



ANNUAL REPORT | FY-2016



Community Connections Inc.
Opportunities for People with Disabilities

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Community Connections is Dedicated to Creating Opportunities for People with Disabilities.

We've done that for 30 years through a team of over 300 caring, compassionate individuals, many of whom have worked here for decades. Through their dedication, Community Connections has grown from just two locations to eight locations all over the SouthCoast, South Shore and Cape Cod. We currently serve over 750 individuals and have served thousands of people over the years.



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.

Our Employment Services Program is certified at the highest level by the Massachusetts Department of Developmental Services Office of Quality Enhancement.



Community Connections Inc.

Opportunities for People with Disabilities

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
Donna Sabecky

Christopher Kirrane, Esq.
Christopher Kirrane, Esq.



SERVICES CCI PROVIDES

Day Habilitation...
a full day, every day

Employment Services...
the opportunities are endless

Life Skills...
life on their own terms, not on their own

Elder Care...
ensuring quality of life at every age

High School Transition/ Pre-employment Services...
transitioning to adult life, embracing opportunity

Individual Support...
caring support

Transportation...
places to go, things to do, plenty of options

ARTWORK | THIS PAGE & FRONT COVER | TITLED "LEAVES" | UNSIGNED BY YARMOUTH DAY CENTER

RECIPIENTS OF COMMUNITY CONNECTIONS

SERVICE Awards

25 Years

Maria Miranda, Program Manager, FRES

20 Years

Kathleen Ferreira, Service Director
Kristine Fletcher, Program Manager FRHS
Lisa Mello, Case Manager, FRES

15 Years of Service

Amanda Dillon-Abrantes, Case Manager, FHLS
Doreen Correia, Case Manager II, FRHS
Simone Laferriere-Rego, Therapy Specialist, FRHS

10 Years of Service

Vicki Baxter, AR Billing Specialist, ADMIN
Marie Lopes, RN, FRLS
Jeannette Coppinger, Aide, FRHE
Adelia Dyer, Payroll/Benefits Coord, ADMIN
Helen Ponte, Therapy Specialist, FRHS
Jade Silva, Therapy Specialist, MCCH
Laurie Almeida, Developmental Specialist, FRHS
Beverly Mota, Case Manager, FRHS

5 Years of Service

Tara Whiting, RN, GNBHS
Steven Walker, Driver, GNBT
Michael McDermott, Driver, CCTS
Romain Payant, Driver, GNBT
James Rogers, Driver, GNBT
Kathryn George, Program Manager, PHHS
Lori Arruda, LPN, FRHS
Virginia Borges, Developmental Specialist, FRLS
Heather Hughes, Program Manager, CCTS

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.

In 2014, she was promoted to the role of Therapy Specialist at the

Fairhaven Life Skills program. In addition to that role, Tammie also provides relief support for Nursing Home Supports and the Individual Supports program out of Wareham.

Maria Pavao, Tammie's Manager, said "Tammie consistently goes above and beyond in providing outstanding services to those we serve."

She has successfully secured donations for the agency by utilizing her contacts and resources, and it is clear that she holds our mission close to her heart.

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!



Pictured l to r. Kristen Codega, Manager Wareham Day Center, Tammie Pacheco, Maria Pavao, Manager Fairhaven Life Skills

The Massachusetts Department of Developmental Services (DDS) representatives have praised Tammie, describing her as, "a great asset with insight to individual needs; she's resourceful and a great support to those she serves."

SPOTLIGHT ON employment



PAIGE

doing what she loves

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 lunches 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

years of volunteering pays off

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

perseverance

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

a talent reaching for the stars

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.

CCI EMPLOYMENT SERVICES by the numbers

Community Connections Employment Services operates on the simple belief that everyone who wants to be employed is employable, in real honest-to-goodness jobs at competitive wages with local companies.

Community Connections has prided itself as a leader in employment services for people with disabilities and over the past 30 years has helped hundreds if not thousands of individuals with disabilities secure community based employment.

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.



ARTWORK TITLED "SWEETHEART" BY DAVID R.

WELCOME TO THE workingworld

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.



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.



ARTWORK TITLED "FEELINGS" BY MIKE

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."

THANKYOU!

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 Brewster Baptist Church to Biloxi, Mississippi to assist Hurricane



CCI 2016 Kind Hearts Ambassador, Nate Nickerson with Donna Sabeky, CCI Founder, President & CEO

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."



"Nick's generosity to our organization has been truly life-changing! His donations over the years have granted 100's of our clients access to opportunities that have helped them thrive. Thank you, Nick!"

Donna Sabeky

THANKYOU! TO ALL OUR DONORS

July 1, 2015 to June 30, 2016

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Chad & Carmen Rapoza
Patty Rapoza
Ray's Property
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Dolores Reed
Richard & Anne Reed
Aubree Reed
Kevin Reilly
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Revocable Trust of 1995
Darlene Rioux
John & Susan Roderigues
Muriel Roderiques
Erika M. Roderiques
Nina Rodrigues
Steven & Lucia Rogers
Maureen Rogers
Tara Roque
Lynn A. Rosenbloom
Jean Rotondi
Donna M. Roy
Delane Rozario
Geraldine Ruell,
In Memory of Eugene
J. Ruell, Jr.
Michael & Cheryl Ruxton
Marie Sabecky
Donna M. Santacrose
Santo Christo Federal Credit Union
John Santoro
Manuel & Alison Santos
Katherine Schleich-Medeiros DBA
Psych. & Counseling Assoc.
of Dartmouth
Suzanne & Paul Sentner
Tina Serpa

Harold & Judy Sheppard,
In Memory of James F.
Fernandes
Kostas & Despina Siempos
Jade Silva
Leonard & Kathleen Sleutel
Dan Smith
Erica Sousa
Donald Souza
Ida & Dale Souza,
In Memory of Elsie McCormack
David M. Sprague
Donald & Barbara Stamegna
Barbara Stevens
Sandra Stillman
Stop & Shop #12
C A Story
Joseph & Monique Sullivan
Cheryl & David Sullivan
John & Caroline Sylvia
John Teixeira
The Fishermans Line
Therapeutic Bodywork
David Kirkman & Theresa Halliwell
Anne Marie & Ronald Thomas
William & Diane Thompson
Jennifer Torrey
Charles & Michelle Tourjee
Susan Traban
Nicholas & Carol Tracanna
Barbara Travassos
Irenieu & Pauline Trindade
Nadine Trindade
Truist
Laurie Tulloch
David Tunney
United Way of Greater Philadelphia
& Southern New Jersey
Verizon Foundation
Louis & Jacqueline Vieira, In
Memory of James & Gregory
Fernandes
Richard & Mary Vieira
Pauline Vieira
Brenton & Andrea Viera
Catherine L. Viveiros
Shelby Wagener
Allen & Rachel Waldrop
Kenneth & Lurdes Walsh
Laura & Gregory Weatherup
Larry Webb
David Weiss
Tara L. Whiting
Amy Wynn
Yard Artistry
Lisa Zanolli

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42 Degrees North
Kate Abelha
Felicia Almeida
Lori Almeida
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Beauty Bar
JoAnn Beland
Virgina Borges
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Brahmin Leather Works
Brazilian Grill, Inc.
Bobby Byrne's Restaurant & Pub
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Cape Cod Melody Tent
Cape Cod Symphony
The Cape Playhouse
Captains Golf Course
Cardi's Furniture
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Dunk-n-Munch
Ebb & Flo Wellness
Edible Arrangements
Estia
Fall River Pawn Brokers
Fall River Transportation
Services Staff
Kathleen & Raymond Ferreira
FHLS Program Staff
The Fishermans Line
Kristine Fletcher
Frontera Grill Mexican Restaurant
G M Landscaping
Galaxy Pizza House
Linda, Scott & Brody, Gifford
Gil's Distribution
Patricia Givens

Globe Liquors
Vanessa Gomes
Robert Gonsalves
Harvest Market
Holland & Knight
Deborah Honeycutt
Hot Diggity
Hyannis Whale Watcher Cruises
Institute of Contemporary Art/
Boston
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Jewel's Day Spa
Michael Johnson
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Pamela Keddie
Kirkland, Albrecht &
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Kudos to such talent!

All artwork throughout this annual report has been created by CCI Clients.

JAMES MCGOWAN

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A NOTE TO OUR READERS: We do our best to report accurate donor information & sincerely apologize for any misspelling or inadvertent omission of anyone who made a gift to Community Connections during the period 7/1/2015 – 6/30/2016. Please advise us of any error by contacting the administrative office at 800-308-1321. Thank you.

30TH ANNIVERSARY



Photography by Colin Veitch, Harborlight Photography

FUNDRAISERS & EVENTS
FY16

FY16

WALKATHON

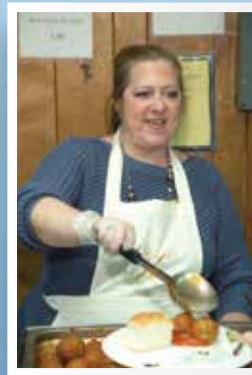
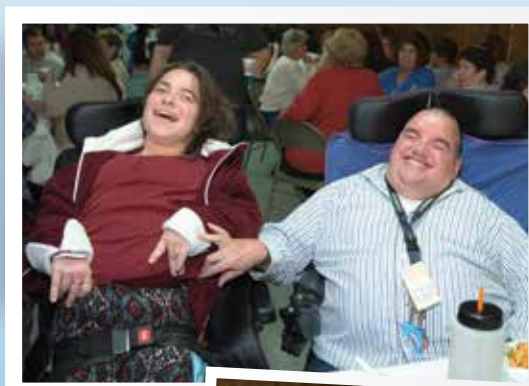
2015



Photography by Bruce Gannon, Pheonix Photography

SPAGHETTISUPPER 2016

Photography by John Maciel Photography



CLIENT COOKOUT SUMMER 2015



Community Connections Inc.
Opportunities for People with Disabilities

Statement of Financial Position

	FY 2016		FY 2015
ASSETS			
Cash and cash equivalents	\$1,963,954		\$1,336,115
Assets limited or restricted as to use	\$3,763		\$4,153
Accounts receivable, net	\$1,716,219		\$1,502,550
Prepaid expenses	\$104,898		\$127,223
Property and equipment, net	\$3,474,202		\$3,523,363
Deposits	\$37,722		\$39,354
Total assets	\$7,300,758		\$6,532,758
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			
Revenues, Gains and Other Support			
Contract revenue	\$14,739,814		\$13,613,305
Client service fees	\$82,035		\$57,241
Contributions and fundraising	\$136,940		\$149,965
Other income	\$15,473		\$12,235
Gain (loss) on disposal of assets	\$36,701		-\$78,899
Total revenues, gains and other support	\$15,010,963		\$13,753,847
Expenses			
Program services	\$12,780,827		\$11,619,804
Supporting services	\$1,909,456	0.1272	\$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



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508.748.9595

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Fall River
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Fall River

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508.675.0306

Somerset

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508.678.3292

