



Staying Connected

Annual Report | FY22



PROGRAM SERVICES

Day Habilitation

Helps individuals overcome the obstacles that interfere with skills and development or stand in the way of their goals.

Employment Services

Provides comprehensive career planning and placement supports, interview assistance and on-the-job support.

Life Skills

Promotes an independent way of living with skills that are a key part of making people with disabilities more self-sufficient.

Pre-Employment Transition Services (Pre-ETS)

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

Social Recreation

The Explorers program helps adults with IDD/ASD to build new friendships and improve social skills through shared interests by engaging in community-based activities.

Supported Living

Provides one-to-one specialized supports and services that utilize a range of individualized therapies and activities.

Community Based Day Supports (CBDS)

Provides individuals with the skills needed to develop, enhance, and maintain their competence and confidence in personal, social, and community-based activities.

Transportation Services

Provides transportation from client's residences to programs.



PROGRAM LOCATIONS

South Yarmouth

261 Whites Path, Suite 1, South Yarmouth
(508) 362-1140

Mashpee

168 Industrial Dr., Unit 3, Mashpee
(508) 477-4188

Wareham

38 Church Ave., Wareham
(508) 748-9595

Plymouth

23 Resnik Rd., Plymouth
(508) 747-0451

Fairhaven

10 David Drown Blvd., Fairhaven
(508) 990-8194

Fall River

Davol, 1082 Davol St., Fall River
(508) 675-0306

N. Main St, 1784 North Main St., Fall River
(508) 678-3292

Hartwell, 125 Hartwell St., Fall River
(508) 678-1210





FY22 BOARD OF DIRECTORS

Scott Vandersall, Chair
Cape Cod Five Cents Savings Bank

Allison McEachern, Vice Chair
RogersGray Insurance Agency

Jorie Fleming, Clerk
Compass Real Estate

Bill Vickery, Treasurer
Bank 5

John Beyer
John Beyer Financial Services

Heather Bish-Martin
Cape Cod Community College

Laurel Hartman
Kinlin Grover Real Estate

Donna Sabecky
Former President & CEO of
Community Connections, Inc.

Dr. Tom Tomasik
Sheinkopf & Tomasik Eye Care



Dave Botting, President & CEO

EXECUTIVE TEAM

David Botting
President & CEO

Joseph Krajewski
Chief Operating Officer

Mark Kripp
Chief Financial Officer

Denice Baker
Chief People Office

Liz Rabideau
Director of Community Relationships



FY22 Community Connections Annual Report Summary

As Community Connections emerged from the pandemic, our board of directors, executive team, and leadership embarked on a strategic journey of reflection and planning. The challenges of COVID-19 fostered an atmosphere of recognizing strengths, encouraging thoughtful innovation, and fortifying our most valuable asset—our staff.

This year we welcomed our new CFO, Mark Kripp, who brings extensive experience in finance and operations from multinational nonprofits and NGOs. Mark's dedication to community service has driven his journey to Cape Cod and Community Connections. His team swiftly embraced him, and together, they continued to support our services, manage resources, and advance our mission and vision.

Throughout FY22, the executive team diligently worked on building our three-year strategic plan. With contributions from strategic partners and stakeholders, our executive team began crafting a vision and roadmap for the next three years. Our already established mission and vision served as the basis, while we focused on defining our **core values** through discussions, surveys, and focus groups involving clients, families, staff, the Board, partners, collaborators, and community leaders.

These values, which are now the cornerstone of our strategic direction, are:

- **Inclusion:** Everyone should feel valued, accepted, and have a sense of belonging.
- **Integrity:** We are intentional, honest, ethical, and mission-driven in all we do.
- **Respect:** We treat others with dignity, acknowledge their personal beliefs, and value diversity.
- **Person-Centered:** We support individuals' right to direct the course of their own lives.
- **Safety:** We are unwavering in supporting people's physical and emotional safety.
- **Stewardship:** We commit to preserving and effectively using all resources in pursuit of our mission and vision.
- **Heart:** We embrace our mission with kindness, caring, passion, and joy.

Amid the pandemic, we intensified our efforts to increase wages for direct care staff. The statewide hiring crisis, exacerbated by rising housing costs and stagnant wages, severely impacted agencies' abilities to serve individuals with IDD/ASD. We collaborated with like-minded agencies and the Arc of Massachusetts to advocate for higher reimbursement rates, which would enable increased worker pay. As a member of the Cape Cod Disability Network and an affiliate of the Arc, our CEO, Dave Botting, actively engaged with elected officials to push for change.

“There is a real human impact to the budget and policy decisions made by Massachusetts legislators which affects the people we serve and their families,” said Dave Botting. “Appropriate funding for safety net services must do more than restore services to pre-pandemic levels; funding must be increased to sustain the delivery of these services in the future.”

The impact of our advocacy on the IDD industry across the state remains to be seen but our commitment to advocating for our staff and the people we serve remains unwavering.

FY22 was a year of strategic planning and unwavering service. Our staff and leadership not only prepared for the future but also consistently provided outstanding services to those we serve.

Dave Botting
CEO



Statement of Financial Position

	FY 2022		FY 2021	
ASSETS				
Cash and cash equivalents	\$	4,334,607	\$	3,885,086
Accounts Receivable, net		3,783,595		3,475,230
Prepaid Expenses		196,972		132,143
Property and equipment, net		3,252,431		3,420,793
Other Assets		30,799		30,287
Total Assets	\$	11,598,404	\$	10,943,539
LIABILITIES AND NET ASSETS				
Current portion of notes payable	\$	63,107	\$	59,812
Current portion of mortgages payable		49,756		43,415
Current portion of capital lease obligations		209,194		173,952
Accounts payable and accrued expenses		331,793		321,229
Accrued salaries and wages		661,834		664,611
Other current liabilities		93,420		2,115,203
Notes payable, net of current portion		453,015		518,869
Mortgages payable, net of current portion		911,149		965,058
Capital lease obligations, net of current portion		277,027		244,723
Total liabilities	\$	3,050,295	\$	5,106,872
Net Assets		8,548,109		5,836,667
Total liabilities and net assets	\$	11,598,404	\$	10,943,539
STATEMENT OF ACTIVITIES				
Revenues, Gains and Other Support				
Contract revenue	\$	14,395,542	\$	11,662,596
Client service fees		92,619		30,644
Contribution and fundraising		3,873,787		4,802,326
Gain on sale of property and equipment		38,643		5,400
Other income		43,884		25,132
Total revenues, gains and other support	\$	18,444,475	\$	16,526,098
EXPENSES				
Program services	\$	13,726,914	\$	11,796,727
Management and general		1,813,048		1,561,095
Supporting services		193,071		118,795
Total Expenses	\$	15,733,033	\$	13,476,617
Change in net assets		2,711,442		3,049,481
Net Assets at Beginning of Year	\$	5,836,667	\$	2,787,186
Net Assets at End of Year	\$	8,548,109	\$	5,836,667





Employee of Year

Lore Jackson

Cape cod Employment Services

Lore Jackson was honored as Employee of the Year in part for her compassion and commitment. Lore sets the example for what it means to be person-centered at Community Connections!

Dave Botting, CEO (left) presented Lore Jackson (right) with the Employee of the Year award.

