

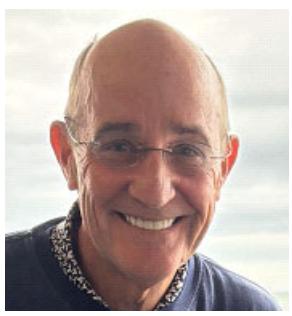


Attleboro Enterprises, Inc.

**ANNUAL
REPORT
2024**



MESSAGE FROM THE CHAIRMAN & PRESIDENT



Gary Snyder
Chairman of the Board

AEI's Mission of promoting our program participants as valued members of the community has taken hold. We are extremely pleased to share that in 2024, over 800 individuals will participate in our programs compared to nearly 600 last year - an extraordinary increase of more than 33%!

How does this happen? It's the result of our dedicated, committed, caring staff! They help individuals obtain employment in record numbers, support our participants in giving back to the community by volunteering with local non-profit organizations, and ensure the individuals in our programs enjoy the bounty of resources our communities have available to them, such as restaurants, retail stores, museums, sports activities, and so much more. And it bears mentioning that the Commission on the Accreditation of Rehabilitation Facilities (CARF) which surveyed our programs awarded AEI Three Year Accreditation status, the highest level of recognition attainable.

This past year has also been notable for other reasons. At the request of the Department of Developmental Services, AEI initiated its first autism program for individuals who do not qualify for services under an intellectual/developmental diagnosis.

This self-directed evening program named PASS, or the Positive Autism Social Society by its participants, promotes the development of relationships between members through sharing common interests and activities. Again, it seems to be working as the number of individuals in the program has grown appreciably from its start date. The CBDS Without Walls Program continues to generate significant interest and has considerably more participants from its inauguration last year.

Also this year, AEI has fully embraced Positive Behavioral Supports (PBS) as the foundation by which all AEI programs will operate. Through PBS, we hope to see meaningful, measurable improvement in programmatic quality by giving participants greater control and choice over the supports they receive from staff.

Strategically, our Board of Directors is looking at how AEI will need to adapt itself to accommodate the growth we are experiencing and the ever increasing needs of the constituencies we support. One thing is certain, we will meet these challenges head on to provide a brighter future for you, your family members and loved ones.

As always, we invite those of you who share our vision of communities where citizens of all abilities are able to contribute, to join us as a fellow employee, volunteer, or donor to make that vision become reality!

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)
 - CBDS Without Walls
 - 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
- Positive Autism Social Society (PASS) program

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.

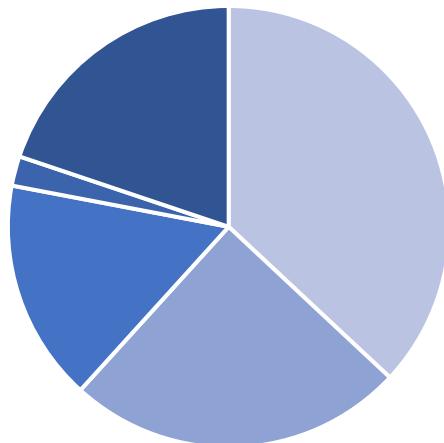
AEI's three-year accreditation by CARF ensures the gold standard of industry excellence to its participants.

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



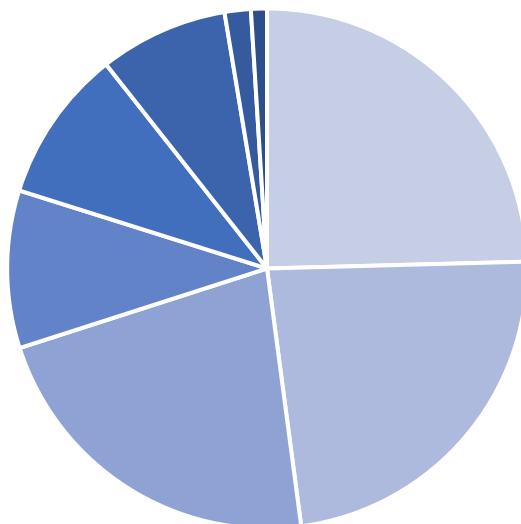
FINANCIALS FY 2024

REVENUE BY SOURCE



■ Dept of Developmental Svc - 37% ■ Medicaid - 25%
■ MA Rehabilitation Commission - 16% ■ Rental 2%
■ Other 20%

EXPENDITURES BY PROGRAM



■ Family Supports - 25% ■ Day Habilitation - 23% ■ Redemption - 22%
■ Administration - 10% ■ Employment - 10% ■ CBDS - 8 %
■ Subsidiaries - 2% ■ Autism / Transitions - 1%

WHO WE ARE

BOARD OF DIRECTORS

Gary Snyder, *Chairman*

Tom Charboneau, *Vice Chairman*

Chuck Cederberg, *Secretary*

Ben Dowling, *Treasurer*

Kristine Crosman

Stephanie Forte

Jack Siddall

Ron Struminski



Pictured left to right: Gary Snyder, Tom Charboneau, Ron Struminski, Jack Siddall, Kristine Crosman, Chuck Cederberg, and Jerry Pilkington at the 2022 Awards Night

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/Training & Develop. Spec.*

DAY PROGRAMS

Traci Cabral, *Director of Day Programs*

Vanessa Poland, *Day Program Clinician*

Day Habilitation, North Attleboro

Julie DiCastro-Nascenzi, RN, *Healthcare Supervisor*

Kevin Seccareccia, *Lead Developmental Specialist*

Maryanne Bradley, LPN

Jeff Miller, *Developmental Specialist*

Kerma Miller, CNA

WHO WE ARE

Day Habilitation, North Attleboro

Latisha Amado, *DayHab Instructor*

Stephanie Bosse, *DayHab Instructor*

Katelyn Colpitts, *DayHab Instructor*

Frederico Da Luz, *DayHab Instructor*

Kellie Dugan, *DayHab Instructor*

Tiffani Kovalski, *DayHab Instructor*

Heather McGowan, *DayHab Instructor*

Cassandra Mineau, *DayHab Instructor*

Joyce Morales, *DayHab Instructor*

Leandra Moreno, *DayHab Instructor*

Beth Perrault, *DayHab Instructor*

Jessica Petersen, *DayHab Instructor*

Harley Rogers, *DayHab Instructor*

Jason Sepe, *DayHab Instructor*

Ilario Sepulveda, *DayHab Instructor*

Esther Theodore, *DayHab Instructor*

Hakim Tyler, *DayHab Instructor*

Renee Walker, *DayHab Instructor*

Anne Joseph, *DayHab per diem*

Thomas Vigil, *DayHab per diem*

Community Based Day Supports, North Attleboro

Wendy Harrison, *Program Supervisor*

Sheila Chouinard, *Assistant Program Supervisor*

Michael Boss, *Direct Care*

Katelyn Groh, *Direct Care*

Rachel O'Donnell, *Direct Care*

Yasmine Pinto, *Direct Care*

CBDS Without Walls

Terri Gauvin, *Program Supervisor*

Meghan Bottomley, *Direct Care*

Katie Clyburn, *Direct Care*

Jordan Lareau, *Direct Care*

Elissa Rice, *Direct Care*

Mansfield Connections, Day Habilitation

Carla Rivera, RN, *Healthcare Supervisor*

Evan McGarry, *LPN*

Jessica Clinton, *Lead Developmental Specialist*

James Parsons, *Developmental Specialist*

Sheilawna Bryant, *DayHab Instructor*

Katelyn Colpitts, *DayHab Instructor*

LiseBerthe Desir, *DayHab Instructor*

Kimmy Halpin, *Dayhab Instructor*

Jessica Laureano, *DayHab Instructor*

Lois Rawson, *DayHab Instructor*

Kyle Richard, *DayHab Instructor*

Yolissette Villor, *DayHab Instructor*

WHO WE ARE

EMPLOYMENT SERVICES

John Raposa, *Director of Employment Services*

Employment Supports

Ryan Saglio, *Assistant Director of Employment Services*

Brendan Byrne, *Employment Specialist*

Christine Foisy, *Employment Specialist*

Kate Holzbaur, *Employment Specialist*

Rebecca Materne, *Employment Specialist*

Kamazia Mims, *Employment Specialist*

Elise Sousa, *Employment Specialist*

Pre-Employment Transition Services (Pre-ETS)

Nichole Gary, *Manager of Pre-ETS*

Ashlynn Morse, *Assistant Manager of Pre-ETS*

Amanda Cataldo, *Pre-ETS Instructor*

Tanya Davis, *Pre-ETS Instructor*

Ashley Fish, *Pre-ETS Instructor*

Laura Fontaine, *admin/social media assistant*

FAMILY SUPPORTS

Martha Rubi-Rapoza, *Director of Family Supports*

Marissa Trambowicz, *Residential/Day Program Clinician*

David Aguiar, RN, *Healthcare Coordinator*

Bruce Campbell, *House Supervisor*

Michelle Cordeiro, *House Supervisor*

Melanie Delemos, *House Supervisor*

Cassie Dion, *House Supervisor*

Kelly Vandal, *House Supervisor*

Carol Bennett, *Direct Care*

Lee Bennett, *Direct Care*

Max Bennett, *Direct Care*

Zita Borges, *Direct Care*

Christine Branco, *Direct Care*

David Bruneau, *Direct Care*

Pamela Bullock, *Direct Care*

Chris Cordeiro, *Direct Care*

Derrick Correia, *Direct Care*

Jordan Correia, *Direct Care*

Nana Ewiafom, *Direct Care*

David Jacob, *Direct Care*

Jeannette Landis, *Direct Care*

Pam Minkle, *Direct Care*

Brenda Perez, *Direct Care*

Julian Perez, *Direct Care*

Niss Presmy, *Direct Care*

Ann Rodrigues, *Direct Care*

Duward Saygne, *Direct Care*

Danielle St. Pierre, *Direct Care*

Jonathan Teixeira, *Direct Care*

Orlando Torres, *Direct Care*

Lacey Torngren, *Direct Care*

Shannon Williams, *Direct Care*

Harley Cipollini, *Direct Care per diem*

Marissa Dumont, *Direct Care per diem*

Geraldine Miranda, *Direct Care per diem*

David Rego, *Direct Care per diem*

THANK YOU FOR ALL YOU SUPPORT!

AWARDS

JOHN ALVES: EMPLOYEE OF THE YEAR AWARD



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.

John Alves

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



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.

Ernest H. Augat

STAFF LONGEVITY

25 YEARS OF SERVICE

Christine Branco

20 YEARS OF SERVICE

Jeff Miller

Duward Saygbe

15 YEARS OF SERVICE

Danielle St. Pierre

Kevin Seccareccia

10 YEARS OF SERVICE

Zita Borges

Mary Pacheco

Jen Sheehan

5 YEARS OF SERVICE

Traci Cabral

Ryan Saglio



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

