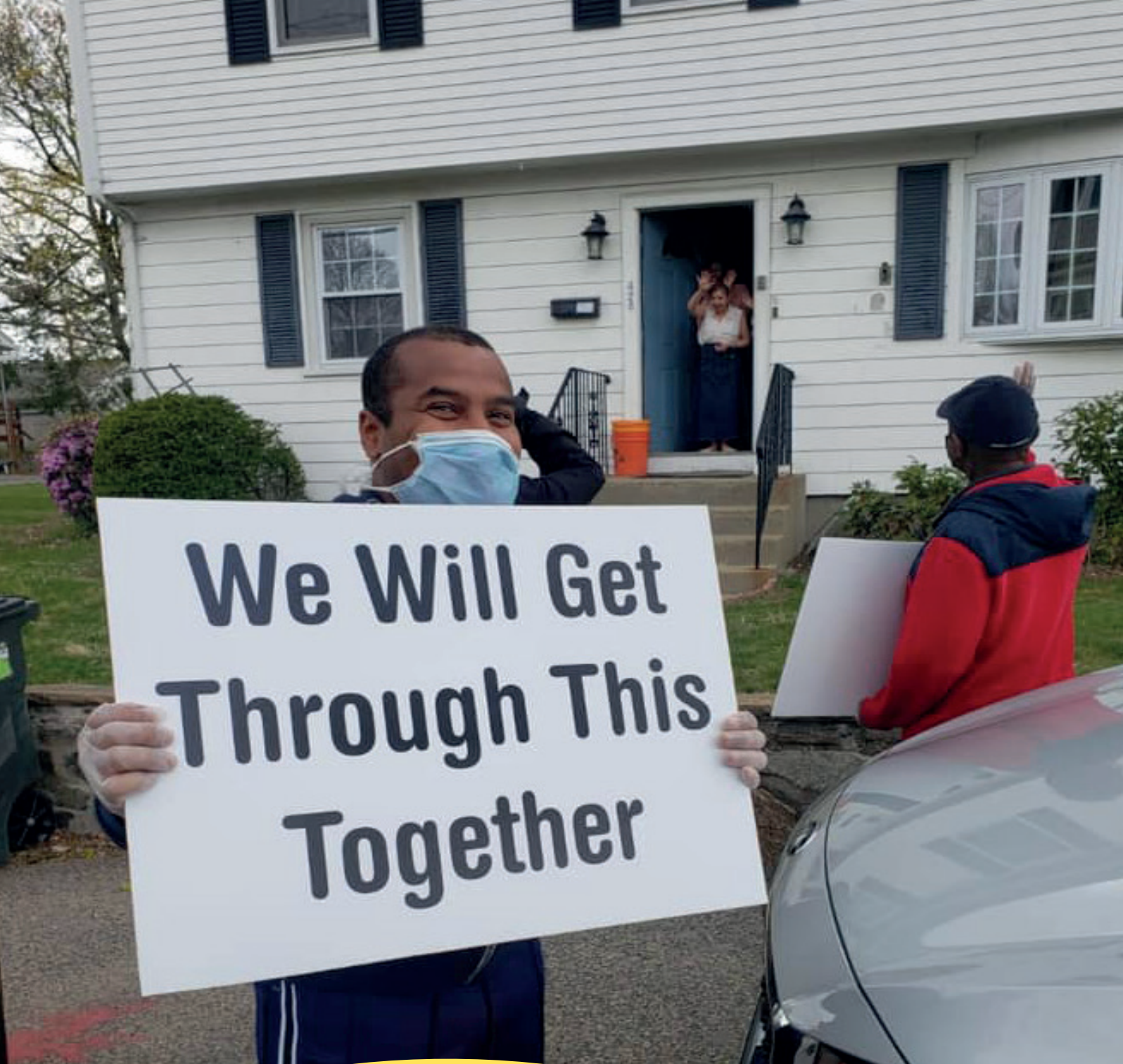


A photograph of several hands of different skin tones stacked together in a circle, symbolizing unity and support. The hands are positioned in the upper right and center of the frame. One hand is wearing a watch with a white face and a black strap. Another hand has a gold bracelet. The background is a blurred, light-colored floor.

# Annual Report

## *Fiscal Year 2021*



**We Will Get  
Through This  
Together**

## *Our Staff*

Ellen Attaliades, President/CEO  
Mandy Nichols, Vice President  
Patty Ames, Member Services Director  
Robin Farrington, Senior Administrative Coordinator  
Joshua Fine, Administrative Support Staff—Reception  
Jennifer Higgins, Part-Time Consultant



Association of Developmental  
Disabilities Providers

*Community for Living. Community for Life.*

# A Message from our President/CEO and Board Chair



(l. to r.) DDS Commissioner Jane Ryder; ADDP President/CEO Ellen Attaliades; former Assistant Secretary of MassHealth Dan Tsai; and Chief, MassHealth Long Term Services and Supports Whitney Moyer.

This past fiscal year will go down in history as one of the most challenging years for the human services industry, our country, and the world.



(l. to r.) Ellen Attaliades, ADDP President/CEO; Whitney Moyer, Chief, MassHealth Long-Term Services and Supports; and Christopher White, former ADDP Board of Directors Chairman.

There have been many lessons learned but there are two critically important lessons that stand out in the minds of our ADDP team. The first is the importance of working in partnership with our state funding and regulatory agencies, community service and business partners, other trade and advocacy colleagues, our members and the individuals and their families we serve. We have been “in this together” and by working together we have accomplished so much.

The second lesson is an affirmation of the resilience of the human services sector – its leadership, its staff and the individuals with intellectual and developmental disabilities and brain

injuries that we support. Despite very trying times, our members turned on a dime to ensure that the individuals that receive our services and the staff who provide these services, were supported, safe and healthy. Whether it was locating personal protective equipment (PPE) from China, setting up surveillance testing systems to help prevent the spread of COVID, arranging for vaccine clinics, providing program coverage for the individuals we support, designing new service delivery systems in record time or staff quarantining at residential homes for 14 days at a time – putting their personal health at risk and being away from their families for long periods of time—our membership is comprised of one of the most dedi-

cated and compassionate workforces known. Despite continually being presented with the varied challenges of COVID, although there has been much angst, discussion and many concerns expressed, leave it to this sector to find creative solutions to make things work and make things happen quickly.

We, at ADDP, are so proud to work with our many partners and 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.

**Ellen Attaliades**  
President/CEO

**Chris White**  
ADDP Board Chair



# FY' 21 Budget

July 2020 – June 2021

## Financial Statement

### Income

Provider Dues

903,942 815,864 88,078

Business Members

72,792 55,000 17,792

### Total Membership Dues

976,734 870,864 105,870

Conference

1,750 199,120 (197,370)

Trainings

- 20,000 (20,000)

Interest Income

1,268 5,000 (3,732)

### Total Income

979,751 1,094,984 (115,233)

### Expense

100 · ADMINISTRATION

49,389 69,917 (20,528)

200 · CONFERENCE EXP

1,090 114,868 (113,778)

300 · TRAINING EXP

- 37,000 (37,000)

400 · CONSULTANTS

157,306 132,000 25,306

500 · MEMBER SERVICES

11,047 27,191 (16,144)

600 · OCCUPANCY

68,759 71,173 (2,414)

700 · OTHER EXPENSES

3,585 3,500 85

800 · SALARY &amp; BENEFITS

678,251 691,667 (13,416)

900 · DEPRECIATION

1,845 1,845 0

920 · Amortization

1,186 1,186 0

### Total Expense

972,457 1,150,347 (177,890)

### Net Ordinary Income

7,294 (55,363) 62,657

### Other Income/Expense (Income)

(110,265) - (110,265)

### Net Income

**117,559 (55,363) 172,922**

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'21



Chris White, Chair  
President &  
CEO Road to  
Responsibility, Inc.



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



Dan Harrison, Clerk  
President & CEO  
NuPath, Inc.



Diane Gould,  
Treasurer  
President & CEO  
Advocates



Michael Andrade,  
President & CEO  
The Arc of Bristol  
County



John Pallies,  
President & CEO  
Delta Projects



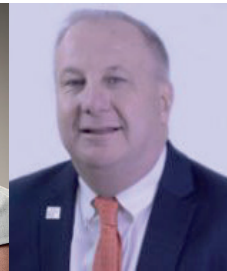
John Randall,  
President & CEO  
Amego



William Wasserman,  
Executive Director  
GROW Associates,  
Inc.



Anne-Marie Bajwa,  
President & CEO  
Charles River Center



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



Mary Jo Cooper,  
Vice President  
Long-Term Support  
Services, Bay Cove  
Human Services



Deirdre Hunter,  
Vice President  
JRI Developing  
Abilities



Jackie Moore,  
CEO North Suffolk  
Mental Health  
Association, Inc.



Sean Rose,  
President & CEO  
THRIVE Support  
and Advocacy



Gabriel M. Vonleh,  
CEO Opportunities  
for Inclusion



Ruth Banta,  
Executive Director  
Pathlight



Ken Singer,  
President & CEO  
Berkshire County Arc



Jule Gomes Noack,  
President & CEO  
HMEA



Mike Hyland,  
President & CEO  
Venture Community  
Services



Brad Howell, CEO  
Fidelity House CRC



Coleman Nee,  
CEO Triangle, Inc.



Bill Kelly,  
Executive Director  
Beta Community  
Partnerships



Jean Phelps, CEO  
Incompass Human  
Services



Nancy Silver-  
Hargreaves,  
President & CEO  
Work, Community,  
Independence, Inc.

# FY' 21 Highlights

This past year has been extraordinary; not just in terms of the challenges that all citizens faced due to COVID-19, but also because of the exceptional resilience and support that our provider members (including the leadership, staff, individuals, and families) demonstrated every day as they worked together to endure quarantine, program closures, illness, and working toward reopening programs amid a workforce crisis.

During FY'21, ADDP's role took on an even greater meaning in response to COVID-19. Our education and communication initiatives held equal importance to our advocacy efforts on behalf of our members. Each day presented us with a new challenge and a new opportunity to not only disseminate information but to also connect members with one another to share ideas, discuss issues and form new alliances during this crisis. Although we were not able to meet in person for several events, such as our Annual Membership Meeting or the LEAD! Conference, ADDP brought together its members in other ways this past year, while successfully advocating on their behalf in terms of the budget, rates, and policy.

## FY 2021 Budget

Governor Charles Baker signed the FY'21 state budget without vetoing any spending measures. The FY'21 budget provided for a total increase of \$17.85 million in new funding to support line items for services provided to individuals with intellectual / developmental disabilities including Autism, and people with brain injuries.



## Rates/Regulations

Over the course of the fiscal year, ADDP worked with the Executive Office of Health & Human Services (EOHHS) and the Legislature to advocate and provide testimony relative to multiple service rates and regulations, including the implementation of Adult Long Term Residential rate increases totaling \$125 million. ADDP also advocated for and was successful in ensuring 2020 Bureau of Labor Statistics methodology would be incorporated into CBDS / Employment rates effective 1/1/22. Other highlights included helping to shape MassHealth's 1115 Waiver Extension Request for the Long-Term Services and Supports Community Partner Program and working with DDS to engage in a comprehensive review of Shared Living services during FY '22.

## Pandemic-Related Advocacy

During the fiscal year, ADDP worked with the Executive Office of Health & Human Services (EOHHS) which resulted in pandemic-related rate relief, including an additional rate increase of 5.25% for residential programs that provided day supports and various enhanced day services rates (from 40% – 25%) to address the financial stability of day program providers whose programs had to close. In addition, ADDP and its members worked closely with the EOHHS and DDS to develop pandemic-related industry guidance for surveillance testing, vaccines, day services reopening and service delivery enhancement, and Human Service Transportation.



## ADDP Member Portal Launched

ADDP successfully launched its member-only portal last September. The portal includes recordings/minutes from past committee and membership meetings; training decks for member-only trainings; guidance and resources from the Administration on rates and enhancements; and more.

## Membership Trainings / Forums

Although ADDP was not able to hold its Annual LEAD! Conference in 2020 and 2021, it did provide members with several important trainings on a variety of topics such as: the Payroll Protection Program (PPP); Paid Family Medical Leave Act; Workers Compensation; and the Families First Coronavirus Response Act (FFCRA).

## Lunch & Learns with ADDP Business Members

ADDP introduced a new benefit for its business members: Lunch & Learns. During FY'21, ADDP coordinated with more than 21 of its business members to offer \*free\* educational sessions to all ADDP members on a variety of topics including: Practice Use Cases for Predictive Intelligence in Behavioral Health and I/DD; Evaluating the Success of Your Retirement Plan; Impact of COVID-19 on Benefit Plans; Medication Ordering and Documentation.

## Weekly Membership, Residential and Day Services Meetings

In order to keep all ADDP members abreast of the latest updates in terms of rates, regulations, and guidance in response to COVID and beyond, ADDP initiated weekly membership meetings, and increased the frequency of the Residential and Day Services committees meetings from monthly to weekly. These meetings not only brought members together but occasionally featured special guests from EOHHS (including Department of Developmental Services Commissioner Jane Ryder and her team) and MassHealth, which provided important updates and gave members the chance to directly ask questions and state concerns. ADDP's role as a trusted information leader, communicator, representative, partner with state officials, and advocate during FY'21 became well established as, on average, more than 250 agency staffers tuned into the weekly membership meetings, while more than 100, on average, tuned in for the Residential and Day Services meetings.

## COVID-19 Membership Support

ADDP continued the work started in March 2020 in response to COVID throughout 2020 and into 2021 by securing program reimbursement, financial relief and obtaining guidance for its members. As the focus turned to vaccinations, various ADDP provider members banded together with two of our business members – Pelmeds and Apothecare – to help coordinate vaccine clinics and get the word out to all ADDP members regarding availability.



## Diversity, Equity, & Inclusion Initiative

Due to the long-running history of racism and social injustice in the United States, current-day incidents of discrimination and violence, and the national calls demanding justice, ADDP reflected on its role as one that promotes public policy in an environment that is impacted by race, diversity, equity, and inclusion (DEI). With that, ADDP became committed to raising awareness of racial and social injustice and to working with member agencies to advance solutions aimed at dismantling all forms of oppression, hate, and violence, which affect our communities. ADDP created a DEI Committee and an action plan that includes building awareness by celebrating diverse holidays and important DEI events; offering DEI training and/or awareness opportunities; and compiling, maintaining, and sharing a membership resource list of materials on diversity, equity, race, and inclusion. ADDP held its inaugural Juneteenth Remembrance, Celebration and Respect for all Cultures virtual event on June 16. The DEI Committee shared its vision and mission statement, and our pledge, with the membership. The event featured guest speakers and a recognition of those ADDP provider member agencies that have had DEI initiatives in place for more than 20 years.



## Workforce Crisis

ADDP's work in response to COVID is still not complete at the time of this report's publication. The Association's focus has turned toward reopening programs and a workforce crisis, the likes of which the human services industry has never seen. As members work to reopen their programs, ADDP will continue in FY'22 and beyond to work closely with EOHHS and DDS on behalf of its members to address this crisis. To that end, ADDP established a Workforce Committee which has developed focused strategic workforce goals that are consistent with The Collaborative's workforce advocacy.

# ADDP Business and Provider *Members*

## PLATINUM MEMBERS

eHana  
 FBInsure and Selective Insurance  
 Mutual of America  
 Pelmeds  
 Waypoint Interactive

## GOLD MEMBERS

Annkissam  
 Apothecare Pharmacy  
 Butler Human Services Furniture

## GOLD MEMBERS (con't)

Economised Time Services, Inc.  
 Employers Association of the  
 Northeast  
 Foothold Technology  
 Greater Boston LTC Pharmacy  
 People's United Bank  
 Prosper Solutions  
 Qualifacts+CREDIBLE  
 SteadyCare, LLC  
 Toole Insurance  
 UMASS Lowell

## SILVER MEMBERS

Arbor Associates  
 Capital Lease Group, Ltd.  
 CBIZ & MHM  
 Core Solutions  
 GameGen  
 HUB International  
 Insource Services Inc  
 Interior Resources  
 MDG Benefit Solutions  
 Starkweather & Shepley (IPNE)

## SILVER MEMBERS (con't)

UMASS Amherst University  
 Without Walls

## ASSOCIATE BUSINESS MEMBER

DeCava Consulting

Advocates, 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  
 Bridgewell  
 Brockton Area Arc, Inc.  
 Brockton Area Multi Services, Inc. (BAMSI)  
 Cambridge Family & Children's Service  
 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.  
 Dr. Franklin Perkins School  
 Eliot Community Human Services  
 Evergreen Center  
 Family Service Association of Greater Fall River  
 Fidelity House CRC  
 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 (JRI)  
 Kennedy-Donovan Center  
 L'Arche Boston North  
 Latham Centers  
 LifeStream, Inc.  
 Lifeworks  
 Living Independently Forever, Inc. (LIFE)  
 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  
 Opportunities for Inclusion, Inc.  
 Opportunity Works  
 Pathlight  
 Pathway to Possible  
 People, Inc.  
 PRIDE, Inc.  
 REACH Inc.  
 Resources for Human Development  
 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 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.  
 WCI  
 Western MA Training Consortium, Inc.  
 Work Opportunities Unlimited  
 WORK, Inc.