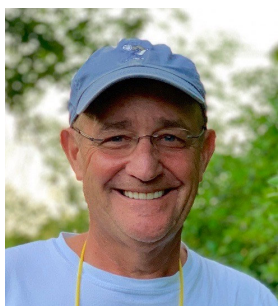


► Attleboro Enterprises, Inc.

ANNUAL REPORT 2022



MESSAGE FROM THE CHAIRMAN & PRESIDENT



Gary Snyder
Chairman of the Board

As we reflect on the past two years, one truth stands out above all else; talented, dedicated people can accomplish amazing things. We wish to acknowledge and celebrate these people.



Jerry Pilkington
President & CEO

It's people like our Residential Program participants and staff. When day programs across the State were closed in early 2020, residents became isolated in their homes, and our staff were there without complaint. In order to minimize our residents' exposure to the virus, we implemented a "live-in" staffing schedule where staff lived in a residence up to a week at a time. Staff didn't hesitate to fill these shifts because it was in the best interests of the residents. Other staff volunteered to go grocery shopping, pick up medications, planned outdoor activities such as an Easter egg hunt, drive-by birthday celebrations, and picked up take-out for dinner. When the homes were hit with positive COVID cases, staff volunteered to live in the homes through the entire isolation period exemplifying an amazing commitment to the individuals they support. And for months on end, our program participants followed isolation guidelines without complaint despite the tedium and lack of socialization.

It's people like our Day Program staff, who established a communication protocol, contacting our program participants daily to ensure they were well and assist with any needs they might have as soon as programs closed. When other organizations were facing layoffs, our Board of Directors kept staff on payroll for seven weeks so these monitoring efforts could continue uninterrupted. Almost immediately after closing, staff developed and led a virtual programming curriculum including health and safety, developmental skills training, and socialization opportunities, many of which were co-hosted by our program participants. Many families described these virtual sessions as a "lifesaver", expressing their thanks for keeping family members engaged and in touch with their friends at AEI. Prior to reopening in August 2020, our staff developed social distancing and cleaning regimens that minimized COVID spread in programs despite several positive cases.

It's people like our Employment team. Since the onset of COVID in early 2020, our team has broken records placing 132 people to work with employers across Southeastern MA. Our Pre-Employment Transition Services (Pre-ETS) staff have increased the number of students in the program from 60 to 157 during the COVID period. This program has been so successful, the

Massachusetts Rehabilitation Commission (MRC) featured it at a statewide conference on how to run a Pre-ETS Program during COVID.

It's Families and Caregivers. Through the most difficult times, families put their trust in AEI. They were partners in supporting participants while at home, often contributing their time and talent to the Zoom sessions and helping keep people engaged, entertained and safe. Families and care givers attended Open Forums, and they asked the hard questions and provided thoughtful feedback as we reopened programs and facilities.

It's our Program Participants. While isolated at home in the early days of COVID, our participants took a leap of faith joining virtual sessions. Many learned how to use tablets, the internet and email for the first time in order to stay connected to friends and staff. People shared their families, pets, homes and treasured possessions each day. Our participants pushed us to find a way to stay connected in a meaningful way and as a result, the bond that exists between AEI staff and program participants has never been more evident.

For all of us, the pandemic has been the most challenging event of our lives. But together we have faced the challenge and come through with flying colors.

Just imagine what our future holds!

WHAT WE BELIEVE

MISSION STATEMENT

It is the mission of AEI to support adults with cognitive and physical challenges by promoting opportunities for them to become contributing members of society and to achieve their life goals.



VISION STATEMENT

- ❖ Empower individuals to be seamlessly integrated into their communities as life-long contributors
- ❖ Create and develop opportunities for individuals to realize their full potential and pursue their life goals
- ❖ Be sensitive to changes in the economic, political and social climate and continuously evaluate services and populations served in light of these factors
- ❖ Develop the resources necessary to attract skilled volunteers and maintain high qualified staff
- ❖ Provide a full array of needed services in state-of-the-art facilities
- ❖ Achieve recognition in the community as an excellent human services provider
- ❖ Create partnerships with families, communities, and other institutions to provide advocacy resources which enhance their lives and individuals served

WHAT WE BELIEVE

VALUES & PRINCIPLES

AEI services & supports shall:

- ❖ Be offered in a manner that enhances the respect, dignity, and rights of each person served's participation as valued community members
- ❖ Be offered in the very same setting available to any member of the community
- ❖ With their family, guardian, and others of their choice, respect the right of each person to determine their personal goals
- ❖ Be designed to promote the achievement of each individual's goals
- ❖ Provide a network of resources and affiliates that meet the needs of persons served
- ❖ Be provided in a manner that recognizes and is inspired by each individual's unique abilities and talents
- ❖ Recognize and respect the ethnicity, religious preferences, cultural orientation, and sexual orientation of each person served
- ❖ Promote an awareness of individuals with cognitive and physical challenges through integration, education and advocacy



WHAT WE DO

AEI is a non-profit human service organization that supports adults with diverse intellectual, cognitive, physical, and developmental challenges through the following program areas:

- Day Programs:
 - Community Based Day Supports (CBDS)
 - Day Habilitation
- Employment Services:
 - Employment Supports
 - Pre-Employment Transition Services (Pre-ETS)
- Family Supports:
 - Adult Long Term Residential
 - Agency With Choice
 - In-Home Supports
 - Respite Care
- Transition programs

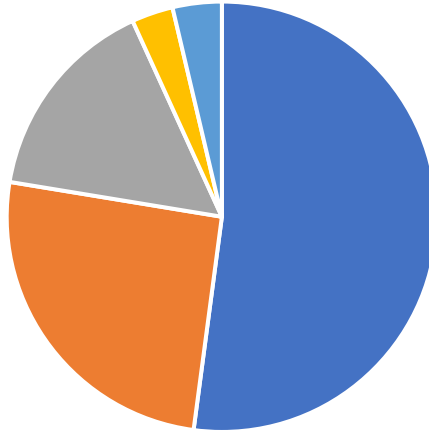
AEI's programs aim to empower individuals to become contributing members of society, build positive self-esteem, and enable them to achieve individual life goals.

AEI's three-year accreditation by CARF ensures the gold standard of industry excellence to its participants.

For more information on AEI's programs and services, please visit our website, <http://www.attleboroenterprises.org/>.

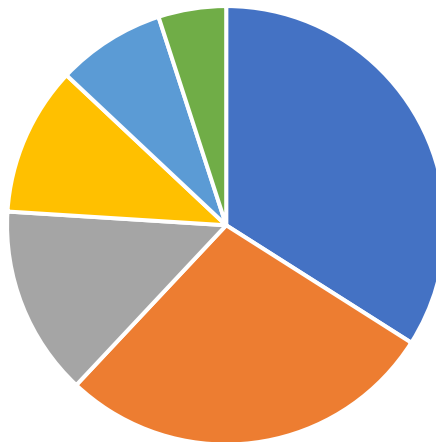


Revenue by Source



■ Dept. of Developmental Services / 52% ■ Medicaid / 25%
■ Mass. Rehabilitation Commission / 16% ■ Rental income / 3%
■ Other / 4%

Expenditures by Program



■ Family Supports / 34% ■ Day Habilitation / 28%
■ Redemption / 14% ■ Administration / 11%
■ Employment & Pre-Employment / 8% ■ Community Based Day Supports / 5%

WHO WE ARE

BOARD OF DIRECTORS

Gary Snyder, *Chairman*

Tom Charboneau, *Vice Chairman*

Chuck Cederberg, *Secretary*

Ben Dowling, *Treasurer*

Kristine Crosman

Jack Siddall

Ron Struminski

Ty Waterman

STAFF

ADMINISTRATION

Jerry Pilkington, *President & Chief Executive Officer*

Jen Sheehan, CPA, *Chief Financial Officer*

Debra Menard-Meringolo, *Director of Administration*

Shelley Raposa, *Director of Development*

Mary-Lou Fogg, *Senior Bookkeeper*

Mary Pacheco, *Payroll Specialist/Training Coordinator*

DAY PROGRAMS

Traci Cabral, *Director of Day Programs*

Vanessa Poland, *Day Program Clinician*

Day Habilitation, North Attleboro

Stephanie Regan, RN, *Healthcare Supervisor*

Maryanne Bradley, LPN

Kerma Miller, CNA

Wendy Gray, *Lead Developmental Specialist*

Unique Cardona, *Developmental Specialist*

Jeff Miller, *Developmental Specialist*

Kevin Seccareccia, *Developmental Specialist*

Laura Banks, *Day Hab Instructor*

Bintou Diouf, *Day Hab Instructor*

Janeka Ferreira, *Day Hab Instructor*

Jesse Hicks, *Day Hab Instructor*

Anne Joseph, *Day Hab Instructor*

Julia Lurlay, *Day Hab Instructor*

Sherry Monte, *Day Hab Instructor*

WHO WE ARE

Leandra Moreno, *Day Hab Instructor*

Beth Perrault, *Day Hab Instructor*

David Tengbeh, *Day Hab Instructor*

Hakim Tyler, *Day Hab Instructor*

Renee Walker, *Day Hab Instructor*

Community Based Day Supports, North Attleboro

Wendy Harrison, *CBDS Program Supervisor*

Michael Boss, *CBDS Direct Care*

Sheila Chouinard, *CBDS Direct Care*

Katie Clyburn, *CBDS Direct Care*

Cassandra Mineau, *CBDS Direct Care*

Mansfield Connections, Day Habilitation

Carla Rivera, RN, *Healthcare Supervisor*

Terri Bernardo, *Lead Developmental Specialist*

Shontay Pereira, *Developmental Specialist*

Brianna Barfield, *Day Hab Instructor*

Alfredo Jimenez, Jr., *Day Hab Instructor*

Isaiah McDonald, *Day Hab Instructor*

James Parsons, *Day Hab Instructor*

Kyle Richard, *Day Hab Instructor*

Lois Rawson, *Day Hab Instructor*

Carla Rego, *Day Hab Instructor*

Sandra Rudis, *Day Hab Instructor*

WHO WE ARE

EMPLOYMENT SERVICES

John Raposa, *Director of Employment Services*

Employment Supports

Ryan Saglio, *Manager of Employment Supports*

Brendan Byrne, *Job Placement Specialist*

Lana Delasanta, *Job Placement Specialist*

Elise Sousa, *Employment Specialist*

Pre-Employment Transition Services (Pre-ETS)

Nichole Gary, *Manager of Pre-ETS*

Alex Blue, *Pre-ETS Instructor*

Ashlynn Morse, *Pre-ETS Instructor*

Casey Dinga, *Administrative Assistant*

Cassandra Slaney, *Social Media Specialist*

FAMILY SUPPORTS

Martha Rubi-Rapoza, *Director of Family Supports*

Marissa Trambowicz, *Residential Clinician*

Michelle Soble, RN, *Healthcare Coordinator*

Bruce Campbell, *House Supervisor*

Michelle Cordeiro, *House Supervisor*

Melanie Delemos, *House Supervisor*

Cassie Dion, *House Supervisor*

Carol Bennett, *Residential Direct Care*

Lee Bennett, *Residential Direct Care*

Max Bennett, *Residential Direct Care*

Zita Borges, *Residential Direct Care*

Christine Branco, *Residential Direct Care*

Emily Brazell, *Residential Direct Care*

David Bruneau, *Residential Direct Care*

Pauline Chasse, *Residential Direct Care*

Derek Correia, *Residential Direct Care*

Nana Ewiafom, *Residential Direct Care*

WHO WE ARE

David Jacob, *Residential Direct Care*

Jeannette Landis, *Residential Direct Care*

Pam Minkle, *Residential Direct Care*

Melanie Mombach, *Residential Direct Care*

Brenda Perez, *Residential Direct Care*

Niss Presmy, *Residential Direct Care*

Ann Rodrigues, *Residential Direct Care*

Danielle St. Pierre, *Residential Direct Care*

Duward Saygbe, *Residential Direct Care*

Shannon Williams, *Residential Direct Care*

THANK YOU FOR ALL YOU SUPPORT!



AWARDS

JOHN ALVES: EMPLOYEE OF THE YEAR AWARD



John Alves

This award is presented each year to a program participant who has been placed in competitive community employment.

AEI dedicates this award in loving memory of John Alves, whose commitment to our mission enhanced the lives of so many. For more than fourteen years, John's service on behalf of the individuals we support was an inspiration to us all. This award is presented annually to an individual who exemplifies the ideals by which John lived.

EXCELLENCE IN DIRECT CARE AWARD

This award was established in 2010 through an anonymous gift to the AEI Endowment Fund. AEI proudly presents the Excellence in Direct Care Service Award given annually to direct care day program and residential program staff members in recognition of outstanding service. Award recipients are nominated by program participants, service providers and their peers, and are chosen by a committee.

COMMUNITY ADVOCATES AWARD

This award is given annually to an individual or entity who has gone above and beyond in their support of the program participants of AEI and people with disabilities in our community.

AEI proudly recognizes individuals for partnering with us to provide opportunities for individuals of all ability levels with cognitive challenges to become contributing members of society and achieve their life goals.

THE ERNEST AUGAT AWARD



Ernest H. Augat

This award was instituted in 2015. At every critical juncture in AEI's history, Mr. Augat or the Augat Foundation was there to support our vision of the future. We proudly present this award annually as a way to keep Mr. Augat's spirit alive and to remind us all of the man behind the name. Each year, we select an AEI participant who embodies the qualities which lead to Mr. Augat's success and made him a well-respected and revered member of our community. Those qualities are: strength in the face of adversity, humility, generosity and a strong sense of character.

STAFF LONGEVITY

20 YEARS OF SERVICE

Lee Bennett

15 YEARS OF SERVICE

Sheila Chouinard

Katie Clyburn

Cassie Dion

Shelley Raposa

5 YEARS OF SERVICE

Michelle Cordeiro

Melanie Delemos



Attleboro Enterprises, Inc. is pleased to announce that it has been awarded a CARF Three-Year Accreditation for the following programs and services:

Community Housing

Community Integration

