



Annual Report

Fiscal Year 2024

Association of Developmental Disabilities Providers | 1671 Worcester Road, Suite 201, Framingham, MA 01701 | Tel: (508) 405-8000
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ADDP *Executive Board*

(Top Photo: Ellen Attaliades, ADDP President/CEO | Bottom photos from left to right: Kathleen M. Jordan, ADDP Chair and President/CEO Seven Hills Foundation and Michael Hyland, ADDP Treasurer and President/CEO Venture Community Services; Diane Gould, ADDP Vice Chair and President/CEO Advocates, Dan Harrison, ADDP Clerk and President/CEO NuPath, Inc. and Jane Ryder, DDS Commissioner; Dan Harrison and Ellen Attaliades.



Our Staff

Ellen Attaliades, President/CEO
 Mandy Nichols, Vice President
 Patty Ames, Vice President of Operations
 Alexis Hill, Director of Public Policy
 Jennifer Reale, Senior Administrative & Events Coordinator
 Joshua Fine, Administrative Assistant

A Message from our President/CEO and Board Chair



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

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



As ADDP reflects on our activities over the past fiscal year, the theme and the value of *working in partnership* rings through and through the advocacy work of our association and its resulting outcomes.

By working closely with our state agency partners, in addition to an increase of \$40 million in the MassHealth budget for Day Habilitation Services, our members saw an *unprecedented, largest Chapter 257 Rate Reserve of \$390 million* which included rate increases of 20.3% - 22.6% for Department of Developmental Services (DDS) In-Home Supports, Adult Long-Term Residential (ALTR). Many of these rate increases included staff salaries benchmarked at the 53rd percentile of MA Bureau of Labor Statistics for certain job categories and direct support professionals and LPN median starting salaries beginning at \$20/hour which was closer to the 63rd percentile. This increase in staff salary benchmarks was a direct result of the joint workforce advocacy of the Collaborative (the Association of Behavioral Healthcare (ABH), ADDP, the Children's League and the Providers' Council) working in partnership with the Executive Office of Health and Human Services (EOHHS).

ADDP's second Workforce Metrics Staffing Report, released in the fall of 2023, captured vacancy rates and their impact on programs across six key program areas and provided the data which supported our workforce advocacy. The survey received notable media coverage, including articles and reports from *The Boston Globe*, WBUR, *Massachusetts Non-Profit News*, and the *Massachusetts State House News Service*.

Other important partnerships included: ADDP and the Massachusetts Day Habilitation Coalition (MDHC) working in close collaboration with MassHealth over a year-long project to revamp the Day Hab Assessment Tool and expand the prior authorization process; ADDP's strong relationship with The Arc of Massachusetts supporting mutual budget and policy priorities; and the advocacy of the Adult Foster Care (AFC) Advisory Group, a coalition of AFC providers consisting of ADDP, the Massachusetts Council for Adult Foster Care, Mass Home Care, and

The Arc which submitted regulatory testimony regarding minimum caregiver stipends and met with Center for Health Information Analysis (CHIA) and MassHealth to discuss policy recommendations based on the Advisory Group's analysis of six years of AFC cost report data.

Our partnership with the legislature was evident in February 2024 at ADDP's Annual Legislative Budget Forum at the State House, in-person for the first time since the COVID pandemic. The event made a persuasive case that the housing crisis is, in fact, a human services crisis and it garnered significant *State House News* coverage.

The ADDP team remains committed to working in partnership with you so that we can best represent your organizations and missions to the administration, legislature and the general public. Our goal is to build upon these partnerships as we look ahead to our strategic priorities for FY'25.

Ellen Attaliades
President/CEO

Kathleen Jordan
ADDP Board Chair

FY' 24 Budget*

July 2023 – June 2024

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

Total Expense

Net Ordinary Income

Net Income

Actuals	Budget	Variance
1,171,801	1,148,000	23,801
79,435	65,000	14,435
1,251,236	1,213,000	38,236
178,255	181,000	(2,745)
13,792	1,000	12,792
1,443,283	1,395,000	48,283
76,594	75,712	882
135,951	191,850	(55,899)
100	-	100
185,704	181,000	4,704
29,529	29,000	529
76,847	78,677	(1,830)
4,604	2,767	1,837
832,687	822,238	10,449
923	3,923	(3,000)
1,342,940	1,385,167	(42,227)
100,343	9,833	90,510
100,343	9,833	90,510

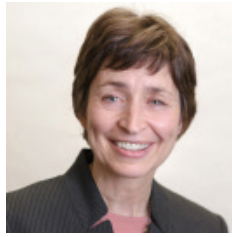
The ADDP Board represents members of its Association, supports the work of ADDP and provides mission-based leadership and strategic governance.

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 to ensure the nonprofit has adequate resources to advance its mission.

ADDP Board of Directors — *FY'24*



Kathleen M. Jordan, Chair
President/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



Kenneth Bates
President/CEO
Open Sky Community
Services



Daniel Burke
President/CEO
Lifeworks, Inc.



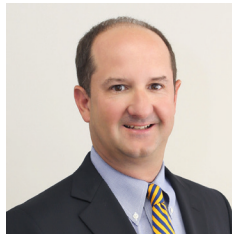
Mary Jo Cooper
Vice President
Developmental Services
Bay Cove Human Services



Stephanie Costa
CEO
New England Village



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



Vicker V. DiGravio III
President/CEO
Riverside Community Care



Cheryl Fasano
President/CEO
Mental Health
Association, Inc.



Cindy Howard
President/CEO
Center of Hope
Foundation, Inc.



Brad Howell
President/CEO
Waystone Health &
Human Services



Deirdre Hunter
Senior Vice President
JRI Developing Abilities



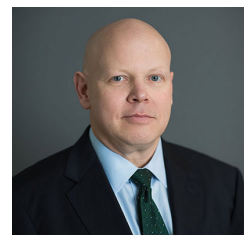
Maryann Hyatt
President/CEO
Berkshire County Arc



Coleman Nee
CEO
Triangle, Inc.



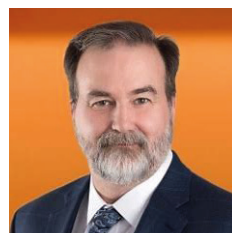
John Pallies
President/CEO
Delta Projects, Inc.



John Randall
President/CEO
Amego, Inc.



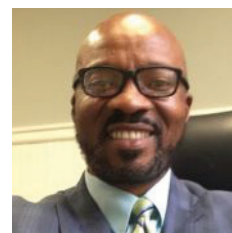
Sean Rose
President/CEO
THRIVE Support
and Advocacy



Chris Tuttle
President/CEO
Bridgewell



Mary C. Valachovic
President/CEO
The Arc of Plymouth and
Upper Cape Cod



Gabriel Vonleh
CEO
Opportunities for
Inclusion, Inc.



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

FY'24 Highlights

As ADDP continues to shape its strategic and operational plans for FY'25, we reflect on the significant accomplishments from FY'24. Our efforts have yielded progress in the areas of rate and funding increases, policy collaboration and legislative outreach.

Below are **key highlights** of the past fiscal year in these areas and others:

Rate/Funding Increases

During FY'24, ADDP advocated for increased funding in a number of different service areas. As a result of our advocacy, the MassHealth budget for **Day Hab increased by \$40 million**, **DDS In-Home Supports increased by 22.6%**, **DDS ALTR rates increased by 20.3%** and the **DDS Shared Living rates increased by 20.95%**. As a result of our collaboration with Massachusetts Rehabilitation Commission (MRC), EOHHS extended accommodation rates for the Brain Injury Community Centers (BICC) until June 30, 2024, and EOHHS has committed to reviewing the program to develop Chapter 257 rates during FY'25. In addition, DDS will be providing reimbursement for residential day supports for FY'24 and is committed to working with ADDP to find a permanent solution for day supports reimbursement during FY'25.

Policy Collaboration

During FY'24, ADDP continued to work with **the Collaborative** to address Chapter 257 issues and the impact of the workforce crisis. As a result of the Collaborative's partnership on the EOHHS Workforce Work Group, we saw increases in workforce staffing compensation above the 53rd percentile for certain job categories and consideration of reimbursement for community-based provider retirement benefits.

ADDP has been working closely with DDS and providers throughout the year to implement a new assessment for individuals in Shared Living created by ADDP members and

for rates reflecting the actual cost of providing this unique service.

ADDP continued to chair the **AFC Advisory Group**, a coalition of AFC providers consisting of ADDP, the Massachusetts Council for Adult Foster Care (MCAFC), Mass Home Care, and The Arc of Massachusetts. These organizations individually and collectively support and advocate on behalf of more than 13,000 MassHealth members who access AFC services, their live-in caregivers and families, and the vast majority of Medicaid-participating provider organizations. The AFC Advisory Group submitted regulatory testimony regarding minimum caregiver stipends and met with CHIA and MassHealth to discuss policy recommendations based on analysis of six years of cost report data.

ADDP and the Massachusetts Day Habilitation Coalition (MDHC) collaborated with MassHealth over a year-long project to revamp the **Day Hab Assessment Tool** and expand the prior authorization process to all individuals. ADDP and MDHC were effective in their advocacy and will continue to monitor the impact once the new system changes go live on August 1, 2024.



On the national level, ADDP advocated with the federal Office of Management and Budget to create a standard occupation code (SOC) for direct support professionals and partnered with other state-wide ANCOR provider organizations in advocacy to CMS regarding the payment adequacy provision in the proposed rule *Ensuring Access to Medicaid Services*.

ADDP Initiatives

ADDP released its second **Workforce Metrics Staffing Report** in the fall of 2023, capturing vacancy rates and their impact on programs across six key program areas. Key findings revealed that overall vacancy rates remained high at 26%, with nursing and direct care professions being the most challenging to fill, and significant waitlists persisting in day programs.

The survey received **notable media coverage**, including articles and reports from *The Boston Globe*, WBUR, *Massachusetts Non-Profit News*, and *Massachusetts State House News Service*.

ADDP continued its **Diversity, Equity, and Inclusion (DEI) Initiative** with the **DEI Connect Training Series**, our **yearly Juneteenth Celebration**, and our **DEI Awards**, which are presented during the September Annual Membership Meeting.

Legislative Outreach / Relationships

In February 2024, ADDP hosted its **Legislative Budget Forum at the State House**, in-person for the first time since the beginning of the COVID pandemic. The event made a persuasive case that the housing crisis is, in fact, a human services crisis, and it garnered significant *State House News* coverage.

Following a welcome from Representative Jay D. Livingstone, Chairperson, Joint Committee on Children, Families & Persons with Disabilities Committee and a presentation of data from ADDP's October *Workforce Metrics Survey*, marquis speakers included: Secretary Ed Augustus, Massachusetts Executive Office of Housing and Livable Communities; Kim McElholm,

President/CEO, Cape Abilities; and Alissa Magnotta, CEO, Housing Assistance Corporation. Senator Cindy Friedman, Chairperson, Joint Committee on Health Care Financing, was acknowledged as the ADDP Legislator of the Year following remarks from Senate President Karen Spilka. The policy position that the housing and workforce crises are inextricably linked is now being used in multiple other human service and healthcare policy discussions directly because of ADDP's framing the issue as such.

ADDP **submitted written testimony in support of Governor Healey's Affordable Homes Act** to the extent that it will increase affordable housing stock, thereby making careers in human services more economically viable. That would help decrease staff vacancy rates, in turn increasing the number of people served. Caregivers who are currently foregoing paid work outside the home could then return to the workforce because their loved ones can finally return to fully staffed ADDP member organizations.

Finally, more than **870 letters were sent to legislators from ADDP members** through the ADDP action center powered by Quorum.

Trainings and Events

There was no shortage of trainings and events for ADDP members during FY'24 beginning with our **Annual Membership Meeting** in September at the Doubletree Hotel in Westborough. We continued our quarterly **HR Compliance Updates** during the year from ADDP Business Member EANE, **Lunch & Learns** from ADDP Business Members Navigating Life, PelMeds, and Therap, and finished FY'24 with our signature event: the **LEAD! Conference**. This year's theme was *Unlocking Potential: Insights on Employee Engagement!* It was a very well attended event (500 attendees and 33 exhibitors) and the feedback from attendees was extremely positive. We look forward to LEAD! 2025!



ADDP Business *Members*

PLATINUM MEMBERS

Corporation for Independent Living
Economised Time Services, Inc
Mutual of America
PelMeds
Navigating Life

GOLD MEMBERS

Butler Human Services
eHana
Employee Benefit Advisors

GOLD MEMBERS (continued)

Employers Association of the Northeast
Foothold Technology
IntellectAbility
Interior Resources
M&T Bank
P&N Vision Healthcare Associates, Inc.
Prosper Solutions
StationMD
SteadyCare, LLC.

GOLD MEMBERS (continued)

Therap
UMASS Lowell
USI Insurance
SILVER MEMBERS
Capital Lease Group, Ltd.
CBIZ & MHM
Citrin Cooperman
Greater Boston LTC Pharmacy
Hirsch Roberts Weinstein LLP

SILVER MEMBERS (continued)

Insource Services Inc
Planned Lifetime Assistance Network (PLAN) of MA and RI
Qualifacts
Sandata
Starkweather & Shepley (IPNE)
ASSOCIATE BUSINESS MEMBER
DeCava Consulting

ADDP Provider *Members*

Advocates, Inc.
Almadan, Inc.
Alternative Supports Inc.
Amego, Inc.
Ascentria Care Alliance
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
Berkshire Hills Music Academy, Inc.
Beta Community Partnerships
Better Community Living, Inc.
Boston Higashi School
Bridges Homeward
Bridgewell
Brockton Area Multi Services, Inc.
Cape Abilities
Cardinal Cushing Centers
Careforth
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.
Crystal Springs, Inc.
Delta Projects, Inc.
Eliot Community Human Services
Empower LGA, 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
Incompass Human Services
Jewish Family & Children's Service
Justice Resource Institute
Kennedy-Donovan Center
Latham Centers
L'Arche Boston North
LifeStream, Inc.
Lifeworks
Living Independently Forever, Inc.
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
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
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 Devereux Foundation
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
Transition Centers, Inc.
Triangle, Inc.
Turning Point, Inc.
United Cerebral Palsy Association of Western Mass
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
Western MA Training Consortium, Inc.
Work, Community, Independence, Inc.
Work Opportunities Unlimited
WORK, Inc.

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