



COMMUNITY CONNECTIONS  
*Opportunities for People with Disabilities*

# ANNUAL REPORT FY-2023





## 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







Dear Friends,

We are thrilled to share with you our FY23 Annual Report, highlighting the significant strides made through our strategic planning efforts aimed at advancing the mission of Community Connections (CCI) in empowering and supporting adults with intellectual and developmental disabilities (IDD).

Throughout 2021 and 2022 the board and executive team worked on a comprehensive strategic plan that will guide us through 2025 and beyond. The strategic planning team reached out to all stakeholders, distilled the feedback, and created a roadmap for the future of Community Connections.

Central to our strategic plan are three key pillars: quality, sustainability, and advocacy. These pillars, deeply rooted in our core values of inclusion, person-centeredness, safety, stewardship, respect, integrity, and heart, serve as the foundation upon which we continue to build our programs and services. We are committed to providing exceptional care and support, ensuring individuals' needs are met with respect, integrity, and heart.

Through strategic partnerships and innovative approaches, we secure our organization's future, enabling us to serve future generations while prioritizing staff well-being through competitive wages, a safe work environment, and comprehensive training. Advocacy remains at the heart of our mission, as we champion the rights and inclusion of those we serve.

As we reflect on our achievements and look to the future, we extend our deepest gratitude to all who have supported us on this journey. Your unwavering commitment has been instrumental in our success, and together, we will continue to make a meaningful difference to the people we serve, their families, and our communities.

Thank you for your continued support and dedication to our mission.

Dave Botting  
CEO

Scott Vandersall  
Board Chair



## FY-2023 BOARD OF DIRECTORS

### **Scott Vandersall, Chair**

Cape Cod Five Cents Savings Bank

### **Allison McEachern, Vice Chair**

RogersGray Insurance Agency

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Compass Real Estate

### **James Lopes, Treasurer**

RogersGray Insurance Agency

### **Autumn Banks**

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John Beyer Financial Services

### **Laurel Hartman**

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### **Christine Murphy**

Barnstable County Mutual Insurance

### **Sarah O'Reilly**

Town of Yarmouth

### **Donna Sabecky**

Former President & CEO of  
Community Connections, Inc.

### **Dr. Tom Tomasik**

Sheinkopf & Tomasik Eye Care

## EXECUTIVE TEAM

### **David Botting**

President & CEO

### **Joseph Krajewski**

Chief Operating Officer

### **Mark Kripp**

Chief Financial Officer

### **Denice Baker**

Chief People Office

### **Liz Rabideau**

Chief Community Relationships Officer





# Summary of Strategic Plan

We are thrilled to share the exciting strides we've made at Community Connections through our Strategic Plan for 2023-2025. Our mission to support people with disabilities through quality services, sustainability, and advocacy is at the heart of everything we do, and this plan is a testament to our commitment to enhancing independence and inclusion for all.

Our strategic plan is built on three key pillars: Quality Services, Sustainability, and Advocacy.

**Quality Services** We are dedicated to delivering high-quality, person-centered services that evolve with the needs of individuals with disabilities. Our initiatives include:

- **Enhancing Community Engagement:** By initiating outreach programs and building stronger community partnerships, we aim to foster deeper connections and support networks.
- **Program Expansion and Innovation:** We are continuously developing new services and enhancing existing programs to ensure they meet emerging needs and promote inclusivity.

**Sustainability** Ensuring the long-term viability of our organization is crucial. Our focus areas include:

- **Financial Strategies:** Implementing robust financial management practices to secure funding and optimize resources.
- **Staff Development:** Offering ongoing professional development to enhance skills and retain our dedicated staff.
- **Leveraging Technology:** Utilizing technology to improve service delivery, administrative efficiency, and data management.

**Advocacy** Strengthening our role in advocating for the rights and inclusion of people with disabilities remains a top priority. Our advocacy efforts include:

- **Policy Advocacy:** Engaging in policy work to promote changes that support the rights and inclusion of individuals with disabilities.
- **Promoting Self-Advocacy:** Enhancing programs that empower individuals with disabilities to voice their needs and rights.
- **Strengthening Partnerships:** Collaborating with other organizations and stakeholders to amplify our advocacy efforts and create a unified front.

Our goals are clear:

- **Inclusion:** Promoting equal participation, enhancing self-advocacy, and ensuring policy inclusivity for people with disabilities.
- **Sustainability:** Ensuring financial health, enhancing workforce capabilities, and leveraging technology for operational efficiency.

This strategic plan outlines a clear path forward, ensuring that Community Connections remains a leader in supporting individuals with disabilities through quality services, sustainable practices, and strong advocacy efforts.

Thank you for being a part of our journey. Together, we can achieve great things and create a more inclusive and supportive community for all.





# Employment Services

## Matthew's Success Story

At the grocery store where he has been employed since 2018, Matthew worked his way up from bagger/cart retriever to cashier. This year he decided he once again wanted to upgrade his position to the Meat Department.

Matthew's Community Connections Employment Specialist helped him make the transfer between departments.

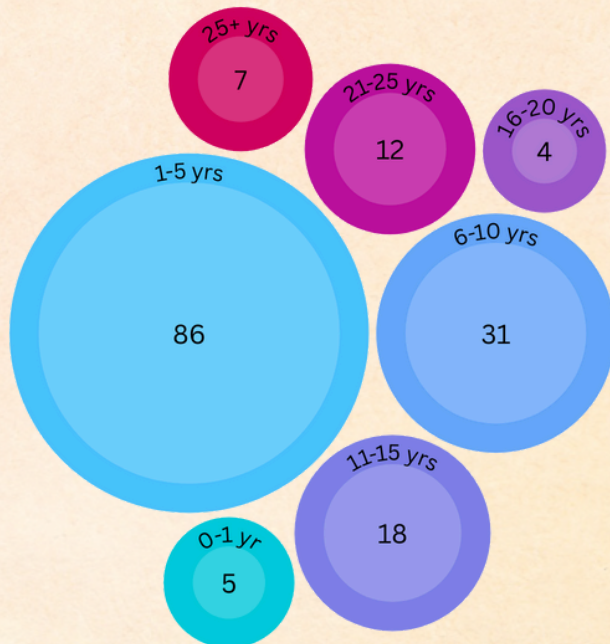
Matthew was able to use his natural supports to arrange transportation to and from work on Sundays with a coworker.

Matthew excels in his new position and has earned the respect of his colleagues. Matthew has also grown socially and participates in outings with his work friends, such as going out to lunch and team bowling nights.



## Employment Services By the Numbers

### Client Employment Longevity



### New Placements in FY-2023

51



### Number of Clients Served

382





# Statement of Financial Position

	FY 2023		FY 2022	
<b>ASSETS</b>				
Cash and cash equivalents	\$	6,296,816	\$	4,334,607
Accounts Receivable, net		1,927,153		3,783,595
Prepaid Expenses		189,085		196,972
Property and equipment, net		3,952,484		3,252,431
Other Assets		2,918,099		30,799
<b>Total Assets</b>	<b>\$</b>	<b>15,283,637</b>	<b>\$</b>	<b>11,598,404</b>
<b>LIABILITIES AND NET ASSETS</b>				
Current portion of notes payable	\$	65,075	\$	63,107
Current portion of mortgages payable		51,599		49,756
Current portion of capital lease obligations		1,107,218		209,194
Accounts payable and accrued expenses		433,426		331,793
Accrued salaries and wages		618,124		661,834
Other current liabilities				93,420
Notes payable, net of current portion		387,940		453,015
Mortgages payable, net of current portion		859,549		911,149
Capital lease obligations, net of current portion		3,052,131		277,027
<b>Total liabilities</b>	<b>\$</b>	<b>6,575,062</b>	<b>\$</b>	<b>3,050,295</b>
<b>Net Assets</b>		<b>8,708,575</b>		<b>8,548,109</b>
<b>Total liabilities and net assets</b>	<b>\$</b>	<b>15,283,637</b>	<b>\$</b>	<b>11,598,404</b>
<b>STATEMENT OF ACTIVITIES</b>				
<b>Revenues, Gains and Other Support</b>				
Contract revenue	\$	16,907,856	\$	14,395,542
Client service fees		123,797		92,619
Contribution and fundraising		325,051		3,873,787
Gain on sale of property and equipment		69,657		38,643
Other income		271,623		43,884
<b>Total revenues, gains and other support</b>	<b>\$</b>	<b>17,697,984</b>	<b>\$</b>	<b>18,444,475</b>
<b>EXPENSES</b>				
Program services	\$	15,149,083	\$	13,726,914
Management and general		2,131,099		1,813,048
Supporting services		257,336		193,071
<b>Total Expenses</b>	<b>\$</b>	<b>17,537,518</b>	<b>\$</b>	<b>15,733,033</b>
<b>Change in net assets</b>		<b>160,466</b>		<b>2,711,442</b>
<b>Net Assets at Beginning of Year</b>	<b>\$</b>	<b>8,548,109</b>	<b>\$</b>	<b>5,836,667</b>
<b>Net Assets at End of Year</b>	<b>\$</b>	<b>8,708,575</b>	<b>\$</b>	<b>8,548,109</b>





# THANK YOU to our FY23 Sponsors!



The Bentivegna Family

Domino's Pizza

Riccardi's Restaurant

Bottaro Law Firm, LLC

Katie's Homemade Ice Cream

Vital Wood Products

The Clements Family

Lee's Market

Nailed It

Zesto's Deli & Pizzeria







## Employee of Year

**Beverly Mota**, Case Manager (Fall River)

Beverly has been a dedicated and versatile Community Connections employee since 2005, excelling in her various roles, especially as a Case Manager. She's known for her strong relationships with colleagues, caregivers, families and clients demonstrating a commitment to their well-being and person-centered service.



*Pictured (L to R):  
Joe Krajewski, COO; Kristine Fletcher,  
Program Manager; Beverly Mota, Case  
Manager; and Dave Botting, CEO*

