Dear Friends,

At Community Connections, one measure of success is whether the people we serve are achieving their dreams. We are happy to report we see dreams come true every day. Over 750 people in 64 communities receive life enriching services – employment, daytime and transportation services – that support the value of optimal independence.

LOOKING BACK: This past year has been a remarkable one, due in large part to the enthusiastic support of our donors and our dedicated team of trained staff, clinicians and volunteers. Some noteworthy accomplishments include:

- Updating our fleet with newer, state of the art vehicles
- Expanding Employment services to include Pre-Employment Transition Services (PETS) to high school students by providing person-centered workplace readiness training and 20 hours of coursework
- Receiving the highest level of national accreditation through the Commission on Accreditation of Rehabilitation Facilities
- Providing specialized staff training in Autism Spectrum Disorders
- Offering free materials and supports to families for students who are transitioning from high school to the adult community
- Improving the Somerset Day Center with newly renovated outdoor, accessible sensory gardens
- Celebrating our 30th anniversary of helping dreams become reality

LOOKING FORWARD: All programs are near full or have a waiting list. Therefore, this year’s focus is on expanding and updating several of our facilities to better serve our consumers, including:

- Making preparations to move our South Yarmouth program and administrative offices to Pathways Park on Whites Path, doubling our space in a newly designed building
- Working towards a purchase of the building which houses our Wareham Day Center, allowing for future expansion
- Expanding our capacity to serve individuals in the Mashpee area
- Freshening up our Plymouth, Fairhaven and Fall River facilities

Thank you for another great year. We are grateful to everyone who has touched the lives of those who are a part of the Community Connections family.

With gratitude,

Donna Sabecky
Christopher Kirrane, Esq.

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.
Tammie Pacheco

employee of the year!

Every year we select an Employee of the Year from the pool of individuals who were selected as Employees of the Quarter, over the course of the year. These are employees who consistently provide the highest quality services in their jobs. This year’s group of candidates included 34 employees.

This year’s winner was twice selected as an Employee of the Quarter, Tammie Pacheco, Therapy Specialist at Fairhaven Life Skills.

Tammie began working for CCI back in 2002, when she was hired at the Fall River Day Hab Extension program as a Habilitation Specialist. Our Nursing Home Supports staff had met her at the Crawford Skilled Nursing Home, and they encouraged her to come and work at CCI.

She remained at Pleasant Street until 2005, when she became a Nursing Home Specialist. She continued in this role for five years, and then moved over to our Greater New Bedford Day program as a Hab Specialist.

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She recently assisted a consumer in Individual Supports by helping him to secure state assistance and a residential placement. This included providing transportation, assisting him with applying for Section 8 housing, moving him to emergency respite while awaiting a placement, and storing his personal possessions.

You can imagine how well supported this client felt during such a stressful time in his life.

Congratulations Tammie for all you have accomplished and your commitment to the organization and the people we serve!
Paige was working as a part time volunteer in a day care center for 3 years. She is now working as a paid employee of the Happy Feet Daycare.

She has her own group of children that she looks after and is responsible for getting lunch set out, supervising lunch, cleaning up after lunch, supervising tooth brushing time, reading, and nap time. She helps the children with their mats, blankets, and sits with them to soothe them to sleep.

She has been praised by her employer as having such a nurturing way with the children.

David started volunteering at the Fall River Police Department from 2008 through 2014. David enjoyed his work doing light office work, such as filing, shredding, sorting papers in alphabetical order.

This experience proved beneficial in landing him a paid part time position at BayCoast Bank in Swansea, MA. David is still employed there and loves his job. His title is Maintenance/ Shredder. He visits every cubicle in the building and collects everyone’s recycling bin for the shredder. David enjoys his job, and loves to socialize with his co-workers.

Erin was previously employed at a local real estate office for 6 years. It was a great match, but unfortunately the company closed and she found herself on the search for a new job.

With the help of Jenny, her employment specialist, in just a few short weeks Erin was hired at the Buttonwood Park Zoo doing what she loves. She works in the office doing data entry and filing. She is greeted with open arms every time she comes into work and is very happy.

Reece is a talented young man who is not only an employment client at Community Connections, Inc. but also a contracted employee.

Reece composes his own music and performs locally. He plays the piano with an amazing talent and provides music therapy to our day habilitation programs.

Recently Reece proudly earned a certificate from the Berklee College of Music in Boston MA.

2016 was a landmark year in the State of Massachusetts with the closing of sheltered workshops that paid disabled employees sub-minimum rate wages.

1990 was the year Community Connections, Inc. decided not to renew its Department of Labor Sub-Minimum Wage certificate and focus all of its energy on helping individuals secure community based employment at competitive wages.

100% of employed Community Connections, Inc. employment Service participants are on their employer’s payroll earning the same wages and benefits as their non-disabled co-workers.

332 individuals from throughout Southeastern Massachusetts received employment services from Community Connections during Fiscal Year 2016.

93.6% of CCI Employment Service Clients funded by the Department of Developmental Services maintained employment. The average percentage reported by the State for individuals participating in similar services was 53.4%.

48 was the number of new job placements developed by our dedicated staff of 16 employment specialists in Fiscal Year 2016.

74 was the number of different employers in Southeastern Massachusetts that hired individuals with disabilities through CCI Employment Services over the years.
Community Connections, Inc. is now offering a Pre-Employment Transition Service (CCI | PRE-ETS) to high school students through their local high schools.

CCI | PRE-ETS provides individualized services and a robust job-readiness curriculum to match each student’s unique abilities, interests and goals. Our three level training curriculum ensures all students have the opportunity to learn and grow into an independent, reliable and work-ready member of the community.

Step 1: Workplace Readiness Training — takes place in a small group setting with training in Goal Setting, Resume Writing, Applying for a Job, Job Interviews and other employment related skills and competencies.

Step 2: Job Exploration Counseling — one to one counseling focusing on a positive vision for the future based on individual strengths, preferences, personality, abilities and capacity for acquiring new skills.

Step 3: Work Based Learning Experience — we know the power of community integration for promoting optimal independence and life enriching experiences. We work with the student and employers to determine the best way to find productive work experience to achieve marketable skills and experience.

CCI | PRE-ETS is currently working with students in 7 local school districts. In the program’s first year, there are several students already participating in internships and some have already achieved paid employment.

As defined by the Massachusetts Department of Developmental Services, “Positive Behavioral Supports (PBS) is a systemic, person centered approach to understanding the reasons for behavior and applying evidence based practices for prevention, proactive intervention, teaching and responding to behavior with the goal of achieving meaningful social outcomes, increasing learning and enhancing the quality of life across the lifespan.”

Positive Behavioral Supports in Action at Community Connections

PBS is a statewide initiative that Community Connections, Inc. (CCI) is incorporating into all of its services and programs.

The focus of this initiative is to understand the reasons why a challenging behavior happens that allows for early recognition and intervention by staff. By getting to understand our program participants better, we hope to prevent, instead of react to, a problem behavior by understanding their dreams, their needs and preferences and adapting their environment to fit. All of these actions combined should reduce conditions that may trigger challenging behavior.

The goals of PBS are to increase independence — allowing each person to grow, to increase enjoyment — by providing more participant choice with preferred activities and to replace socially unacceptable behaviors with socially appropriate ones through positive support.

CCI has created a PBS Implementation Team responsible for ensuring that this initiative is implemented throughout our agency. All CCI staff will receive PBS training on how to support program participants in a positive manner, as well as receiving feedback on their interaction through observation and coaching by the PBS Implementation Team.

The Implementation Team is also developing strategies to ensure that all staff are applying PBS principles on a day-to-day basis and to ensure that they have the tools needed to support our participants so that they can meet their goals.
THANK YOU!
Nate Nickerson III

Community Connections is proud to name Cape Cod’s native son, Nathan “Nick” Nickerson our “Kind Hearts Ambassador for 2016.”

Nick is not only a skilled businessman, but also a strong believer in helping his fellow man. Nick has been a supporter of Community Connections, Inc. for over a decade and was an active member of the Community Connections Board of Directors from 2003 through 2008. Nick is tremendously generous with his time, knowledge and funds, not only to the Cape Cod community but also to the world at large. Several times a year he donates a day at his restaurant to local charities, promoting a local organization while donating 100% of his restaurant’s proceeds for the day to the chosen charity. For Community Connections this translates into thousands of dollars each year.

Internationally, Nick built a school in Cambodia, powered by solar panels to run the computers and lights. Nick has been on several missionary trips with the Brethren Baptist Church to Biloxi, Mississippi to assist Hurricane Katrina victims, and to the Dominican Republic sugar cane plantations to help the extremely poor in the slave labor camps that still exist there today.

“We are proud to honor Nick as our first ‘Kind Hearts Ambassador,’ said Donna Sabeky, President of Community Connections. “With his support, we can continue to provide high quality services to Adults with disabilities, enabling them to live independent and productive lives. We are so grateful for his kind heart.”

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Thank you, Nick! Donna Sabeky

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Globe Liquors
Vanessa Gomes
Bobbi Gesuals
Harvest Market
Holland & Knight
Deborah-Honuckett
Hot Doggins
Hyannis Whale Watcher Cruises
Institute of Contemporary Art
Boston
Joe Rooney's Restaurant
Jewel's Day Spa
Michael Johnson
Kathy's Coffee Shop
Pamela Keddie
Kirkland, Albrecht & Fried
F & W's Seafood Cafe
Karyn Rodrigues
Maureen Rogers
Carol Sanders
Sargent's Restaurant
Setting The Space
Showcase Cinemas -
Seekonk Route 6
Siena Bar & Grill
Michelle Sousa
Mac's Soda Bar
Mary's
Kevin Mallela
Mallela Printing, Inc.
Market Basket
Marillos Bakery
Marliple Cinema
Dave Marrelli
Michelle's Provisions
Michelle McCurdy
McDonald's
Casie Medeiros
Hector & Vellanira Mejia
Millenium Grind LLC
The Mind Garden
Brandon Miranda
Marliple Mia
James M. Montero
Mr. Pepper's Ice Cream
New England Agrarian
New England Patriots
Charitable Foundation
Newport Beach Spa
Kenny Nobrega
Jennifer Oliveira
Kenneth Pacheco General
Carpentry Inc.
Tammy Pacheco
John C. Paiva
Papa Ginos
Parting Ways Service Station
Maria Pavao
Robert Gesuals
Patty's Penogos
Stasia Powers
Procuts
Frank & Diane Paio
Mary Puzio
Realty Advisors, Inc.
The Red Sox Foundation
Red Velvet Florist
Christine Rego
Joe Resendes
Rickard's Restaurant
The Ridge Club
Riverway Lobster House
& Wimpy's Seafood Cafe
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Spinclly City Auto Glass
The Steamship Authority
Sandra Stifman
Studio Life Art
Subway - Fall River
- Muster Lister Enterprises
Subway - Scontouf Square
Super Stop & Shop
Sycco
William Tarasov
Alda Tavares
Linda Tavaere
John Tarwea
Valerie Teves
Mark Urich
Kally Vieira
Pauline Vieira
Edward & Catherine Viverinos
Mary Volpe
Tammy Wieland & Connie Moquist
Walgreens
Walmart
Stephanie Watts
W.B. Mason Co., Inc.
Vanessa Gomes
Ying's Dynamite
Zulu Nyala Group
Mary Puzio
Frank & Diane Paio
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Studio Life Art
30TH ANNIVERSARY

WALKATHON 2015

Serving Massachusetts’ Southcoast, South Shore & Cape Cod since 1985

Photography by Colin Welch, Harborlight Photography
Photography by Bruce Gannon, Phoenix Photography

Community Connections Inc. Opportunities for People with Disabilities
Serving Massachusetts’ Southcoast, South Shore & Cape Cod since 1985
## Statement of Financial Position

<table>
<thead>
<tr>
<th></th>
<th>FY 2016</th>
<th>FY 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>$1,963,954</td>
<td>$1,336,115</td>
</tr>
<tr>
<td>Assets limited or restricted as to use</td>
<td>$3,763</td>
<td>$4,153</td>
</tr>
<tr>
<td>Accounts receivable, net</td>
<td>$1,716,219</td>
<td>$1,502,550</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>$104,898</td>
<td>$127,223</td>
</tr>
<tr>
<td>Property and equipment, net</td>
<td>$3,474,202</td>
<td>$3,523,363</td>
</tr>
<tr>
<td>Deposits</td>
<td>$37,722</td>
<td>$39,354</td>
</tr>
<tr>
<td><strong>Total assets</strong></td>
<td>$7,300,758</td>
<td>$6,532,758</td>
</tr>
</tbody>
</table>

|                |         |         |
| **LIABILITIES AND NET ASSETS** |         |         |
| Accounts payable | $369,638 | $365,764 |
| Accrued expenses and other liabilities | $701,445 | $255,624 |
| Notes payable | $745,168 | $1,015,675 |
| Capital lease obligations | $1,664,213 | $1,371,044 |
| Mortgage note payable | $720,717 | $745,754 |
| **Total liabilities** | $4,201,181 | $3,753,861 |

Net assets | $3,099,577 | $2,778,897 |

**Total liabilities and net assets** | $7,300,758 | $6,532,758 |

## Statement of Activities

<table>
<thead>
<tr>
<th></th>
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<th>FY 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REVENUES, GAINS AND OTHER SUPPORT</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contract revenue</td>
<td>$14,739,814</td>
<td>$13,613,305</td>
</tr>
<tr>
<td>Client service fees</td>
<td>$52,035</td>
<td>$57,241</td>
</tr>
<tr>
<td>Contributions and fundraising</td>
<td>$136,940</td>
<td>$149,965</td>
</tr>
<tr>
<td>Other income</td>
<td>$15,473</td>
<td>$12,235</td>
</tr>
<tr>
<td>Gain (loss) on disposal of assets</td>
<td>$36,701</td>
<td>$78,899</td>
</tr>
<tr>
<td><strong>Total revenues, gains and other support</strong></td>
<td>$15,010,963</td>
<td>$13,753,847</td>
</tr>
</tbody>
</table>

|                |         |         |
| **EXPENSES**   |         |         |
| Program services | $12,780,827 | $11,619,804 |
| Supporting services | $1,909,456 | $1,512,838 |
| **Total expenses** | $14,690,283 | $13,132,642 |

**Change in net assets** | $320,680 | $621,205 |

Net Assets at Beginning of Year | $2,778,897 | $2,157,692 |

Net Assets at End of Year | $3,099,577 | $2,778,897 |
Artistic expression flourishes here at CCI! All artwork throughout the CCI FY-2015-2016 Annual Report has been created by our very own clients!