

ANNUAL REPORT 2023-2024

New Beginnings



From the CEO

Dear Families, Friends, and Supporters

As the new CEO of The Price Center, I am honored to join such an incredible community dedicated to advancing the lives of individuals with intellectual and developmental disabilities (IDD), including autism. Over the past month, I have been deeply moved by the stories of resilience, strength, and compassion from our families, staff, and volunteers.



In the past year, we made great strides in enhancing services, expanding programs, and advocating for inclusive opportunities that enrich the lives of those we serve. From innovative educational and vocational programs to critical support for families navigating the challenges of daily life, our commitment to empowering individuals with IDD including autism remains steadfast.

This year, our focus will be on building a dynamic workforce, creating more personalized and flexible supports, launching new initiatives designed to meet the unique needs of every individual we serve, acknowledging that no two journeys are the same. From Community Based Day Services & Specialized Supports to Employment Services, and our Residential Group Homes, our approach will center around the needs and goals of each person we serve, ensuring they can thrive in their communities. My focus will be on Quality, Compliance and Culture.

Looking ahead, we remain committed to advocating for policies that promote inclusion, equity, and access. We are dedicated to reducing barriers and ensuring that every person, regardless of their abilities, can live a life filled with opportunity, dignity, and respect.

As we continue to grow, we are excited about the future. We are committed to building partnerships with families, educators, employers, and policymakers to create a world where our individuals are valued, supported, and included. Together, we will create new possibilities for those we serve, shaping a brighter, and more inclusive society.

Thank you for your unwavering support and trust in The Price Center. I am proud to be part of this journey with you and look forward to the incredible things we will achieve together.

Warm Regards,

Abigail Parrilla

Meet Marisa, CBDS and Employment-services attendee and part-time staff

hroughout 2023, The Price Center celebrated The Year of the Employee. We celebrated the achievements and milestones of our direct care staff, our administrative team, and the support staff who help make The Price Center an amazing place to work.

Some staff include our very own Price Center participants, hired and trained by our Employment Services team. Their continuous passion and enthusiasm for what they do help shape the programs they work in while building a strong community of support that encourages their growth, participation, and success.

Meet Marisa, a participant in our Community Based Day (CBDS) program. While Marisa has attended CBDS since 2018, she is celebrating another milestone. For three years, Marisa has worked for The Price Center cleaning and organizing the Intensive Day Habilitation (IDH) program room and kitchen. She performs general upkeep, such as doing the dishes. sweeping the floors, and wiping the cabinets. She also assists the direct care staff getting individuals ready for lunch; cleaning adaptive equipment. pulling out lunches, and setting up tables and chairs.

"I really like cleaning," Marisa said. "I have great coworkers, and just really like

all of it. [Cleaning] is in my blood," she joked. "I'm a natural talent."

When she was looking for a job, Marisa said she knew she wanted to do something with cleaning. She said that she loves to clean at home and wanted to utilize the skills she learned at home and in Price Center programming in a working environment.

Besides tidying and prepping the program area and kitchen, Marisa waters the plants, refills beverages, and does the occasional coffee run for the direct care staff.

Marisa has really become part of the team," said David Byrnes, the Program Director for IDH. "She works well with staff. [They]

Although Marisa loves the work she does in IDH, the

absolutely love her.'



relationships that she's formed with the IDH staff and participants is what means the most to her.

Outside of her work in IDH, Marisa is also a Price Center Ambassador. They attend and host Price Center events, including the Open House and Fall Festival. Their platform lets them speak about their experiences at the Price Center and to talk about being part of the Price Center community.

"[the Ambassador program] is a great idea," she said. "It's super leadership-like!"
A self-described free spirit, Marisa loves having fun outside of work just as much as she does while doing it. She loves coloring, cooking, and practicing her karate skills in her free time.

Price Center Adds Support for Siblings

Sibshop™ is a comprehensive, supportive, and educational Sibling Group recently launched at The Price Center. With most attendees having siblings, the nascent group has been needed and had been requested for quite some time.



The new group offers a place for Price Center siblings to call their own. It is a safe space for brothers and sisters of attendees to share their emotions, thoughts, and challenges with others living in a similar reality. Sibshop offers a place with the resources, guidance, and assistance that comes with the responsibility, privilege, and birthright of being a sibling to someone with the unique gifts of their different abilities.



The group promises to provide the tools necessary to understand, prepare, and execute the incredible and sometimes difficult role they have acquired.

Created by the Sibling Support Project, Sibshops are agencysponsored programs organized and run by siblings, for siblings. Sibshops provide a sibling-only space to meet and connect with fellow siblings, as well as educational resources, seminars, workshops, and so much more. By sponsoring a Sibshop, Price Center siblings will have the support and resources to grow and continue being the most amazing siblings to their loved ones.

Providers' Council Names Felicia Nova Direct-Services "Employee of the Year"

Price Center participants, families, and staff agree: Felicia Nova embodies the spirit, empathy, and joie de vivre of The Price Center. Because of her passion and care for our individuals, No surprise then, that Felicia was recognized with the Gerry Wright Direct Service Employee of the Year Award by the Providers' Council in 2023. The Providers' Council is an association of community-based human-services agencies in Massachusetts with more than 220 members.

Felicia is a beloved member of The Price Center community. She cheerfully serves our most vulnerable individuals by making sure they have what they need and that their guardians stay well-informed. She is a master at translating agency communications and answering questions as they arise.



"Felicia is tireless and takes on any challenge," said David Byrnes, Director of Intensive Day Habilitation (IDH). "She is a valued member of the Price Center team and has an in-depth understanding of our participants

"Thoughtful and generous when it comes to interactions with clients and supervisors, Felicia listens closely to direction and is pleasant to work with. Felicia's positive interactions with Price Center participants rub off on others.

Felicia recently celebrated her 26th anniversary with The Price Center. She has been a constant source of support and light for IDH, where she is a Direct Care Professional/Case Manager.

Flutie Foundation Awards Employment Program Manager Crystal Palermo "Dougie Award"



Price Center participants thrive because our employees are passionate about their work.

One staff member, Employment Program Manager Crystal Palermo's passion and efforts were rewarded through the presentation of a Dougie Award, which was accompanied by the commitment of a \$500 donation, made in her name, to the charity of her choice, courtesy of the Doug Flutie Jr. Foundation for Autism. The foundation aims to help people and families affected by autism to live life to the fullest.

Emphasizing her passion for, and commitment to, The Price Center, Crystal said, "I am donating the money to The Price Center. It's a great organization, and contributing in every way possible is truly fulfilling."

The award resulted from the Flutie Foundation's call for nominations that highlight a "STAR in your life who shines bright in their own way and makes a positive impact on the autism community." Price Center employees and participants agreed that Crystal was that star! The Price Center's nomination read:

"The Price Center is nominating Crystal Palermo, our Employment Program Manager, as our STAR who 'shines bright and makes a positive impact on the autism community.' She has worked at the Price Center for five years and, during that time, has provided 1:1 Job Coaching supports to a man with autism. One of our participants recently explained that [Crystal] provides excellent support. 'She is very helpful -- she helped me with my resume, interview, references and at my job, helps me focus on tasks.'

Crystal's work ethic and the support she provides to our participants are well recognized and appreciated. The Dougie award highlights Crystal Palermo is our STAR!"

Crystal opened up about her personal connection to the work she has done - for over 20 years.

"My uncle is on the spectrum," she shared. "When I was really young, I asked him if he could read to me. He said he did not know how. So I read to him. Ever since that day, I've been trying to support and empower my uncle and individuals, like him, in the autism community."

With The Price Center supporting more than 20 individuals in paid employment, including 8 who've been with their employer and supported by Employment Services for more than 10 years and 8 who have been placed in the last 3 years, Crystal's efforts have borne fruit for the Center's participants.

Op Ed in Boston Business Journal Highlights Value of Hiring Neurodiverse Employees

Unfortunately, society has labelled individuals like those who attend The Price Center as "disabled." Rather, these folks must be seen as "differently abled," as they often possess unique skills and personalities. Employers who've taken the chance have often "seen the light as differently abled people enhance a workplace with skills such as attention to detail, loyalty, a strong work ethic, and good humor. They are often enthusiastic contributors and take pride in their work, leading to increased productivity and improved morale among all employees.



An op-ed in the Boston Business Journal, written by a Price Center volunteer and parent, highlights the value of differently abled and specially gifted individuals and argues for the business community giving them a larger role in the business's success, the individual's growth, and in society's advancement. (https://rb.gy/1unztp)

New Partnerships Create New Opportunities

All through 2024, The Price Center focused on building meaningful partnerships within our community to strengthen our programs, support individuals, and advance our mission.

Among the most impactful collaborations was with volunteers from Takeda Pharmaceuticals, who worked alongside Price Center staff

to address key program needs. Their efforts brought invaluable support to the Intensive Day Habilitation (IDH) program through a series of generous in-kind donations. From adaptive art



equipment and sensory toys to communication devices and puzzles, Takeda's contributions have enhanced our services and enriched the experiences of those we serve.

We are deeply grateful to the Takeda Pharma volunteers for their generosity and dedication. Their contributions have made a tangible difference, equipping our participants with tools that foster skill development and empowerment.

Thank you, Takeda, for your generosity and continued support. Your partnership is truly appreciated!



The Price Center Gives Back, too

The Price Center has always believed in creating a strong community inside the Center and out. To this end, we strive to help clients foster long-lasting relationships, set and meet development goals, and ultimately to realize each individual's full potential.

Throughout 2023 and 2024, our individuals created many new opportunities for themselves. From volunteering at different organizations to helping keep our



Among our participants' favorite ways to give back and get out into the community is cleaning up the Franklin Park Zoo. Every week during late spring and summer, many of our individuals go to the zoo to water plants, tend to the gardens, and clean up around the park.

"We get to create a social opportunity by going," said Peter, a participant of CBDS. "It's something fun to do (and) we get to learn new skills."

Even though our participants are volunteering, they get a great payment in exchange: getting to see the animals every week.

"I like seeing the giraffes and the monkeys," said Ian, a CBDS participant. "I like weeding the gardens and laying the mulch, but the animals are fun."

While the zoo is one of the more popular outings our individuals go on, The Price Center has, and continues to look for -- new ways to get clients outside and active. Another volunteer opportunity was right in our own backyards.

"My favorite [volunteering opportunity] is landscaping," said Long, a Specialized Supports attendee. "I like mowing the lawn."

For the past year, small groups of individuals have been going to our residential homes to landscape and clean. Those efforts assist our residential staff in keeping our homes happy, healthy, and clean and our participants learn valuable skills while having fun outdoors.

"I like raking the leaves and picking up the garbage," said Sean, a participant of Specialized Supports. "I also like to give the bushes a haircut!"

While staff join our individuals on their landscaping trips, they are frequently joined by two special guests. Andy Gluck and Gary Hofstetter, two members of our Board of Directors, have been assisting with some of the landscaping work. There work helps our individuals develop skills while keeping our residential homes looking beautiful.

"Andy and Gary are great helpers," Sean shared. "They work really hard! They like to joke that they're hardly working."

Throughout the years, Price Center staff have noticed how much our program participants love to help others. From cleaning the zoo to collecting donations for non-profits, The Price Center has developed partnerships that give our individuals the opportunity to be strong and productive pillars in the community.

One partnership that has benefited not just our individuals but also our community is with Springwell, a non-profit that provides services to seniors and their caregivers. Each week, individuals in our community programs go out and grocery shop for Springwell residents.

"I like when we go to Trader Joes," Long said. "I like [being able] to help people."



Different groups go out to different stores each week. Some weeks, a group will go to Trader Joes to shop. Other times, a group may go to Market Basket, BJ's, or Stop n Shop. Our individuals work hard to get everyone what they need from their grocery lists.

"Price Center is doing a nice thing [by going to Springwell]," Sean said. "I like bringing the groceries inside and helping people. It's important to remember that we need to help people in the community."

As we focus on the growth of our organization and ways we can make our programs stronger, we look at how impactful these opportunities are for our individuals. We look to our community who have welcomed us with open arms, and to our individuals who are constantly exploring new volunteer initiatives. With such a strong foundation, we look forward to continuing on the path of excellence and progress.

Financials

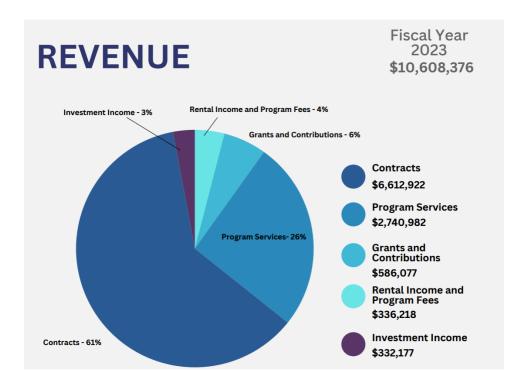
Throughout fiscal years 2023 and 2024, The Price Center made significant investments in the future of the organization while continuing to prioritize client wellbeing and progress.

We named fiscal year 2023 as the "Year of the Employee" to demonstrate The Price Center's commitment to its staff. During that fiscal year, we began instituting a new pay structure to better give all staff a way to grow professionally in the organization. Moreover, we invested to offer greater access to multiple bonus opportunities with an emphasis on training and certifications. In addition to investing in our staff, we added many more individuals in our residential program. These additional placements filled vacancies brought on by the COVID-19 pandemic and resulted in a significant increase in our DDS revenue, enhancing our bottom line.

In fiscal 2024, The Price Center made a significant investment in our direct-care workers by increasing their starting wage. The purpose was to use this investment to attract and retain the best staff through improved recruitment and professional development. We continued to make quality programming a priority and grow programming beyond the pre-pandemic levels.

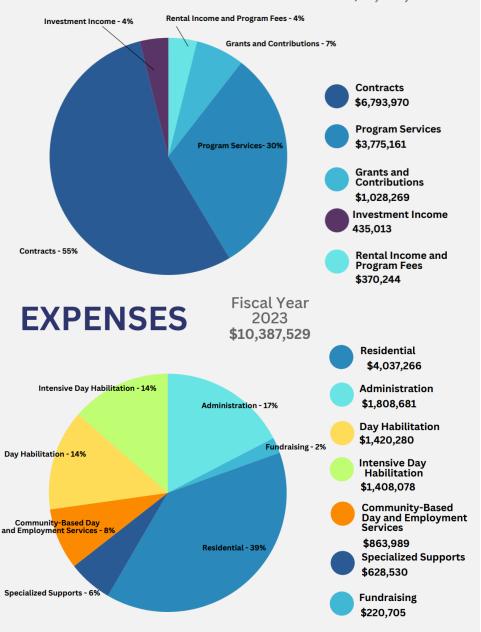
These investments reflect our goal of offering quality, life-changing programs to our community and expanding our services to more individuals with intellectual and developmental disabilities and Autism.

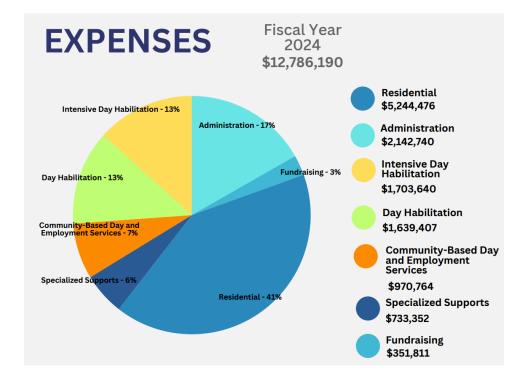




REVENUE

Fiscal Year 2024 **\$12,402,657**





Donor Listing

FY23: July 1, 2022 - June 30, 2023 FY24: July 1, 2023 - June 30, 2024

Thank you for the incredible support from the following friends and families for gifts we received during our 2024 fiscal year. We also gratefully acknowledge all gifts below \$250. Your generosity makes an enormous difference.

\$25,000 and Above

Anonymous	FY24
Executive Office for Health and Human Services	FY24
Gerald (deceased) and Sandra Fineberg	FY23
Gwendolyn Fineberg	FY23
Michelle Fineberg and Eric Levin	FY23

\$10,000 - \$24,999

Anonymous	FY24
BB Lederer Sons Foundation, Bank of America, N.A. Co-Trustee	FY23, FY24
Bernkopf Goodman, LLP	FY24
Boston Evening Clinic Foundation	FY24
Helen Bresky (deceased)	FY24
The Cummings Foundation	FY24
Gwendolyn Fineberg	FY24
Gary and Iris Fineberg	FY24
Michelle Fineberg and Eric Levin	FY24
Fineberg Companies	FY24
Mary Gallagher	FY23
Albert Gordon	FY23, FY24
John Gordon	FY23, FY24
The Hamilton Company Foundation	FY23, FY24
Industrial Boiler & Mechanical Services LLC	FY24
Lancaster Enterprises	FY24
Lou and Cathy MacDonald	FY23
Preeti Sayana and Raj Dudani	FY23, FY24
The Village Bank	FY24

\$5,000 - \$9,999

Anonymous	FY23
Theodore (deceased) and Cynthia Berenson	FY24
Bernkopf Goodman, LLP	FY23
Boston Evening Clinic Foundation	FY23
Irwin and Roberta Chafetz	FY23
Marion L Decrow Memorial Foundation	FY23
Gary and Iris Fineberg	FY23
Giilette Company/Proctor & Gamble Corp Giving Fund	FY23, FY24
Jerry and Holly Kampler	FY24
Ruth and Jonathan Kantar	FY23
Lou and Cathy MacDonald	FY24
Anne and Michael Markowitz	FY24
Sherry Mullins	FY23, FY24

\$5,000 - \$9,999

Rebecca Pomroy Foundation, Inc	FY23
Mary and John Reynders	FY23, FY24
Mark Rosenthal	FY24
Leonard Samia	FY23, FY24
Mary Weitzel and David Halfpenny	FY23
Renee and Ted's Big Heart Foundation	FY24

\$2,500 - \$4,999

Alera Group	FY24
Bay State Savings Charitable Foundation	FY24
Custom Ink	FY23
D&R Electric Corp	FY24
Ms. Betsy Dangel	FY23
The Davis Companies	FY24
Jerry and Jan Feldman	FY24
The Doug Flutie Jr. Foundation for Autism	FY23
Eastern Bank	FY24
Everett Co-Operative Bank Charitable Foundation	FY24
Dan and Norma Frank	FY24
Mr. Jeffrey D Hutchins	FY23, FY24
Richard lannella	FY23
Ruth and Jonathan Kantar	FY24
Peter Koury	FY24
Scott Laughlin	FY24
Andrew and Lisa Majewski	FY23, FY24
Mediate Management Company	FY24
Microsoft	FY24
Kelly Monnahan	FY23
Siobhan and Brendan Murphy	FY24
Andrea Nicholson	FY23
PBZ Construction	FY24
Jane and Jeffrey Plank	FY23, FY24
Claudia and Daniel Quinn	FY23
Rockland Trust — Peoples Federal Foundation, Inc.	FY24
Adelard A Roy and Valeda Lea Roy Foundation	FY24
Kevin Wright	FY24

\$1,000 - \$2,499

Anonymous (2)	FY23, FY24
Bank of America Hartford Private Bank team	FY24
Jeffrey and Mandy Bass	FY23
Bay State Savings Charitable Foundation	FY23
Benjamin Apartments	FY24
<u>Eli Berkowitz</u>	FY23
Martin Berman and Mary Ann Jasienowski	FY23
John Brown	FY23
Kevin and Maureen Callahan	FY23, FY24
Richard and Carreen Callahan	FY24
Ann and John Caravolas	FY24
CBRE Group, Inc.	FY24
Lucie Chansky	FY23
Howard Chen and Amy Zhang	FY24
Richard Cirace	FY24
Cummings Properties	FY24
Cyrus Capital Partners, L.P.	FY23
D&R Electric Corp	FY23

\$1,000 - \$2,499

William and Maryelene Dailey	FY23, F	Y24
April DaSuta	FY24	
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Dedham Savings	FY23, F	Y24
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Diane Donovan	FY24	
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Jerry and Jan Feldman	FY23	
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AnneMarie and Mark Freitas		Y24
Mary Gallagher	FY24	
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Andy and Kim Gluck	FY24	
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Deborah Gordon		
Joshua and Mara Hammerman	FY23	
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William and Constance Kantar	FY23. F	
Richard and Leslie Kates		
Krauss Dermatology	FY23, F	
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Tuck Brothers Partnership		
Sidney and Deanna Wolk	FY23	
Brendan Wright	FY24	
Zebra Speech	FY24	
Edward and Judi Zuker	FV23	

\$500 - \$999

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Donna Cohen	FY23.	FY24
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Eastern Bank	FY23	
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Todd Glaskin	FY23	
Joshua and Mara Hammerman		
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Tara Hayward	FY24	
Christine and George Hoffmeister	FY24	
Julie Hurwitz Seelig	FY23,	FY24
Interim Executive Solutions	FY24	
Erica Jen (deceased)	FY23	
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Jon and Linda Pressman		
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Stephen and Margaret Raskin	FY23	
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\$500 - \$999

Kevin Situ and Helen Zhou	FY23
Elizabeth Smith	FY23
Perry and Marcy Solomon	FY24
Erica Supple	FY24
Suzanne Thibault	FY23
Tuck Brothers Partnership	FY24
Vani Sayeed Studios, LLC	FY24
Tom White	FY24
Virginia Wright	FY24
John and Patricia Zappi	FY24
Susan Zwerling	FY24

\$250 - \$499

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Jake Caravolas	FY24
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Robert Cohen and Amy Ship	FY23
<u>Carl Corman</u>	FY23
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Michael DiBenedetto	FY23, FY24
Michael and Patricia DiSabato	FY23, FY24
John Foster	FY23
David Frank	FY24
Alan and Linda Goldstein	FY24
Gail Gordon	FY24
Anne Hartnett	FY23, FY24
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Dennis Keohane	FY23
Reza Khorshidi and Ellen Concannon	FY23
Michael Laddin	FY24
The Lagasse Group, Custom Builders	FY23
Marianne Lochiatto	FY23
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Kevin MacLaughlan	FY23
David and Adrienne Magida	FY23. FY24
Melissa Mayer	FY24
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Francesca Poidl	FY23
Allan and Carol Price	FY23. FY24
Stephen and Margaret Raskin	FY24
Joy and John Ray	FY23
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Danielle Rizika Lori and Howard Rosenblum	FY23
Mr. David N. Ross	FY23
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Sue Saliba Pahart Sahlagar	
Robert Schlager	FY23, FY24
Linda Schwabe	FY24

\$250 - \$499

Bella Shapiro	FY24
<u>Douglas Shooter</u>	FY23, FY24
Andrew Siino	FY24
Jean Silberswieg	FY23
Robert and Pamela Simmons	FY23, FY24
Ellie Starr	FY24
Erica Supple	FY23
Supra Installation	FY24
Robert Teich	FY23
Wendy M. Trainer	FY24
Luan D. White	FY23, FY24
Monica Wright	FY23
Denise and Mark Yurkofsky	FY23
John and Patricia Zappi	FY23