



# OPPORTUNITIES for INCLUSION

*A New Name and a Bright Future*

Formerly GWArc

## Annual Report 2020

*Celebrating 64 Years of Service  
1956 - 2020*

**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](http://www.OppsforInclusion.org)



## **Our Mission**

*Opportunities for Inclusion's mission is to serve individuals with intellectual and developmental disabilities and their families in the community, utilizing a person-centered planning approach.*

*We provide quality, flexible programs, services and supports which maximize independence, foster inclusion, promote self-advocacy and build community connections. Our programs are based upon self-determination and sound teaching practices.*

*We are committed to advocacy and legislation to influence attitudes and perceptions so individuals may choose and achieve life goals.*

## From the Opportunities for Inclusion Leadership



**Gerry Cosby**

Dear Friends,

We are proud to share with you Opportunities for Inclusion's Annual Report for 2020. What a year it has been!

Inside you will see many highlights from a challenging and eventful year.

2020 brought the global COVID-19 pandemic and the

need to shut down our on-site programs for several months, with concern for the health and safety of the vulnerable population we serve and our dedicated staff.



**Gabriel Vonleh**

To keep individuals connected and engaged, and to maintain skills, we created a virtual day program and lent iPads to individuals who did not have access to technology so they could join. Recreation activities also moved online. Through a generous donation, we provided grocery store gift cards to many individuals and their families who were in need.

Following implementation of new safety protocols and procedures to keep everyone safe, we reopened to a small number of participants in late summer, and individuals continue to return as they are ready. Our virtual day program is ongoing for those who are not ready to return due to health concerns of their own or those they live with.

We are grateful to our amazing staff, who remained committed to the agency and to the individuals in our programs throughout this time.

As we begin our 65th year of services to the greater Waltham community, our mission is strong and the need for support for individuals with intellectual and developmental disabilities remains vital.

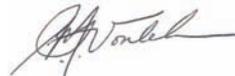
We look to the coming year for perhaps a return to more normalcy, as well as innovative changes, led by our Board of Directors, which welcomed six new members at the start of 2020.

Your support for Opportunities for Inclusion is deeply appreciated.

Sincerely,



Gerard Cosby  
President, Board of Directors



Gabriel Vonleh  
Chief Executive Officer

## Employment

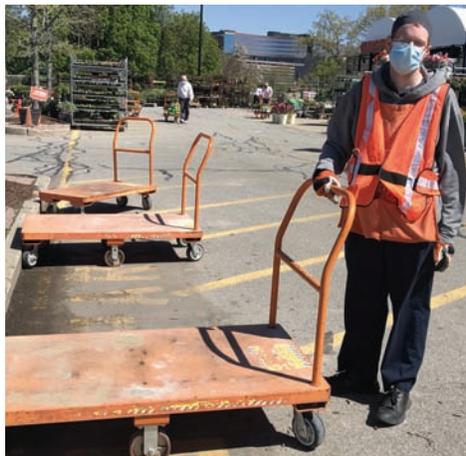
*Provides work training and supported employment for individuals who are ready to work. Maximizes participants' independence and inclusion in the community by providing individualized employment training and work skill refinement.*

### **Group Supported Employment (GSE):**

- Group Supported Employment sites at Brandeis University (cafeteria dishrooms, Buildings and Grounds) and Bentley University (cafeteria dishroom), have provided jobs with staff supervision to participants for over 25 years.
- Work sites temporarily closed in March 2020 as college campuses were limited to essential staff due to COVID-19.
- ISE staff worked with individuals to explore independent work in the community. Individuals successfully found jobs at local businesses including Home Depot, Shaw's and Star Market.
- Many individuals joined our virtual and on-site day programs to continue building skills.

### **Independent Supported Employment (ISE):**

- 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
- Worked with local businesses to identify new employment opportunities



## 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):**

- Individuals attended on-site and virtual day programs.
- Community activities were on hold due to COVID-19.
- While maintaining COVID-19 safety protocols, on-site activities included exercise, movement, socialization, music, art, games, crafts and sewing.



## School to Work Transitions

*Assists high school students with challenges to transition from school to work and productive life in the community. Services 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.
- We have provided support to students interested in college level courses following graduation.
- Our Transitions Program is on hold while remote learning is in place at Waltham High School.
- Summer 2021 Transition Program will be held on-site.

## Day Habilitation

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

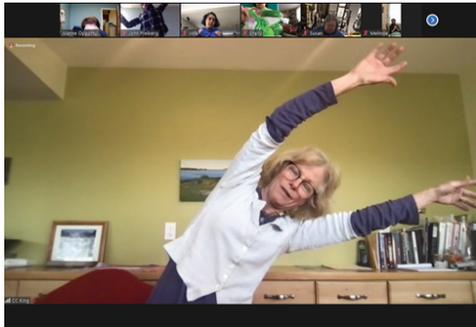
- Exercise/movement to support individual goals
- Physical, occupational, speech and behavioral therapies
- Interactive music and drumming
- Painting, clay and other art projects
- Sewing and crafts



## Virtual Day Program

*A virtual version of our day programs that assists individuals to stay connected to their friends and staff from home. Activities include daily check-in and sharing, music, art, educational activities, games, movement and dancing.*

- Music and creative movement led by staff and volunteers, and line dancing and Zumba led by participants are key activities.
- Interactive activities sessions often include individuals and staff at our on-site programs.
- Brandeis Buddies and Bentley Service-Learning student volunteers shifted from in-person volunteering to our virtual program and each presented fun and educational activities once per week.
- Virtual pet therapy is a popular activity, with an opportunity for participants to introduce their pets



## Adult Family Care (AFC)

***Our AFC program has served over 80 families since its inception. Those eligible for the program must be on MassHealth, including frail elders or individuals with a disability who require daily help or cueing and supervision with at least one activity of daily living. The caregiver receives a generous, tax-free monthly stipend for caring for this individual.***

- Our AFC Team worked throughout the pandemic to provide continuous support to families through telehealth services.
- Participated in numerous AFC virtual outreach events to let families know about this beneficial program.
- Staff attended numerous trainings including those sponsored by MassHealth, DDS, the Arc of Massachusetts and the Mass Council for AFC.
- Recent AFC Caregiver Survey results show a 99.5% satisfaction rate.



***The AFC staff details safety concerns that a caregiver may have overlooked or hasn't thought of...we are very happy being involved in the AFC Program and highly recommend it."***

***--Mrs. L.B., AFC Caregiver***



## Recreation

*Provides community-based and in-house evening and weekend activities for program participants and individuals in the community. 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.*

- Shifted to virtual activities beginning Spring 2020.
- Winter, Spring, Summer and Fall brochures each presented 25 or more popular activities, including dance parties, karaoke, music, virtual field trips and movie nights.
- Brandeis Buddies student volunteers conducted weekly virtual events during the Fall semester with educational and fun activities.
- Watch City Self Advocates held monthly virtual meetings, with a wide variety of guest speakers, discussion topics and group activities.



*Music and karaoke are popular Recreation activities.*

***Watch City Self Advocates: "Our Mission is to empower self-advocates through education so we make choices that improve and enrich our lives."***

***"Some of my favorite Brandeis Buddies program activities were the dance classes from other Brandeis clubs and the dances led by OFI participants."  
- Brandeis student volunteer***

## 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.***

- Virtual Turkey Trot Fun Walk/Run Fundraiser held in November.
- Virtual Annual Meeting - Natalie and Leona Selines Award (new) presented to Watch City Self Advocates members for advancement of opportunities for socialization/recreation.
- Brandeis Board Fellow assisted with fundraising events and special projects.
- Served as Community Partner for Brandeis Rich/Collins Fellowship recipient researching assistive tools for individuals seeking employment.
- Awarded City of Waltham Community Development Block grants for programming support and COVID-19 cleaning and supplies.



***Turkey Trot - We walked and ran where we were!***



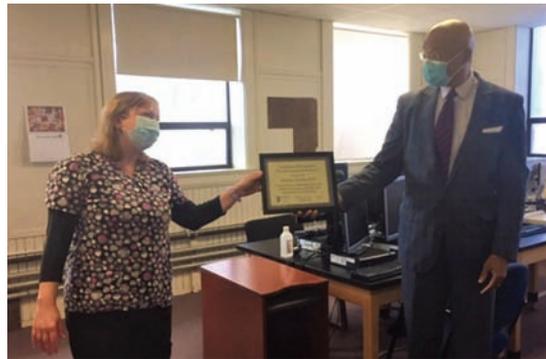
## Workforce/Administration

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

- Agency office remained open during COVID-19 shutdown to support participants, families, guardians and residential agencies.
- Distributed iPads to participants at their family homes and group residences to keep them connected.
- Organized mandated and individual staff training.
- We celebrated the following staff members for their length of service:
  - **Marie Abelard**, DD Assistant - 20 years
  - **Peter Cohn**, GSE Site Supervisor - 10 years
  - **Joann Corbelle**, RN, AFC Program Nurse - 5 years
  - **Christine Dressler**, RN, Coordinator of Health Services - 5 years



Gabriel Vonleh, CEO, presented Staff Longevity Awards to Marie Abelard (top left), Peter Cohn (top right), Joann Corbelle, RN (bottom left) and Christine Dressler, RN (bottom right). All were recognized at our Annual Meeting for their dedicated service.



**Opportunities for Inclusion, Inc.**  
**Summary Statement of Revenue and Expenses**  
**July 1, 2019 through June 30, 2020**

**Revenue and Support**

Program Service Revenue	
Government Contracts	2,450,126
Commercial Contracts	309,986
Private Fees	<u>12,308</u>
Total Program Service Revenue	2,772,420
Other Revenue and Support	
In-Kind Contributions	85,712
Special Events	59,182
Contributions and Grants	68,714
Investment Revenue	(35,193)
Other Revenue	<u>13,260</u>
Total Other Revenue and Support	191,675
Net Assets Released from Restrictions	-

**Total Revenue and Support** **2,964,095**

**Functional Expenses**

Employment	908,351
Day Habilitation	705,133
Support Services	97,714
Adult Family Care	840,969
General and Administrative	517,227
Fundraising	<u>113,572</u>

**Total Functional Expenses** **3,182,966**

**Change in Net Assets** **(218,871)**

**FY20 Revenue and Support**

Government Contracts	83%
Commercial Contracts	10%
Private Fees	0%
In-Kind Contributions	3%
Special Events	2%
Contributions and Grants	2%
Investment Revenue	-1%
Other Revenue	1%

**FY20 Functional Expenses**

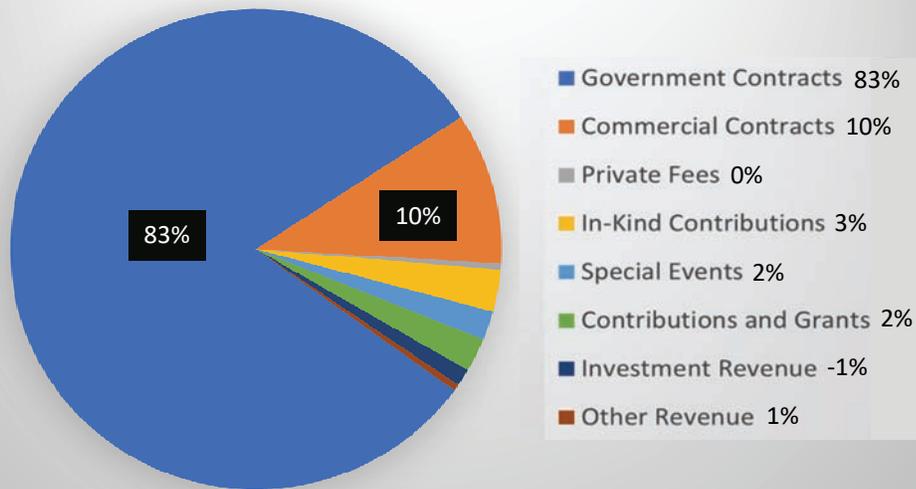
Employment	29%
Day Habilitation	22%
Support Services	3%
Adult Family Care	26%
General and Administrative	16%
Fundraising	4%

**Opportunities for Inclusion financial statements are audited by  
Kevin P. Martin & Associates, P.C.**

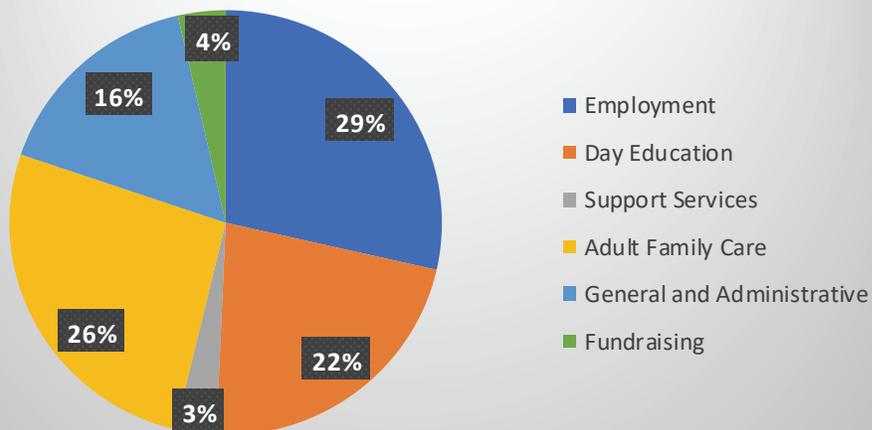
**Complete audited financial statements for the fiscal year  
ended June 30, 2020 are available on request.**

**Opportunities for Inclusion, Inc.**  
**Revenue and Expenses**  
**July 1, 2019 through June 30, 2020**

**Revenue and Support**



**Functional Expenses**



## Board of Directors 2020

Opportunities for Inclusion is governed by a 17-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*

**Gerard Cosby, President**  
**Harvey Fisher, Vice President**  
**Kaitlyn Riley, Treasurer**  
**Siobhan O'Connell, Secretary**

### *Board Members*

<b>Juanita Allen</b>	<b>Shawn D. Keefe, Esq.</b>
<b>John Barry</b>	<b>Anthony McPherson</b>
<b>Kevin Douglas</b>	<b>Susan Parrella, Ed.D</b>
<b>Tom Duca</b>	<b>Ed Sauerwald</b>
<b>Robert Gallagher</b>	<b>Tim Steele</b>
<b>Kathy Horrigan</b>	<b>Emma Williams</b>
<b>Dennis Johnson</b>	

### *Honorary Trustees*

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

**A Special Thank You  
to Our Generous FY 2020 Donors  
7/1/19-6/30/20**

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.

Donations and grants were especially important during this challenging year as we faced the COVID-19 pandemic while providing services, both virtually and in person, to the individuals we serve. Through a generous donation, we were able to give grocery gift cards to individuals and their families who were struggling to have enough food on hand.

Anthony Antico	Janet Caliri
Judy Araujo	Cambridge Savings Bank
The Arc of Massachusetts	Mark S. Caramanica
Arlex Oil Corporation	John Carrig
Joseph and Doris Arsenault	Charlesbank Garden
Ron Arsenault	Apartments
Atlantic Charter Insurance Co.	Pramod and Savita Chauhan
Justin and Kathy Barrett	Joe Chiarelli
John Barry	Geraldine L. Chiasson
Carol Bergin	Coastal Capital Group LLC
Thomas Bergin	Stephen Colangelo
Virginia Bergin	Robert L. Coleman
Henry and Elizabeth Bjorkman	George Coleman
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Boston Managed IT	Maureen F. Connelly
Boston Properties	Connors & Connors LLP
Connie Braceland	Lisa Corbett
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Brandeis University	Gerard and Leah Cosby
Brasco & Sons Memorial	Thomas and Eleanor Coxall
Chapels Inc.	Alexander Czulak
John L. Burns	Flora D'Angio
Alvin Cadieux	Ann M. Darcy

## FY20 Donors

Dave DiGregorio Real Estate  
Julie DeLeo  
Delta-T Group Massachusetts,  
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Deveney & Sons/New England  
Monuments  
Angie Doucette  
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Denise Gilbert  
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Joseph M. Giordano  
Ida M. Goffredo  
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Hannaford Supermarket  
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Massachusetts Medical Society  
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Joan McDonald  
Mary A. McFarlin  
Donald McManus  
Middlesex Sheriff's Office  
Mary Ann Miller  
Joan E. Miller  
Murphy Fuel Corporation  
Mutual of America

## FY20 Donors

Sharline Nabulime	Simpson Gumpertz & Heger Inc.
Sylvia Nally	Roberta Stanley
Network for Good	Stanton Insurance
Rita Nicoloro	Gary Stefaniak
Non Profit Capital Management LLC	The Chateau Restaurant
Nan and Paul Okarma	The Nelson Companies
P.R. Douglas Company	Rita Tierney
Pamela Perini Consulting	Albert Umina
Paul J. Pantano	Unified System
Park Lodge Hospitality Group Inc.	Patricia Vacca
Susan Parrella	The Village Bank
Partners Health Care	Michael & Vincenza Vinciullo Charitable Foundation Trust
PayPal Giving Fund	Waltham Community Foundation
Patricia Philips	Waltham Education and Beyond Foundation
Pro Tech Towing & Recovery, Inc.	Waltham Firefighters Local 866
Richard F. Profita	Waltham Lions Club
Jace Rasche	Watertown Ford, Inc.
Joanne Raymond	Watertown Savings Bank
Eileen M. Reardon	Christopher Williams-Kalez
John Reardon	Women's Action Alliance
Edward Reardon	WonderStar Healthcare Staffing Agency
Michael Reardon	
Rotary Club of Waltham	
RTN Federal Credit Union	
Sallop Insurance Inc.	
Ronald and Karen Selines	
Sentinel Benefits & Financial Group	

This list includes donors from July 1, 2019-June 30, 2020. We apologize for any errors or omissions. Please contact Opportunities for Inclusion's Marketing & Development Office with any questions at 781-899-1344 x4147.

## From Our Direct Care Staff

Direct care staff members shared some thoughts about why they are working at Opportunities for Inclusion during the COVID-19 pandemic:

*“I love our participants and I enjoy my job. I feel I am making a difference in each of their lives. And by me working it makes the participants feel we can still have some normalcy.”*

*“I’m working because I’m close with several of our participants. We know each other well and when we were apart, we missed one another so coming back to work was an easy decision. They help me stay positive and upbeat in my life!”*

*“I serve because our participants need the services Opportunities for Inclusion provides. I find joy in serving them. I am dedicated because I really enjoy seeing progress emotionally and physically in our participants.”*

*“Especially during these uncertain times, I feel it’s important that we maintain a sense of togetherness and stability for our individuals who often face many changes throughout their lives, much of which they have little control over.”*



**Community Service: Packaging supplies for Salvation Army of Waltham Thanksgiving food baskets.**

## 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 MA Department of Developmental Services Survey and Certification process.

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



**Community Service:** Participants deliver supplies to the Salvation Army of Waltham for Thanksgiving food baskets. This project was supported by a grant from the Jones Partnership Fund.





**56 Chestnut Street, Waltham**



**31 Woodland Road, Waltham**

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

***Blanche I. Battaglini Center  
Employment, CBDS  
and Transitions  
31 Woodland Road  
Waltham, MA 02451  
781-899-2206  
781-899-4710 (TDD)***

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