



OPPORTUNITIES for INCLUSION

Where Everybody is Somebody

ANNUAL REPORT 2023

*Celebrating 67 Years of Service
1956 - 2023*

**Opportunities for Inclusion is committed
to the inclusion of all people with disabilities.
For information and assistance,
please contact our main office.**

**56 Chestnut Street, Waltham, MA 02453
PHONE 781-899-1344 TDD 781-899-8555**



www.OppsforInclusion.org



OUR MISSION



Our mission is to serve individuals with intellectual, developmental and physical disabilities, frail elders, and their families.

Our programs promote independence, inclusion, self-advocacy, cultural diversity and the overall dignity and welfare of our participants and staff.

BOARD OF DIRECTORS 2023

Opportunities for Inclusion is governed by a 16-member Board of Directors that oversees corporate operations. These volunteers represent the Greater Waltham community including participants in Opportunities for Inclusion programs, family members, the professions, local businesses and local nonprofit organizations. Board members provide valuable expertise, linkages, and support to our organization.

Officers

Siobhan O'Connell, President
Open, Vice President
Kaitlyn Riley, Treasurer
Kathleen Horrigan, Secretary

Immediate Past President

Gerard Cosby

Board Members

Juanita Allen	Dennis Johnson
Wesley Cosby	Michael Kennen
Kevin Douglas	Anthony McPherson
Thomas Duca	Ed Sauerwald
Harvey Fisher	Kristina Smith
Brandon Hagopian	Emma Williams

Honorary Trustees

John Battaglino (deceased)
Arthur DeVincent (deceased)
Robert Donoghue
Jean Poirier Foster
Russ Malone (deceased)
Anthony Mangini
Frederick Tortola (deceased)

FROM THE OPPORTUNITIES FOR INCLUSION LEADERSHIP

Dear Friends,



Siobhan O'Connell

We are proud to share with you Opportunities for Inclusion's Annual Report for 2023, a busy year with many notable accomplishments!

OFI celebrated our milestone 67th Anniversary in December. We salute the pioneering parents who founded our agency in 1956 to provide services in the community for their children with developmental disabilities.



Gabriel Vonleh

We are expanding to include Residential Services. OFI purchased the home at 46 Chestnut Street, next door to our main building, and are renovating it to become a group residence that will provide affordable housing to five individuals with intellectual and developmental disabilities. The Waltham Community Preservation Committee is funding the renovations and we expect to open in June 2024.

We opened a CBDS program in Medfield, MA with participants formerly served by the Life Experience School in Millis. Our programs have also expanded with the addition of several new participants. To accommodate this growth, we reopened our facility at 31 Woodland Road, closed during the Covid pandemic, for our CBDS program.

The MA Executive Office of Health and Human Services (EOHHS) awarded us a Respite Innovations Grant (\$253,000). This funding will help us provide respite time for caregivers while their loved ones attend engaging activities.

We are grateful to our wonderful staff, who have remained committed to our agency and the individuals in our programs. And our Board of Directors added three new Board members in 2023.

As we begin our 68th year of quality services, our mission is strong and the need for support for individuals with intellectual and developmental disabilities remains vital. Your support is deeply appreciated.

Sincerely,

A handwritten signature in cursive script, reading "Siobhan O'Connell".

Siobhan O'Connell
President, Board of Directors

A handwritten signature in cursive script, reading "Gabriel Vonleh".

Gabriel Vonleh
Chief Executive Officer

EMPLOYMENT

Provides work training and supported employment for individuals who are ready to work. Maximizes participants' independence and inclusion in the community by providing individualized employment training and work/skill refinement.

Group Supported Employment (GSE):

- Group Supported Employment sites at Brandeis University (cafeteria dish rooms, Buildings and Grounds) and Bentley University (cafeteria dish room) have provided jobs with staff supervision to participants for over 27 years.

Independent Supported Employment (ISE):

- ISE staff worked with individuals to explore independent work in the community.
- Provided job coaching and support for individuals working in competitive jobs in the community:
 - Home Depot
 - True Value by Ideal
 - Star Market
 - Lasell University
 - Shaw's Supermarket
 - Walgreens
- In 2023, Renee Allain celebrated an impressive **25 years** of working at Walgreens in Waltham!



— COMMUNITY BASED DAY SUPPORTS —

Offers inclusive community access for adults ages 22+ who have moderate to high developmental skills. Therapeutic and educational programming is combined with activities in the community and volunteer/community service activities.

Community Based Day Supports (CBDS):

- On-site activities included exercise, cooking, music, movement, art, games, crafts and sewing.
- Individuals worked on job skills at Sparkle Brite Laundromat
- Community trips in Waltham and beyond, and local volunteering/community service activities.



— SCHOOL TO WORK TRANSITIONS —

Assists high school students with challenges to transition from school to work and productive life in the community. Provided in collaboration with Waltham Public Schools since 1978.

- Research shows that students who hold paid and/or volunteer jobs during high school will be successful in continuing to work following graduation.



DAY HABILITATION

Serves adults with significant intellectual, developmental, physical, and other disabilities. Focuses on increasing individuals' functional skill development with therapeutic and health supports.

- Exercise/movement to support individual goals
- Physical, occupational, speech and behavioral therapies
- Interactive music and drumming
- Painting, clay and other art projects
- Sewing and crafts
- Community trips included apple picking, The Butterfly Place, and the water/light show at Jordan's Furniture in Reading.
- Brandeis students and Bentley students volunteered weekly during their school year.
- Guest artist, Barbara Selwyn, worked with participants on a holiday art project.



— RECREATION/RESPITE PROGRAM —

Our Recreation and Respite programs provides community-based and in-house evening and weekend activities for program participants and individuals in the community.

Our Recreation Manager supports Watch City Self Advocates, a group of program participants and community members who meet monthly to learn to make and influence better choices in their lives.

- Recreation activities included “I Love Dance!” class at Center Stage Dance Studio in Waltham; college sports games; art classes; karaoke; trivia, and Waltham Concerts on the Common.
- Watch City Self Advocates participated in a Community Service Night to assemble hygiene kits and snack bags for homeless individuals, with the support of a grant from the Jones Partnership Fund.
- Quarterly dances are popular and well-attended.
- Our respite program which will incorporate a game room and new engaging activities, allowing caregivers time for themselves while their loved ones participate.



Above: OFI staff and participants dance to the tunes of DJ Rich Profita.



Above: OFI participants are excited about the beginnings of the soon-to-be completed “Game Room.”

ADULT FAMILY CARE (AFC)

Our Adult Family Care (AFC) program serves individuals on MassHealth Standard or MassHealth CommonHealth who have a medical or mental health diagnosis, resulting in their need for assistance with activities of daily living from an AFC caregiver. Caregivers are typically parents or siblings, but can be anyone 18 or over that is willing to live with and provide daily care, providing they are not the spouse or court-appointed guardian. Caregivers receive monthly support from our AFC staff members and a daily tax-free stipend for the care they provide.

Over the years, AFC has served about 100 families and currently serves 54, including families in Auburn, to Lynn and Methuen, to Walpole. Referral sources include current families, DDS, our community outreach efforts, and other agencies. Over the past year, AFC has welcomed eight new families while several new families are expected to join us in early 2024.

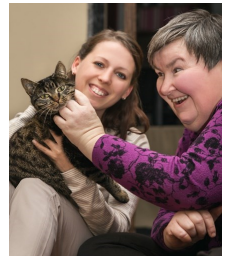
- Staff attended numerous trainings including those sponsored by MassHealth and the Mass Council for AFC.
- Most recent AFC Caregiver Survey results show a that 100% of AFC caregivers would recommend AFC.



—SHARED LIVING/IN-HOME SUPPORTS—

Opportunities for Inclusion was approved by the Massachusetts Department of Developmental Services and Massachusetts Rehabilitation Commission to provide Shared Living Services and In-home Supports.

- We are seeking **Shared Living Providers** who will open their homes and hearts to an adult with a developmental disability. In exchange for their caring support and companionship, providers will receive a monthly tax-free stipend, ongoing training, guidance and support.
- **In-home Supports** will provide services that enable an individual to live independently, such as assisting with financial skills, medical appointments, shopping and social/community activities.



46 CHESTNUT

CHESTNUT STREET COMMUNITY RESIDENCE

Opportunities for Inclusion purchased a historic property at 46 Chestnut Street (next door to its main building) with the goal of renovating and expanding it to create affordable housing for five residents. Renovations will be funded through a grant from the City of Waltham Community Preservation Committee (CPC),

The group home will mark a new chapter in the mission of independent living conceived by OFI's founders more than 65 years ago.



MARKETING & DEVELOPMENT

Builds awareness of our agency and mission through community activities, our website, social media, newsletters, and local media. Hosts community fundraisers, events, and appeals and seeks grants for agency and program needs and enhancements.

- Our **51st Annual Harvest Breakfast** was held on **October 22**. This fun, family-friendly community celebration and fundraiser was well-attended and considered a success!
- We held our first **“Cooking for Inclusion”** program with visiting chef Jeff Abellard from Bistro 781, who prepared a dish with assistance from our participants. The program was broadcast on WCAC-TV and we hope to continue these programs in 2024.
- We welcomed a **Bentley Intern** and a **Brandeis Board Fellow** in the fall, both of whom assist us with marketing projects and needs.
- We received a **Cummings Grant** for increased access to adaptive equipment and enriching experiences for participants.
- We completed an elevator modernization project to upgrade our 40-year-old elevator helping to ensure safety and reliability, which was funded by a City of Waltham CDBG grant.

At right: Sparky, the Waltham Fire Dog, brings fun and festiveness to the Annual Harvest Breakfast Fundraiser.



At left: OFI staff and participants celebrate receiving a grant from the Cummings Foundation.

— WORKFORCE/ADMINISTRATION —

Provides agency administration and human resources services, coordinates funding source requirements, oversees staff training.

- We continue our Celebrating Diversity initiative recognizing and celebrating the rich array of staff and participants' cultures, heritages, traditions, and holidays.
- We celebrated Nurses Appreciation Day in May and Direct Support Professional Recognition Week in September.
- OFI recognized the following staff members for their length of service:

Renee Emmonds 10 Years

Glenroy Williams 6 Years

Kathy Augustini, RN 5 years



Above: OFI Direct Support Professionals were treated to a nice lunch in appreciation for all they do.



At left: OFI showed its gratitude to its Nursing staff during national Nurses Appreciation Day.

— OPPORTUNITIES FOR INCLUSION, INC. —

SUMMARY STATEMENT OF REVENUE AND EXPENSES

JULY 1, 2022 THROUGH JUNE 30, 2023

Revenue and Support

Program Service Revenue	
Government Contracts	2,990,046
Commercial Contracts	584,002
Private Fees	<u>4,482</u>
Total Program Service Revenue	<u>3,578,530</u>

Other Revenue and Support

In-Kind Contributions	88,862
Special Events	44,384
Contributions and Grants	240,276
Investment Revenue	137,704
Other Revenue	23,404
Employee Retention Tax Credit	<u>204,318</u>
Total Other Revenue and Support	<u>738,948</u>

Net Assets Released from Restrictions

—

Total Revenue and Support **4,317,478**

Functional Expenses

Employment	1,110,733
Day Habilitation	1,000,704
Support Services	66,223
Adult Family Care	1,003,163
Social Enterprises	316,727
General and Administrative	465,043
Fundraising	165,065

Total Functional Expenses **4,127,658**

Change in Net Assets **189,820**

FY23 Functional Expenses

Government Contracts 69%
Commercial Activities 13%
Private Fees 0%
In-kind Contributions 2%
Special Events 1%
Contributions and Grants 6%
Investment Revenue 3%
Other Revenue 1%
Employee Retention Tax Credit 5%

FY23 Functional Expenses

Employment 27%
Day Education 24%
Support Services 2%
Adult Family Care 24%
Social Enterprises 8%
General and Administrative 11%
Fundraising 4%

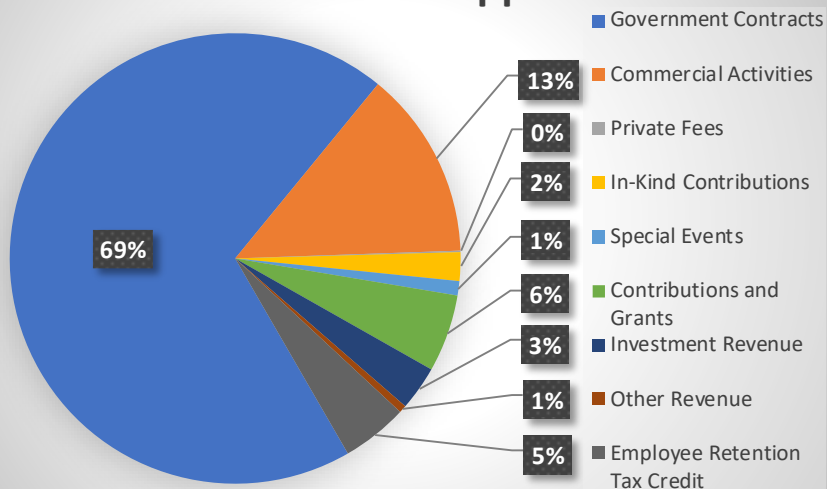
Opportunities for Inclusion financial statements are audited by CohnReznick LLP.
Complete audited financial statements for the fiscal year
ended June 30, 2023 are available on request.

— OPPORTUNITIES FOR INCLUSION, INC. —

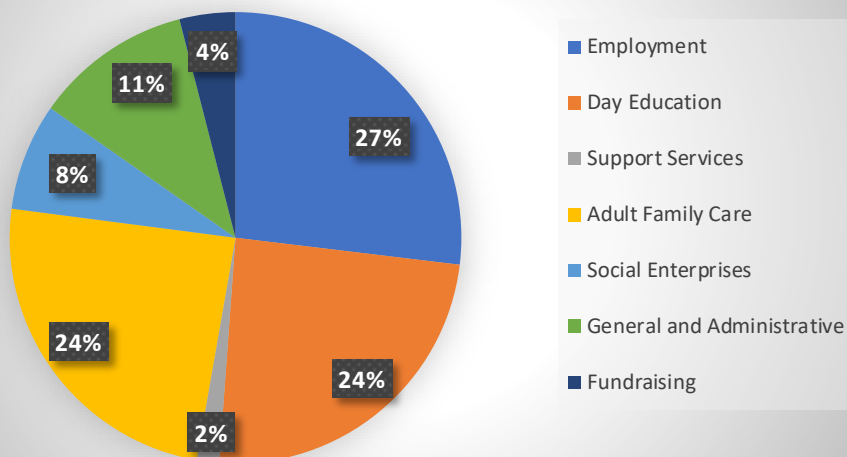
REVENUE AND EXPENSES

JULY 1, 2022 THROUGH JUNE 30, 2023

Revenue and Support



Functional Expenses



A SPECIAL THANK YOU

TO OUR GENEROUS FY23 DONORS

JULY 1, 2022 THROUGH JUNE 30, 2023

Generous donations and grants in support of our appeals and fundraising events, in honor or in memory of a loved one, and in support of grant proposals are so important as they help to provide the many extras that enhance the quality of Opportunities for Inclusion's programs and services.

Through some grants and donations, we were able to support a small number of individuals and their families who were struggling post-Covid to have enough food on hand.

All Pro Cleaning Systems
Emilia Allain
Barbara Anderson
Anonymous
The Arc of Massachusetts
Arlex Oil Corporation
Atlantic Charter Insurance Co., Inc.
Kathy Augustini
John Barry
Beth Battaglino
Carol and Francis Bergin
Thomas and Ruth Bergin
Virginia Bergin
Henry and Elizabeth Bjorkman
Robert and Bundy Boit
Samuel H. Boit
Boston Managed IT
Kathleen H. Bradley
Brandeis University
Brasco & Sons Memorial Chapels Inc.
John L. Burns

Alvin Cadieux
Sharon Cain
Janet Caliri
Lauren P. Carlson
Yolanda Cellucci
Charlesbank Garden Apartments
The Chateau Restaurant
Pramod and Savita Chauhan
Joseph Chiarelli
Geraldine L. Chiasson
Michael Christerson
CohnReznick
Stephen Colangelo
Coleman & Sons Appraisal Group, LLC
Common Good Co.
Maureen Connelly
Connors & Connors LLP
Lisa Corbett
Annette Cormier
Gerard Cosby
Thomas and Eleanor Coxall

FY23 DONORS

Megan Deluhery	Dennis Johnson
Judy A. Derle	Jones Partnership Fund
Donald and Patsy Deveaux	Joyce Funeral Home
Deveney & Sons/New England	Tammi Kibler
Monuments	Helen and Butch Kranz
Carol DeVincent	Bud and Linda LaCava
Angie Doucette	LeBlanc Mechanical
Jeffrey Doucette Memorial Foundation	Joan M. Gaidimas
Kevin Douglas	Oscar and Barbara LeBlanc
DreamingCode	Angela LeBlanc
Duffy Brothers Management Co.	Ruthie Liberman and Danny Watt
Dunkin' Donuts	Van Roong Lin
Kelly Durkee-Erwin	Daniel F. and Margaret MacAdam
Terry Eagan	Loughry Charitable Foundation
East Cambridge Savings Bank	Trust
Economised Time Services	Francis and Catherine Mainville
Eleanor B. Ericson	Jack and Elinor Marcou Charitable
Failla & DeFrancesco Family Dentistry	Foundation
Anne Marie and Michael Filosa	Mary E. Markwarth
Peter Filosa	Mara Mayer
Foundation for MetroWest	Jeannette A. McCarthy
Joan M. Gaidimas	Kacie McManus
Marilyn and Donald Garand	Britta and Donald McNemar
Marianne Genova-Long	Mary Ann Miller
Denise and William Gilbert	Maryann Molloy
Betty Giordano	Joseph J. Motzi
Anthony and Virginia Giordano	Jack Murphy/J.E. Murphy Plumbing
Cathyann Harris	& Heating
Hillcrest Consultants	Fatuma Mussa
Hobbs Brook Real Estate LLC	The Nelson Companies
Kathy and Bob Horrigan	Newton-Wellesley Hospital
Diane M. Hyde	Rita Nicoloro
Ideal Concrete Block Co.	Non Profit Capital Management LLC
Mary L. Jacobs	

FY23 DONORS

Donald and Fernande Nowlan	Stanton Insurance
Nan and Paul Okarma	Stop & Shop
Martha Owen	Patricia J. Sullivan
P.R. Douglas Company	The Tea Leaf
Dr. Paul J. Pantano	Breanna Thurman
Pamela Perini Consulting	Timescale Financial
Pizzi Farm Market and Deli	Neil Tremblay
Pro Tech Towing & Recovery, Inc.	Henrietta Tuitt
Richard F. Profita	Louise H. Vanderslice
John Reardon	Katie Saddlemire Verrico
Michael and Priscilla Reardon	The Village Bank
Teresa Ricker	Michael & Vincenza Vinciullo
Rockland Trust	Charitable Foundation Trust
Rotary Club of Waltham	Judith A. Vitti
RTN Federal Credit Union	Waltham Community Foundation
Barbara Sallese	Waltham Cultural Council
Kathleen Santacroce	Waltham Lions Club
Matthew Santiago	Watertown Ford, Inc.
Stephanie and Brian Schaffhausen	Watertown Savings Bank
Ron and Karen Selines	Wheaton Electrical Service, Inc.
Shaw's	Women's Action Alliance

This list includes donors from July 1, 2022-June 30, 2023. We apologize for any errors or omissions. Please contact Opportunities for Inclusion's Marketing & Development Office with any questions at 781-899-1344 x4147.

STRATEGIC PLAN

Strategic Plan 2020 – 2025

Our strategic plan is a five-year plan that focuses on the following five key areas. These areas of focus were developed collectively by our Board members, Management team, staff members, family members and representatives of our participants.

Focus Area #1: Financial Stability/Viability

Ensure that the organization develops strategies to enhance its financial standing and profitability by removing wasteful practices, cutting costs where necessary, establishing financial accountability, and expanding current and adding new programs. The Woodland Road facility should be considered for its impact on the financial viability of the organization.

Focus Area #2: Growth/Expansion of Services

Identify opportunities to stabilize our current business and grow/expand the services we currently offer. Our expansion should consider going into other communities outside of Waltham that may have a higher demand for the services we offer. We should also identify other services that may be added to what we currently offer.

Focus Area #3: Facility Upgrade

Develop a plan to renovate/improve our current facilities. This includes our elevator, classrooms, lavatories, furnishings, and other common areas.

Focus Area #4: Staff Development and Training

Identify ongoing training and development opportunities for our staff outside of the standard regulatory requirements. This area of focus is in alignment with the newly developed Learning Center. Identify organizations that offer training opportunities/software that fits our needs.

Focus Area #5: Community Outreach/External Partnership

Identify key community/business partners that can further enhance our programs and increase our visibility within the community. Identify new partners to further improve fundraising efforts.

— SPARKLE BRITE LAUNDROMAT —

- Laundromat continued to grow as a work skills training site for our participants.
- Sparkle Brite Laundromat provides a Community Table with food donated by The Salvation Army of Waltham and others. Community members can take what they need.



MEDFIELD, MA

COMMUNITY BASED DAY SUPPORTS

Opportunities for Inclusion recently expanded with the opening of a Community Based Day Supports (CBDS) program in Medfield, MA.

The program is located in the lower level of the First Parish Unitarian Universalist Church at 26 North Street and will initially serve approximately 12 individuals.



FUNDING SOURCES

Opportunities for Inclusion programs are funded by MassHealth, the Massachusetts Department of Developmental Services (DDS), the Massachusetts Rehabilitation Commission (MRC) and private fees.

The Commission on Accreditation of Rehabilitation Facilities (CARF) accredits the Day Habilitation, Community Based Day Supports (CBDS) and Adult Family Care (AFC) Programs.

Day Habilitation and CBDS programs are licensed by the Massachusetts Department of Developmental Services Survey and Certification process.

Referrals are received through the Massachusetts Department of Developmental Services, MassHealth, the Massachusetts Rehabilitation Commission and the Massachusetts Commission for the Blind. Opportunities for Inclusion also accepts private pay.



Group Supported Employment and CBDS participants assembling hygiene kits.



Participants deliver hygiene kits.



56 Chestnut Street, Waltham

**Opportunities for Inclusion
Day Habilitation, CBDS,
Employment, Transitions, Adult
Family Care, and Recreation
56 Chestnut Street
Waltham, MA 02453
781-899-1344
781-899-8555 (TDD)**



31 Woodland Road, Waltham

**Blanche I. Battaglini Center
CBDS
31 Woodland Road
Waltham, MA 02451**



26 North Street, Medfield

**Medfield—Community Based
Day Supports
Lower level of the First Parish
Church
26 North Street
Medfield, MA 02052**



46 Chestnut Street, Waltham

**Chestnut Street Community
Residence
46 Chestnut Street
Waltham, MA 02453**



Opportunities for Inclusion is a 501(c)(3) nonprofit tax-exempt organization.