Ready, Set, Connect! Where Play is the Motivator
DEAR DON:
THANKS FOR ALL THE GREAT WORK!

In January, Crotched Mountain said farewell to CEO and President Don Shumway, who stepped down after thirteen years at the helm of this organization, and a lifetime of leadership, activism and advocacy on behalf of people with disabilities.
JENNIFER McINTOSH, CROTCHED MOUNTAIN
SCHOOL GRADUATE

I want to tell you about a special person who has made a huge impact on my life. When I arrived at Crotched Mountain, I met Don Shumway. He walked into my room one day and I thought to myself, “Who in the world is this guy?” He turned out to be very important to me.

He was influential in helping me finish high school. His mentoring allowed me to succeed in my education. I am now in my fourth year at Keene State College, a goal I had only dreamed about and one I never believed possible.

Don’s belief in me has led me to believe in myself. He understood my vision, and his mentoring allowed it to become a reality. Instead of being sent off to a nursing home after graduation, I am instead in my own apartment.

Don, you continue to be a great friend, mentor and father figure to me. I wish you well in your retirement and hope to have many more years of friendship with you.

ANDRA HALL, Ed.D., PRINCIPAL, CROTCHED
MOUNTAIN SCHOOL

Don’s life work is inspirational. I can only aspire to have the kind of positive impact he has had in the lives of the people we serve. Personally, Don’s coaching has helped me be the best professional I could be in the many positions I’ve held over the years. I also know the Greenfield community is proud to be affiliated with Crotched Mountain—through the involvement of our students in the community and through the many connections community members have made here.

JIM VARNUM, PRESIDENT, CROTCHED MOUNTAIN
BOARD OF TRUSTEES

Don has passionately devoted his life to supporting the disability community, first as New Hampshire Commissioner of Health and Human Services, later when he developed a national model of community–based mental health services, and again as president and CEO of Crotched Mountain. Don knows every student, patient, family and staff member by name, and you can see the twinkle in his eye as he describes the wonderful work being accomplished.

NEW HAMPSHIRE GOVERNOR MAGGIE HASSAN

Throughout his distinguished career, Donald Shumway has embodied New Hampshire’s strong tradition of inclusiveness, advancing causes and programs to help ensure that all of our citizens have the opportunity to fully engage in our communities and high quality of life. Whether through his work with children in other states, service in numerous roles—including commissioner—at the New Hampshire Department of Health and Human Services, leadership of the Crotched Mountain Foundation, or volunteering, Don’s unyielding commitment to serving people who experience disabilities and their families has made a difference in countless lives and has made our world a better place to live. On behalf of all Granite Staters, I thank Don for his dedicated service and wish him all the best in the future.

MIKE TERRIAN, COO, CROTCHED MOUNTAIN

I have great admiration for Don’s leadership and his regard for people with disabilities. Following a stroke that affected my speech, Don always took the time to make sure he understood me. I watched him interact with others similarly—with patience, focus and respect. Crotched Mountain has a diverse array of programs under one roof, and Don is able to guide each one with equal attention, enthusiasm and interest—so that everyone feels valued and that their contributions matter.

CLYDE TERRY, CEO, GRANITE STATE
INDEPENDENT LIVING

Because of Don’s efforts and legacy, New Hampshire’s humanity and culture is permanently changed. Don’s impact reshaped our communities to value all our citizens and challenged them to strive to be inclusive and accepting of the many differences among us all. In short, New Hampshire is a better place to live because of Don Shumway’s work and contribution.

SANDY PELLETIER, CEO/PRESIDENT OF
GATEWAYS COMMUNITY SERVICES

For thirty years, Don has been an architect, visionary and leader in the development of New Hampshire’s community-based systems of care for people with disabilities. Over the years, Don worked with both republicans and democrats to shape major policy decisions, laws and resources to benefit our state’s most vulnerable citizens. For all his influence, Don is an unassuming man who displays humility while acting from a place of great passion.

JANET ZELLER, NATIONAL ACCESSIBILITY PROGRAM
MANAGER, U.S. FOREST SERVICE

Through vision, leadership and persistence, Don led the effort to create a place where people of all ages and abilities can recreate and share the experience of nature together, effectively breaking down stereotypes and renewing spirits. Don’s deep valuing of each individual will live on at Crotched Mountain through its outdoor recreation spectrum of opportunities—a true legacy enriching the future.
LEARNING TO LIVE TOGETHER

LESSONS IN INDEPENDENCE
WHAT DOES A STUDENT HAVE TO DO to get an apartment around here? At Crotched Mountain’s Cedar’s Point, a residential model for working with adolescents with emotional and behavioral disorders, the answer is simple, but not always easy. According to Elizabeth Licht, director of psychology and clinical director of Cedar’s Point, readiness to move into a more independent setting requires sustained demonstration of important skills like managing difficult emotions, problem solving and following through on expectations. “A student’s need for a quieter setting is also a consideration,” adds Elizabeth.

Cassie, 19, and Brittney, 14, met these requirements when they moved into Woodside apartment last June. Together with staff members, the roommates signed a lease outlining mutually-generated and agreed-upon rules and expectations. The lease addresses behavior, household chores, school and vocational work.

WHO DOES WHAT WHEN?
Together the roommates came up with a list of household chores and activities, designating times and frequency of activities like laundry, cleaning and watching TV. “The process of making the rules went well,” says Brittney. “We get along. Even if I don’t like it, I do it,” adds Cassie referring to her least favorite chore—washing windows.

DOMESTIC AGENDAS
Both Cassie and Brittney share food shopping and preparation duties. Brittnay’s specialties are tacos and mac and cheese. Cassie likes to cook eggs and says she makes a tasty steak.

STAFFING
Each of the girls has a one-to-one residential counselor with them throughout the day. The counselors provide support and direction as needed to help the girls manage difficult feelings and behaviors as they arise, utilizing the skills that will serve them for a lifetime.

RESPECTING SPACE
Both Brittnay and Cassie have identified strategies for coping with difficult emotions. Listening to music is important to both, as is exercise. Both girls like to walk or head for the swings to release excess energy and process what’s bothering them. Finally, talking to each other or to a counselor helps them gain clarity.

“We know each other’s body language,” says Brittnay. “When Cassie is quiet or crying, I know to leave her alone.” “When Brittnay is listening to music, or just ignoring people, I know she’s having a hard time,” observes Cassie. “If she’s crying, I’ll ask her if she wants to talk.”

SCHOOL AND VOCATIONAL LIFE
The girls attend classes at Crotched Mountain School. Cassie is focused on vocational activities and currently works with Meals on Wheels three mornings a week. Brittnay spends more time on academics and will soon take a job working at the school store.

IT WORKS!
“What we have learned overall is that when we have given each of these girls a bit of freedom, they have flourished and have shown us that they are capable of being more independent,” notes program manager Alyssa Viner. The girls agree and say they wouldn’t change a thing about their current living situation. “We love each other,” says Brittnay. “We’re like sisters,” Cassie concurs.
When something works, it’s best to make the most of it. Applied Behavioral Analysis (ABA) as an early treatment intervention for autism is something that works. It’s an evidence-based tool that effectively prepares young children with autism to communicate, socialize and live life to the fullest at home, at school and in the community.

The length and frequency of treatment is based on a child’s individual learning plan and generally ranges from 25 to 30 hours per week for a year or more. Frequent and long-term reinforcement of skills is the key to success.

Ready, Set, Connect!, Crotched Mountain’s Concord-based ABA program, expanded its reach to Manchester in December. “After doubling our clinic space in Concord, and with funding for ABA services expected to expand, it was clear the demand for this service would keep growing. We receive frequent referrals from the Manchester area, so a new location there made sense,” explains Dennis Bradley, BCBA, executive director for ATECH Services and a certified, licensed ABA therapist.

ABA uses enjoyable activities combined with analytic tools to reinforce skills children need to succeed. Here, fun is the chief motivator for learning and practicing new skills. “When you walk into the room, the many one-on-one interactions you see between children and therapists look like play,” says Dennis, “but at any given moment, the clinician can tell you what skill is being practiced and the real-time data that supports the activity.”

For more information on Ready, Set, Connect! and supports for families with children with autism, call 603.226.2900, ext. 29, or email, aba@crotchedmountain.org

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**PROMOTIONS**

Ann Wright, RNC, BSN, was named Director of Nursing at Crotched Mountain Specialty Hospital. Ann joined the staff in 2014 as a nurse manager and educator. She received a BS in nursing from Rivier College. Her certifications include RNC-low risk neonatal nursing, and she is licensed as a neonatal resuscitation program instructor. In 2013, she received the Lowell General Hospital Cupola Award for Outstanding Manager and in 2005 was a Lowell General Hospital Wall of Nursing Honoree.

Andra Hall, Ed.D., was named principal of Crotched Mountain School (CMS). A member of the CMS staff since 2003, she served most recently as the school’s assistant principal. Her previous roles included paraprofessional, teacher, residential counselor and curriculum coordinator. As principal, she will be responsible for strategic planning, curriculum and professional development, as well as administrative duties.

**DON SHUMWAY HONORED BY NHHA**

Don Shumway was awarded the New Hampshire Hospital Association’s (NHHHA) James A. Hamilton Founder’s Award, their highest honor, in October. Presented by President Scott Ahnan and Vice Chair Scott McKinnon, the award recognizes the recipient’s outstanding service to healthcare on behalf of the people of New Hampshire, and “whose extraordinary achievement or exceptional contribution in the interest of human health and well being has extended into the local community, state or nation.”

**NEW WAYS TO SEE**

Crotched Mountain School student photography was featured in an exhibit at the Monadnock Center for History and Culture in Peterborough during October and November. New Views from the Mountain, featured students’ work with artist-in-residence Courtney Bent, an award-winning photographer based in Durham, NH. Their work focused on new ways of seeing and included photos of everyday items with an emphasis on unusual angles, textures, shadows and light.

**DONOR SATISFACTION SURVEY**

Your response to last year’s survey made such a difference! Please be on the lookout for a spring mailing of the 2nd Annual Donor Satisfaction Survey. Tell us what you think!
CELEBRATING LIFE’S WORK DEDICATED TO VULNERABLE CITIZENS

We are pleased to announce the creation of two new funds to honor the work of retiring CEO and president Don Shumway and medical director Carl Cooley, MD, to continue their legacies of supporting people with disabilities.

The Don Shumway Wellness Through Accessible Recreation Fund will underwrite improvements to Crotched Mountain’s outdoor recreational facilities. The fund will support the repair and construction of new waterfront structures and access points on Sunset Lake and construct two fully-accessible playgrounds to provide safe and age-appropriate outdoor recreation for children of all ages.

The Carl Cooley Continuing Education Fund For Clinical Staff and the Families They Serve will offer information and training to Crotched Mountain clinical staff and family members to further their education and skills to provide better care and opportunities to people with disabilities.

To make a donation and to learn more, contact Kathleen Brittan, vice president of development, 603.547.1485, or kathleen.brittan@crotchedmountain.org.