



ADDP Annual Report *Fiscal Year 2023*

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ADDP *Executive Board*

(Top to Bottom, Left to Right: Ellen Attaliades, ADDP President/CEO and Kathleen M. Jordan, ADDP Chair and Executive VP/CEO Seven Hills Foundation; Ellen Attaliades and Diane Gould, ADDP Vice Chair and President/CEO Advocates; Ellen Attaliades with Sophie Santaella, Executive VP/COO Seven Hills, and Mike Hyland, ADDP Treasurer and President/CEO Venture Community Services; Kathleen Jordan with Dan Harrison, ADDP Clerk and President/CEO NuPath, Inc.



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
 Jennifer Higgins, Part-Time Consultant

A Message from our President/CEO and Board Chair



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

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

This past fiscal year was the year we learned how to live with COVID and we began the process of “getting back to business.”

Many of our members spent the year working with their Boards and stakeholders to update their strategic plans. And, although our vacancy rates have improved, there are still about 4,000 individuals who remain unable to return to their day programs or to their pre-pandemic level of service, continuing to place a huge strain on the contracted residential support system or on family members. This is due to the continued inability to hire staff and transportation barriers.

In January 2023, having successfully worked with the Baker Administration for the past eight years, we welcomed a new state government. ADDP worked diligently to develop new relationships and lay the groundwork to brief the new administration about the key issues facing our industry.

ADDP's accomplishments over the past fiscal year were numerous. Major funding highlights included securing \$225 million in the Eco Development

Bill for FY'23 –'25, securing \$200 million in the FY'24 State Budget for Day Hab and Adult Day Health (ADH) programs to increase service rates and program utilization, and significant rate increases for Community-Based Day Services, Supported Employment and Adult Foster Care.

ADDP also made noteworthy progress on its own FY'23 strategic goals: to expand our Diversity, Equity and Inclusion (DEI) Initiative with the formation of the DEI Connect Training Series; to develop and execute a longitudinal Workforce Metrics Survey; and to implement a new legislative software tool called Quorum. In addition to Quorum, ADDP created a Legislative Toolkit to aid members with their advocacy and help build and strengthen their relationships with their local legislators. Finally, ADDP held two dynamic conferences to educate and support our members: a Winter Symposium whose theme was New Frontiers: Leading and Managing



Through Change; and our May signature event: the *LEAD!* Conference whose theme this year was Building Strong Workplace Communities: Reignite Your Workforce!

Throughout the year, what has remained in the forefront is our members' continued commitment to support the people they serve in the best and most creative ways possible and their focus on planning for the future.

The ADDP team profoundly appreciates the work our members do every day to support their missions. We continue to be so proud to represent you, our dedicated member organizations, your staff and the individuals with intellectual and developmental disabilities, those with brain injuries and their families whom you support.

Ellen Attaliades
President/CEO

Kathleen Jordan
ADDP Board Chair

FY' 23 Budget

July 2022 – June 2023

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
1,066,955	1,025,000	41,955
75,324	62,500	12,824
1,142,279	1,087,500	54,779
253,370	251,375	1,995
690	1,000	(310)
1,396,339	1,339,875	56,464
79,036	67,595	11,441
210,451	227,650	(17,199)
1,000	-	1,000
120,925	147,000	(26,075)
29,713	27,300	2,413
78,336	74,000	4,336
3,654	2,767	887
797,407	790,604	6,803
1,845	-	1,845
1,322,368	1,336,916	(14,548)
73,971	2,959	71,012
73,971	2,959	71,012

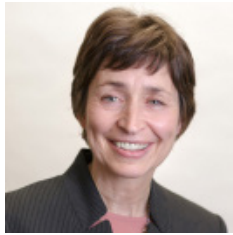
The ADDP Board represents members of its Association, supports the work of ADDP and provides mission-based leadership and strategic governance.

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 finally, fiscal management as well as to ensure the nonprofit has adequate resources to advance its mission.

ADDP Board of Directors – *FY'23*



Kathleen M. Jordan, Chair
Executive VP / 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



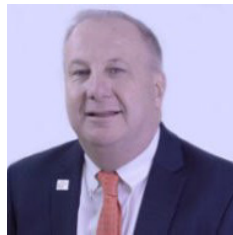
Michael Andrade
President/CEO
The Arc of Bristol County



Anne-Marie Bajwa
President/CEO
Charles River Center



Kenneth Bates
President/CEO
Open Sky Community
Services



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



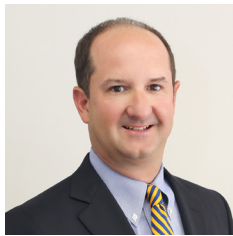
Mary Jo Cooper
Vice President
Developmental Services
Bay Cove Human Services



Stephanie Costa
CEO
New England Village



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



Vicker V. DiGravio III
President
Riverside Community Care



Jule Gomes Noack
President/CEO
HMEA



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



Brad Howell
President/CEO
Waystone Health &
Human Services



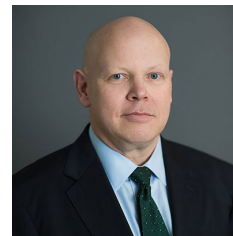
Deirdre Hunter
Vice President
JRI Developing Abilities



Coleman Nee
CEO
Triangle, Inc.



John Pallies
President/CEO,
Delta Projects, Inc.



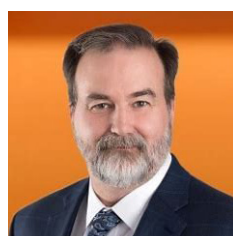
John Randall
President/CEO
Amego, Inc.



Sean Rose
President/CEO
THRIVE Support and Advocacy



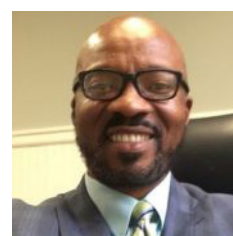
Ken Singer
President/CEO
Berkshire County Arc, Inc.



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.



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

FY'23 Highlights

As ADDP works to develop its strategic and operational plans for FY'24, we reflect on the many accomplishments from FY'23—particularly within the areas of Workforce Advocacy, Rate/Funding Increases, Regulations/Policy, and Outreach and Relationships.

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

Workforce Advocacy

ADDP is extremely proud of our achievements within the area of Workforce Advocacy during FY'23. At the top of this list is securing \$225 million as part of the Eco Development Bill for FY'23, '24 and '25. In addition, we also successfully reversed the Executive Office of Health and Human Services' (EOHHS') proposed use of \$100 million allocated for FY'23 to be consistent with language stated in the Eco Development Bill. Finally, ADDP is pleased to cite that, through our advocacy, we secured \$200 million in the FY'24 State Budget for Day Hab and ADH programs to increase service rates and program utilization.

Rate / Funding Increases

As a result of ADDP's advocacy, ADDP secured increases in CBDS rates and Supported Employment rates by 14.47% and 14.40%, respectively, as well as AFC rates by 13% (based on a persuasive ADDP-generated AFC Advisory Group rate report.) We are also happy to report that the Brain Injury Community Center (BICC) accommodation rate was extended through the calendar year 2023 and the Executive Office of Health and Human Services is working on a Chapter 257 rate for BICC services.

Regulations / Policy

ADDP was happy to have participated and facilitated members' feedback for a comprehensive Department of Public Health (DPH) Medication Administration Program (MAP) Evaluation Report. This report was consistent with program principles advocated for by ADDP and its behavioral health counterpart, the Association of Behavioral Healthcare (ABH). ADDP's collaboration with MassHealth and the Massachusetts Day Habilitation Coalition continues to be productive. The Day Habilitation program regulation revisions, effective October 28, 2022, were reflective of our input—such as changes to staffing requirements and the addition of a new level of service: Individualized Staffing Supports. The Department of Developmental Services (DDS) is moving forward in the implementation of a revised assessment tool for Shared Living with a working group of ADDP and Shared Living providers. A regular cadence of monthly meetings has been established for the DDS /ADDP working group to address a multitude of issues in advance of promulgation of FY'25/FY'26 rates.



New Administration Orientation and Relationships

January 2023 brought a new state administration for Massachusetts that included a new Governor, Lt. Governor and several cabinet members—including a new Secretary for EOHHS. ADDP worked diligently to lay the groundwork for these new relationships. For example, ADDP developed a key issues paper for Governor Healey and developed orientation papers regarding the human services workforce, community-based service system and for papers for new legislators and Chapter 257.

National Advocacy

ADDP continued its joint advocacy with the National Alliance for Direct Support Professionals (DSPs) and The American Network of Community Options and Resources (ANCOR) regarding the establishment of a Standard Occupational Classification (SOC) code for DSPs. We expect this work to continue into FY'24.

ADDP Initiatives

ADDP made noteworthy progress on its FY'23 strategic goals. For example, ADDP made great strides towards expanding their Diversity, Equity and Inclusion (DEI) Initiative with the formation of the DEI Connect Training Series. This series allows our members to connect with one another and share their DEI journey, which we hope will inspire all our members to begin or expand their own. We also continue to incorporate DEI messaging within our events, including the Annual Membership Meeting, the *LEAD!* Conference and our annual Juneteenth Celebration. Another strategic goal was the development of a Workforce Metrics Survey, which was finalized and distributed to members to complete during the spring of FY'23. We are pleased to report that 75% of our members completed the survey and the valuable data obtained from this survey has already been used in our educational and advocacy efforts with our legislators and with the administration.

Legislative Initiatives

In terms of ADDP's legislative initiatives, there was much to report about in 2023 in particular, the roll-out of Quorum, ADDP's new legislative tool. In just the first year alone, we enabled our members to easily contact their legislators regarding issues via six action alerts. 643 letters were sent to 131 different legislators from 305 individuals associated with 67 ADDP member organizations. Over 500 people have signed into Quorum to set up their profile and through that platform, 84 interactions and relationships with legislators have been logged to help buttress future outreach and advocacy. In addition to Quorum, ADDP created a Legislative Toolkit to aid members with their advocacy and to help build and strengthen their relationships with their legislators. Related to that, ADDP also established Regional Advocacy Captains.

Trainings and Events

There was no shortage of trainings and events for ADDP members during FY'23. We began the fiscal year with our Annual Membership Meeting in September at the Newton Marriott, then held a Winter Symposium in December at the Verve Hotel, whose theme was New Frontiers: Leading and Managing Through Change. We continued our quarterly HR Compliance Updates during the year from ADDP Business Member Employers Association of the Northeast (EANE), along with, Lunch & Learns from ADDP Business Members BoundaryCare, Waypoint Interactive, and IntellectAbility, and finished FY'23 with our signature event: the *LEAD!* Conference. This year's theme was Building Strong Workplace Communities: Reignite Your Workforce! It was a very well attended event (500 attendees and 35 exhibitors) and the feedback from attendees was extremely positive. We look forward to *LEAD!* 2024!



ADDP Business *Members*

PLATINUM MEMBERS

Apothecare Pharmacy
Corporation for Independent Living
Greater Boston LTC Pharmacy
MassPack Pharmacy
Mutual of America
PelMeds
Waypoint Interactive

GOLD MEMBERS

Arbor Associates
BoundaryCare LLC

GOLD MEMBERS (continued)

Butler Human Services
Core Solutions
Eastern Insurance
Economised Time Services, Inc
eHana
Employers Association of the Northeast
FBInsure and Selective Insurance
Foothold Technology
IntellectAbility
Prescott Pharmacy
Prosper Solutions

GOLD MEMBERS (continued)

SteadyCare, LLC.
Toole Insurance
UMASS Lowell

SILVER MEMBERS

Annkissam
Capital Lease Group, Ltd.
CBIZ & MHM
Citrin Cooperman
Hirsch Roberts Weinstein LLP
Insource Services Inc

SILVER MEMBERS (continued)

Interior Resources
MDG Benefit Solutions
Starkweather & Shepley
Qualifacts
UMASS Amherst/University
Without Walls
Viamark Video

ASSOCIATE BUSINESS MEMBER

DeCava Consulting

ADDP Provider *Members*

Advocates
Alternative Supports, Inc.
Almadan, Inc.
Amego, Inc.
ARCHway, 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 of Hope Foundation, Inc.
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
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
Incompass Human Services
Jewish Family & Children's Service
Justice Resource Institute
Kennedy-Donovan Center
L'Arche Boston North
Latham Centers
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 Massachusetts
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 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 Massachusetts
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.