



# Annual Report

## *Fiscal Year 2025*

Association of Developmental Disabilities Providers | 1671 Worcester Road, Suite 303, Framingham, MA 01701 | Tel: (508) 405-8000  
www.addp.org | @MassADDP | Facebook.com/MassADDP



## ADDP Executive Board

(Top Photo: Ellen Attaliades, President / CEO of ADDP and Diane Gould, ADDP Chair and President / CEO of Advocates, Inc. | Bottom photos from left to right: Christopher Tuttle (L) ADDP Treasurer and President / CEO of Bridgwell and Mike Hyland (R) ADDP Vice Chair and President/CEO of Venture Community Services; Dan Harrison, ADDP Board Clerk and President / CEO of NuPath, Inc.; and Kathleen M. Jordan (L), ADDP Immediate Past Chair and President / CEO of Seven Hills Foundation and Stephanie Costa (R), President / CEO of New England Village.



*Community for Living. Community for Life.*

## 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

Diane Gould, ADDP Chair  
President/CEO  
Advocates, Inc.



As ADDP reflects on the past fiscal year, our mission-driven work remained rooted in **strong partnerships**—across state agencies, legislative leaders, and our member organizations.

This year also marked a moment of transition and opportunity. With the announcement of Stephanie Costa as ADDP's incoming President & CEO beginning July 1, 2025, we are poised to build on years of progress with a fresh perspective and renewed commitment.

In FY'25, ADDP focused on strengthening core areas of advocacy, policy, and provider engagement. Our collective efforts led to meaningful progress in funding, regulatory collaboration, and legislative visibility. Working closely with DDS, ADDP successfully advocated for residential day supports for individuals who have not returned to day programs, and launched a Finance Forum to address longstanding occupancy funding challenges. We also provided formal testimony and data-driven advocacy on AFC and CBDS rates—prioritizing long-term funding solutions and workforce sustainability.

ADDP's collaboration with MassHealth and the Massachusetts Day Habilitation Coalition resulted in

improvements to the Day Hab Prior Authorization process and the addition of Individual Consideration as a method to better match individual funding levels. Our joint rate listening session with CHIA and MassHealth provided a critical platform for provider input, while continued engagement with DDS helped launch a new Shared Living Assessment Tool and training video.

Our third annual Workforce Metrics Report, released in fall 2024, showed positive signs of recovery, with vacancy rates declining from 24% to 19%. The report garnered strong media coverage from outlets including *The Boston Globe*, *Prism*, and *State House News*. In April, ADDP updated its "We Are Human Services" video to **emphasize the role of Medicaid funding**—a message widely shared with state and federal lawmakers.

Legislative advocacy was a key priority. At our February 2025 Budget Forum—our largest since the pandemic—we spotlighted the workforce crisis with powerful testimony from

provider leaders and direct support professionals. More than 330 letters were sent through ADDP's Quorum platform, leading to over 25% of legislators co-sponsoring budget amendments in support of workforce investments. Additionally, ADDP and members met with the MA federal delegation to stress the importance of preserving Medicaid funding.

Throughout FY'25, we remained committed to member engagement and training. Events included quarterly HR Compliance sessions, Lunch & Learns with Business Members, and our annual Juneteenth celebration and DEIB Awards. The LEAD! 2025 Conference—"Transforming Services Through Technology"—was a tremendous success, welcoming over 500 attendees and 30+ exhibitors.

As we look ahead to FY'26 and begin strategic planning under new leadership, we do so grounded in partnership and purpose. Thank you for your continued support and for the vital work you do every day.

Ellen Attaliades  
President/CEO

Diane Gould  
ADDP Chair

# FY'25 Budget\*

July 2024 – June 2025

## Financial Statement

### Income

Provider Dues	
Business Members	
<b>Total Membership Dues</b>	
Conference	
Interest Income	
<b>Total Income</b>	

	Actuals	Budget	Variance
Provider Dues	1,218,916	1,200,000	18,916
Business Members	103,020	68,000	35,020
<b>Total Membership Dues</b>	<b>1,321,936</b>	<b>1,268,000</b>	<b>53,936</b>
Conference	199,200	172,000	27,200
Interest Income	25,675	17,000	8,675
<b>Total Income</b>	<b>1,546,811</b>	<b>1,457,000</b>	<b>89,811</b>

### Expense

ADMINISTRATION	
CONFERENCE EXP	
CONSULTANTS	
MEMBER SERVICES	
OCCUPANCY	
OTHER EXPENSES	
SALARY & BENEFITS	
DEPRECIATION	
<b>Total Expense</b>	
<b>Net Ordinary Income</b>	

ADMINISTRATION	93,784	71,000	22,784
CONFERENCE EXP	223,450	191,650	31,800
CONSULTANTS	225,126	253,140	(28,014)
MEMBER SERVICES	25,799	30,400	(4,601)
OCCUPANCY	72,574	81,309	(8,735)
OTHER EXPENSES	1,885	2,767	(882)
SALARY & BENEFITS	843,166	886,787	(43,621)
DEPRECIATION	-	3,000	(3,000)
<b>Total Expense</b>	<b>1,485,784</b>	<b>1,520,053</b>	<b>(34,269)</b>
<b>Net Ordinary Income</b>	<b>61,027</b>	<b>(63,053)</b>	<b>124,080</b>

### Net Income

<b>Net Income</b>	<b>61,027</b>	<b>(63,053)</b>	<b>124,080</b>
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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'25



**Diane Gould, Chair**  
President/CEO  
Advocates



**Mike Hyland, Vice Chair**  
President/CEO  
Venture Community Services



**Daniel Harrison, Clerk**  
President/CEO  
NuPath, Inc.



**Chris Tuttle, Treasurer**  
President/CEO  
Bridgeway



**Kathleen M. Jordan,**  
Immediate Past Chair  
President / CEO  
Seven Hills Foundation



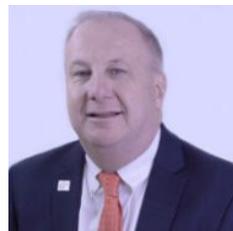
**Michael Andrade**  
President/CEO  
The Arc of Bristol County



**Anne-Marie Bajwa**  
President/CEO  
Charles River Center



**Kenneth Bates**  
President/CEO  
Open Sky Community  
Services



**Daniel Burke**  
President/CEO  
Lifeworks, Inc.



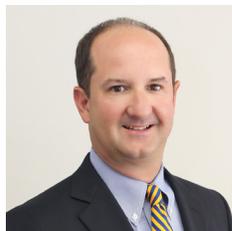
**Mary Jo Cooper**  
Vice President  
Developmental Services  
Bay Cove Human Services



**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.



**Brad Howell**  
President/CEO  
Waystone Health &  
Human Services



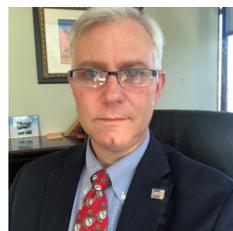
**Deirdre Hunter**  
Senior Vice President  
JRI Developing Abilities



**Maryann Hyatt**  
President/CEO  
Berkshire County Arc



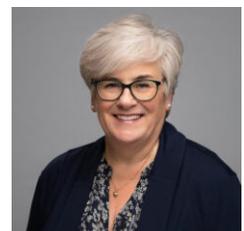
**Lynn Ireland**  
President/CEO  
Riverside Industries, Inc.



**Coleman Nee**  
CEO  
Triangle, Inc.



**John Pallies**  
President/CEO  
Delta Projects, Inc.



**Jean Phelps**  
President/CEO  
Incompass Human Services



**John Randall**  
President/CEO  
Amego, Inc.



**Sean Rose**  
President/CEO  
THRIVE Support  
and Advocacy



**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'25 Highlights

As ADDP works to develop its strategic and operational plans for FY'26, we reflect on our work during FY'25 particularly within the areas of Rate/Funding Advocacy, Policy Collaboration and Legislative Outreach/Relationships and Training and Events.

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

## Rate/Funding Advocacy

Over the course of FY '25, ADDP worked closely with the Department of Developmental Services (DDS) to advocate for **residential day supports** funding for individuals who have not yet returned to day programs. The Department provided that funding for FY'25 and is committed to working with ADDP to identify a long-term funding solution during FY'26.

In anticipation of the proposed rates for **Community-Based Day Supports (CBDS)**, ADDP **submitted a letter** to then-Interim DDS Commissioner Sarah Peterson in fall 2024, outlining key funding and policy priorities for the state to consider during the rate development process. On June 13, 2025, ADDP, along with a group of provider representatives, **testified at the public hearing** to highlight critical concerns, particularly the ongoing workforce challenges and the urgent need for greater investment in the workforce.

**ADDP provided AFC rate testimony to DDS** and continued its **collaboration with Mass Council on AFC** reviewing all the AFC cost report data with an outside consultant to inform our advocacy.

**During FY'25, ADDP established a Finance Forum** chaired by Board member, Dan Burke. Its first project was to work with DDS to address longstanding concerns on occupancy funding. A small working group was established to gather and analyze occupancy data from 15 provider organizations representing

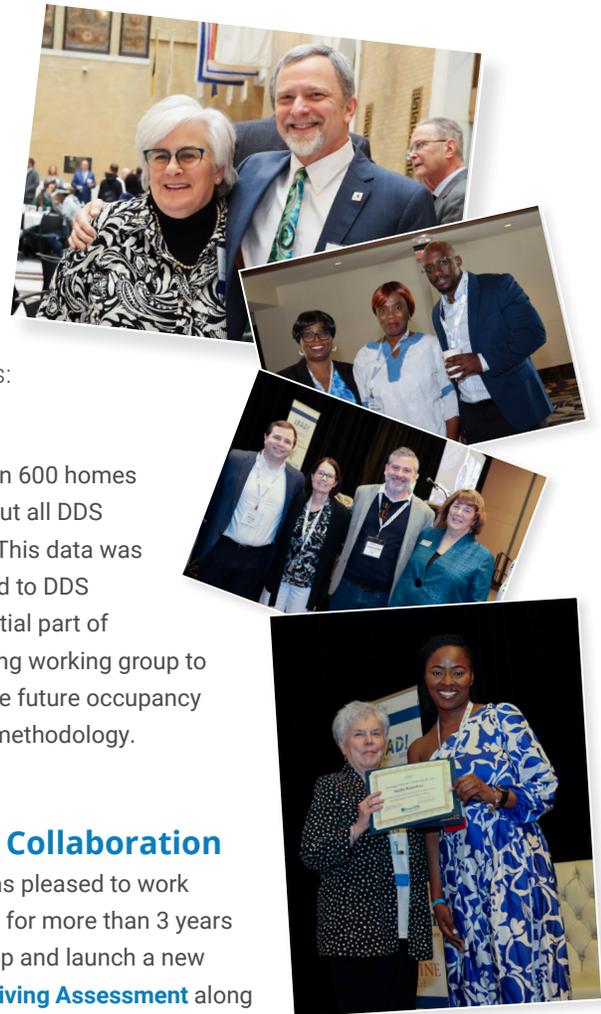
more than 600 homes throughout all DDS regions. This data was presented to DDS as the initial part of an ongoing working group to determine future occupancy funding methodology.

## Policy Collaboration

ADDP was pleased to work with DDS for more than 3 years to develop and launch a new **Shared Living Assessment** along with a **training video** on how to complete the Assessment.

The Residential Committee featured a new format with guest speakers on siting, such as Assistant Attorneys General Esme Caramello and Margaret Hurley, and Ben Fierro, author of *The Collaborative's Siting Guidebook*, as well as operational areas identified in advance such as nursing and MAP, which featured the expertise of Sara Goodrich, 2025 ADDP Outstanding Leadership Award honoree.

**In collaboration with the Massachusetts Day Habilitation Coalition (MDHC), ADDP continued to work closely with**



**MassHealth on the Prior Authorization (PA) changes** affecting Day Habilitation services. As a result of ongoing advocacy following implementation, MassHealth issued supplemental instructions and adopted Individual Consideration as an improved method for assigning individuals to more appropriate funding levels.

At the request of **MassHealth and the Center for Health Information and Analysis (CHIA)**, ADDP and MDHC coordinated a representative group of providers for a rate **listening session** held on June 16, 2025. During the session, providers identified key concerns, including funding gaps, and emphasized the need for continued investment to support the workforce and expand service capacity.

ADDP continues to be represented on and contribute to the workgroups of the **MassHealth Implementation Advisory Council (IAE)** for the Independent Assessor Entity in development.

## ADDP Initiatives

In the fall of 2024, ADDP released its **third Workforce Metrics Report**, highlighting vacancy rates across six key program areas. With a strong 76% response rate from ADDP provider members, the report showed progress: **the overall vacancy rate dropped from 24% in 2023 to 19%**. The survey received **notable media coverage**, including articles and reports from *The Boston Globe*, *Prism*, and *Massachusetts State House News Service*.

**ADDP's "We Are Human Services" video was updated in April 2025 to highlight Medicaid** as a significant funding source and underscore the importance of protecting it from proposed federal government budget cuts. The updated video was shared widely with state legislators, our congressional delegation, ANCOR, key stakeholders, and colleagues, and is available on ADDP's YouTube channel.

ADDP continued its **Diversity, Equity, and Inclusion and Belonging (DEIB) Initiative** with our **annual Juneteenth**

**Celebration**, and **DEIB Awards**, which are presented during the September Annual Membership Meeting.

## Legislative Outreach / Relationships

On February 12, 2025, ADDP hosted its annual Legislative Budget Forum, centered on the theme *"Investing in the Human Services Workforce."* The event brought together legislators, provider leaders, and direct support professionals to highlight the urgent need for increased investment in the workforce that powers community-based services. Attendees heard remarks from Representative Jay Livingstone and Senator Robyn Kennedy, Co-Chairs of the Joint Committee on Children, Families and Persons with Disabilities, and a keynote address from Undersecretary of Labor Josh Cutler.

ADDP members used **ADDP's Quorum platform** to write more than 330 letters to state legislators requesting budget amendment co-sponsorship, which secured support from more than 25% of the House and the Senate for budget amendments to support the human services workforce. ADDP strengthened its relationship with ANCOR, and ADDP leadership and provider members met with members of the MA federal delegation to advocate for the preservation of Medicaid funding, centering on stories of those that will be affected by Medicaid cuts.

## Trainings and Events

There was no shortage of trainings and events for ADDP members during FY'25 beginning with our **Annual Membership Meeting** in September. We continued our quarterly **HR Compliance Updates** during the year from ADDP Business Member EANE, provided **Lunch & Learns** from ADDP Business Members StationMD, P&N Vision Healthcare Services, Butler Human Services Furniture and Oddity.ai, and finished FY'25 with our signature event: **the LEAD! Conference**. This year's theme was Transforming Services Through Technology. 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! 2026!



# ADDP Business *Members*

## PLATINUM MEMBERS

Cardi's Furniture & Mattresses  
Corporation for Independent Living (CIL)  
Economised Time Services, Inc  
Gallagher  
Greater Boston LTC Pharmacy  
Jordan's Furniture  
Mutual of America  
Navigating Life  
Oddity.ai  
PelMeds

## GOLD MEMBERS

Butler Human Services  
eHana  
Employers Association of the Northeast  
IntellectAbility  
Lift & Care Systems  
Louis and Clark Pharmacy  
M&T Bank  
Prosper Solutions  
StationMD  
SteadyCare, LLC.  
Therap

## GOLD MEMBERS (Continued)

USI Insurance  
Webster Five Cents Savings Bank  
Employee Benefit Advisors  
UMASS Lowell

## SILVER MEMBERS

Arbor Associates  
Capital Lease Group, Ltd.  
CBIZ  
Hirsch Roberts Weinstein LLP  
Insource Services Inc

## SILVER MEMBERS (Continued)

Interior Resources  
KVR.CPA  
Qualifacts  
ROI Office Furniture & Systems  
Sandata  
Starkweather & Shepley  
Citrin Cooperman  
Planned Lifetime Assistance Network (PLAN) of MA and RI

## 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 Family & Individual Resources  
Berkshire Hills Music Academy, Inc.  
Berkshire County Arc. Inc.  
Beta Community Partnerships  
Better Community Living, Inc.  
Boston Higashi School  
Boston Medical Center/  
Boston Allied Partners  
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 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  
HopeWell, Inc.  
House of Possibilities  
Incompass Human Services  
Jewish Family & Children's Service  
Justice Resource Institute  
Kennedy-Donovan Center  
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  
New England Village, Inc.  
Nexus, Inc.  
NFI Massachusetts  
Nonotuck Resource Associates  
North East Educational and Developmental Support Center  
North Suffolk Community Services  
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  
VitraHealth  
Walnut Street Center, Inc.  
Waystone Health & Human Services  
WCI  
Western MA Training Consortium, Inc.  
Work Opportunities Unlimited  
WORK, Inc.