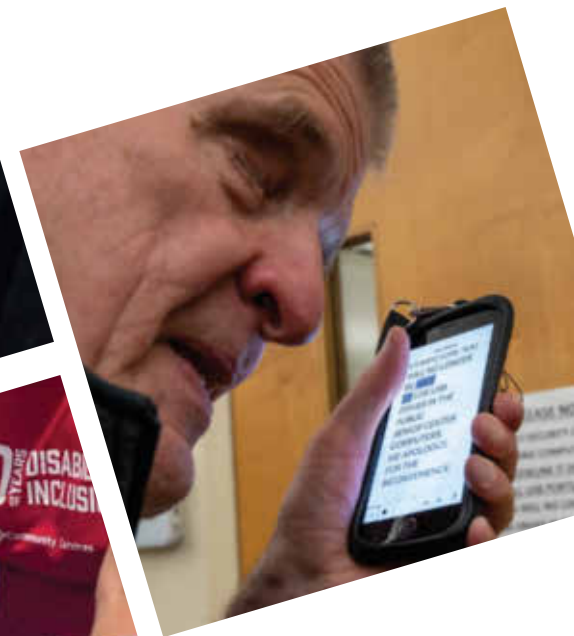




We Belong!

2022 Annual Report



It Takes A Team

The older I get the more I realize that the world isn't divided into two distinct groups, the disabled and the not disabled. We're all unique, with our various strengths and weaknesses, and we would all benefit from some support, at one point or

...we found that using licensed therapists who have lived experience is most effective in helping individuals grapple with their loss and become ready to move forward.

another, to help us fully realize the life we want for ourselves. Our mix of strengths and weaknesses changes over time. Or, worse, it can change abruptly, through an accident or illness. People with disabilities aren't "the other", it's us and our loved ones at some time in our lives.

Since 1903 MAB has been working with individuals with disabilities to allow them to have full and satisfying lives, the lives they each, as individuals, want to live. And I marvel each year at the strides we're making in helping individuals pursue their dreams, increasingly employing technology to enhance their abilities and therapies to help them develop new skills.

Massachusetts Association for the Blind and Visually Impaired

In MABVI, our programs that serve individuals who are blind and visually impaired, we've made notable strides over the past year in adjustment counseling, Access Technology, and digital accessibility. While our focus is primarily on providing services to help individuals who are losing their vision, pivot and move on with their lives, the reality is that losing your vision is traumatic and most people are too anxious, depressed, angry or in denial to learn new skills and move on. Effective adjustment counseling is essential. And this year, we found that using licensed therapists who have lived experience is most effective in helping individuals grapple with

their loss and become ready to move forward. The success of our social workers who've dealt with losing their own vision, has led to an explosion in referrals and program expansion for the coming year.

Likewise, the success of Access Technology is pushing us to continue to expand the program statewide. This program which provides 1:1 technology training for individuals who are blind or low

...we're able to teach our participants to become as independent as possible and to assume agency over their lives.

vision has opened the door to all the ways that the internet can make life easier: online shopping with home delivery, ride share services, staying in touch

with loved ones, and more. The computer offers so much that can help individuals with vision loss live full lives, but people need to be trained to use it.

It's increasingly true that digital accessibility is the new human right. You can't be a full participant in society without being able to use everything the internet has to offer. The problem is that only 2% of what's on the internet is fully accessible to individuals without sight. But making sites accessible is expensive and beyond the bandwidth of many small businesses and not for profit organizations. Sassy Outwater-Wright, MABVI's Executive Director, has been providing leadership on a national level to develop better approaches to achieving digital accessibility than those that are currently available. Last October, Sassy brought together a number of accessibility companies and advocates from the blindness community for a one-day conference at the National Federation for the Blind headquarters in Baltimore. The group worked to find common ground regarding the principles a new system should be based on and what a better approach might be.

Adult Disability Services

In Adult Disability Services, MAB's largest division, we're striving to provide much more than high quality custodial care for individuals with intellectual disabilities and brain injuries. By embedding occupational therapists into the staffing pattern of group homes, we're able to teach our participants to become as independent as possible and to assume

agency over their lives. Our work this past year in our group homes for individuals recovering from brain injury has been promising and we're looking

forward to rolling it out to all our ABI Waiver houses, with funding from a combination of philanthropy and health insurance.

We've also laid the groundwork for a Rehab and Training Center for ABI Waiver participants that is expected to open soon. Not only will it fill a badly needed gap in service in Central Mass, but it will demonstrate a viable alternative for a population that has no interest in attending day programs along with individuals who are intellectually disabled.

Ivy Street School

The Ivy Street School, MAB's school for neuro-diverse young people aged 13 to 22, made huge advances over the past year in extending what we've learned works at Ivy Street to a broader population. The first thing we've learned is that healing from the traumas associated with impairment and living

By establishing a peer mentoring program, students who are soon graduating can develop relationships with students who are further along on their path in the adult world.

with disabilities must come before we tackle skill development. And while our team of clinicians does a great job with our students and residential families, there is a need for us to expand our capacity to treat the families of our day students as well as our alums. This past year we've done the work necessary to launch a new mental health clinic that will serve individuals and families served by each of our divisions. In addition to the Ivy Street population, the clinic will provide the resources to provide mental health counseling to individuals who are blind or low vision, as well as the individuals we serve who have intellectual impairments and brain injuries.

Skills for Life is the program we started six years ago to extend our teaching beyond the students currently at Ivy Street. SFL occupational therapists provide training in executive functioning and life skills to our alums, as well as students and graduates from other schools, who need this support to move forward. Over the past year, Skills for Life has doubled, in part due to our move to accept health insurance payments, as well as by expanding our contracts with school districts.

Communities for Life is the school's newest endeavor. By establishing a peer mentoring program, students who are soon graduating can develop relationships with students who are further along on their path in the adult world. These relationships can give our students the confidence that they will be able to achieve their own goals for work, friends, and independent living. And through these

relationships, enhanced by a schedule of social activities, transitioning students will establish anchors in the adult world and won't feel socially isolated as they leave Ivy street.

It Takes a Team

We are excited about moving forward on all these initiatives to fill important gaps. But we need more than good ideas to achieve our mission. We need great people to work with us to do this important work and to realize our vision. Attracting and retaining the best staff isn't just about money, though we've worked hard over the past year to increase

pay and improve benefits. It's also about creating a workplace culture that recognizes high performance, values the contribution of each employee, and provides opportunities for staff to succeed and grow.

Our launching of the Maxo Joseph Excellence in Direct Care Awards this year is an example of MAB honoring staff who are often overlooked. Ivy Street's fellowships to direct care staff to allow them to become special ed teachers is another real way we're recognizing potential and promoting it. In our adult programs, the expansion of our evidence-based performance appraisal system to include program support directors as well as residential coordinators, reflects our intention to help all our direct care managers become superstars. The critical role that supervisors play in providing the support that creates the kind of workplace that retains good staff cannot be overrated. Our strong belief in the critical role of supervisors is reflected in our commitment to provide intensive training to all supervisors starting in FY23.

I thank you all for providing the support for us to do this important work.



Barbara Salisbury
Chief Executive Officer



Stephanie Fidel
President, Board
of Directors

Year in Review

MAB Community Services is committed to creating opportunities and transforming the lives of individuals with a range of disabilities. Since 1903, MAB has focused on providing the support, programs, and services necessary for everyone to live full and satisfying lives.

JULY



MAB's Adult Disability Services held the 1st annual Maxo Joseph Excellence in Direct Care Awards event, providing a total of \$50,000 to 11 staff members in recognition of their excellence, professionalism, and dedication to their work.

AUGUST



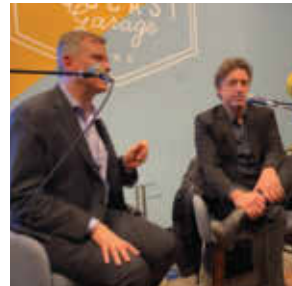
Beats, Rhymes, & Life brought their hip hop therapy to Ivy Street School students.

Ivy Street School's Extravaganza student talent show returned to a new outdoor stage.



SEPTEMBER

The Massachusetts Association for the Blind and Visually Impaired (MABVI) and the Talking Information Network announced a partnership to air the Dangerous Vision podcast. Hosted by MAB Community Services Board Member Randy Cohen, the podcast explores the latest tips and technology for navigating the world with people in the blind and low vision community.



OCTOBER

NOVEMBER



The Massachusetts Association for the Blind and Visually Impaired (MABVI) was certified as a Service Enterprise by Points of Light, the world's largest organization dedicated to volunteer service.

DECEMBER



Ivy Street School presented at the Learning and the Brain Conference. Staff shared Ivy Street's work in developing safe attachment with students as a primary treatment intervention within the school's trauma-informed care model.

MABVI launched access technology services in Springfield in partnership with the Clodo Concepcion Center and the Franklin Senior Center. The trainings are offered in person and virtually with added services in Spanish, Portuguese, and Arabic.



JANUARY

Ivy Street School, in partnership with the Boston University Wheelock College of Education and Human Development, presented Reversing Course, the third in a series of conversations with leaders across the education sector exploring the post-pandemic impact on the mental health of young people.



FEBRUARY

MARCH



Dr. Temple Grandin, a leading activist, author, academic, and one of the most accomplished and well-known adults with autism, was the keynote speaker at the annual Suzanne and John Pratt Lecture Series. Dr. Grandin also toured the Ivy Street School and met with faculty, students, and families.

APRIL



Team With A Vision participated in the first in-person Boston Marathon in three years. This year's team included 17 charity runners, 23 Boston Marathon-qualified blind and visually impaired athletes, and 22 sighted guides. The team raised \$257,212 for MABVI.

MAY



Ivy Street School held a Neurodivergent Representation in the Workforce virtual panel discussion with four Ivy Street School alumni discussing their experiences with employment, volunteering, and higher education.

JUNE



Members of MAB and MAB's Adult Disability Services staff and participants joined the City of Worcester's Tercentennial parade celebration.

MAB ADULT DISABILITY SERVICES

MAB Adult Disability Services (ADS) provides residential supports, community living supports, transitional assistance, occupational therapy, and vocational services for individuals with developmental disabilities, brain injuries, and other disabilities. Annually serving 300 or more participants, MAB ADS operates 29 community residential homes in Greater Boston, Southeast Boston, and Central Massachusetts and a community-based day activity center. Visit www.mabcommunity.org/adult-disability-services to learn more.

9

out of MAB's 29 group homes are located in Central MA

37%

of direct care staff have worked for MAB for over 5 years

14

community residence homes that have allowed individuals with brain injuries to move out of nursing homes

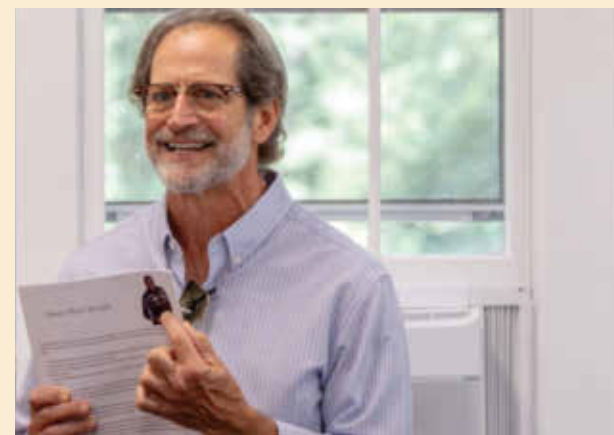
120

participants with acquired brain injuries are working with occupational therapists to become more independent

Maxo Joseph Awards Recognize Excellence in Direct Care

In April 2020, Maxo Joseph's family and MAB Community Services grieved the death of our beloved ADS teammate, who had contracted COVID-19. Maxo loved working with the participants. He knew it was important.

In July 2021, MAB hosted the first annual Maxo Joseph Awards. Together, we celebrated 11 ADS staff who reflected Maxo's life and legacy. As trustee of the Patricia W. and Alfred E. Farah Charitable Trust, Jay Lupica provided a \$100,000 challenge grant. This allowed donations from ADS families, staff, and community members to go twice as far to fund future awards.



Jay Lupica Announces Second Maxo Joseph Awards Challenge Grant!

Jay has just announced a **SECOND challenge grant** through the Patricia W. and Alfred E. Farah Charitable Trust for the Maxo Joseph Awards. **Every dollar you donate will be doubled up to \$100,000!** Join Jay in making your best gift today. You can help to recognize and reward exceptional ADS staff for four more years!

Make a Difference Today!

DONATE! Designate your donation to the Maxo Joseph Awards through MAB's secure website: <https://www.mabcommunity.org/donate/>

LEARN MORE about the award-winning staff at MAB ADS here: www.mabcommunity.org/maxo-joseph-direct-care-award-for-excellence



MAB Community Services Residential Coordinator John Quintero presented Marie Jocelyn with a Maxo Joseph Excellence in Direct Care Award.

ADS Participant John Enjoys Life Outdoors

Five years ago, John's stroke left him unable to walk, dress, bathe, or groom himself. He lived in rehab hospitals and nursing homes and could only read and watch TV. Two years ago, John returned to Central MA, where he spent much of his adult life, and moved into MAB's community residential home in Hopkinton. ADS staff helped John create a beautiful space to grow plants and feed the squirrels.

“Living here is like night and day compared to a nursing home. I can do what I want. My quality of life is better.”

– John, an ADS participant



A participant at MAB's residence in Boylston, MA worked with her occupational therapist, Brittany. At ADS' residences, occupational therapists train staff and support participants in assuming agency over their lives.





Ivy Street supports neurodivergent youth through a person-centered model driven by collaboration, a willingness to think big, and a commitment to really knowing the young people we serve. Across our educational, residential, and community-based programs, we support adolescents and young adults with disabilities by creating the therapeutic conditions that allow them to thrive and accelerate motivation for a successful adulthood. Visit www.ivystreetschool.org to learn more.

116 elective courses offered (over the course of the school year)

1

newly renovated living room

12

students on the Ivy Street Hawks basketball team

34

students won Ivy League awards for academic excellence

3

employees won Teaching Fellowship awards, allowing them to get their master's degree in education while teaching at Ivy Street



“As a woman with autism, I have found Dr. Temple Grandin’s advocacy work to be inspirational...[she] has shown the world that people with autism are no less than neurotypicals.”

– Mariah, an Ivy Street graduate



Skills For Life, Ivy Street’s program supporting neurodivergent youth in navigating their transition into adulthood, celebrated its sixth anniversary.



City Growers helped us grow our garden - adding new beds, lots of new crops, and enough fruits and veggies to hold a weekly farm-to-table cooking session.



Ivy Street launched a new academic program featuring daily elective choices, mindfulness and culture blocks, content area teachers, and a unified school schedule.



Ivy Street was accepted into the Project Based Learning (PBL) Works Massachusetts School Leader Network. This two-year professional development, coaching, and training program supports Ivy Street educators in understanding and implementing real-world projects that are meaningful to our students.

Dr. Temple Grandin Visits Ivy Street

Ivy Street was honored to welcome Dr. Temple Grandin in March 2022 as the keynote speaker for the annual Suzanne & John Pratt Lecture at CitySpace. Dr. Grandin is a world-renowned scientist, animal behavior specialist, and a prominent voice in activism and advocacy for the autistic community.

While visiting the school, Dr. Grandin showed how parents and educators can foster success and shared specific strategies to work with different minds effectively.

*“I want to take that thing you
are good at and build on it.”*

- Dr. Temple Grandin

We are grateful to the Pratt family and donors to The Suzanne & John Pratt Lecture Series, Dr. Beverly Brown and Boston University, and Dr. Grandin and the Ivy Street community for their commitment to life-long learning, thinking big, and helping our students thrive.



MASSACHUSETTS ASSOCIATION
for the
Blind and Visually Impaired

MABVI has been committed to supporting individuals living with vision loss since 1903. MABVI empowers people to continue to lead full lives, whether they are experiencing vision loss or have been blind since their youth. Vision rehabilitation, access technology training, volunteer help, counseling, and peer support services are comprehensive, cost-effective, high-quality services that are often life-altering. Visit www.mabvi.org to learn more.

2,436 access technology training sessions—39% increase since last year

1,165 individuals with visual disabilities served statewide

392 older adults attended 1,968 remote peer support group sessions

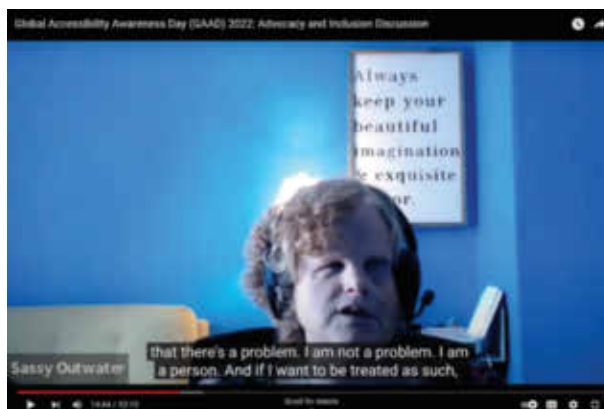
200% growth in MABVI's mental health and adjustment to vision loss services

480 1:1 tele-counseling sessions provided statewide

95% of MABVI's volunteers rated their experience "amazing" or "good"

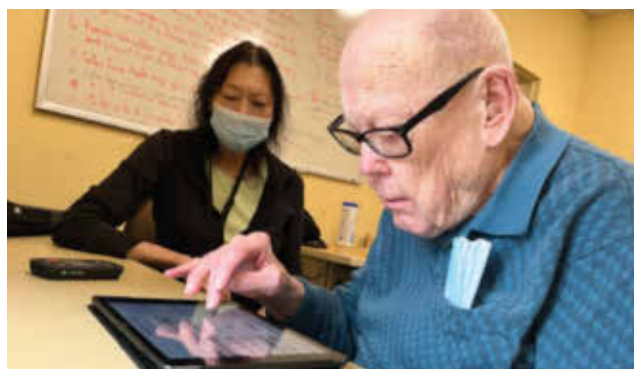
"As a disabled person, I am not here to be somebody's fear-based letter of notice that there's a problem. I am not a problem. I am a person. And if I want to be treated as such, it's time I take my advocacy back into my own hands and pull my community around me and do this for myself, as myself. That is the definition of autonomy, and that's what I'm here to do."

—Sassy Outwater-Wright, Executive Director of MABVI



MABVI convened a virtual digital accessibility panel discussion on digital accessibility on Global Accessibility Awareness Day, featuring MABVI's Executive Director Sassy Outwater-Wright (above), disability rights lawyer/author Lainey Feingold, and American Printing House for the Blind Director of Accessibility and Equity Tai Tomasi.

MABVI sponsored the successful AstroAccess Zero Gravity Parabolic Flight, a pioneering space flight for 12 individuals with disabilities, including Northeastern University's Mona Minkara, whose YouTube series Planes, Trains, & Canes focuses on navigating and accessing public transportation around the globe.



MABVI received a \$10,000 Spectrum Digital Education grant for its Access Technology Training Program, which serves older adults with visual disabilities. The grant helped MABVI to train and support older adults learning to use mainstream technology: virtual assistant home kits, laptops, smartphones, and tablets; plus more specialized assistive technology, including refreshable braille displays, magnifiers, and e-readers.



Amy Ruell, LCSW, a director at MABVI, demonstrated technology tools to a peer support group in New Bedford, MA. Amy has led the expansion of 32 low vision peer support groups that meet virtually and in person, offering social and educational programming, including a book group, technology, and training.

“The socialization of [MABVI’s access technology] group meetings at the Brookline Senior Center [is] one of the best things...because I was feeling pretty isolated and alone... I love technology, [especially VoiceOver]! It’s like a new toy for me. Rachel Castle’s enthusiasm spills over to my learning ability. I am very grateful to her.”

– Access technology program participant



Community Partners



Beats, Rhymes, & Life

Used the therapeutic power of hip hop music to help Ivy Street School students to enhance their intrinsic skills and abilities



Polka Dog Bakery

Provided meaningful career training and employment opportunities for Ivy Street School students



The Dimock Center's Eye Care Department

Partnered to cross-refer low vision clients and increased access to MABVI's services for people of color



George E. Curtis Charitable Trust

Provided 22 years of consecutive financial support for independence and improved quality of life of low-income older adults and disabled people in the Plymouth County region



Provided a transformative \$75,000 grant to support the expansion of MABVI's Access Technology and Training program for seniors aging into vision loss



Boston University's Wheelock College of Education & Human Development

Partnered on the Reversing Course series of web forums about the needs and challenges of education during and post-COVID



Elizabeth O'Brien Trust, Bank of America, N.A. Trustee

Provided 15 years of financial support, most recently for MABVI's statewide Comprehensive Vision Rehabilitation & Healthy Aging Services for Seniors with Vision Loss

Making Massachusetts Age-Friendly for All

208,000 Massachusetts residents ages 18 and older—nearly 4% of the state’s population—are classified with a vision disability. This rate is rising fastest for older adults. The Massachusetts Association for the Blind & Visually Impaired (MABVI) annually empowers more than 1,200 people to live healthy and engaged lives.

Through the Commonwealth’s Age and Dementia-Friendly network, MABVI works to include the needs of older adults with visual disabilities in statewide healthy aging plans. Partners include the MA Executive Office of Elder Affairs, the MA Association of Councils on Aging, the MA Healthy Aging Collaborative, and MA AARP.

Through coalitions in Boston, Framingham, New Bedford, Springfield, and Worcester, MABVI learns from and contributes to city-level work. We strive to build capacity and embed accessibility best practices to help elder services agencies better support seniors who are aging into vision loss. Our partners include elder housing leaders, 2Life Communities, and The Dimock Center.

By changing systems, MABVI addresses key healthy aging barriers—social isolation, access to health care, and the digital divide—particularly for communities of color, low-income communities, and people living with disabilities.

This project is made possible through the generosity of MABVI’s lead Age-Friendly investors, including Tufts Health Plan Foundation (now Point32 Health), Next50 Initiative, the Memorial Foundation for the Blind, and the MA Department of Public Health, in partnership with Health Resources in Action.

Inclusion, Diversity, Equity and Accessibility (IDEA)

Since July 2020, MAB Community Services has engaged in an organization-wide inclusion, diversity, equity, and accessibility (IDEA) initiative with facilitated discussions, training, and four working groups: Mission/Strategy, Education, Affinity, and Restorative Justice. We have partnered with two exceptional IDEA consultants: Faustina Cuevas, the first Diversity, Equity & Inclusion (DEI) Officer in the City of Lynn, and Jasmine Ramón, Director of Equity and Inclusion for the Town of Danvers.

MAB approved an anti-racist mission statement, and the Education group hosted four workshops about interrupting bias and working against ableism. Each MAB program division has established IDEA efforts to support their communities. We will continue to listen, evaluate, improve, and deepen MAB’s commitment to IDEA.



Donors

\$250,000+

NextFifty Initiative

\$100,000 - \$249,999

Memorial Foundation for the Blind
Rebecca and Scott McGrath

\$50,000 - \$99,999

The Barbara Epstein Foundation Inc
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The Goddard Foundation
Network for Good
Pamela Goodman and Michael Shwartz
Greater Newburyport Fund for the
Blind, Essex County Community
Foundation
Scott Heim
Camilla and George Hertz



Namrod Girmai was one of three Ivy Street staff to receive the Suzanne and John Pratt Teaching Fellowship. The fellowship program supports staff in accessing graduate education while teaching at Ivy Street – becoming the next generation of certified special education teachers.

Don Hurlburt
 Andrea G. Levitt and
 Antoine G. Hatoun
 Meghan Lynch
 MassHousing
 MathWorks
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 Karen Quigley and Russell Hensel
 Goldberg & Rosen
 Barry Shrager
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Maxo Joseph Excellence in Direct Care award winner Kimberly Allen, left, accepted her award from Residential Care Coordinator Aaliyah Anderson Delevante.

Amanda Soto
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 Kim Storey and Douglas Katz
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Ivy Street School students learned hands-on vocational skills while working in the school's student-run coffee shop, where they served delicious baked goods and beverages.

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Alison Abdu
Chief Human Resources Officer

Laura Alpert
Chief Advancement Officer

Brandon Cardet-Hernandez, MEd
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MAB Adult Disability Services*

Heller Shoop
Executive Director, MAB Adult Disability Services

Sassy Outwater-Wright
*Executive Director, Massachusetts Association for
the Blind and Visually Impaired*

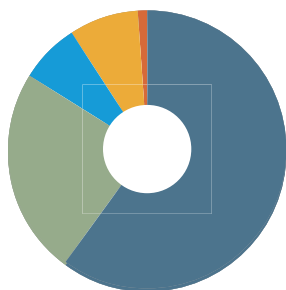


Team With A Vision Celebrates Its 30th Anniversary In 2023!

April 17, 2023 will mark Team With A Vision's 30th anniversary! This team has raised more than \$4 million for the Massachusetts Association for the Blind and Visually Impaired while running the Boston Marathon® and supporting amateur athletes. Over the years, hundreds of charity runners, blind or visually impaired athletes, and sighted guides have broken records, achieved celebrity status, and set new standards in the blind and visually impaired division.

To learn more, donate, or sponsor Team With A Vision, visit www.mabvi.org/get-involved/team-with-a-vision/

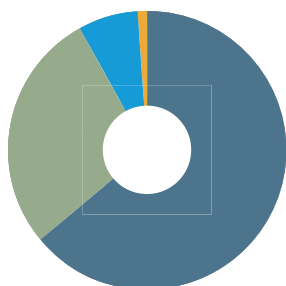
Financials: Year End June 30, 2022



Total Expense by Program

\$38,088,727

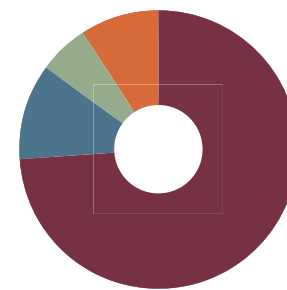
• Adult Disability Services	60%
• Ivy Street School	24%
• Mass Association for the Blind	7%
• Administration and Marketing	8%
• Fundraising	1%



Total Revenue by Program

\$38,390,725

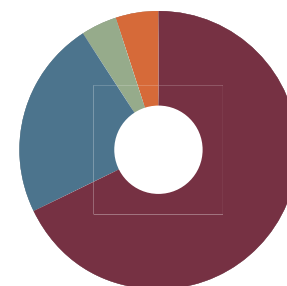
• Adult Disability Services	64%
• Ivy Street School	28%
• Mass Association for the Blind	7%
• Unrestricted	1%



Total Expenses by Cost Center

\$38,088,727

• Payroll	74%
• Housing/Rent	11%
• Direct Program Support	6%
• Telecommunications, Training, Printing, Misc.	9%



Total Revenue per Source

\$38,390,725

• Government	68%
• Tuition	23%
• Federal Contracts / Reimbursement	4%
• Contribution	5%

	ADS	ISS	MABVI
Total Expenses	\$22,738,198	\$9,304,401	\$2,482,187
Payroll	74%	78%	67%
Housing/Rent	14%	11%	3%
Direct Program Support	5%	5%	22%
Telecommunications, Training, Printing, Misc.	7%	6%	8%
Total Revenue	\$24,614,941	\$10,803,591	\$2,542,124
State Contracts	95%	NA	25%
Federal Contacts	5%	NA	6%
Insurance Reimbursement	NA	NA	18%
Tuition	NA	99%	NA
Fundraising	0%	1%	51%





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Allston, MA 02134


617-738-5110

www.mabcommunity.org

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