in the back of a classroom or at the side of an assembly, like an afterthought. Julia is a valued student and has friends. At Cardinal Cushing I know she is safe and happy."*

—Cheri & Kevin McLane, Julia's parents.

**Because of donors like you we are able to tell many  
success stories, just like Julia's.**



Cardinal Cushing Centers  
*Opportunity Fund*

You can help us open more doors by giving to **The Opportunity Fund** today.

**Donate** online at  
[www.CushingCenters.org](http://www.CushingCenters.org) or  
use the enclosed reply envelope.





# Transition program comes up ACEs



Top, teacher Ally Welch works with Katie Raymond, a student in the ACE program.

At right, Welch delivers a lesson to the class.



BY MEAGHAN CASEY

For the nine students in Cushing's ACE Transition Program, every day is filled with a new opportunity to live independently.

The program—which focuses on academics, communication and employability—is geared towards students ages 18-22 with mild intellectual disabilities and social challenges. It provides them with comprehensive academic, vocational, social and life experiences. Tools such as social language development, technology, individualized assessments and community employment support the students in their journeys of post-secondary goal attainment.

The students not only go to class together, but they live together in a home that was recently renovated. Adjacent to their classroom is a kitchen and living area and upstairs there are four bedrooms for the girls, and two bedrooms (one triple and one double) for the boys.

"It's very much like a college experience," said Katy Hamilton, ACE Program clinical case manager.

Katie Raymond, new to Cushing, has enjoyed learning how to cook and adapt to "adult daily living."

James Mulligan, who has been at Cushing for 10 years, says he has learned to budget and be more responsible.

"It's a program that teaches us how to be independent and successful at the skills

that help us live on our own," said Mulligan.

One of Hayley Curtin's favorite things includes leaving the grounds for shopping lessons. She says she's also learned text etiquette and how to do laundry.

Sean Murphy describes the program as "a great opportunity to learn daily living skills for when you live on your own."

"I have a lot of independence, which I like to have at my age," said Murphy. "I think it is great that it's in a house setting."

The program launched in July 2016 and is coordinated by Hamilton and teacher Ally Welch.

"We recognized we had a group that we could push further and encourage them to succeed," said Hamilton. "We have some students who can drive and even one who can leave Cushing on his own, so they're already independent."

Hamilton explained that based on their skill sets and IQ, the students would be considered too advanced for further services once they age out of the program at 22.

"That's why a program like this is so crucial," she said. "It's really the last chance to prepare them for life and employment."

Four of the students in the program are taking courses at Cape Cod Community College this year and nearly all are employed by local businesses such as Montilio's Baking Company, Wahlburgers, Fit Factory Health Club and more. The jobs are tailored to their individual interests.

The ACE students have also made their mark at Cushing through service work, such as building and replenishing first aid kits, as well as preparing and distributing gluten-free smoothies to staff, students and residents.

"They came up with the idea all on their own," said Welch. "It involved looking up recipes, going grocery shopping, measuring the ingredients and setting up a stand to hand them out. In everything we do, we try to integrate positive social skill development into all components of their day."

## Won't you be my neighbor?

### Cushing students become more immersed in community

BY MEAGHAN CASEY

Walking through the doors of Hanover Town Hall, two friendly faces—belonging to Matthew Dane and Kim Hamilton of Cushing—will most likely be there to welcome you.

Dane and Hamilton were hired by the Town this fall to greet and direct visitors to the various departments within the building. As part-time employees, they are working 15 hours per week, Monday through Thursday.

"It's my hope that our Cushing greeters—the newest members of the Hanover team—have a chance first-hand to see what a great team we have working here in Town Hall, and that Hanover is a fantastic community in which to live, work and do business," said Hanover Town Manager Troy Clarkson. "Our greeters will be the first smile people see when they enter 'The Peoples' House' and we're thrilled that that smile will be a symbol of our partnership with Cardinal Cushing Centers."

Angela Gokey, Cushing's Director of Day Services, said the new employment opportunity arose after South Shore Industries split last year into two locations, which included an expansion to Hanover. Before, the program had operated solely out of Braintree. Now, nearly 40 participants are attending the program in Hanover and 57 remain in Braintree. An integral part of Cushing's Adult Services Program, South Shore Industries is committed to the exploration,

development and implementation of employment plans tailored to each individual's preferences, skills and needs. The program helps participants gain the training, skills, and opportunities to find meaningful jobs in the community.

"We've had a lot of relationships with employers in Braintree, Weymouth and Quincy, just based on geography," said Gokey. "Now we're trying to foster those same business relationships here in Hanover."

Luckily, the Town of Hanover had already been a supportive partner. Within the last year, the Town repaved roads and installed new sidewalks and crosswalks throughout the Cushing neighborhood—adding safety and creating better access to the community. The project, which wrapped up last November, also included signs and minor drainage adjustments. Additionally, the Hanover Parks and Recreation Department has partnered with Cushing to offer outdoor movie screenings. In August, Cushing recognized the Town, along with the Hanover Police and Fire Departments, for their ongoing support.

"They truly care about what happens in our community, want to see us grow and value the work we do," said Jansi Chandler, Cushing's Vice President of Development. "We couldn't ask for better partners and friends."

"This effort in hiring Matthew and Kim is just the latest collaborative effort that further strengthens the



Hanover Town Manager Troy Clarkson welcomes Cushing's Kim Hamilton and Matthew Dane as greeters.

partnership between the Town and Cushing," said Clarkson. "Our shared vision of a vibrant community campus that has a seamless border with its host community is fulfilled with efforts like this."

Gokey is thrilled the partnership has expanded to the employment side, saying both the application process and the work experience has been invaluable for Dane

and Hamilton.

"We wanted them to go through all the steps—creating resumes to submit, filling out the application and doing their interview prep," she said. "It's important they gain the confidence and tools to find success in the workplace and develop even stronger ties to their community. This is where they do their banking, their shopping, and now this is where they work."



# Mentoring on the menu at Cushing



**BY MEAGHAN CASEY**

Walking in to the kitchen of Cardinal Cushing Centers, one is first met with the smell of delicious meals in the making and, second, with the sight of the helping hands of Cushing's culinary students.

On a daily basis, students in the program prepare and serve meals to their peers, as well as staff and community members, under the direction of Gerry Fanning, Cushing's director of culinary services. But Fanning is not the only one dishing out advice. He has 15 student mentors working with other students who are just learning the ropes. This year marks the 10th year of the mentoring program, through which three to four mentors are in the kitchen each day with Fanning, providing direction to their younger peers.

"It's kind of a big brother/big sister environment," said Fanning. "The mentors can tell them how it was for them and can be an example to the other students."

Jobs in the culinary department include cleaning and setting up the dining rooms, preparing salads and sandwiches, cooking hot meals, making desserts, portioning and serving meals, clearing trays and washing dishes in accordance to sanitary guidelines. Twice each week, the program also operates the Iron Kettle Inn, a restaurant open to the public. Students have the opportunity to wait on tables, practicing their social skills as they interact with their customers.

Greg Roche, who started out as an 18-year-old student in the culinary department in 2007, now serves as a mentor. He also maintains a job at Marshalls in Hingham and is a participant in South Shore Industries, part of Cushing's adult services, but he still finds time to return to one of his favorite spots.

"I enjoy my life and I enjoy helping them out, working with the students and customers," said Roche.

Mentor Tim Rochon, a 2006 graduate, agrees. "I'll go wherever Gerry needs me and show them how I used to work here," he said.

James Ryan, a 2012 graduate, was drawn back to the kitchen because his love of cooking.

"I cook at home too," said Ryan. "It's something I really like doing, and I want to work at a restaurant someday. I show the kids coming in how to hold the equipment correctly and make sure they stay away from sharp objects and flames."



PHOTOS: SEAN BROWNE

- 1. Matt Folsom, left, helps prepare quesadillas with Chris Lyons in the kitchen.
  - 2. Student Kareem Ashu, left, gets tips from mentor Brent Yoshida.
  - 3. Greg Roche helps serve lunch to customers.
  - 4. Mentor Tim Rochon, left, helps wash and dry dishes with Nathan Crawford.
- Background. Katelyn Costa serves lunch to students.



# Putting his trust in Cushing

BY MEAGHAN CASEY

When Paul Butka and his wife, Susan, decided to set up a charitable trust that will benefit Cardinal Cushing Centers over the next 15 years, it was a no-brainer.

“When I first got involved with Cushing, my wife and I went to the Springtime event and it seemed like it would just be a night out on the town,” said Butka. “After a few years, I ended up on campus and I was just so impressed by the environment they had created. Walking around, you see kids being kids—just being so comfortable in their environment.”

That was when Butka knew he would be involved with Cushing long-term.

“I liked the idea of being able to provide help to an organization like this,” he said.

Butka, who serves as the senior vice president and chief information officer at Bob's Discount Furniture, was introduced to Cushing through The TJX Companies, where he worked for 35 years. Both TJX and Bob's—which have been led by long-time Cushing supporter Ted English at different points—have been generous partners over the years.

“The executive team at TJX taught me the importance of giving back,” said Butka. “I saw it year after year. To follow Ted and come to Bob's, it was nice to join an organization that embraces the same spirit of generosity.”

A Southborough resident, Butka and his wife have three sons. The entire family has made the Cushing community part of their extended family.

“When I was still with TJX, my sons would go over to Cushing with me and hand out t-shirts that the company was donating,” said Butka. “It's been a part of our lives for many years now.”

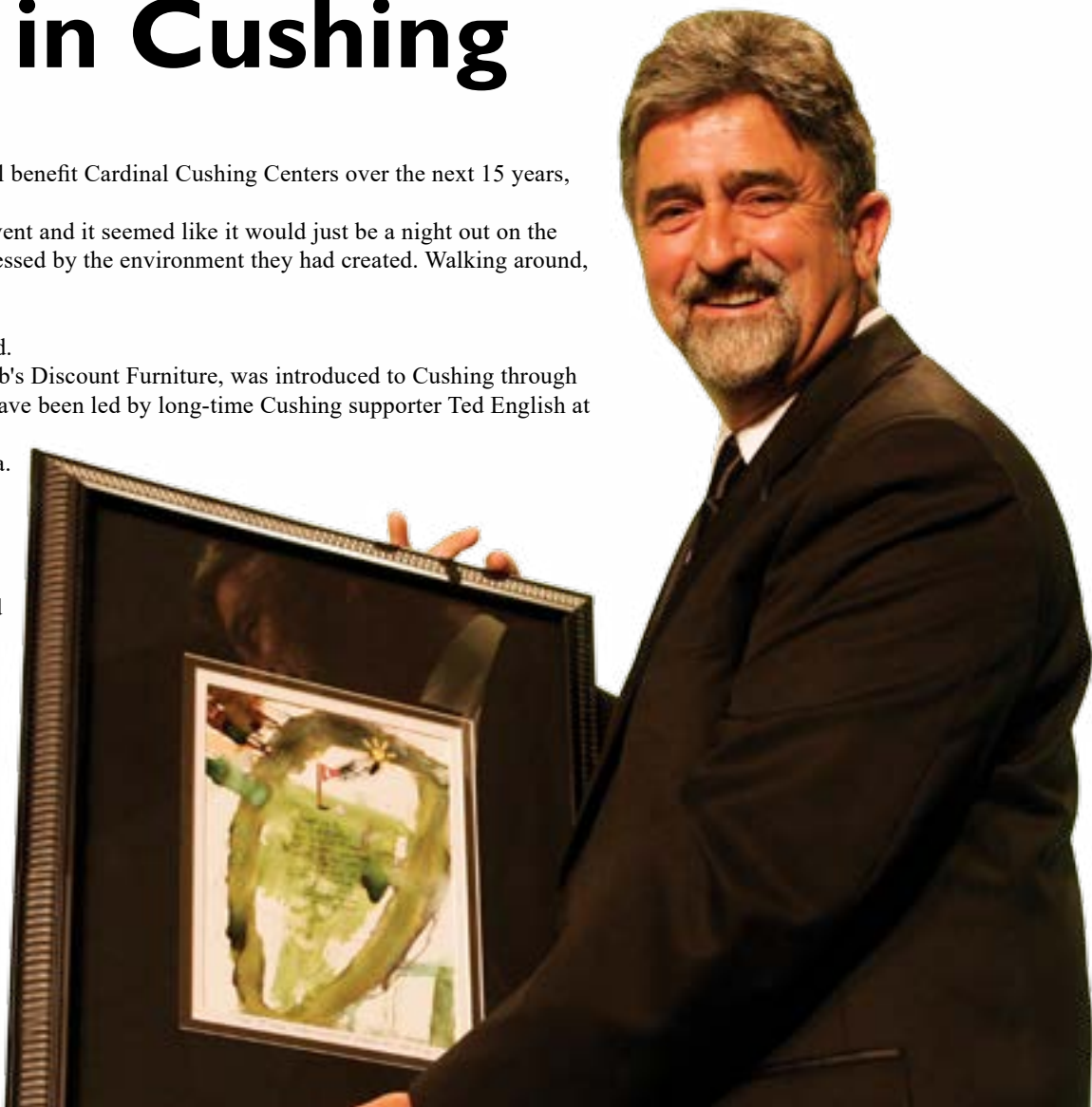
Butka also served on the board of directors at Cushing for five years, and he now serves on the board of overseers.

In 2014, when Bob's Furniture was purchased by an investment company, Butka felt as though he was in a secure position, financially, to increase his charitable donations.

“Life's been very good to Sue and me,” said Butka. “We've had good jobs and healthy children and we've been effective savers. The Bob's transaction gave us an opportunity to pay some of our good fortune forward.”

After learning more about charity lead annuity trusts, Butka decided to move forward and set up a trust, naming Cushing, the Worcester County Food Pantry, the Yarmouth Food Pantry and the Ann Romney Center for Neurological Disease Research at Brigham & Women's Hospital as the beneficiaries. The organizations will receive funding over the next 15 years.

“It's a win-win because we're able to reduce our tax obligations and leave more money for distribution to the charities we favor,” Butka said.



## A closer look at charitable trusts

BY BRYAN FECTEAU

Clients often have multiple goals when they meet with an advisor, including supporting their favorite charity as well as providing income for themselves or their loved ones and saving on income and estate taxes.

The good news is that establishing a charitable trust can achieve all of these goals. A charitable lead trust makes payments to a charity for a period of time. When the designated time period ends, the balance of the trust goes to the named beneficiaries.

A charitable remainder trust is just the opposite. This trust provides income to the beneficiary (either the donor or a named individual) for a period of time or the beneficiary's life. At the end of this period, the remainder is gifted to the named charity.

Both of these trusts provide income to beneficiaries, support the client's favorite charities, provide a tax deduction at the time the trust is established, and may result in lower estate taxes at the donor's death.

*Bryan Fecteau is a trust and estates attorney at Delaney & Muncey, P.C. in Plymouth, Mass.*

# Financing builds momentum for Kennedy project

KENNEDY from Page 1

When completed in the first quarter of 2018, the building will include eight 1-bedroom units, including four reserved for individuals with disabilities who can live independently and receive funding and support from the Mass. Department of Mental Health. There will be 25 2-bedroom and four 3-bedroom units. The building will also have on-site management, a laundry, fitness room, community room, bicycle storage, parking for residents, and a modernized health center for use by Cardinal Cushing Centers.

The goal is for the new residents to be integrated with the Cushing community, especially those who live on campus, as much as possible, whether it be enjoying an outdoor movie night or dining in Bass Café.

The Planning Office for Urban Affairs is the developer and owner, while Peabody Properties will manage the building. The new housing is part of a master plan which includes construction by Cardinal Cushing Centers of a new 30,000-square-foot Marketplace building that will house retail shops and 14 support classrooms along Route 53.

Businesses operated by Cushing—The Bass Café, the Timeless Treasures Thrift Shop, The Cushing Trader Gift Shop—will move into the new building. Accessible directly from Route 53, the Marketplace building, a strategic component of Cushing's employment training program, is expected to attract more customers, providing a more realistic job training environment.

Cushing is in the second year of a \$13 million capital campaign that aims to raise \$11 million to construct the Marketplace building and \$2 million for a permanent endowment to fund building maintenance. The Changing Lives - Building a Community campaign has raised nearly \$6 million to date.

Marketing for the apartments will begin in mid-2017, and the Cushing Connector will provide information as it becomes available.





# A PLACE TO CALL HOME

By PAUL HALLORAN

If you build it they will thrive.

That seems to be the case with three new residences Cardinal Cushing Centers has built in the last year that are home to 14 young adults and Cushing graduates.

The homes are in Manomet, Marshfield and Scituate. The Manomet home is on a cul-de-sac in a quiet neighborhood. It has a spacious yard in front and back, according to Jean Rogers, Cushing vice president of Adult Services.

The four residents, Cushing grads ages 23-24, are getting immersed in the community, taking advantage of the beaches, restaurants and recreational opportunities, Rogers said. They participate in an adult sports league run by Cushing in Hanover and will be joining the new YMCA in Plymouth when it opens. One works part-time at Cushing's South Shore Industries in Hanover.

"They're very active and they're out all the time," Rogers said. "They're as busy as they want to be."

Five men who formerly lived in Hanover moved into the new Marshfield home this summer. "We had the opportunity to give them a beautiful home with more space," Rogers said.

A few of the men have jobs, one takes tennis lessons, another enjoys horseback riding. They are exploring Marshfield and nearby Plymouth and settling into the neighborhood and the area. "The neighbors have been very welcoming."



Julie Ellis and housemate Jessica Hoey enjoy living in their new home in Scituate.



Courtney Schleicher at home in Scituate.

That was not exactly the case with the Scituate home, but what started as a negative quickly turned into a major positive. Three days before the five young women were scheduled to move in, Rogers and other members of the Cushing leadership team were meeting at the house. They noticed some signs in a neighbor's yard, one with a derogatory slur aimed at the new residents.

The Scituate police were called and responded immediately. The signs were quickly removed, but that was not the end of the story. The community enthusiastically rallied around the young women. A Facebook group – Scituate welcomes cardinal Cushing – had 600 members within 24 hours. People sent gift cards and offered free landscaping, haircuts and family portraits.

A few days after the women moved in, the police returned – this time with a bouquet of flowers.

"The town has really rallied around us," Rogers said. "They're really fitting in. They love it."

Cushing, which operates 14 group homes in seven communities, partnered with Corporation for Independent Living (CIL) on all three building projects. CIL is a nonprofit that builds group homes in collaboration with agencies such as Cushing, then leases the home to the agency, typically for at least 20 years. When the lease is up, CIL turns over the home to the agency.

"We work with them to make sure they get the home they want that meets the needs of the people who live there," said Peer Benzie, a senior real estate developer with CIL, which handles the land acquisition, engineering, permitting, architects, legal issues and the contractor. "We collaborate with the agency to come up with a design that works."

It is working very well for Cushing and its residents in Manomet, Marshfield and Scituate.

## New manager is all business

**BUSINESS** from Page 8

with the flavor of Cushing." In the weeks ahead, she hopes to amp up community outreach and holiday-shopping traffic, encouraging more visitors to make stops at the greenery and Trader gift shop.

"My goal, now and down the road, is to continue to foster a warm, welcoming environment with goods at a reasonable price," she said. "It should be a place where customers can relax and students can learn."

"We've been fortunate to have a great team in place building the retail program, with people like Doug Frazier, and I really appreciate what Mary is doing now," said Renna. "She blends a creative marketing focus with a student-centered mission with the end result being a thriving business with a positive future for both Cardinal Cushing Centers and the students and families we serve."

With a background in both business and education, Wisbach taught for 10 years before pursuing a 16-year career in marketing and merchandising. She has worked at all

operational levels—from a salesperson at Barnes & Noble to a founder of Boston Computer Systems of Norwood.

"I was transitioning from education when I started at Barnes & Noble and I got a lot of exposure to the merchandising of the stationary, photography and art from different local galleries," she said. "I loved it."

A Duxbury resident, Wisbach was hired in April and has been continually impressed by the culture of Cushing.

"The way the staff and students work together and the care given here is phenomenal," she said.



# New manager is all business

By MEAGHAN CASEY

With a new, state-of-the-art building with street-front retail shops facing groundbreaking in the not-so-distant future, Cardinal Cushing Centers is already taking steps to plan for the reopening of its student-staffed café, thrift store and gift shop.

The first step has been the hiring of Mary Wisbach to fill a new position: business manager of the Retail Center. Cushing’s retail sites play an important role. They not only operate as businesses that are open to the public, but as working classrooms. As building plans move forward, Wisbach will be offering design input in terms of space and style needs, with both employees and customers in mind.

“It’ll be wonderful to be in a more central location with more parking for visitors,” said Wisbach. “Retail appeal, signage, branding and pricing will be important as we look to reopen. We’ll be integrating all of that.”

“Mary brings both a retail and educational frame of reference to this vital position,” said Bob Renna, Cushing’s Associate Vice President for Special Education. “We look forward to our new retail complex and Mary’s vision for its success and the success of our students.”

In the meantime, Wisbach has already introduced small changes to the existing shops, such as opening the Bass Café for breakfast, better publicizing menu specials and offering food-to-go such as frozen soups. She has also installed student artwork on the walls “to stamp the café



1. Mary Wisbach is the new business manager of the Retail Center.
2. Olivia Bosco harvests cherry tomatoes from the garden.
3. Student Jordyn Cook, right, fixes the jewelry display with Valerie Manning in the thrift shop.
4. Ryan Richer scrubs pans in the kitchen of the café.

See BUSINESS Page 7