



# Annual Report

## *Fiscal Year 2022*

Association of Developmental Disabilities Providers | 1671 Worcester Road, Suite 201, Framingham, MA 01701 | Tel: (508) 405-8000  
www.addp.org | @MassADDP | Facebook.com/MassADDP/





## ADDP *Executive Board*

(L-R: Diane Gould, ADDP Vice Chair, President/CEO Advocates; Dan Harrison, ADDP Clerk, President/CEO NuPath, Inc.; Ellen Attaliades, ADDP President/CEO; Mike Hyland, ADDP Treasurer, President/CEO Venture Community Services; Kathleen M. Jordan, ADDP Chair, Executive VP/CEO Seven Hills Foundation; Chris White, Past ADDP Chair, President/CEO Road to Responsibility)

**COVER PHOTOS:** Photos used with permission from (L-R, Clockwise): L'Arche Boston North; MHA, Inc.; Walnut Street Center; WORK, Inc.; and BayCove Human Services.

## *Our Staff*

Ellen Attaliades, President/CEO  
Mandy Nichols, Vice President  
Patty Ames, Member Services Director  
Alexis Hill, Director of Public Policy  
Joshua Fine, Administrative Support Staff—Reception  
Jennifer Higgins, Part-Time Consultant

# A Message from our President/CEO and Board Chair

This past fiscal year, we watched the world transition from experiencing a full-blown pandemic to learning how to live with COVID.

Although the pandemic affected many industries, its impact on the human services workforce and the people we serve has been staggering. Community-based service providers are facing the largest workforce shortage in its history which has affected existing service delivery, hampered new program development and prevented newly eligible individuals from receiving the services they need and so desperately could benefit from.

Due to the inability to hire staff, over 7,000 individuals remained unable to return to their day programs or to their pre-pandemic level of service, placing a strain on the residential support system or on family members, many of whom needed to leave their own jobs to care for their adult children.

ADDP's accomplishments over the fiscal year were many. Some key highlights included: significant rate increases for Adult Long-Term Residential Services, Day Habilitation and Human Services Transportation; the development of strategic educational partnerships, which provide discounted tuition for member agency staff; advocacy for and implementation of a comprehensive review of the Medication Administration Program; and two statewide dynamic conferences—a Workforce Summit and our May **LEAD!** conference, the theme of which was to inspire, motivate and encourage.

What remained in the forefront throughout the year, however, was the exceptional workforce advocacy conducted by ADDP, its member agencies and their family members.

Our task was to explain the impact of the lack of staffing on safety net human services, and how important it is to restore and expand this service system. The many meetings that were held with the Executive Office of Health and Human Services (EOHHS) and members of the legislature were extraordinary and have set the stage for foundational changes in the future as the baton is passed to a new state administration.

The ADDP team thanks you for your advocacy and the work you do every day to support the individuals we serve. We continue to be so proud to represent you—our dedicated member organizations, your staff and the individuals with intellectual and developmental disabilities and brain injuries and their families that we support.



(l. to r.)  
Ellen Attaliades,  
ADDP President/CEO

Kathleen M. Jordan, ADDP  
Chair, Executive VP/CEO  
Seven Hills Foundation



Ellen Attaliades  
President/CEO

Kathleen Jordan  
ADDP Board Chair

# FY' 22 Budget

July 2021 – June 2022

## Financial Statement

### Income

Provider Dues

Business Members

### Total Membership Dues

Conference

Interest Income

### Total Income

### Expense

100 · ADMINISTRATION

200 · CONFERENCE EXP

300 · TRAINING EXP

400 · CONSULTANTS

500 · MEMBER SERVICES

600 · OCCUPANCY

700 · OTHER EXPENSES

800 · SALARY & BENEFITS

900 · DEPRECIATION

920 · Amortization

### Total Expense

### Net Ordinary Income

### Other Income/Expense (Income)

### Net Income

| Actuals        | Budget       | Variance       |
|----------------|--------------|----------------|
| 997,783        | 960,000      | 37,783         |
| 73,000         | 60,000       | 13,000         |
| 1,070,783      | 1,020,000    | 50,783         |
| 180,625        | 229,035      | (48,410)       |
| 1,427          | 1,000        | 427            |
| 1,252,835      | 1,250,035    | 2,800          |
|                |              |                |
| 73,312         | 68,095       | 5,217          |
| 150,833        | 157,695      | (6,862)        |
| -              | 8,000        | (8,000)        |
| 169,338        | 160,000      | 9,338          |
| 10,514         | 21,450       | (10,936)       |
| 69,240         | 72,498       | (3,258)        |
| 4,148          | 2,767        | 1,381          |
| 728,261        | 754,085      | (25,824)       |
| 1,845          | 1,845        | (0)            |
| -              | -            | -              |
| 1,207,490      | 1,246,435    | (38,945)       |
| 45,344         | 3,600        | 41,744         |
| (88,342)       | -            | (88,342)       |
| <b>133,686</b> | <b>3,600</b> | <b>130,086</b> |

The ADDP Board represents members of its Association, supports the work of ADDP and provides mission-based leadership and strategic governance.

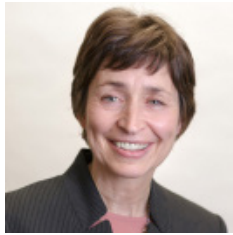
Board members are the fiduciaries who steer the organization toward a sustainable future by adopting sound, ethical, and legal governance, informed, forward thinking strategic planning and guidance, and fiscal management as well as ensure the nonprofit has adequate resources to advance its mission.



# ADDP Board of Directors – FY'22



Kathleen M. Jordan, Chair  
Executive V.P. / CEO  
Seven Hills Foundation



Diane Gould, Vice Chair  
President/CEO  
Advocates



Daniel Harrison, Clerk  
President/CEO  
NuPath, Inc.



Mike Hyland, Treasurer  
President/CEO,  
Venture Community Services



Michael Andrade  
President/CEO  
The Arc of Bristol County



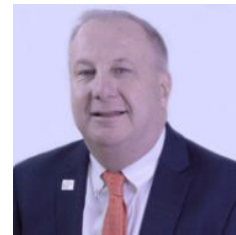
Anne-Marie Bajwa  
President/CEO  
Charles River Center



Ruth Banta  
Executive Director  
Pathlight



Kenneth Bates  
President/CEO  
Open Sky Community  
Services



Daniel Burke  
President/CEO  
Lifeworks, Inc. & The Arc of  
South Norfolk



Mary Jo Cooper  
Vice President  
Developmental Services  
Bay Cove Human Services



Maureen Costello-Shea  
Chief Program Officer  
The Guild for Human  
Services



Jule Gomes Noack  
President/CEO  
HMEA



Brad Howell  
President/CEO  
Waystone Health &  
Human Services



Deirdre Hunter  
Vice President  
JRI Developing Abilities



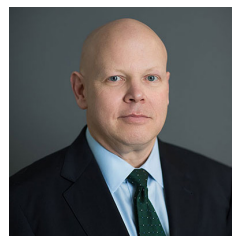
Jackie Moore  
CEO  
North Suffolk Mental Health  
Association, Inc.



Coleman Nee  
CEO  
Triangle, Inc.



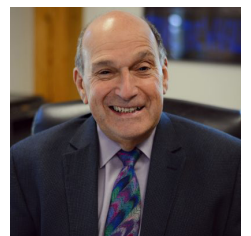
John Pallies  
President/CEO,  
Delta Projects, Inc.



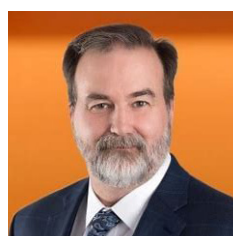
John Randall  
President/CEO  
Amego, Inc.



Sean Rose, President/CEO,  
THRIVE Support  
and Advocacy



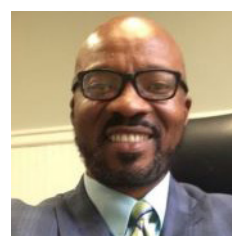
Ken Singer  
President/CEO  
Berkshire County Arc, Inc.



Chris Tuttle  
President/CEO  
Bridgewell



Mary C. Valachovic  
Executive Director  
The Arc of Plymouth and  
Upper Cape Cod



Gabriel Vonleh  
CEO  
Opportunities for  
Inclusion, Inc.



William Wasserman  
Executive Director  
GROW Associates, Inc.



Chris White,  
President/CEO  
Road To Responsibility, Inc.

# FY'22 Highlights

A year ago, we hoped that COVID would transition from a current concern to a prior one before the beginning of FY'23. We know, of course, that is not the case as the past 12 months solidified the fact that COVID is part of our reality for the coming years. Our advocacy for relief funding continued during FY'22 and we extended our COVID-related advocacy to the areas of regulations, survey and licensing. However, FY'22 was not just about COVID as we had other positive achievements.

Here are additional key highlights of the past fiscal year in the following areas:

**ALTR:** As a result of ADDP's advocacy, ALTR providers received a 10% ARPA funding enhancement for FY'22, 5.25% in additional funding for residential day supports from July 1, 2022 to December 31, 2022, and were compensated for actual residential day support needs from January 1 to June 30, 2022. Due to our advocacy, final ALTR rates were recently promulgated increasing the basic rate by 11.7%, the intermediate rate by 11.1% and the medical model rates by 13.8%.

**Day Habilitation:** ADDP secured several improvements in rates for Day Habilitation, including a 2.31% increase effective January 1, 2022 (moving to per diem rates) and an additional 20% rate increase effective July 1, 2022. From January 2022 – June 2022, this program also received a 15% enhanced payment from the State and an additional 10% enhancement from ARPA (based on waitlist data from ADDP's 2021 Day Services Survey).

**CBDS and Supported Employment:** In FY'22, through the Collaborative and the DDS/ADDP Day Service Delivery Workgroup, ADDP advocated for and was successful in having the state open and re-review the rates for both CBDS and Supported Employment to change the Bureau of Labor Statistics (BLS) utilized in rate calculation from 2019 to 2020 and to reflect costs associated with the CBDS Without Walls program.

**Brain Injury:** As a result of ADDP's advocacy with MRC leadership, contracts and outstanding payments were sent to providers. In addition, start-up funding was secured for Brain Injury Community Centers (\$20,000 for FY'22 and \$60,000 for FY'23) and an accommodation rate was secured for these Centers for both FY'22 and FY'23, increasing the fiscal viability of center services.

**Survey and Certification (OQE):** In response to feedback from members during our weekly membership and residential committee calls, ADDP met with DDS leadership regarding the need to improve the survey and certification process, especially with respect to COVID and its impact on providers. As a result, providers reported a marked improvement in the process, noting it to be far more collaborative and constructive for providers.

**Transportation:** Through ADDP's advocacy, the Legislature appointed an ADDP representative to be on the Non-Emergency Human Service Transportation Task Force.





**Comprehensive State MAP Review and MAP Flexibilities:** During FY'22, ADDP and ABH, as part of a Collaborative-supported initiative, spearheaded the effort to request that the state conduct a comprehensive MAP review. Eastern Research Group (ERG) was hired and began this review, which will continue in FY'23. In addition, ADDP also successfully secured two extensions for MAP flexibilities for providers.

**Weekly Membership, Residential and Day Services Meetings:** At the onset of COVID, we moved to weekly Membership, Residential and Day Services meetings and continued this into FY'22. These meetings have enabled ADDP to keep members abreast of the latest updates in terms of rates, regulations, and guidance in response to COVID. These meetings not only brought members together but often featured special guests from DDS (including Commissioner Ryder and her team) and MassHealth who provided important updates and gave members the chance to directly ask questions and state concerns.

**Workforce Summit:** In November 2021, ADDP held a three-day Workforce Policy Summit featuring a variety of speakers, including ANCOR CEO, Barbara Merrill; OpenMinds CEO, Monica Oss; United States Secretary of Labor, Marty Walsh; Disability Cocoon CEO, Dustin Wright; National Alliance of DSPs CEO, Joseph Macbeth; and African Bridge Network Executive Director, Emmanuel Owusu.

**Legislative Budget Forum and Virtual Hill Day:** During its second annual virtual Legislative Budget Forum on February 2, 2022, approximately 185 people, including state legislators, state funding agency heads, and provider member agency staff from across the state attended as Ellen Attaliades, ADDP President/CEO, outlined the association's funding requests for the upcoming budget year, all which focus on restoring the Developmental Disabilities Safety Net Service Delivery System. In March 2022, ADDP collaborated with the National Alliance for Direct Support Professionals to present a virtual "Hill Day." This virtual event brought DSPs together from across the country to share their perspectives and experiences from the frontlines with Congress and the Administration, and push for greater federal focus, investments and strategies for addressing the current workforce crisis.

**The LEAD! Conference Returns:** After a two-year hiatus, we were FINALLY able to hold our signature *LEAD!* Conference in person on May 4, 2022. The theme was INSPIRE, MOTIVATE and ENCOURAGE and based on feedback from attendees, we did just that. It was a very well attended event (400 attendees and 33 exhibitors) and the feedback from attendees was extremely positive. We look forward to *LEAD!* 2023!

**Diversity, Equity & Inclusion Resource Library:** As part of ADDP's ongoing commitment to Diversity, Equity & Inclusion (DEI), ADDP launched a resource library accessible to all members, which includes links to articles, videos, books, position papers and sample human resource plans that support the mission of DEI within organizations.

**Strategic Education Partnerships:** During FY'22, ADDP finalized two strategic education partnerships with both UMASS Lowell and UMASS Amherst/University Without Walls that provides discounted tuition pricing for all ADDP members, their employees and (in certain cases) family members of the employees. A dedicated website was established at each institution to provide information and access to assistance for ADDP members looking to enroll in programs offered at these institutions.

**Lunch & Learns with ADDP Business Members:** During FY'22, ADDP coordinated with several of its business members to offer \*free\* educational sessions to all ADDP members on a variety of topics, including quarterly HR compliance updates from the Employers Association of the Northeast (EANE).

**Increased Presence in the Legislature:** In 2022, we were pleased to announce that in his role as ADDP's representative on the Commission on the Status of Persons with Disabilities, former ADDP Chair, current Board member and CEO of Road to Responsibility, Dr. Christopher White, was selected as its Vice Chair.

# ADDP Business *Members*

## PLATINUM MEMBERS

Apothecare Pharmacy  
Foothold Technology  
Greater Boston LTC Pharmacy  
Mutual of America  
PelMeds  
Waypoint Interactive

## GOLD MEMBERS

Arbor Associates  
Butler Human Services

## GOLD MEMBERS (con't)

Core Solutions  
Economised Time Services, Inc  
eHana  
Employers Association of the Northeast  
FBInsure and Selective Insurance  
Prescott Pharmacy  
Prosper Solutions  
Qualifacts+CREDIBLE  
SteadyCare, LLC.

## GOLD MEMBERS (con't)

Toole Insurance  
UMASS Lowell  
  
**SILVER MEMBERS**  
Annkissam  
Capital Lease Group, Ltd.  
CBIZ & MHM  
Insource Services Inc  
Interior Resources  
MDG Benefit Solutions

## SILVER MEMBERS (con't)

Starkweather & Shepley (IPNE)  
Therap Services, LLC.  
UMASS Amherst/University  
Without Walls  
Viamark Video

## ASSOCIATE BUSINESS MEMBER

DeCava Consulting

# ADDP Provider *Members*

Advocates, Inc.  
Alternative Supports Inc.  
Almadan, Inc.  
Amego, Inc.  
ARCHway, Inc.  
Aspire Living & Learning  
Attleboro Enterprises  
Autism Services Association, Inc.  
Barry L. Price Rehabilitation Center, Inc.  
Bay Cove Human Services  
Beaverbrook STEP, Inc.  
Behavioral Associates of MA  
(The Halcyon Center)  
Behavioral Health Network, Inc.  
Berkshire County Arc, Inc.  
Berkshire Family & Individual Resources  
(BFAIR)  
Berkshire Hills Music Academy, Inc.  
Beta Community Partnerships  
Better Community Living, Inc.  
Boston Higashi School  
Bridges Homeward (formerly  
Cambridge Family & Children's Service)  
Bridgewell  
Brockton Area Multi Services, Inc.  
(BAMSI)  
Cape Abilities  
Cardinal Cushing Centers  
Caregiver Homes of MA/SeniorLink  
Center for Human Development  
Charles River Center  
Coastal Connections, Inc.  
Communitas, Inc.  
Community Connections, Inc.  
Community Resources for Justice  
Community Systems, Inc.  
Community Work Services, Inc.

Comprehensive Mental Health  
Systems, Inc.  
Cooperative for Human Services  
Cooperative Production, Inc.  
Corporation for Independent Living  
Crystal Springs, Inc.  
Delta Projects, Inc.  
Eliot Community Human Services  
Enable, Inc.  
Evergreen Center  
Family Service Association of Greater  
Fall River  
Friendship Home  
GAAMHA, Inc.  
Gandara Mental Health Center, Inc.  
GROW Associates, Inc.  
Guidewire Inc.  
Habilitation Assistance Corporation  
HMEA  
HopeWell, Inc.  
House of Possibilities  
Jewish Family & Children's Service  
Justice Resource Institute (JRI)  
Kennedy-Donovan Center  
L'Arche Boston North  
Latham Centers  
Incompass Human Services  
LifeStream, Inc.  
Lifeworks  
Living Independently Forever, Inc. (LIFE)  
LUK, Inc.  
M.O.L.I.F.E., Inc.  
MAB Community Services  
Massachusetts MENTOR Network  
May Institute  
Melmark New England, Inc.

Mental Health Association, Inc.  
Microtek  
Minute Man Arc for Human Services, Inc.  
Morgan Memorial Goodwill Industries  
Multicultural Community Services  
Nashoba Learning Group  
Neurorestorative  
New England Village, Inc.  
New England Yachad  
Nexus, Inc.  
NFI Massachusetts  
Nonotuck Resource Associates  
North East Educational and  
Developmental Support Center (NEEDS)  
North Suffolk Mental Health Association  
Northeast Arc  
NuPath, Inc.  
Open Sky Community Services  
Opportunities for Inclusion, Inc.  
Opportunity Works  
Pathlight  
Pathway to Possible  
People, Inc.  
PRIDE, Inc.  
REACH Inc.  
Resources for Human Development  
RFK Community Alliance (formerly  
Dr. Franklin Perkins School)  
Riverbrook Residence  
Riverside Community Care  
Riverside Industries  
Road To Responsibility, Inc.  
ServiceNet, Inc.  
Seven Hills Foundation  
Shore Educational Collaborative  
Southeastern MA Educational  
Collaborative

Sunshine Village  
Tempus Unlimited, Inc.  
The Arc of Bristol County  
The Arc of Greater Brockton  
The Arc of Opportunity  
The Arc of Plymouth and  
Upper Cape Cod  
The Arc of the South Shore  
The Center of Hope Foundation, Inc.  
The Edinburg Center, Inc.  
The Guild for Human Services  
The Ledges, Inc.  
The Nemasket Group  
The PLUS Company, Inc.  
The United Arc  
Thrive Support & Advocacy  
Toward Independent Living & Learning  
(TILL, Inc)  
Transition Centers, Inc.  
Triangle, Inc.  
Turning Point, Inc.  
United Cerebral Palsy Association of  
Berkshire County  
United Cerebral Palsy of Metro Boston  
Valley Collaborative  
Valley Educational Associates  
Venture Community Services  
VIABILITY, Inc.  
Victory Human Services  
Vinfen  
Walnut Street Center, Inc.  
Waystone Health & Human Services  
(formerly Fidelity House CRC )  
WCI  
Western MA Training Consortium, Inc.  
Work Opportunities Unlimited  
WORK, Inc.

**The Association of Developmental Disabilities Providers**

[www.addp.org](http://www.addp.org) | 1671 Worcester Rd., Suite 201 | Framingham, MA 01701 | 508.405.8000