



ANNUAL REPORT FY25

Providing life-enriching
services that promote
optimal independence
for people with
disabilities.





Mission

To provide life-enriching services that promote optimal independence for people with disabilities.

Vision

We will be the leader in providing comprehensive and innovative services that promote community inclusion and improve the lives of people with disabilities.

Values

Inclusion. Person-centered.
Integrity. Safety.
Stewardship. Respect. HEART.

OUR PILLARS

Quality

We will be the agency of choice for clients, employees, and funders led by our commitment to raising the bar in the delivery of the highest level of services and support in the field.

Sustainability

In order to continue to deliver solid, high-quality services, we will look to strengthen and protect our existing resources.

Advocacy

We are committed to advocating for individuals with IDD/ASD as equal members of the community.

OUR PILLARS

Executive Team

Katie Driscoll
President & CEO

Joseph Krajewski
Chief Operating Officer

Joe Sullivan
Chief Financial Officer

Denice Baker
Chief People Officer

Liz Rabideau
Chief Community
Relationships Officer

FY25 Board Of Directors

James Lopes, Chair
RogersGray Insurance
Agency

Donna Sabecky,
Vice Chair
Founder, Community
Connections

Jorie Fleming, Clerk
Compass Real Estate

Christine Murphy,
Treasurer
Barnstable County
Mutual Insurance

John Beyer
John Beyer Financial
Services

Laurel Hartman
William Raveis Real
Estate, Mortgage &
Insurance

Denise Kelly
Retired, Management/
Finance

Dr. Tom Tomasik
Sheinkopf & Tomasik
Eye Care

Scott Vandersall
Cape Cod Five Cents
Savings Bank

Letter from the CEO

Dear Friends,

At Community Connections, Inc., we know how inclusion changes lives. Across Cape Cod and the South Coast, people with disabilities are gaining independence and finding purpose. It's all thanks to the dedication of our staff and partners, and the trust of the families we serve.

Today, with more than 350 staff members, eight program locations, and a \$27 million annual budget, we continue to grow, but our mission remains deeply personal and rooted in connection.

This year, we've invested in spaces that reflect our values. We upgraded our Wareham Training Space and renovated our Fairhaven Day Services location to better support learning, creativity, and community. We've also deepened our advocacy efforts, shaping policies that promote inclusion by working alongside partners like the Cape Cod Disabilities Network and The Arc of Massachusetts.

Looking ahead, we're embracing our role as Community Connectors. With an unwavering commitment to belonging, we're building more inclusive communities together.

Warmly,



Katie Driscoll, President & CEO



Katie Driscoll, President & CEO

A Message from Our Board Chair, Jim Lopes

This past year marked an important transition as we said farewell to longtime CEO David Botting and welcomed Katie Driscoll into the role. Dave's leadership, kindness, and integrity will always be part of our story.

Katie has stepped into this role with vision and purpose, championing a strong sense of community with new energy and direction. We are confident she will continue to inspire growth and connection in the years ahead.



Jim Lopes, Board Chair



Jim Lopes, Board Chair

Our Services

At Community Connections, every program is rooted in our values of inclusion, respect, integrity, safety, person-centered care, heart, and stewardship. We believe that people with disabilities deserve opportunities to live, work, and thrive as valued members of their communities.



Community Based Day Supports (CBDS)

CBDS provides a clear path to employment by combining community engagement with skill development. Participants explore volunteer opportunities, gain work-readiness training, and build the confidence needed to transition successfully into the workforce.

Social Recreation

Social recreation programs such as Explorers offer engaging activities and social connections for adults and those seeking flexible participation. These programs encourage creativity, wellness, and community involvement in a supportive environment.

Transportation Services

Our transportation team provides safe and reliable rides to and from programs and community activities. Professionally trained and first-aid certified drivers with GPS-monitored vehicles ensure comfort, safety, and peace of mind for every passenger.

Day Habilitation

Our day habilitation programs focus on building independence, health, and social engagement. Participants practice daily living skills, enjoy recreational activities, and access therapies that promote overall well-being.

Life Skills

Life Skills programs empower individuals to strengthen abilities such as cooking, budgeting, personal care, and community navigation. These essential skills foster greater independence and confidence.

Employment Services

We partner with businesses across Southeastern Massachusetts and Cape Cod to create meaningful work opportunities. Through job training, placement, and ongoing coaching, participants find employment that matches their interests and abilities.

Supported Living

Community Connections provides in-home supports to empower individuals live safely and independently. Services may include assistance with daily routines, health management, and community participation.



Celebrating 40 Years of Community Connections

On February 21, Community Connections celebrated 40 years of excellence in service to adults with disabilities across the South Coast and Cape Cod. Each program marked the day with cake, games, and our very own CCI photo frame to commemorate the anniversary.

Our Origins & Where We're Going

Community Connections was founded by Donna Sabecky in 1985 with a clear purpose: to provide life-enriching services that promote independence for people with

disabilities. From the beginning, we have grown and adapted to the changing needs of the people we serve, always guided by our values of safety, inclusion, respect, and heart. This ability to evolve while staying true to our mission has allowed us to remain a trusted leader for four decades. Today, under our new CEO's vision of being community connectors, we continue to strengthen the bonds between people, families, staff, and community partners, creating opportunities for belonging and lifelong impact.

Our People Make the Difference

Four decades of service is a testament to the people who make up Community Connections. Over 30 percent of all employees have been with the agency for more than ten years, with many working here for 20 years or more. We have sustained this commitment to our values and mission because of our people. Thank you!



What is Day Habilitation?

Day habilitation supports adults with intellectual and developmental disabilities to acquire, retain, or improve skills for daily living and community participation. Activities are person-centered, and often include skill building for personal care, socialization, community navigation, volunteerism, and therapeutic supports, all designed to promote independence and inclusion in community life.

What are Community Services?

We provide meaningful opportunities for individuals with disabilities to engage fully in their communities, build skills, and explore personal interests. These programs promote independence and social connections. Programs include Community Based Day Supports (CBDS), which emphasize community integration and serve as a pathway to employment, as well as Explorers, supported living, and employment services.

Locations

Fall River — Davol Street First Floor

Bright, accessible spaces in the Commonwealth Landing building offer therapy areas, sensory and media rooms, and nursing support for people who benefit from focused, skill-building activities and social engagement.

Fall River — Davol Street Ground Floor

Our Davol Street location is a multi-service program, with the ground floor dedicated to Community Based Day Supports (CBDS), Employment Services, and Supported Living. CBDS offers community learning, volunteer opportunities, and work readiness training that create a pathway to Employment Services, where participants receive on-the-job training, job placement, and ongoing coaching.



CBDS training at Davol Street in Fall River.

Fall River — Hartwell Street

A downtown site focused on daily living and community skills. The program features a training kitchen and regular community outings that help people practice real-world routines and connections.

Fall River — North Main Street

This program features spacious program and therapy rooms, with staff specializing in supports for older adults. The space promotes dignity in aging, and safe transportation is provided to and from North Main Street.

Agency Data

TOTAL PEOPLE SERVED

1069

EMPLOYMENT SERVICES

 375 participants received employment services

 35 new job placements for participants



40 Years of Community Connections Inc

16 PROGRAMS

8 LOCATIONS

320 EMPLOYEES



Fairhaven

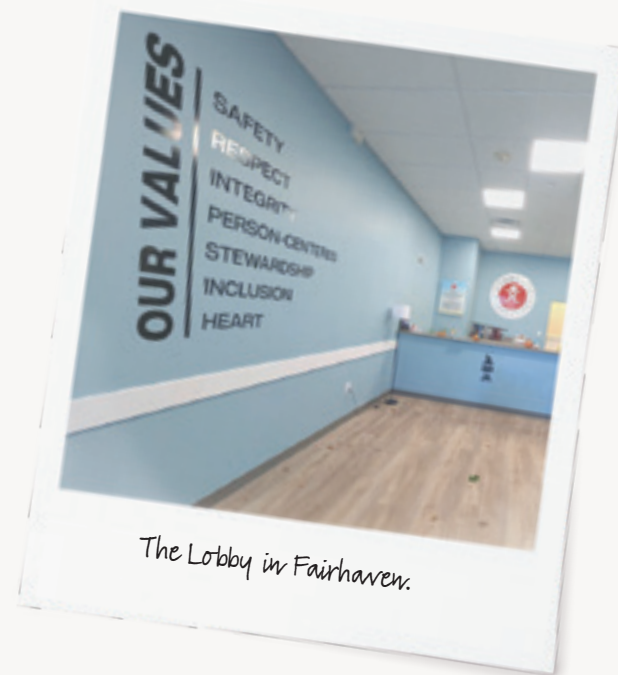
Fairhaven is a larger, newly renovated program site with roomy therapy and program spaces. The location is a hub for group activities, seasonal events, and community partnerships that expand social and recreational opportunities.

Mashpee

Our Mashpee location is located in a beautiful, modern building with great natural lighting throughout. Participants can develop their life skills in a welcoming setting that emphasizes community inclusion.

Plymouth

This program blends therapy, skill building, and creative programming with strong local partnerships to help participants engage in meaningful community activities. This site will be expanded with a new space for a Plymouth CBDS program, as well as an employment services program.



The Lobby in Fairhaven.

South Yarmouth

A multi-service Cape Cod program delivering day habilitation, employment supports, social recreation, and supported living services in a space designed for accessibility and community involvement.

LOOKING AHEAD:

Building Community and Advocacy

At Community Connections, we are entering an exciting new chapter.

Our mission has always been to support people with disabilities in living with optimal independence. Over the past three years, our 2022–2025 Strategic Plan guided us through a period of innovation and reflection. That plan concluded in June, and brought an opportunity to look ahead with fresh eyes. The leadership alongside the new CEO embarked on a comprehensive visioning process to guide the organization over the next two years.

Our work led to a redefinition of our core pillars: Quality, Sustainability, and Advocacy, and the exciting introduction of a new pillar: Community. These four pillars now serve as the foundation for our future, helping us respond to evolving needs while staying true to our values.

The future will bring a new focus on community, as we build strong relationships with families, advocates, and local partners.



Our Four Pillars for the Future

Quality

- Deliver innovative, person-centered services that ensure exceptional outcomes for the people we serve
- Create safe, supportive, and welcoming environments, cultivating a highly engaged and skilled workforce
- Provide strong training and growth opportunities for staff



A participant spending time with a dog during animal therapy.

Sustainability

- Invest in resilient systems, diversify resources, and strengthen operational practices by protecting what we've built
- Grow funding through new opportunities and community support
- Invest in technology and innovation to meet changing needs

Advocacy

- Champion the rights, voices, and full inclusion of people with IDD and ASD
- Launch our new Family Advocacy Series to guide families in learning, sharing, and speaking up
- Work alongside partners and families to influence positive change in the community and beyond

Community (New Pillar)

- Cultivate inclusive communities among individuals, families, neighbors, and partners, where all people are welcomed and empowered to thrive
- Welcome a new Community Engagement Director to strengthen partnerships and visibility
- Expand opportunities through new programs, such as a CBDS program in Plymouth and an expanded Fairhaven location

Moving Forward

The needs of the people we serve are always changing, and we are committed to growing with them. By focusing on quality, sustainability, advocacy, and community, we are building a future where every person has a valued role in the spaces where they live and work.

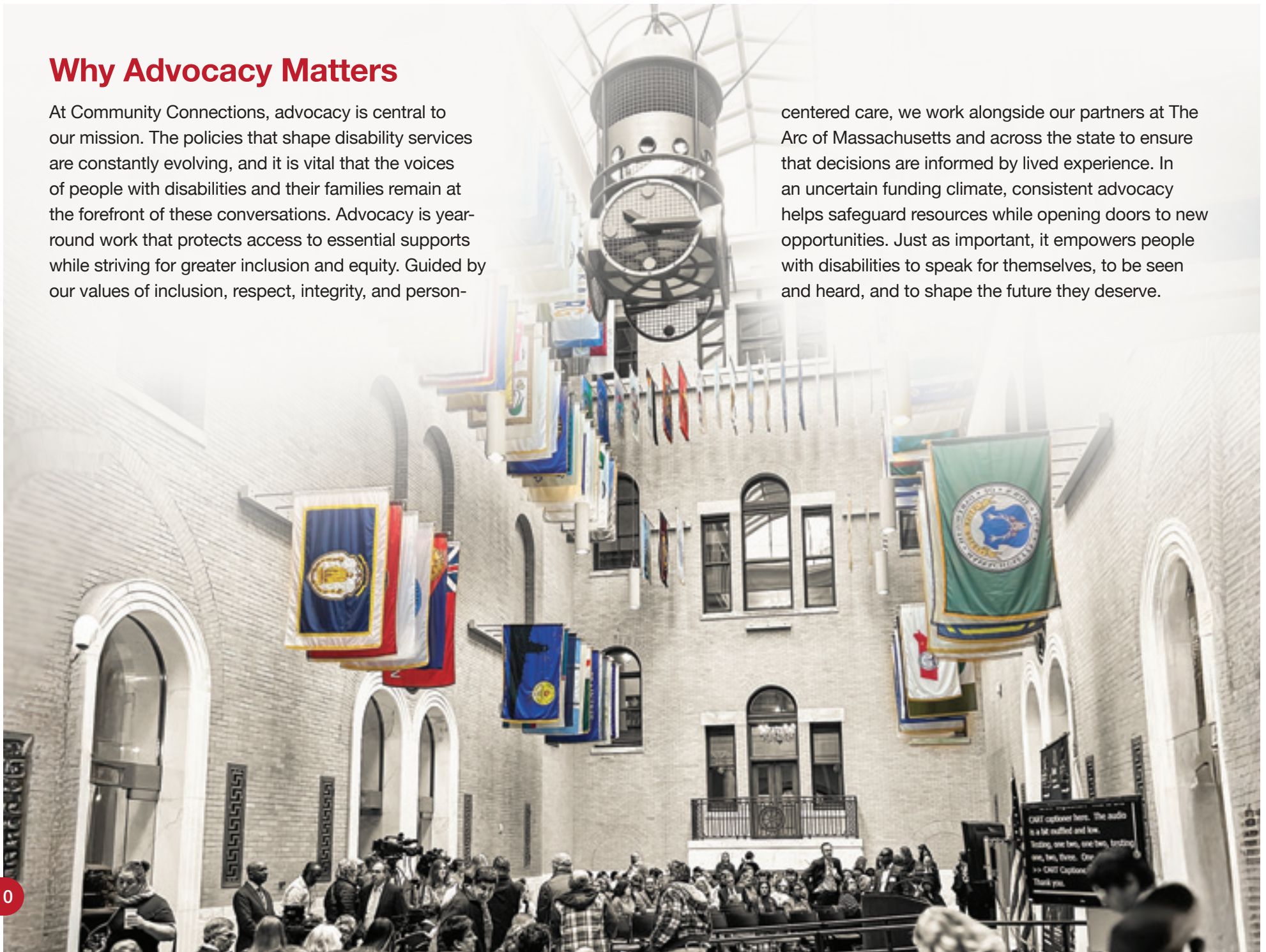
“The future holds great promise, and I am excited to carry this legacy forward. Critical to our vision of the future is continuing our growth as community connectors.”

— Katie Driscoll, President and CEO

Why Advocacy Matters

At Community Connections, advocacy is central to our mission. The policies that shape disability services are constantly evolving, and it is vital that the voices of people with disabilities and their families remain at the forefront of these conversations. Advocacy is year-round work that protects access to essential supports while striving for greater inclusion and equity. Guided by our values of inclusion, respect, integrity, and person-

centered care, we work alongside our partners at The Arc of Massachusetts and across the state to ensure that decisions are informed by lived experience. In an uncertain funding climate, consistent advocacy helps safeguard resources while opening doors to new opportunities. Just as important, it empowers people with disabilities to speak for themselves, to be seen and heard, and to shape the future they deserve.



Advocacy at the State House

Community Connections proudly joined the 2025 Arc of Massachusetts Legislative Reception at the State House in Boston, where the theme was “safeguarding our rights through advocacy.” Our participants Matt and Alex met with Rep. Carole Fiola, sharing their priorities and showing the power of people with disabilities speaking for themselves.

Advocacy is vital because decisions made on Beacon Hill and in Washington directly affect daily life, from transportation and housing to employment supports. When people with disabilities sit at the table with legislators, they remind leaders that inclusion and equity must stay at the center of public policy.

The day left our team inspired and committed to continuing this year-round work for a more equitable, person-centered future.

“Safeguarding our rights through advocacy”

— Arc of MA Legislative Reception Theme

Family Advocacy Resources

Community Connections also empowers families with knowledge, resources, and a voice. This year, we hosted a Family Resources Info Session with Nora Bent of The Arc of Massachusetts, offering insights on funding, priorities, and ways families can engage in advocacy. Families shared experiences, learned from one another, and explored how collective action strengthens opportunities for their loved ones. Looking ahead, we will host quarterly sessions on advocacy, financial planning, and estate funding to help families feel informed, supported, and connected to our mission.



Wareham Participant Alex meets with Rep. Carole Fiola.



Katie Driscoll and Rep. David Vieira at the Community Heart Awards.

Mark's Story

Three Decades with Community Connections.

For more than 30 years, Mark has been part of the Community Connections family. His journey reflects not only his personal determination, but also the relationships, opportunities, and sense of belonging that come from person-centered support.

Outside of programs, Mark's life is rich with passions. He has been figure skating since he was twelve years old, and he also loves to play guitar.

These hobbies, nurtured over decades, show the many ways people with disabilities contribute to and enrich their communities far beyond the walls of any program.



*In addition to figure skating,
Mark enjoys playing the guitar.*





Mark has also been engaged in employment services with CCI for many years. With support from staff, he worked at Wendy's and Burger King, preparing food, serving tables, and connecting with customers.

For the past three years, Mark has worked closely with Kelsey, a dedicated staff member who describes their relationship simply: "We're a team." Together they prepare meals, keep consistent routines, and share milestones.

On Mark's 60th birthday, they celebrated at a restaurant where the staff surprised him with cake and a chorus of "Happy Birthday." Usually more reserved, Mark was moved by the recognition. With a smile, he looked around and said, "Isn't that something."

Kelsey notes that their bond has grown strong. Even without many words, she can tell how he feels from his expressions. "We're really close," she says. For her, the joy is in celebrating the everyday victories, the routines that bring comfort, and the big moments that make someone feel seen.

Mark is a competitive figure skater who has practiced since he was 12 years old.

Looking Back Through the Lens of Our Longest Tenured Employees



Sandi Stillman: Sandi began her career with Community Connections as an intern in 1988, eventually becoming a full-time aide and later a Case Manager. Reflecting on her journey, she says: "When you do something for the first time, you're unsure. The remedy is to continue to show up each day, building on both triumphs and failures to grow."



Michelle Souza: After spending nearly four decades with CCI, Michelle has worked in various roles in direct support. She realized that one approach or method would not suit all participants, so she developed strategies individually. In the past, people with disabilities have been hidden away. Michelle has learned that "no one is disposable," and her work supports this fact.

Maria Miranda: Maria's 35-year journey with Community Connections began unexpectedly in 1989, when a temporary part-time role turned into a lifelong calling. Now serving as Director of Community Services, she explained that everyone should have the opportunity to work with this community. "Once you're in the field, you fall in love with it."



Donna Sabecky, Founder: Donna founded CCI in 1985, serving as its first President and CEO, and currently serves on CCI's Board of Directors. "Before there was a worldwide web, or cell phones, there was the birth of Community Connections services. We strive to support each person we serve to blossom into their potential. I am proud of being a meaningful leader in the disability community."



The Arc of MA Statewide Recruitment Campaign

Community Connections played a key role in The Arc of MA's statewide "With All Your Heart" workforce recruitment campaign, which ran March through July 2025. Funded by a \$1.6 million federal grant, the initiative addressed the urgent shortage of Direct Support Professionals who support individuals with IDD/ASD. The campaign raised awareness of the workforce crisis, promoted open positions, and encouraged qualified candidates to consider careers in the IDD field. CCI leaders Liz Rabideau,

Chief Community Relationships Officer, and Denice Baker, Chief People Officer, helped shaped the campaign's messaging and outreach strategy. They also hosted The Arc Collaborative at CCI's Davol Street programs, providing authentic settings for photoshoots that showcased the real-life impact of DSPs. The campaign achieved strong visibility including press release distribution that generated 167.4 million impressions, alongside 15 media placements and 3.7 million impressions

across radio, print, and online platforms. Highlights included WBUR and WGBH interviews with Arc of Mass CEO Maura Sullivan and an op-ed by Arc of MA Board President Brian Cusack in The Boston Herald, underscoring the urgency of the workforce crisis. Through these efforts, CCI elevated the visibility of DSP roles, supported recruitment across all 17 Arc chapters, and demonstrated leadership in advocacy and storytelling.

IT'S EASY TO LOVE
YOUR JOB WHEN
**YOU'RE
LOVED FOR
DOING IT.**



Community Heart Awards 2024

On June 6, Community Connections hosted the Community Heart Awards breakfast at the Rosebrook Event Center in Wareham. These awards honor organizations and individuals who demonstrate exemplary service to people with disabilities across Cape Cod and the South Coast.

Employment is central to independence and inclusion. For the people we serve, it means greater independence and economic self-sufficiency. For employers, it offers a wider talent pool and improved workplace culture. Studies show that diverse workplaces are more innovative, productive, and resilient.

Employer of the Year

- Cape Cod: Copeland Chevrolet Hyannis
- South Coast: Steel Dog / Titcomb Bros. Manufacturing



Community Heart Award Winner Isabel Gomes-McCann with Rep. Mark Sylvia.



Cape Auto Body awarded a Community Heart Award by the Plymouth Chamber of Commerce.



Steel Dog was awarded the South Coast Employer of the Year Award.

Legislator of the Year

Massachusetts State Representative David T. Vieira of the 3rd Barnstable District exemplifies what it means to be a true champion for individuals with intellectual and developmental disabilities. Whether fighting for fair wages for direct support professionals, safeguarding funding for essential services, or ensuring our voices are heard on Beacon Hill, he has been a determined advocate.

Self-Advocate of the Year

Alex Porter, a participant at the Community Connections Day Center in Wareham, has visited the State House multiple times, most recently in March, joining Community Connections participants, staff, and the Arc of Massachusetts to discuss and advocate for critical policy goals. He also led a letter-writing campaign to state and local legislators. Alex serves as a leader and role model for others who want to make their voices heard.



Participant Alex Porter was awarded the Advocate of the Year Award for his leadership in self-advocacy.



Mashpee Manager Jade Silva presented with the Vice Presidents' Choice Award.



The Veterans' Kitchen in Fall River with their Volunteer of the Year award.



Copeland Chevrolet awarded Cape Code Employer of the Year.

Volunteer Partner of the Year

Last summer, a group of Fall River CBDS participants wanted to volunteer by serving food. Dawn Trahan and her team at The Veterans' Kitchen in Fall River welcomed them. Every week, participants help set up and serve lunch to up to 100 veterans and their families, developing lasting relationships along the way.

Vice Presidents' Choice Award

This award is presented to an exceptional staff member or volunteer. This year's honoree is Jade Silva, Program Manager of our Mashpee Day Center.

Kind Heart Awards

- **Organization: Cape Auto Body** — They provide meaningful employment opportunities to people with disabilities and consistently support community initiatives with time, energy, and contributions.
- **Individual: Isabel Gomes-McCann** — Since her sister began attending Fairhaven Day Center in 2006, Isabel and her husband Damien have supported fundraising events, program celebrations, and advocacy efforts. She exemplifies compassion, inclusion, and heart.

Community Connections Events across FY25

September 15, 2024:

Second Summer Cycle

Community Connections was one of twenty nonprofit beneficiaries to take part in the 2024 Second Summer Cycle. The event, which began in 2023, benefits multiple Cape Cod nonprofits. Whether cycling 60km or 100km, all riders were guided and encouraged along the course by volunteer ride marshals from our Explorers program. We are so grateful to our team of thirteen riders who raised \$7,000 for Community Connections programs.



Employee Service Awards

October 20, 2024:

Family Fun Day & Walk

Attendees of our agency-wide Family Fun Day & Walk enjoyed a sunny fall day at the Fairhaven Recreation Center. Over 200 participants, staff, sponsors, and guests gathered, many in costumes, to walk the Phoenix Rail Trail, play games, make crafts, enjoy Trunk-or-Treat, win prizes, and enter raffles. This annual favorite continues to delight all who attend.

November 25, 2024:

Employee Service Awards

We held a luncheon to celebrate the dedication and service of our staff as they reached milestone years with Community Connections. This year we honored two outstanding employees, Debra Michalski and Sandra Stillman, each celebrating 35 years of service.



Family Fun Day & Walk

February 21, 2025:

Community Connections 40th Anniversary

We officially marked 40 years of Community Connections with anniversary parties across the agency. Decorations, music, and cake made the day festive and memorable.



40th Anniversary Celebration

April 17, 2025:

Friends & Family Pasta Dinner & Raffle

The Fall River and Fairhaven programs once again joined forces to host the popular Family and Friends Pasta Dinner and Raffle. More than 450 people gathered at the Liberal Club in Fall River to share a meal and hope to win raffle baskets.

May 21, 2025:

Advocacy and Empowerment Training

Community Connections and the Cape Cod Disabilities Network hosted an evening of advocacy training for families and caregivers of individuals receiving services from local disability providers. The event equipped attendees with tools and knowledge to better advocate for their loved ones.

June 6, 2025:

Community Heart Awards

The Community Heart Awards honor individuals and organizations that partner with Community Connections to improve the lives of people with disabilities on the South Coast and Cape Cod. This event raises awareness, celebrates outstanding efforts, and recognizes our mission in action to provide life-enriching services and foster a community rooted in inclusion, respect, integrity, and heart.



Pasta Dinner



Advocacy

FY25 Sponsors

THE BARNSTABLE
SINCE 1833

ROGERS | GRAY
Part of  The Baldwin Group

Bank 5



GEM
AIR SERVICES

BayCoast
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FIRST CITIZENS'
FEDERAL CREDIT UNION
Think First.



KELLER COMPANY, INC.
REAL ESTATE DEVELOPMENT

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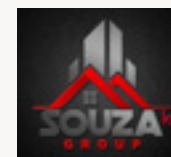
ICENTRIX
MISSING LOGO

BDC Roofing

CAPE
COD 5



Lees



FY25 Sponsors

Business Furniture Outlet	Bayside Mattress
Certified Rescue Courses	Somerset Glass
Jefferson Realty	Cornerstone Bakery and Restaurant
Milhench	Fall River Veteran's Kitchen
Pinnacle Auto Sales	Highland Restaurant Supply
Sylvester Consultants	Hillside Lawn and Farm Repair
Walsh Appraisal Service	Joe's Carpet
Wareham Police Association Inc	Massud & Sons Floor Covering, Inc.
Camger Coating Systems	Raymond Melanson Electric & Safety Corp
Cape Cod Orthopaedics	Seabury Chartering Corp
McGovern's Family Restaurant	TJ Russell Supply
	Vital Wood Products
Citrin Cooperman	White Ocean Cleaning Solutions Inc
21 Friends	



Christina's Story

Christina began her journey at the local chamber of commerce with a job coach by her side every day. She started with simple tasks like restocking brochures, building her skills and confidence step by step. Over time, she no longer needed constant support.

Today, Christina welcomes visitors at the Chamber's front desk, answering phones and greeting community members with ease. She attends ribbon cuttings and community events, proud of the role she plays.

Her growth reflects what CCI strives for: independence, confidence, and true community inclusion. Through her work, Christina is not only building her own future but also strengthening the community she is part of.



Yarmouth Chamber building

Statements of Financial Position FY25

BALANCE SHEET

ASSETS

CURRENT ASSETS:	2025	2024
Cash	4,091,706	3,463,346
Contract accounts receivable, net	4,233,434	3,418,251
Contributions receivable	10,000	20,000
Investments	3,348,865	3,180,610
Certificate of deposit	110,599	110,063
Prepaid expenses and other current assets	370,524	265,133
Total current assets	12,165,128	10,457,403
Property and equipment, net	7,049,889	4,689,739
Operating lease right-of-use assets	3,597,666	2,297,573
TOTAL ASSETS	22,812,683	17,444,715

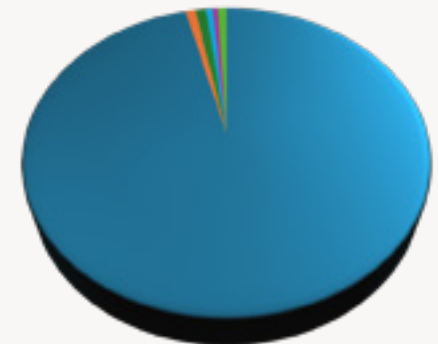
LIABILITIES AND NET ASSETS

CURRENT LIABILITIES:		
Current portion of notes payable	69,162	66,564
Current portion of mortgages payable	55,658	53,698
Current portion of finance lease liabilities	933,225	479,378
Current portion of operating lease liabilities	696,020	732,560
Accounts payable and accrued expenses	884,401	429,621
Accrued salaries and wages	762,116	802,587
TOTAL CURRENT LIABILITIES	3,400,582	2,564,408
OTHER LIABILITIES:		
Notes payable, net of current portion	256,656	325,907
Mortgages payable, net of current portion	753,490	810,606
Finance lease liabilities, net of current portion	2,700,308	1,697,887
Operating lease liabilities, net of current portion	2,932,432	1,622,868
Total other liabilities	6,642,886	4,457,268
Total liabilities	10,043,468	7,021,676
NET ASSETS:		
Without donor restrictions	12,717,380	10,365,214
With donor restrictions	51,835	57,825
Total net assets	12,769,215	10,423,039
TOTAL LIABILITIES & NET ASSETS	\$ 22,812,683	\$ 17,444,715

INCOME SHEET

	2025
REVENUES, GAINS & OTHER SUPPORT	
Contract Revenue	\$25,123,132
Client Service Fees	\$245,698
Grants, Contributions and Fundraising	\$258,123
Investment Income, net	\$168,255
Interest Income	\$128,227
Other Income	217,140
Total Revenues	\$26,140,575
FUNCTIONAL EXPENSES	
Operating Expenses	
Program Services	\$20,660,597
Management and General	\$2,733,390
Fundraising	\$400,412
Total Operating Expenses	\$23,794,399
NET SURPLUS/(DEFICIT)	\$2,346,176

- Contract Revenue - 96.1%
- Client Service Fees - 0.9%
- Grants, Contributions and Fundraising - 1.0%
- Investment Income, net - 0.6%
- Interest Income - 0.5%
- Other Income - 0.8%





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