















ADDP Annual Report

Fiscal Year 2026

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*

Photos from left to right: Michael Hyland, ADDP Vice Chair and President/CEO of Venture Community Services; Stephanie Costa, President/CEO of ADDP; Chris Tuttle, ADDP Treasurer and President/CEO of Bridgewell; and Diane Gould, ADDP Board Chair and President/CEO of Advocates, Inc. | L to R: Brad Howell, E-Board Member At-Large (*Effective January 1, 2026*) and President/CEO of Waystone Health & Human Services; Dan Harrison, ADDP Board Clerk (*Served through December 31, 2025*) *December 31, 2025*) and President/CEO of NuPath, Inc.; Daniel Burke, ADDP Board Clerk (*Effective January 1, 2026*), President & CEO, Lifeworks

ADDP Association of Developmental Disabilities Providers

Community for Living. Community for Life.

Our Staff

Stephanie Costa, President/CEO
Mandy Nichols, Vice President
Patty Ames, Vice President of Operations
Alexis Hill, Vice President of Public Policy and Government Relations
Jennifer Reale, Senior Administrative & Events Coordinator

A Message from our President/CEO and Board Chair



(top to bottom)
Stephanie Costa
ADDP President/CEO

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

As we reflect on Fiscal Year 2026, we are reminded that the strength of ADDP has always come from its members.

Across Massachusetts, you and your organizations continue to demonstrate extraordinary commitment, creativity, and resilience in supporting individuals with intellectual and developmental disabilities, autism, and brain injuries. Your collective expertise and dedication give ADDP its purpose and its voice.

FY'26 was also a meaningful year of transition for both of us—one beginning a first year as President & CEO and the other completing a final year as Chair of the Board of Directors. From very different points in our journeys with ADDP, we share a deep appreciation for this organization, its history, and the relationships that have shaped its work.

Throughout the year, we had opportunities to listen, learn, and connect with many of you in meaningful ways. Those conversations deepened our understanding of the complex challenges you navigate every day, while reinforcing the tremendous knowledge, experience, and leadership within our membership. They also reminded us that ADDP's value lies not simply in representing you, but in understanding your work, connecting your perspectives, and ensuring your expertise helps inform the decisions that affect your organizations and the individuals you support.

We are proud of what we accomplished together this year. In an environment where challenges are increasingly complex and resources remain constrained; collaboration is more important than ever. Our ability to bring together different perspectives, build trusted relationships, and engage constructively on difficult issues remains one of ADDP's greatest strengths.

This year also created an opportunity to think more deliberately about ADDP's future. As we began examining our strategic direction and how we communicate our value, we returned to some fundamental questions: What do you need from ADDP today? How will those needs change? And how can we continue to be a strong, credible, and effective voice in shaping the future of community-based services?

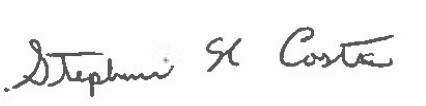
Answering these questions will require your continued engagement, insight, and partnership. Your perspectives are essential to ensuring ADDP remains responsive to the evolving needs of our membership and the broader provider community.

As this year closes, we find ourselves at different points in our journeys with ADDP, but with a shared confidence in its future. We are grateful for the opportunity to have served this organization during such an important year and, especially, for the trust and partnership you have extended to us.

Perhaps the most important lesson of this year is that **being ready isn't just about preparing for what's ahead, it's about being ready to help shape it.**

That is the opportunity before us in FY'27 and beyond. We look forward to building on our work together and shaping what comes next for ADDP and the provider community.

Thank you for your partnership, for your trust, for the extraordinary work you do every day, and for being part of ADDP.



Stephanie Costa
ADDP President/CEO



Diane Gould
ADDP Board Chair

FY'26 Budget*

July 2025– June 2026

Financial Statement

	Actuals	Budget	Variance
Income			
Provider Dues	1,383,210	1,367,711	15,499
Business Members	108,284	72,000	36,284
Total Membership Dues	1,491,494	1,439,711	51,783
Conference	213,105	172,000	41,105
Interest Income	28,254	12,000	16,254
Total Income	**1,732,853**	**1,623,711**	**109,142**
Expense			
ADMINISTRATION	73,970	87,500	(13,530)
CONFERENCE EXP	201,905	241,650	(39,745)
CONSULTANTS	289,405	243,000	46,405
MEMBER SERVICES	29,147	28,200	947
OCCUPANCY	76,031	67,325	8,706
OTHER EXPENSES	3,828	3,500	328
SALARY & BENEFITS	936,245	931,310	4,935
DEPRECIATION/AMORTIZATION	-	10,000	(10,000)
Total Expense	**1,610,531**	**1,612,485**	**(1,954)**
Net Ordinary Income	122,322	11,225	111,097
Net Income	**122,322**	**11,225**	**111,097**

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.

** Unaudited Figures*

addp.org

ADDP Board of Directors – FY'26



Diane Gould, Chair
President/CEO | Advocates



Mike Hyland, Vice Chair
President/CEO
Venture Community Services



Daniel Harrison, Clerk
President/CEO
NuPath, Inc.



Daniel Burke, Clerk
President/CEO
Lifeworks, Inc.



Chris Tuttle, Treasurer
President/CEO
Bridgewell



Brad Howell, E-Board Member
At-Large | President/CEO
Waystone Health & Human 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



Mary Jo Cooper
Vice President
Developmental Services
Bay Cove Human Services



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.



Peter Evers
President/CEO
BAMSI



Deirdre Hunter
Senior Vice President
JRI Developing Abilities



Maryann Hyatt
President/CEO
Berkshire County Arc



Lynn Ireland
President/CEO
Riverside Industries, Inc.



Kathleen M. Jordan,
President / CEO
Seven Hills Foundation



Kim McElholm
President/CEO
Cape Abilities



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



Sharon Smith
CEO
WORK, Inc.



Mary C. Valachovic
President/CEO
The Arc of Plymouth and Upper Cape Cod
(Served through September 5, 2025)



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

FY'26: *A year defined by collaboration*



Across providers, state agencies, legislators, and advocacy partners, ADDP worked to strengthen the systems that support individuals with intellectual and developmental disabilities and brain injuries across Massachusetts.

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

13
FORMAL TESTIMONIES

14+
LEGISLATIVE VISITS

164 +
BUDGET FORUM PARTICIPANTS

500+
LEAD! ATTENDEES

39
LEAD! EXHIBITORS

RECORD BUDGET AMENDMENT COSPONSORSHIP







Rate/Funding Advocacy & Policy Collaboration

Throughout FY26, ADDP worked closely with state agencies and provider members to advance funding and policy solutions informed by the operational realities of community-based services.

Key areas of work included:

- Funding and Rate Advocacy: Provided testimony and recommendations on Adult Family Care (AFC), Day Habilitation, ALTR, Shared Living, Brain Injury Community Centers, and other critical funding areas.
- State Agency Collaboration: Engaged with DDS and MassHealth on regulatory development, Requests for Responses (RFRs), and policy implementation.
- Finance Forum and Occupancy Workgroup: Led efforts to address funding methodologies, occupancy challenges, and long-term financial sustainability, while contributing to advocacy efforts that helped secure an additional $5 million in food funding for FY27.
- AFC Advisory Group: Contributed provider perspectives to regulatory and emergency policy development.
- Shared Living: Supported workgroups focused on policy development and strengthening the service model.
- Day Habilitation: Provided testimony and feedback on program and rate regulations, with member input reflected in the final program regulations.
- Residential Services: Convened quarterly RN and MAP-focused meetings and operational learning forums.
- ADDP also strengthened partnerships with ANCOR, The Arc, and other statewide and national advocacy organizations to advance shared priorities.

Legislative Outreach / Relationships

ADDP advanced legislative priorities focused on wage equity, and adequate funding for community-based services. Through direct engagement with legislators, collaborative advocacy with partner organizations, and the annual Legislative Budget Forum, ADDP elevated provider perspectives and workforce data to demonstrate how funding decisions affect the sustainability of services.

ADDP reinforced its commitment to keeping members and legislators informed and engaged in legislative and policy developments through monthly Legislative Calendars, policy one-pagers, and its Chapter 257 video resource hub.

Workforce, Data & Communications

ADDP continued to strengthen its data-driven advocacy and public communications to elevate the challenges facing community-based providers.

- Workforce Metrics Survey: Released in fall 2025, providing updated workforce data to inform statewide funding and policy discussions. This year's findings highlighted rising health insurance costs as a significant challenge for providers and generated legislative interest.
- Media Engagement: Secured coverage of workforce issues, increasing public awareness of the challenges facing community-based organizations.
- Digital Communications: Expanded access to policy information and member resources, including publication of the FY25 Annual Report in an accessible digital format.


ADDP
Association of Developmental Disabilities Providers
Stephanie
Costa


Deirdre
BOARD MEMBER
Ted
Horn


ADDP


EXIT


ADDP

Strategic & Organizational Initiatives

FY26 marked the beginning of an important effort to strengthen ADDP's long-term organizational direction and value to members.

- Board Retreat and Brand Strategy: Launched a process to examine ADDP's positioning, priorities, and opportunities to strengthen its role as a trusted voice for community-based providers.
- Compliance and Workforce Development: Continued educational programming, including HR Compliance Updates in partnership with EANE, providing members with practical guidance on evolving workplace and regulatory requirements.

Member Engagement & Community Connection

ADDP expanded opportunities for members to connect, share expertise, and engage in conversations shaping the future of community-based services.

- Statewide Provider Visits: Connected directly with member organizations to better understand operational challenges, emerging priorities, and opportunities for collaboration.
- Annual Membership Meeting & DEIB Awards: Convened members in September to celebrate leadership and recognize individuals advancing diversity, equity, inclusion, and belonging across the field.
- Business Member Lunch & Learns: Delivered educational sessions featuring IntellectAbility, Oddity.ai, Starkweather & Shepley Insurance, Clark University, Gallagher, The Human Services Leadership, and SimplyHome.
- Member Committees & Communications: Supported ongoing engagement through committee meetings, member orientations, and regular Quorum communications.

LEAD! 2026: Tools, Talent & Tomorrow

ADDP's signature annual conference brought together providers, industry partners, and thought leaders to explore innovation, workforce solutions, and the future of community-based services.

Through keynote presentations, peer-led breakout sessions, and cross-sector dialogue, LEAD! provided opportunities to share practical strategies, explore emerging approaches, and strengthen connections across the provider community.



ADDP Business *Members*

PLATINUM MEMBERS
Cardi's Furniture & Mattresses
Corporation for Independent Living
East Bay Pharmacy
Economised Time Services, Inc
Gallagher
Greater Boston LTC Pharmacy
Jordan's Furniture
Navigating Life
PelMeds

GOLD MEMBERS
Butler Human Services
eHana
Employers Association of the Northeast
Human Services Leadership Institute
Impruvon
IntellectAbility
Lift & Care Systems
Louis and Clark Pharmacy
M&T Bank
Mutual of America
Oddity.ai
Prosper Solutions
StationMD
SteadyCare, LLC.

GOLD MEMBERS
Therap
Training & eTracking Solutions
USI Insurance
Webster Five Cents Savings Bank
USI Insurance
Webster Five Cents Savings Bank
Employee Benefit Advisors
UMASS Lowell

SILVER MEMBERS
AAFCPAs
Amergis Educational Staffing
Arbor Associates
Capital Lease Group, Ltd.
CBIZ
Clark University
Hirsch Roberts Weinstein LLP
Insource Services Inc
Qualifacts
ROI Office Furniture & Systems
SimplyHome
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 Family & Individual Resources
Berkshire Hills Music Academy, Inc.
Berskhire County Arc. 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 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
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
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
Pathway to Possible
People, Inc.
PRIDE, Inc.
REACH Inc.
Resources for Human Development
RFK Community Alliance
Riverbrook Residence
Riverside Community Care
Riverside Industries
Riverview School
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
Western MA Training Consortium, Inc.
Work, Community, Independence, Inc.
Work Opportunities Unlimited
WORK, Inc.