



June 24, 2025

Dear Prospective ADDP Member,

Thank you for your interest in ADDP!

This past year has been one of significant changes—both nationally and within our own organization. As the landscape of human services continues to evolve, we remain committed to advancing our mission with focus and determination. On July 1, 2025, we will welcome a new President & CEO, Stephanie Costa, who brings complementary vision and experience that will build on ADDP’s many accomplishments over the past several years.

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 please find *key highlights* of the past fiscal year:

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!

Membership Process for FY'26

The first step to joining ADDP is to **fill out the enclosed Source of Funding Document**. Once you return that document, we will calculate your yearly dues and determine the amount due at this time (we will pro-rate the amount based on when you seek to join.)

A copy of our dues policy is enclosed with this letter. ADDP's floor remains at \$1,500, while the ceiling has now been increased to \$28,000 for FY'26. The **percentage** used to calculate ADDP dues for organizations remains the same from FY'25 at .0585%. The percentage used to calculate ANCOR dues also **has not changed**.

As a reminder, the additional benefits of ADDP membership (apart from those already listed) include:

- Access to serve on committees, which influence public policy.
- Discounted rates for attendance at the ADDP LEAD! Conference & Expo and other events and staff development trainings.
- Access to ANCOR member benefits, at a reduced cost, as a benefit of your membership with us.

During this period of challenging staffing and financial times and of notable change, we are privileged to work on behalf of our members to provide the most effective advocacy and representation which impacts the people you support every day. To continue being successful, we need your active engagement as a member moving forward into a new and unfolding chapter of our industry's history. Please consider joining our committees, regularly scheduled briefing video conference calls and topic-specific calls / forums to provide your perspective.

If you have any questions about membership or any other concerns, please feel free to contact Patty Ames at pattyames@addp.org or Stephanie Costa at stephaniecosta@addp.org after July 1.

Thank you for standing with us during this important time of transition and continued progress.

Sincerely yours,



Patty Ames
Vice President of Operations



Ellen Attaliades
President / CEO



Community for Living. Community for Life.

ADDP FY'26 Dues Policy

Effective July 1, 2025

Membership dues for the Association of Developmental Disabilities Providers (ADDP) serve as the primary source of income for the organization. Dues are used to fund all operational costs, including staffing, overhead, and administrative expenses associated with meetings and events.

There is a minimum (floor) dues amount of \$1,500 and a maximum (cap) of \$28,000. ADDP dues are based upon a formula set as a percentage of your total revenue for I/DD, Mass Health and other EOHHS-provided services supporting people with I/DD and brain injuries. The revenue figures are submitted by each provider using a Sources of Funding document submitted to the provider by ADDP.

ADDP also includes ANCOR dues in their billing at a formula of 0.00525% of the total revenue noted above. This rate discounts (by 70% to 90%) what ANCOR membership would cost for each individual member alone. However, by having all ADDP members become automatic dual members of ADDP and ANCOR, we have been able to receive a deep discount on individual ANCOR dues. As an ANCOR member you will receive weekly updates, opportunities for influencing federal policy and opportunities for high-level trainings and policy meetings. Members have the option to opt out of the ANCOR portion of dues.

FY25 SOURCES OF FUNDING

In an effort to calculate ADDP dues, we need to obtain FY25 funding information from each provider member in the areas noted below.

Please provide your FY25 sources of funding for services provided to people with intellectual / developmental disabilities and/or brain injuries.

DDS Funding, Including:

Adult Long-Term Residential (DDS & Brain Injury), Community-Based Day Supports, Employment, Transportation, Family Support, Family Resource Centers, Autism Resource Centers/Family Stabilization Services, Respite, Clinical Team Services / Clinical Supports, Shared Living, Individual Supports, and all other DDS Contract Codes.

Total DDS: \$

Mass Health Funding, Including:

Day Habilitation, AFC, LTSS CP services, Outpatient Counseling or any other I/DD supports attributable to Mass Health Funding.

Total Mass Health: \$

MassAbility Services Funding, Including:

Brain Injury Services, CIES, Vocational Rehabilitation, SHIPP, Transportation, Employment Supports, or any other source attributable to MassAbility Services.

Total MassAbility Services: \$

Total of all above: _____

Name:

Title:

Email:

Agency:

Date:

****Please return the completed form to Patty Ames via email (pattyames@addp.org)**

ADDP FY26 MEMBERSHIP FORM

Thank you for your support! Please fill out this form and return it to Patty Ames via email (pattyames@addp.org) or mail to ADDP at 1671 Worcester Road, Suite 303, Framingham, MA 01701

Legal Organization Name: _____

Other Names (AKA, Acronyms, Former, DBA): _____

Mailing Address: _____

City: _____

State: _____

Zip Code: _____

Primary Contact Name: _____

Title: _____

Email: _____

Phone: _____

Website: _____

Geographic Area Served:

West Central Metro Northeast Southeast

PLEASE NOTE:

- Primary contact listed will be responsible for providing current organizational information to ADDP (**instructions will be provided to complete information online**)
- Primary contact listed needs to be:
 - ▣ Knowledgeable of organization and
 - ▣ Able to identify key content expert(s) in programs (i.e. CBDS, Employment) at your agency
- If primary contact **is not** CEO/ED, please have them sign off on this form below

Name _____ **Title** _____ **Date** _____

Signature _____