



# ANNUAL REPORT FY-2024

COMMUNITY CONNECTIONS  
*Opportunities for People with Disabilities*





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## EXECUTIVE TEAM

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### **Joe Sullivan**

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### **Denice Baker**

Chief People Officer

### **Liz Rabideau**

Chief Community Relationships Officer

# Mission

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

# Vision

Community Connections will be the LEADER in providing COMPREHENSIVE and INNOVATIVE services that promote COMMUNITY INCLUSION and improve the lives of people with disabilities.

# Values

Our Guiding Values for those **we serve** and those **who serve**:

**Inclusion:** We believe everyone should feel valued and accepted and have a sense of belonging.

**Person Centered:** We support all individuals' right to direct the course of their own lives.

**Respect:** We treat others with dignity, acknowledge their personal beliefs, and value diversity.

**Integrity:** We are intentional, honest, ethical, and mission-driven in all we do.

**Safety:** We are uncompromising when it comes to keeping people physically and emotionally safe.

**Stewardship:** We commit to the preservation and effective use of all the resources we have in the pursuit of our mission and vision.

**Heart:** We embrace our mission with kindness, caring, passion and a sense of joy!





# 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,

As we look back on FY24, we are reminded that every step forward, every new opportunity, every challenge met, and every success achieved reflects our shared commitment to respect, inclusion, and person-centered care. This past year has been one of growth, innovation, and heart, paving the way for a future that holds even greater promise for the people we serve.



Our FY24 journey started on the last day of FY23, when we celebrated the completion of a new accessible pathway connecting our South Yarmouth location to the Cape Cod Rail Trail. This project was the direct result of advocacy by one of our participants, who uses a wheelchair, ensuring that he and others had the same access to the trail as everyone else. This moment of inclusion set the stage for a year of meaningful change and bold new directions.

One of our most exciting milestones was the grand opening of our new Community Based Day Supports (CBDS) program in Fall River at the Davol location. This was the first new program launch in years, and it was celebrated by families, staff, participants, and the greater community. The enthusiasm and joy surrounding this expansion underscored the importance of increasing opportunities for independence, growth, and community engagement.

In October, we were honored to see Valerie DuBois, Explorers Program Manager, recognized as Volunteer of the Year by the Yarmouth Chamber of Commerce. Valerie's dedication exemplifies the spirit of inclusion, heart and service to others that strengthens our agency.

Throughout the year, we listened intently to the voices of our dedicated staff. During Town Hall meetings held in July and August, my leadership team and I engaged directly with employees across all programs, gathering valuable feedback to ensure we continue to build an organization that fosters excellence.

Through our listening we acted, enhancing our training program, new hire orientation, and advocacy. These efforts not only demonstrate that Community Connections is a premier IDD/ASD service provider but also a workplace rooted in respect and collaboration.







Collaboration was also at the forefront of our work with fellow Cape Cod Disability Network (CCDN) agencies—Cape Abilities, Latham Centers, and LIFE. Together, we developed and implemented a comprehensive training curriculum for all staff, thanks to an ARPA grant awarded by Barnstable County. This initiative strengthens our workforce and ensures that the people we serve receive the highest quality care.

In December, our Explorers program hosted a special holiday gathering for our Board of Directors at Dennis Union Church. The event showcased the incredible talents of our participants, who prepared a delicious meal and entertained the Board with music and conversation. It was a beautiful moment of inclusion and community-building, reminding us of the heart that drives our mission.

Perhaps one of the most significant decisions made this year was the thoughtful restructuring of our organization. In recognition of the increasing value and emphasis on community-based services, we, with the full support of our Board, created a new Community Services Program category to complement our Day Habilitation category. Additionally, in recognition of the growth of our transportation services, we created a new leadership role that oversees all our transportation needs. Again, with an eye toward delivering the highest quality and consistent services in the industry.

Through it all, Community Connections remains steadfast in its mission to support and empower individuals with disabilities to lead full and meaningful lives. Our success is measured not only in numbers, but in the smiles, achievements, and progress of those we serve.

As we look ahead, we do so with gratitude for our staff, families, business partners, donors, and volunteers who make this work possible. Your unwavering dedication ensures that respect, inclusion, and heart remain at the core of everything we do.



Dave Botting  
President & CEO





# Employment Services

## Michelle's Milestone

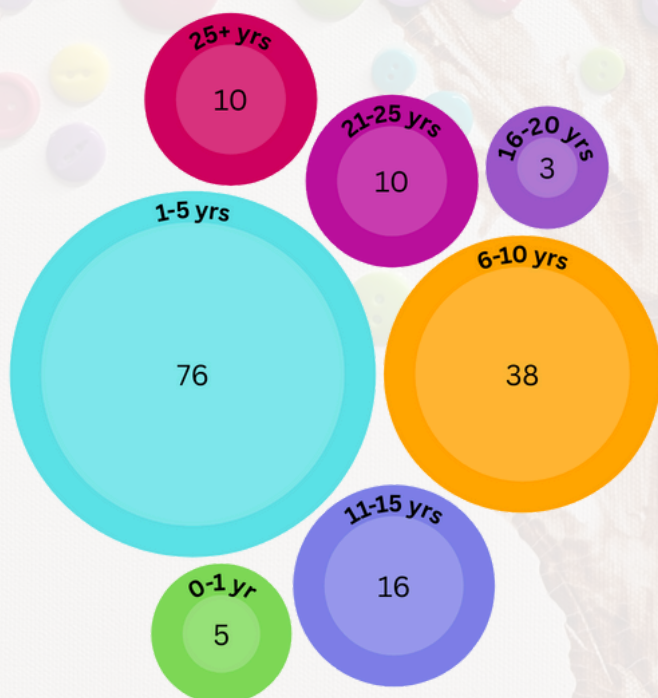
Studies show that employees with disabilities stay at jobs longer - - Michelle, a participant of our Day Center at North Main St. Fall River and Fall River Employment Services, is a prime example of this.

Michelle received a special recognition award for her thirty-five years of employment at Wendy's. She is so proud of her achievement, as are her Employment Specialist and all of us at Community Connections!



## Employment Services By the Numbers

### Participant Employment Longevity



### New Placements in FY-2024

37 

### Number of Participants





# Community Based Day Supports

## Fall River CBDS Program Launched

The CBDS program focuses on a pathway to employment, use of community resources, volunteerism, and building healthy relationships.

The program is designed to provide a supportive and engaging environment for participants, promoting skill development, social interaction, and community integration.

Unlike traditional programs, Community Connections CBDS emphasizes person-centered programming that is tailored to each person's unique strengths, interests, and goals.



*Kevin Jones, Director of Program Administration;  
Amanda Dillon-Abrantes,  
Program Manager*



*Ribbon-cutting ceremony with the One SouthCoast Chamber of Commerce and Fall River Mayor, Paul Coogan*

Fall River CBDS program launched in December 2023 with a handful of participants. It continues to grow with more people joining the program every month.

One of the greatest things, says Program Manager, Amanda Dillon-Abrantes is watching participants reach their goals and build meaningful relationships along the way.





# Community Heart Awards - Impact Award

## Fall River Acquired Brain Injury (ABI) Services

Our Davol Street Fall River Day Center's Acquired Brain Injury (ABI) services served five people with ABI in 2021. While some required total care from staff, they were integrated into our existing groups.

In July 2021, a woman who was newly established in her home after living in a nursing home for a long time joined our ABI program. She was so happy every day when she returned home that her house manager shared our information with one of their other agency houses.

This led to another referral and then another. We now serve eighteen participants from Attleboro, Wareham, and everywhere in between.

The thing they most want is to get out of their house, socialize, and create new relationships. They enjoy doing activities with their peers almost as much as doing things on their own.



*Rhonda Partridge (L) presented the Community Hearts Impact Award to Kristine Fletcher, Program Manager and Doreen Correa, Asst. Program Manager*

## Impact of ABI Services for Teresa and Christine

While preparing a recipe, **Teresa** was so excited to peel a tangerine, she said she never thought she would be able to do anything like that. She was both surprised and proud of herself!

Her van driver has even stated that when she is at the program, she has a confidence about her that he doesn't see in her when she's at home.

**Christine** is a soft-spoken woman who might be overlooked at times because she doesn't have a loud enough voice. That all changed when the speech therapist suggested a voice amplifier for Christine to use while at the program.

Since receiving the voice amplifier, Christine has called out exercises during a weekly exercise group, visits peers and staff in other areas to socialize, and participates in group activities with her louder voice.





## Stateline Subaru Shares the Love

We were overwhelmed with emotion when Stateline Subaru (Somerset, MA) General Manager, Al Vieira presented a check for \$40,548 from their Subaru Share the Love event to Sheri Benedetti, Program Manager, North Main St.

We're incredibly grateful to Stateline Subaru's generous support of our Fall River programs!



## Connecting in our Communities

Active participation in our communities is at the heart of inclusion! We love to give back by volunteering, and supporting seniors, veterans, and other nonprofits. We welcome everyone to join us at our community events, such as our Pasta Dinner, Brew HaHa!, and Family Fun Day & Walk.





# Statement of Financial Position

## COMMUNITY CONNECTIONS, INC. STATEMENTS OF FINANCIAL POSITION JUNE 30, 2024 AND 2023

	<u>ASSETS</u>	
	<u>2024</u>	<u>2023</u>
Current assets:		
Cash and cash equivalents	\$ 3,463,346	\$ 3,148,424
Contract accounts receivable, net	3,418,251	1,927,153
Contributions receivable	20,000	-
Investments	3,180,610	3,047,035
Certificate of deposit	110,063	101,357
Prepaid expenses and other current assets	<u>265,133</u>	<u>189,085</u>
Total current assets	<u>10,457,403</u>	<u>8,413,054</u>
Property and equipment, net	<u>4,689,739</u>	<u>3,952,484</u>
Other assets:		
Operating lease right-of-use assets	2,297,573	2,913,206
Other assets	<u>-</u>	<u>4,893</u>
Total other assets	<u>2,297,573</u>	<u>2,918,099</u>
<b>TOTAL ASSETS</b>	<b>\$ <u>17,444,715</u></b>	<b>\$ <u>15,283,637</u></b>
<u>LIABILITIES AND NET ASSETS</u>		
Current liabilities:		
Current portion of notes payable	\$ 66,564	\$ 65,075
Current portion of mortgages payable	53,698	51,599
Current portion of finance lease liabilities	479,378	291,552
Current portion of operating lease liabilities	732,560	815,666
Accounts payable and accrued expenses	429,621	433,426
Accrued salaries and wages	<u>802,587</u>	<u>618,124</u>
Total current liabilities	<u>2,564,408</u>	<u>2,275,442</u>
Other liabilities:		
Notes payable, net of current portion	325,907	387,940
Mortgages payable, net of current portion	810,606	859,549
Finance lease liabilities, net of current portion	1,697,887	880,579
Operating lease liabilities, net of current portion	<u>1,622,868</u>	<u>2,171,552</u>
Total other liabilities	<u>4,457,268</u>	<u>4,299,620</u>
Total liabilities	<u>7,021,676</u>	<u>6,575,062</u>
Net assets:		
Without donor restrictions	10,365,214	8,683,673
With donor restrictions	<u>57,825</u>	<u>24,902</u>
Total net assets	<u>10,423,039</u>	<u>8,708,575</u>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$ <u>17,444,715</u></b>	<b>\$ <u>15,283,637</u></b>





# THANK YOU to our FY24 Sponsors!



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**Zesto's Deli & Pizzeria**







## Employee of Year

Alison O'Connor, RN (South Yarmouth)



*Pictured: (L) Ann Emerson, Program Manager South Yarmouth Day Center; (R) Alison O'Connor, RN*

