



ANNUAL REPORT | FY-2018



Community Connections Inc.
Opportunities for People with Disabilities

**SERVICES
CCI PROVIDES**

Day Habilitation...

creating new and better ways to help people become more engaged and reach their maximum potential

Employment Services...

operates on a simple belief that everyone who wants to be employed is employable. We are able to successfully match candidates with a position at local companies

Life Skills...

a key part of making people more self-sufficient and instills feelings of empowerment and an "I can do it myself" attitude

Elder Care...

provides a full program of individually-focused activities designed to promote health, physical well-being, and self-esteem that allow seniors to continue to explore their interests

**High School Transition/
Pre-employment Services
(Pre-ETS)...**

provides individualized services and a robust job-readiness curriculum to match each student's unique abilities, interests, and goals

Individual Support...

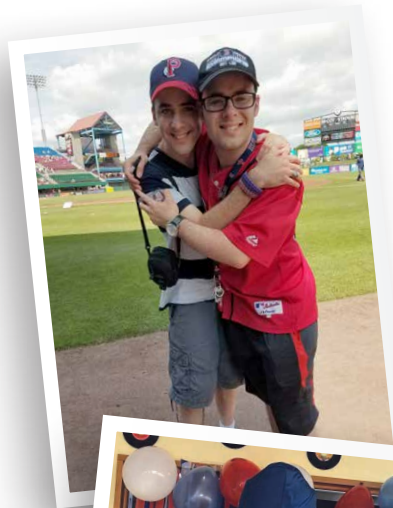
provides one-to-one specialized supports, services, and activities that incorporate a range of individually-tailored therapies and activities recommended by our specialists

Transportation...

offers daily rides to and from our day programs, an outing to a bank, or even a group trip to the park

Community Connections is Dedicated to Creating Opportunities for People with Disabilities.

We've done that for 33 years through a team of over 325 caring, compassionate individuals, many of whom have worked here for decades. Through their dedication, Community Connections has grown from just two locations to eight locations all over the SouthCoast, South Shore and Cape Cod. We currently serve over 750 individuals and have served thousands of people over the years.



Our mission is to provide life-enriching services that provide optimal independence for people with disabilities.

CCI's extraordinary team supports each person in reaching their potential through goal-driven services and community partnerships. Our vision is to be a thriving, unified organization in which all people are active, involved and empowered.

Our Employment Services Program is certified at the highest level by the Massachusetts Department of Developmental Services Office of Quality Enhancement.





Community Connections Inc.

Opportunities for People with Disabilities

Dear Friends,

I have a confession to make. Every so often the thought crosses my mind that perhaps our agency would be better served if we went by a different, more descriptive name. Admittedly this usually happens right after I am asked "So, what does Community Connections (CCI) do anyway?" I am genuinely surprised that more people do not know more about us and the great work we do. It is times like this that I find myself wishing that our name wasn't so, I don't know, generic.

However, as I reflect back on this past year I am reminded of the daily impact our members and staff have on the communities we operate in and the connections that we have made. It starts with our Day Habilitation programs which, on a daily basis, connect with great organizations such as Meals on Wheels, local food pantries, neighborhood animal shelters, and other civic groups such as Kiwanis Clubs. Some of their proudest outings are showing their appreciation of our first responders, the police and fire departments in their community.

Then there is our Employment Services program. Working directly with local employers, we are able to help them solve some of their staffing issues while providing work opportunities for our members who are eager to feel the pride and sense of accomplishment of holding a real job. In this past fiscal year, we supported 341 members who worked at over 100 business locations ranging from just South of Boston all the way down the South Shore, the South Coast and Cape Cod. In addition, we work closely with local school systems through our Pre Employment Transition Services to give students still enrolled at the high school level a head start getting into the job market.

Finally, our transportation program, with our recognizable fleet of over 100 white vans, makes this all possible by providing the means to transport our clients in and around our communities.

I am also proud to point out that many of our staff are also very active in their respective local communities, serving on various boards and volunteering their time at many other non-profit service organizations.

In the following pages you will read more stories of the impact we made in fiscal year 2018 and examples of how CCI members are making a real difference in our communities. Perhaps you or your local community benefited from our programs at some point. I hope so.

Could we do a better job getting the word out about who we are and what we do? Sure. But would we be better off if we went by a different name? I don't think so. At our core, we are all about forging Connections in the Community so that our members and our communities are both enriched as a result.

The next time you are out and about in your community, please look for us. Chances are you will find us doing good and making a difference. Community Connections. In retrospect, I think the name suits us perfectly!

With gratitude,

Dave Botting



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2017 RECIPIENTS OF COMMUNITY CONNECTIONS SERVICE Awards

25 Years of Service

Kenneth Grieder, Driver, CCTS
 Wally-Ann Pierce, Employment Specialist, CCES
 James Ferreira, Developmental Specialist, FRHS
 Valarie Teves, Developmental Specialist, FRHE
 Debra LePage, LPN, FHLS

20 Years of Service

Janet Caiani, Developmental Specialist, YCCH
 Carol Sanders, Therapy Specialist, FRHS

15 Years of Service

Frances Camara, Developmental Specialist, FRHE
 Elizabeth Calheta, Developmental Specialist, FHLS
 Ana Brilhante, Employment Specialist, FRES
 Tammie Pacheco, Therapy Specialist, FHLS
 JoAnn Beland, Administrative Assistant, FRHS
 Sue Reardon, VP HR
 Kimberly Rapoza, Developmental Specialist, FHLS

10 Years of Service

Tanya Madeira, Program Manager, FRLS
 Christine Morea, Developmental Specialist, YCCH
 Jennifer Ferreira, Employment Specialist, FRES
 Christine Rego, Developmental Specialist, FRHE
 Roxanne Campbell, Developmental Specialist, FHLS

5 Years of Service

Elizabeth Katehis, Developmental Specialist, MCCH
 Bonnie Norton, Case Manager, FHLS
 Maureen Gallagher, LPN, YCCH
 Shana Couto, RN, FHHS
 Patricia Assad, Developmental Specialist, GNBHS
 Nicole Heath, Developmental Specialist, FHLS
 Adna Mikulic, RN, PHS
 Patricia Reggiani, Aide, PHS
 Harold Gerrior, Driver, CCTS
 Ed Kiernan, Transportation Coordinator, GNTS
 Philip Moore, Driver, CCTS
 Christina Machado, Developmental Specialist, FHHS
 Brandon Miranda, Developmental Specialist, FRLS
 Carly Campbell, Developmental Specialist, MCCH
 Joseph Adams, Driver, GNTS
 Joan Lynch, Developmental Specialist, PHS
 Richard Preston, Driver, GNTS
 Linda Donley-Hosking, Assistant Manager, YCCH

ELIZABETH KATEHIS

employee of the year



Pictured from l to r: Joseph Krajewski, COO, Elizabeth Katehis, Developmental Specialist, Yarmouth Day Center, Kathy Ferriera, Service Director and David Botting, President and CEO

A caring and thoughtful employee, Liz gives 100% to ensure her clients are engaged and involved in the services they receive. She works hard to schedule outings that are appropriate for each member of the group and has creatively devised programming to engage her clients and advance the attainment of their goals. Working with a high need Life Skills group, she ensures they spend time out in the community on a regular basis and has made working on their goals fun!

Her calm demeanor is reassuring to those she works with, as anyone who has worked with her can attest to. Liz is well liked by all those who attend the program as well as families and coworkers. She comes to work each day with a smile and folks look forward to seeing her.

Liz is always the first to volunteer her time at the program, especially regarding the agency's annual Walkathon. Liz is a driven person who takes her responsibilities and the safety of those we serve, very seriously, and it shows in all that she does. We are fortunate to have her as a member of the Mashpee Day Center team and an employee of CCI.

Congratulations Liz, we appreciate all that you do!

RECIPIENTS OF COMMUNITY CONNECTIONS
SERVICE

Awards

30 Years of Service

Sandy Stillman, Case Manager, FRHE

25 Years of Service

Debra LePage, LPN, FHLS

Valarie Teves, Developmental Specialist, FRHE

15 Years of Service

Sophia Westgate, Program Manager, YCCH

Jamie Medeiros, Case Manager, FHHS

10 Years of Service

Christopher Lopes, FRES, Employment Specialist

Karen Ducharme, Developmental Specialist, GNBHS

Jennifer Rimple, Case Manager, MCCH

Hector Mejia, Driver, GNTS

Tom Tavares, Driver, GNTS

5 Years of Service

Cassie Medeiros, RN, FRHS

William Tansey, Driver, FRTS

Mary Adams, Driver, GNTS

Michelle Pinkoski, Therapy Specialist, FRHE

David Sylvia, Driver, GNTS

Deirdre Avila, Administrative Assistant, FRLS

Alfred Fernandes, Driver, GNTS

AMANDA DILLON-ABRANTES

employee of the year

Amanda Dillon-Abrantes, Case Manager at FHLS, continues to demonstrate on a daily basis that she is an exemplary employee. She consistently goes above and beyond, particularly when



Maria Pavao, Fairhaven Life Skills Manager, Amanda Dillon-Abrantes, Case Manager

advocating for the consumers who receive services at CCI.

Over this past year, Amanda has assisted a consumer with many needs and requests by advocating with DDS for change. As a result, this individual now has a better handle on her finances and budgeting, has acquired a new television and a Keurig coffee maker for her home, and has been regularly going for pedicures to address her nail care/podiatry needs.

Amanda has a calming effect on our consumers who demonstrate challenging behaviors and works very well with diffusing interfering behaviors. As a result of tea time with Amanda, one of our clients is more consistently engaging in community access.

Amanda also schedules a small group picnic on occasion to reinforce improvement in areas of attendance and goals.

Amanda's Manager, Maria Pavao, can depend on her to fill the gaps when she is away, ensuring the program runs smoothly and that concerns are dealt with in a timely manner, and that our consumers' well-being is a top priority.

Amanda has worked for CCI since May of 2000 – essentially her entire adult life. Thank you, Amanda, for being such a wonderful role model and engaged, dedicated employee. Congratulations!

2018 honorees

kindhearts ambassador



Sergio Balegno was first involved with Community Connections, Inc. as a Board Member about 25 years ago. His then Marketing firm, Morse Balegno Advertising, was instrumental in creating the "face" of Community Connections by designing our CCI logo,

affectionately now known as "The CCI guy." The symbol is an inverted C, a regular C with an I with a dot inserted in the middle. This clever design had endured over time, proudly donned on all of CCI's Marketing materials, promotional gear and signage.

Today, CCI is so grateful to have the Balegno family once again fully engaged in the organization. Sergio's son Sam attends they South Yarmouth program and his wife Lisa, along with his whole family is very supportive. Sergio is the true definition of giving of his own "time, talent and treasure" He has rejoined the Board of Directors and has taken a very active role as the Vice Chairman. He has lent his expertise in marketing, fundraising, and business development to the board subcommittee for Fund Development and is at almost every CCI function. He delivered Christmas gifts to several programs last winter, donated iPads to a program and has hosted a gathering at his own home with his family and friends to spread the word about the great work of CCI.

We thank Sergio and his whole family for their dedication, lifelong volunteerism, support and advice.

employer partner

Cardi's Furniture is honored as Community Connections Inc.'s Employer Partner this year, nominated by an employment specialist, Sherilyn Benedetti.

Cardi's Furniture employs Community Connections Inc. clients and they are dedicated to employing people with disabilities. From the first interview our client had, the staff at Cardi's were welcoming and made our client's comfort a priority. During the interview, Executive Director of Operations Ed Diorio said, "We understand that everyone learns and works differently, but what's more important is how much heart you put into your work." Our client has been very successful as an employee at Cardi's furniture and was recently offered additional offers. Since then, Cardi's Furniture has hired another CCI client and has a standing offer of additional part-time job opportunities to any other clients.

Cardi's Furniture stands out as an example to other businesses of being a company that is patient, generous and committed to hiring people with disabilities. We are thankful for their continued support.

Cardi's

FURNITURE & MATTRESSES

2018 honorees

innovation award

Debra LePage, LPN



Debra is a nurse for Community Connection's Fairhaven Day Center. She has started a new and innovative program at the Day Center, the "Healthy Choices Group" has been instrumental in promoting healthy choices and overall wellness for participants.

This group started with a few members who expressed an interest in making better choices and losing weight. Deb heard their concerns and decided to coordinate getting these individuals together on a regular basis to support each other, discuss healthier options to the lunch items they would typically choose and sharing recipes in a monthly newsletter.

This group has since evolved from a weight loss program to taking a holistic approach to healthy living in all aspects of a healthy life style. The group meets with the Deb regularly, and they plan, shop for and prepare healthy lunches with their group leader. They incorporate the periodic purchase of Healthy Bites (a local business that pre-packages healthy meals with fresh ingredients) for lunch alternatives, as well as incorporating vegetables and herbs from the program garden. Thanks to this program and Deb's efforts, the group has decreased or maintained current weights and they continue to learn healthier options.

self determination award



Marissa Richard is the recipient of our Self Determination Award. Marissa was nominated by her employment specialist, Jewels Dupras.

Marissa has shown amazing self determination in her life this year. She has taken control of her health and wellness and

professionally has excelled at her job. She was hired at McDonald's on President Ave. in Fall River in October 2016 for a cleaning position. Soon after she began working, the managers and staff at McDonald's noticed how well Marissa worked and decided to give her more responsibility.

Now, Marissa also manages the register, kiosk, brings customers their orders, helps with the fryer and helps with the drive thru as needed. In June 2018, Marissa was awarded Employee of the Month at the restaurant, and most recently her manager told her the Company wanted to put together a video to recognize her work helping the elderly and veterans to post on the McDonald's company website and to be shared with the president of the company.

Marissa as been a true self advocate and has shown determination to excel in her job at McDonald's. She has a warm smile and friendly attitude for every shift and her hard work and dedication have been noticed and appreciated by everyone around her.

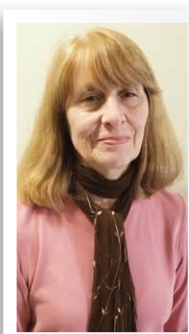
above and beyond

Kevin Madeira, a life skills development specialist at CCI, was given an award for exceptional work at this year's ADDP conference. He was nominated for the award by his manager, Tanya Madeira, who praised him for his advocacy, creativity, exceptional delivery of direct support, dedication to best process and mentorship.

Kevin started working for Community Connections in September 2010 and in a short period of time, he proved to be an outstanding employee. Kevin encourages all clients to participate in program activities to promote active, healthy lifestyles and positive relationships. Kevin brings creativity and enthusiasm to the Life Skills program daily and has a positive impact in the lives of the participants that CCI serves.

Kevin goes above and beyond to find each one's strength and interests, and works his creative thumb to ensure that all the activities he introduces are exciting, fun, and meaningful. He advocates for all participants, promoting their independence and wellbeing. Kevin is a reliable and flexible employee who will adjust his schedule to meet the needs of the individuals attending the Life Skills program.

Kevin is not only a development specialist with team leader responsibilities, he also drives a route for CCI in the morning and afternoon. He brings positivity to every aspect of his job. His calm demeanor make him approachable, as evidenced by many people who seek him out to discuss problems and concerns.



CCI employee Patricia MacMakin was also recognized at the ADDP conference with an honorable mention Direct Support Professional award.

Patricia has worked at CCI for 12 years and is known for her kindness, patience, and professionalism. She is an asset to the South Yarmouth team in providing speech therapy to consumers and making time to work with those who are not on her case load.

reaching goals

Many people struggle with budgeting and saving money, and at Community Connections, clients can have those concerns as well. Our goal-oriented approach to money management has helped clients like Linda enjoy financial freedom and increased independence.

Linda, a client at the Fairhaven Life Skills Program, met with her case manager Amanda Dillon often to discuss her goals and dreams. She mentioned her financial difficulties and feeling that she didn't have enough money to do things she enjoyed.

Amanda and Linda took a hard look at Linda's financial situation and saw that Linda spent most of her money each month right away and on fast food. Then, she wasn't able to do things she enjoyed for the rest of the month.

Amanda worked with Linda to budget her monthly finances and to set realistic goals. As a result, Linda was able to purchase a TV, a Keurig coffee machine for her home, and to pay for monthly pedicures and manicures.

The budget has been going strong for six months. Linda gets a pedicure each month, just bought herself a winter coat.

"She's much happier and now she can take care of herself," said Amanda, who has worked at Community Connections for 19 years. Amanda said Linda has more confidence since being able to buy the things she enjoys.

Linda said she's had to make some tough choices within her budget, but that now she encourages her friends to make a budget as well. She said she's much happier after making these changes and that it has helped her reach her financial and self-care goals.

Once she discovered her enjoyment of money management, Linda gained the opportunity to assist Amanda with weekly balancing of client accounts and ensuring all her receipts are accounted for.



A CCES proud graduate — Garrett Keenan

Garrett Keenan has been supported through the Community Connections Employment Services (CCES) program since 2014. His first job, obtained with assistance from CCES, was as a cart retriever and grocery bagger at Stop and Shop. Nearly five years later, Garrett is an employee of Stop and Shop, where he has expanded his role to include just about everything the front end department asks of him. Garrett is ambitious and strives for self-improvement. In an effort to enhance his credentials and increase opportunities for career development, Garrett

enrolled in the Project Forward program at Cape Cod Community College for the 2017-1018 school year. CCES assisted Garrett in balancing work and community college, where he graduated with a Certificate in Hospitality in May, 2018. Well known at the college for his long-standing interests and accomplishments in writing and photography, Garrett was selected to write and read one of his poems at his graduation ceremony. On stage to acknowledge and celebrate the graduates, Governor Charlie Baker personally praised Garrett after his reading and offered his congratulations and well wishes. The Governor is shown here on graduation day with Garrett and his parents.



connecting with the community



A group from the Plymouth Day Center shows their appreciation for Plymouth Fire Department.



A Davol Street Day Center member deliver Meals on Wheels.



A group from the Fairhaven Day Center helps out with the Fun107 Toy for Tots drive.



Members of the Mashpee Day Center Aktion Club of the Mashpee Kiwanis Club.



Fairhaven Day Center participant volunteers at a local doggie day care center.

THANKYOU! TO ALL OUR DONORS

July 1, 2017 to June 30, 2018

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[UP TO \$100]

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AUGUST 20, 2017

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MAY 10, 2018

canvasandcuisine



Thank you to Wendy and Chris Wilson of the Gallery on Jarvis and the Belfry Inn and Bistro for generously hosting the event.



Community Connections Inc.

Opportunities for People with Disabilities

STATEMENT OF FINANCIAL POSITION

	FY 2018		FY 2017
ASSETS			
Cash and cash equivalents	\$177,191		\$760,891
Accounts receivable, net	\$1,836,689		\$1,832,150
Prepaid expenses	\$109,494		\$115,532
Property and equipment, net	\$4,324,477		\$4,965,672
Other Assets	\$46,767		\$47,347
Total assets	\$6,494,618		\$7,721,592
LIABILITIES AND NET ASSETS			
Current portion of notes payable	\$168,583		\$194,847
Current portion of mortgages payable	\$38,838		\$37,146
Current portion of capital lease obligations	\$462,040		\$412,594
Accounts payable and accrued expenses	\$320,417		\$746,903
Accrued salaries and wages	\$642,714		\$743,692
Other current liabilities	\$63,949		\$45,444
Notes payable, net of current portion	\$129,582		\$309,255
Mortgages payable, net of current portion	\$1,070,517		\$1,111,612
Capital lease obligations, net of current portion	\$603,041		\$912,546
Total liabilities	\$3,499,681		\$4,514,039
Net assets	\$2,994,937		\$3,207,553
Total liabilities and net assets	\$6,494,618		\$7,721,592
STATEMENT OF ACTIVITIES			
Revenues, Gains and Other Support			
Contract revenue	\$15,161,750		\$15,147,119
Client service fees	\$64,316		\$72,208
Contributions and fundraising	\$195,575		\$168,884
Gain on sale of property and equipment	\$2,500		\$21,105
Other income	\$37,343		\$27,167
Total revenues, gains and other support	\$15,461,484		\$15,436,483
Expenses			
Program services	\$13,876,381		\$13,437,170
Management and general	\$1,650,684		\$1,793,219
Supporting services	\$147,035		\$98,118
Total expenses	\$15,674,100		\$15,328,507
Change in net assets	\$(212,616)		\$107,976
Net Assets at Beginning of Year	\$3,207,553		\$3,099,577
Net Assets at End of Year	\$2,994,937		\$3,207,553



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