Serving Thousands Of People, ONE PERSON AT A TIME.
OUR MISSION
Bay Cove Human Services partners with people to overcome challenges and realize personal potential. We do so by providing individualized and compassionate services for people with developmental disabilities, mental illness, aging-related needs, and/or drug and alcohol addiction.

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Special thanks to photographer Aynsley Floyd for the beautiful portraits featured in this report.
Additional photography by: Phyllis Bretholtz, Sean Browne, and David Hirschberg
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Leadership Message

We are proud to report that this past year was one of continued success and achievement by Bay Cove and the thousands of people we serve. Bay Cove is dedicated to helping people with the greatest challenges and, in 2016, that meant delivering our specialized, individualized services to more than 25,000 men, women and children. Each achievement, each measure of success, is an individual one: another day sober, a home after years living on the streets, a job, a high school diploma, or any of the hundreds of ways that the people we serve progress toward full rich lives.

Bay Cove offers a continuum of services that enable us to serve people as their needs change, and to help them address multiple issues that may have contributed to the challenges they face. Bay Cove also works as part of a network that includes local, state, and federal government, other provider agencies, foundations and private supporters, volunteers, friends and neighbors. We can be, and have been, most successful when we work in partnership with all of the members described as our network.

This year’s annual report highlights and acknowledges just a few of the many great partners who work with Bay Cove in advancing our mission. Each of the stories you’ll read highlights the achievements that are possible when we work together.

Today, the need for the services that Bay Cove provides has never been greater—not just in terms of the numbers of people who need our help, but also the magnitude of the challenges that many of these individuals face. The opioid crisis, an increasing homeless population, the complicating medical challenges facing many of the folks we serve in our mental health or developmental disabilities residences, the growing number of seniors requiring additional service in order to remain safely on their own or in their families’ homes—all of these issues put more and more demand on our programs and services. We are up to the challenge, however, as we continue to modify and improve our services to meet these changing needs.

While we continue to grow, it has never been Bay Cove’s goal to be the biggest agency, but rather the best. We are very fortunate to have a tremendous group of directors, managers and staff who strive to treat each person we serve as they would want a loved one of theirs to be treated. That commitment, and the continuing support we receive from all of you, allows us to deliver the highest quality services each and every day and continue developing new, innovative ways of delivering them.

We invite you to enjoy the pages that follow, and the story that they tell, and to please contact us if you’d like more information or would like to schedule a visit to one of our programs. We are, as ever, grateful to all of you for being part of the Bay Cove community, and for providing the support that allows us to serve thousands of people, one person at a time.

Bob Walters
Chair, Board of Directors

Bill Sprague
President & CEO
What We Do

**ADDICTION SERVICES**: Addiction is a medical condition that ravages and derailed the lives of people with the disease and their families. Bay Cove’s Addiction Services provide a continuum of programs that offer effective treatments individually tailored to each person. Our services include acute treatment (detox), inpatient transitional support services, and medication assisted treatment. Wherever an individual is in their battle with addiction, our services meet them at that point and support their developing recovery skills and journey to improved health and life. In 2014, CASPAR, Inc. merged into Bay Cove and further enriched our range of services with new recovery homes, specifically-designed programs for new mothers battling addiction, a homeless outreach team and a shelter for homeless adults struggling with active addiction and its many accompanying associated conditions.

**BAY COVE ACADEMY**: Many adolescents with a history of emotional difficulties and/or learning disabilities who have struggled in a traditional learning environment have found success at Bay Cove Academy, a therapeutic day school for students ages 12-21. This alternative to conventional public and private schools offers a highly-structured program, which provides education, therapy, career counseling and transition services to help students segue into the worlds of work and/or higher education, post-graduation. Students referred to Bay Cove Academy (through public school districts, parents or legal guardians, or other agencies) pursue a comprehensive middle and high school course of study, aligned with the Massachusetts Curriculum Frameworks, which meets all requirements for earning a high school diploma—including the passing of all state-mandated MCAS exams.

**CHILD & FAMILY SERVICES**: Bay Cove’s Child & Family Services promote the physical, mental and emotional development of children. The Early Intervention (EI) program serves youngsters under three years of age who are developmentally delayed, have a known disabling condition, or who are at risk of developmental delays due to biological or environmental factors. Services are provided in the children’s homes, in the community and at the EI program site. Located in the same facility, the Small Wonders Nursery School serves children from 16-36 months of age and utilizes a state-of-the-art facility and a high ratio of highly skilled professional educators to pupils to provide exceptionally high-quality early childhood education for children with and without disabilities. Small Wonders also includes a specialized full-time childcare program for children who have been impacted by trauma and/or neglect, which integrates EI services into its curriculum.

**DEVELOPMENTAL DISABILITIES SERVICES**: Bay Cove’s Developmental Disabilities Services works with individuals with intellectual and developmental disabilities and their families, offering supports that foster each person’s independence, wellness, and full participation in all aspects of life. Through our Family Support Services, we keep families together by helping them identify and address the unique challenges that they face in keeping their family member with the disability in the family home. Within our Individual Supports, our team helps each person to achieve and sustain independence in their home and community, and address their changing needs over time. Each individual partners with a worker who assists them with everyday, practical activities such as budgeting, shopping, and taking care of and keeping their apartment. Bay Cove offers more than 40 community-based residences, where our staff members support many individuals with specialized medical and behavioral needs. Every home is unique, reflecting the interests, choices, and needs of housemates. Finally, our array of day and employment services includes a medically-intensive day habilitation program that offers health promotion, socialization, and the development of skills geared toward helping individuals garner employment opportunities and greater autonomy.
KIT CLARK SENIOR SERVICES: Dedicated to helping Boston-area seniors age with grace and independence, Kit Clark Senior Services (KCSS) offers a rich array of social, health, and therapeutic supports. Our nutrition and transportation teams deliver Meals on Wheels to more than 600 seniors each day, providing seniors with a nutritious lunch, accompanied by a friendly wellness check that is an important feature of each visit. These teams also provide 800 hot lunches daily at more than two dozen congregate sites throughout Boston. KCSS also operates four Adult Day Health (ADH) centers, which provide health and social supports that enable seniors to receive individualized health, wellness, and social services geared to assist them in remaining in their home and community as independently as possible. Our Senior Center is a supportive, friendly drop-in center that offers seniors a place to enjoy a variety of KCSS services and join in social, cultural, and community activities with friends. Kit Clark also serves seniors who are homeless through the Center for Change, our specialized ADH service; our day shelter, the Cardinal Medeiros Center; and through our transitional housing programs.

MENTAL HEALTH SERVICES: Bay Cove provides a comprehensive array of Mental Health (MH) Services designed to help people with serious mental illness build fuller and richer lives. We work with each person to engage him/her in accessing meaningful connections with others, employment, treatment, crisis services, housing, and rehabilitative opportunities that enhance their stability, wellness and personal recovery. Our services include Community Based Flexible Supports, PACT (a Program for Assertive Community Treatment), emergency psychiatric evaluations and diversionary services, clubhouses, day treatment, specialized residential services, peer led recovery supports and employment supports. Our MH Services also offer specialized supports to homeless adults with behavioral health challenges through housing first services (Home At Last) and a drop-in Night Center that is a key component of Boston’s continuum of care for the city’s homeless. We also provide outpatient behavioral health treatment and care management that promotes improved integration of psychiatric and primary care.
Corporate Partnership

LIBERTY MUTUAL INSURANCE

With a working relationship that spans more than three decades, Liberty Mutual Insurance is Bay Cove’s largest and longest-standing corporate partner. Liberty Mutual has been at Bay Cove’s side to provide support, positively impacting the lives of thousands of individuals in need throughout all the agency’s various service areas. Over the years, Liberty Mutual executives (including current Bay Cove board member Bob Thomas) have served on the agency’s Board of Directors and Board of Advocates. And many individual employees of the company have chosen to become individual donors to our agency, encouraged through Liberty Mutual’s employee giving program Give with Liberty.

Liberty Mutual has served as the primary sponsor for major Bay Cove fundraising events like the Changing Lives Gala and the George C. Cutler Memorial Golf Tournament; provided generous program funding to help Bay Cove offer services like Early Intervention, Kit Clark Senior Services and Center Club, our clubhouse for individuals with mental illness; and supplied much-appreciated staff volunteers to do hands-on work at our programs through the company’s Serve with Liberty initiative. Whenever the people our agency serves are in need, Liberty Mutual has proven they can be counted on to help.

“One of the things that we like best about Bay Cove is their holistic approach of looking at the entire person, and then providing support for the often multiple needs of someone who’s very vulnerable and in need. We’ve always been very impressed by the work they do, and that’s inspired our long history of employee engagement—from Liberty Mutual executives who are very passionate about the agency, to the large number of individual staff we have who’ve performed direct works of service at Bay Cove programs. It’s been a long-term, well-rounded partnership, built, in part, because of the deep trust we have in the leadership of Bay Cove.”

Melissa M. MacDonnell, President, Liberty Mutual Foundation

“Liberty Mutual’s partnership with Bay Cove is a perfect example of the type of multi-faceted relationship that helps make our work possible. Not only is Liberty Mutual our largest and longest-standing corporate donor, but its employees have provided countless hours of volunteer support at our programs, and made generous personal financial contributions, as well. Liberty Mutual’s commitment to helping the most vulnerable people in our community makes a real difference in the lives of those we serve every day.”

Bill Sprague, CEO & President, Bay Cove Human Services

(Above) Melissa M. MacDonnell (far left) and Klare Shaw (center) of Liberty Mutual pose for a photo with Center Club director Mary Gregorio (second from right) and members of the club;
(Opposite page) Alice, one of the children receiving services in our Early Intervention program.
Community Partnership

MIT

In the late 1970s, the City of Cambridge sought help from one of its most prestigious residents—the Massachusetts Institute of Technology (MIT)—with a growing homelessness crisis. MIT agreed to let CASPAR (the Cambridge and Somerville Programs for Alcoholism and Drug Abuse Rehabilitation) set up trailers on a parcel of its land on Albany Street, where the agency provided lifesaving services. A decade later, when CASPAR had outgrown the trailers and was looking for a place to build a permanent shelter for homeless individuals with addictions, MIT again stepped forward. Through an innovative agreement between the City, MIT and CASPAR, the university agreed to design and build a shelter on its land—in exchange for rights in several campus streets—to be operated by CASPAR and leased for the price of $1 per year.

Today, CASPAR’s Emergency Services Shelter is an active “wet” shelter, providing 24-hour shelter and services, 365 days a year, to homeless men and women actively struggling with drug and alcohol addiction. It is a vital resource to the communities of Cambridge and Somerville, and a part of CASPAR’s continuum of care that also includes the FirstStep Street Outreach Team, residential treatment programs like New Day and Womanplace, and transitional support homes for those who have completed treatment, like Grow House and Hagan Manor.

MIT’s generosity toward CASPAR goes well beyond providing our shelter. The university organizes our Emergency Services Center Advisory Committee; has served as presenting sponsor of CASPAR’s annual spring fundraiser; and both the staff and students of MIT have offered steadfast support to those we serve by volunteering their time at the shelter, running coat drives in the winter and many other initiatives that help those in need take the first steps toward permanent housing and freedom from addiction.

“CASPAR plays such a positive and essential role in Cambridge and Somerville, providing support to a population that so desperately needs it, and [since the 2014 merger between CASPAR and Bay Cove] Bay Cove has been a tremendous steward of the shelter and the work it does. And, at the same time that the shelter has provided such a service to the local community, I also think having a program like this on campus has been extraordinarily valuable to the MIT community. For example, it helps our students—some of whom are learning about urban life for the first time—to experience living next door to people who may need assistance and support. It teaches them about tolerance and understanding, while giving many of them their first chance to get involved in volunteerism and philanthropy.”

Sarah Gallop, Co-Director of MIT’s Office of Government and Community Relations

“For decades, MIT has been a constant and supportive partner to our Albany Street shelter and our mission to provide emergency services to the homeless population of Cambridge and Somerville. Ongoing support is provided by MIT through the shelter’s Advisory Committee, which works to plan volunteer efforts such as the winter clothing drive, and helps us create strategic solutions to the many challenges we face. We are truly fortunate to have the ongoing support of this Cambridge institution.”

Ronnie Springer, Vice President of Addiction Services, Bay Cove Human Services

(Above) Graduate student volunteers from MIT prepare a meal for the guests at CASPAR’s Emergency Services Shelter; (Opposite page) Shannon, a graduate of CASPAR’s Womanplace and a resident at our Grow House program.
Navigating the healthcare system can be complex for anyone. Now, consider the difficulties involved in doing so if you are suffering from mental illness, are low-income, and possibly even homeless. Individuals with a serious mental illness currently have a life expectancy that is 28 years shorter than the general population, and the disparity continues to grow.

In 2014, Bay Cove partnered with Commonwealth Care Alliance (CCA), a healthcare agency whose One Care program provides and coordinates MassHealth and Medicare services and benefits for individuals with chronic medical problems, intellectual or developmental disabilities, mental illness, and substance abuse issues. The desire to provide greater coordination of physical and behavioral healthcare for these individuals led CCA and Bay Cove to collaborate on two new and innovative services, funded by CCA and utilizing a team of Bay Cove and CCA clinical and medical staff.

One is the virtual “Health Home,” a program where each One Care member is assigned a Bay Cove care manager, who develops a care plan with input from the person served and other providers, and recommends authorization of physical and mental healthcare services from CCA. The care manager then oversees implementation of the plan and co-ordination of services, helping individuals who in the past frequently struggled on their own with accessing adequate routine/preventative care and effectively managing chronic conditions.

The two agencies also partnered to open a pair of respite houses. These are short-term crisis stabilization settings for individuals in need of temporary living arrangements due to acute psychiatric distress, including as a less costly and less clinical alternative to emergency room hospitalization. One of these programs is located at Carney Hospital in Dorchester, while the other, “Marie’s Place,” is in a large single family home in Brighton. In Fiscal Year 2016, the two houses saw 984 admissions, at a cost almost 40% less than emergency hospitalization.
Volunteer Partnership

THE SAI BABA CENTER

Bay Cove supporters come to our agency in a variety of ways. It was through a business relationship with Bay Cove Board of Directors Chair Bob Walters that Gopal Kalluri learned about the agency and the individuals we serve. Inspired by Bay Cove’s mission, Kalluri shared our story with members of his church—the Somerville-based Sai Baba Center of Boston—and the result has been countless hours of generous volunteer support to benefit the people we serve.

Since 2013, members of the Sai Baba Center have spent one Saturday each month at a different Bay Cove program, lending their expertise and their elbow grease to a wide array of tasks over the years—everything from internal and external painting projects at a variety of Bay Cove program locations, to landscaping and yard cleanup, to volunteering at agency fundraisers like the annual Changing Lives Gala.

One of the Sai Baba volunteers’ first projects was to build special flower boxes at our Freeland Street residence for individuals with developmental disabilities—boxes that have allowed wheelchair-bound individuals to participate in the growing of their own flowers and vegetables. The project was very much in line with the group’s desired style of philanthropy: offering a service that both addressed a clear and pressing need, and provided a sustainable resource that helps those we serve do something that they couldn’t previously do on their own. It’s thoughtful projects like these, and the desire to be of meaningful service to Bay Cove and those we serve, that have made the Sai Baba Center such a cherished and invaluable partner.

“One of our group’s core values is to serve humanity, and working with Bay Cove has given us many opportunities to do that. Our goal is to perform selfless service, and Bay Cove is an organization that helps a lot of people who require specialized services they can’t get anywhere else. Our relationship with Bay Cove has been very, very positive. We’ve met people battling addiction, people with mental illness, and seen that they’re not so different from anyone else. We’ve also seen that it doesn’t take much time out of your everyday life to do things that seem small, but have a real benefit to people in need.”

Gopal Kalluri, Sai Baba Center volunteer and member of Bay Cove’s Board of Advocates

“Volunteers from the Sai Baba Center have made a tremendously positive impact here at Bay Cove. The projects that they take on are more than just simple tasks to be completed. Rather, they are central to achieving our mission, as they enhance the daily lives of the people we serve. We are very grateful to have the Sai Baba volunteers as part of the Bay Cove family.”

David Hirschberg, Vice President of Development, Bay Cove Human Services

(Above) Volunteers from the Sai Baba Center paint the walls of Bay Cove’s Treatment Center. (Opposite page) Steve, a resident at Vincent House, one of many Bay Cove programs to receive volunteer services from the Center.
Some of the individuals in Bay Cove’s residential programs have lived with us for years, even decades, and a home—even a home customized for men and women with medically-intensive needs—sometimes requires changes as those who live within it age. In 2014, staff at our Orlando House residence were assessing the changing needs of the residents—all of whom had developmental disabilities, and some of whom were now also displaying age-related cognitive and behavioral challenges, including the onset of dementia.

Bay Cove was referred to Boston Architectural College (BAC) and its Design for Human Health program. A team of graduate students (Nadia Sophia, Adrienne Jones and Janet Roche), under the leadership of Professor Dak Kopec, visited Orlando, interviewed staff, met the residents, and spent much of 2015 developing a list of creative design recommendations to help update the home to better address the residents’ needs, as part of a master’s program in Design Studies.

Augmentations to the home took place throughout 2016, and include decorative wall panels designed to enhance privacy and dampen sound; open cubby-style closets to comfort those with memory-related hoarding or stockpiling tendencies; and bold color matching of the doors and walls of individuals’ rooms to help residents visually key in on them. The adaptations have greatly improved the quality of life for the residents at Orlando, and this forward-thinking collaboration to address the needs of aging individuals with disabilities earned Bay Cove’s Mary Jo Cooper an invitation to speak alongside Kopec at the Environments for Aging Conference in Austin, Texas in April 2016.

"Our impressions of Bay Cove were off-the-charts positive. Many times, human and social service organizations overlook the effects of the built environment as an equal contributor to health and behavioral manifestations, but the Bay Cove team embraced the work we do. The project tested the creative design skills of our students to negotiate an ideal outcome within a real life, very tight budget, while also listening to what staff needed and putting themselves in the residents’ shoes. The whole process took them to a place in their thinking and conceptualizations that could not be achieved in a classroom.”

Dak Kopec, Ph.D., MS.Arch., MCHES., HHS, Director, Master of Design Studies, Design for Human Health

"The team from BAC was incredibly professional, respectful and smart, so interested in the work we do, and a lot of fun. They came up with a design plan that marries efficiency, effectiveness and quality of life for our residents. This is the first cohort of people we’ve seen in our developmental disabilities services that are requiring accommodations beyond basic accessibility to deal with aging—historically, this is not a population that got the opportunity to grow old. So, we are now establishing a best practice where one didn’t exist before—and the BAC was a crucial partner in making that happen.”

Mary Jo Cooper, Vice President of Developmental Disabilities Services, Bay Cove Human Services

(Above) Design updates at Orlando House include color-coding of each resident’s room for easier recognition. (Opposite page) Mary Jo, a resident of Orlando House.
Individual Partnership

ABBY MANZELLA

In early 2015, Abby was a first-year student at the Tufts School of Dental Medicine. Rushing to class on a January day, she dropped her wallet—filled with grocery money and gift cards received at Christmas—somewhere on the streets of Bay Village. She was despondent, until she got a call from John Collins, director of the Cardinal Medeiros Center—a day shelter for homeless men run by Kit Clark Senior Services. He was calling to let her know that Victor, a man who receives services from the shelter, had found the wallet, and turned it in to him.

A grateful Abby came to the Medeiros Center, met Victor and thanked him, and an unlikely friendship was born. Wanting to find a way to not only repay Victor, but to be of service to the other individuals she met there, Abby decided to put her training and skills to work for those in need. Now, every other month, she and a group of her fellow Tufts students come to the shelter to promote dental health and conduct oral health screenings. More than that, they come to get to know the men, earn their trust, and build connections.

Abby has become a great advocate for the Medeiros Center, spreading the word about the program on social media and recruiting more classmates to join her in her volunteer efforts, and wants to find a way to expand her work—even imagining a day after graduation when she might be able to set up a mobile dental outreach van to serve Boston’s homeless community.

And so, an act of simple kindness has been returned, multiplied, and grown into something that’s benefited so many others.

"Before I met Victor, I was someone who had all the usual stereotypical ideas about the homeless. When I got the call that he had turned in my wallet, I was shocked. This is a man who had literally nothing, and he found this wallet and turned it in because it was the right thing to do. This project has been near and dear to my heart, and has inspired me to try and do more for underserved populations. I’ve never felt as good about being able to help someone as I have here. The world works in funny ways—what could have been something terrible has put me in a situation that makes me feel really fortunate."

Abby Manzella

"Statistics show that about 60% of homeless individuals don’t receive any oral healthcare at all, so Abby and her fellow students are clearly having a direct impact on the health of these men—not just with these services, but because the trust established here may well make these men more likely to accept other healthcare services. And the impacts go well beyond that. So many homeless people are also friendless, because of the sense of isolation and difficulty forming relationships. These students, when they come to visit, are bringing homemade food, sitting down to talk and play board games. They’re forming friendships. And it all came out of one person doing the right thing and establishing a bond with someone he’d never have met."

Leanne Bragdon, Vice President of Kit Clark Senior Services

(Above) Students from Tufts School of Dental Medicine examine a guest at Kit Clark Senior Services’ Cardinal Medeiros Center; (Opposite page) Victor and Abby.
Special Events

Special Events are a central component of Bay Cove’s efforts to raise critical funds to support—and to raise awareness of—our programs, our mission and the people we serve. We extend heartfelt thanks to all who have participated in the following Special Events during fiscal year 2016. (July 1, 2015–June 30, 2016)

THE BAY COVE HUMAN SERVICES 2016 CHANGING LIVES GALA: Hundreds of Bay Cove supporters gathered at the Seaport Boston Hotel on May 19, 2016 to be a part of the Changing Lives Gala, Bay Cove’s largest annual fundraiser. The spectacular evening celebrated laughter, love and resilience, and Bay Cove’s vision of “full, rich lives for people with the greatest challenges.” Guests were treated to a delicious gourmet dinner, live music, a silent auction and a live auction led by our auctioneer extraordinaire, Susan Wornick, an inspiring video created by Janet and Dan Boynton, and a hilarious and inspiring performance by the evening’s special guest, internationally-acclaimed author and comedian Loretta LaRoche. The Gala raised more than $275,000 to help support Bay Cove’s broad range of individualized services for men, women and children. Profound gratitude is offered to all our Changing Lives Gala sponsors, including our Empowering Potential lead sponsor, Liberty Mutual Insurance; the hundreds of people who donated generously; our Gala chair, Bob Thomas, and the entire Gala Planning Committee; and everyone who helped to make this success possible.

STRENGTHENING OUR COMMUNITY: On April 7, 2016, neighbors from Cambridge and Somerville gathered at the Courtyard Marriott Cambridge for CASPAR’s annual fundraiser, Strengthening Our Community. The event—which featured a reception, a live auction led by Event Chair Jeff Lockwood of Novartis and veteran broadcast journalist Monica Brady-Myerov; and the chance to hear inspiring stories from individuals who have battled against homelessness and addiction—raised more than $120,000 for our Cambridge and Somerville-based addiction services programs, making this CASPAR’s most successful fundraising event to date! At the event, CASPAR honored Richard C. Rossi, City Manager for the City of Cambridge, with the Carl F. Barron Catalyst for Change Award. Special thanks to Jeff Lockwood, and all of our committee members; Presenting Sponsor MIT; Lead Sponsors The Courtyard by Marriott and Novartis; Support Sponsors The Alex Foster Foundation, Forest City Commercial Group, Irving House and Harding House; and our more than 150 sponsors and supporters for making this unprecedented success possible.

GEORGE C. CUTLER MEMORIAL GOLF TOURNAMENT: On October 13, 2015, Bay Cove supporters swung into action, hitting the links for the 20th annual George C. Cutler Memorial Golf Tournament. Led by Presenting Sponsor Liberty Mutual and Platinum Sponsors Riemer & Braunstein LLC and Walmart, supporters contributed more than $105,000 to Bay Cove’s Center House programs, helping individuals who face the challenges of mental illness and/or developmental disabilities to lead full, rich lives.

TEAM BAY COVE AT THE BOSTON MARATHON: The 120th Boston Marathon was run on April 18, 2016, and Bay Cove was there! The seven members of Team Bay Cove—Leanne Bragdon, Layla Chadha, Courtney Howard, Jim Laprade, Joey Naylor, Todd Sells and Bill Sprague—all ran the full 26.2 miles from Hopkinton to Boston, and were cheered on in their efforts by Bay Cove staff and supporters. For the ninth consecutive year, Bay Cove was honored to be selected to participate in the John Hancock Boston Marathon Non-Profit Bib Program, and our team raised nearly $93,000 for Bay Cove’s programs. As always, we salute the determination of Team Bay Cove, and thank all the Bay Cove supporters who donated their time, their money, and their energy and spirit, cheering our runners on along the Marathon route.

THE MICK MONSTER MASH 5K DASH FOR KIT CLARK SENIOR SERVICES: On October 31, 2015, while the kids were getting ready for trick-or-treating, it was nothing but treats at Mick Morgan’s Irish Pub in Sharon—site of the Mick Monster Mash 5K Dash for Kit Clark Senior Services. More than 100 runners gathered together—many outfitted in funny, freaky and fierce costumes befitting the season—to run or walk a 5K course through the Walpole suburbs. Our sincere thanks to our Presenting Partner, Mick Morgan’s Irish Pub; our Finish Line Sponsor, Liberty Bay Credit Union; and all our generous sponsors, intrepid runners (just try running a 5K in costume!) and wonderful volunteers for their support of this great event.
Bay Cove Supporters

INDIVIDUAL GIVING

Names with an * are members of the Full, Rich Lives Leadership Circle, having donated $1,200 or more to the Bay Cove Human Services Annual Fund during Fiscal Year 2016.

$25,000+

James and Martha Mugavero*
Robert and Suzanne Walters*

$10,000-$24,999
Bruce Goodman and Linda Shaw*
Bill and Heather Maffie*
Anne Rush and
Michal Karczmarek*
Steve and Sydne Weinsteinn*

$5,000-$9,999
Anonymous
Ajay and Layla Chaddha*
Laura Connors and
Brian O’Connell
The Estate of Sarah A. W. Devens
Gerald and Derith Fellows
Terry Dwyer Hurley
Sarah Cannon Holden
William and Lynne Gillen

$2,500-$4,999
Joyce Givens
Michael and Susan A. Worthen
William and Sandra Harris
Richard and Claudia Hunziker
Herbie Kimbler
James Laprade and Thomas Lutzy
Jo and Bill Lowson
Thomas and Barbara Leggat
Mike and Janet Lento

$500-$999
Anonymous
Carolyn Thostenson
Peter and Helen Randolph*
Andrew and Karen Hirschberg

$250-$499
Anonymous (2)
Berta Abeles and Kenneth Davin
Danielle Adcock
David and Jill Adler

$100-$249
Anonymous (4)
Ann P. Walsh-MacLeod

UP TO $249
Anonymous (4)
Joanie Abramson
Donna and David Abruzzese
Tara Atkinson
Carlton Adcock
John Adebayo
Michelle Adelman
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- Tufts Medical Center

$25,000-$49,999

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- Liberty Mutual Foundation
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UP TO $249

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The Charles Hotel
Draper Laboratory, Inc.
Dunkin Donuts/Riverside
Management Group
Galluccio & Watson
HMFFH Architects, Inc.
LaVerty Lohnes Properties
Middle East Restaurant, Inc.
Tufts Neighborhood Service Fund
Valti | KW Commercial, LLC

Central Square Business Association
Central Square Theater
Christmas in the City
City of Cambridge
Alcarts L. Clark
Sara E Colleary
Congregation Sha’aray Shalom
Courtyard by
Marriott Boston-Cambridge
The Friendly Toast
Grafton Restaurant Group
Cathy Grayzel
Harding House Bed & Breakfast
Harvard Square Business Association
Donna Hathaway
Hotel Marlowe
Hyatt Regency, Cambridge
John Ice and Judy Fola
Rabbi Shira Joseph
K.A. Risco Hair Design
Kendall Square Business Association
Nancy Lange
Many Helping Hands 365
Massachusetts Institute of Technology
MIT Government & Community Relations
MIT Students: The Next House Resident Associate Advisors
Mission Church
of Our Lord Jesus Christ
MLK Day of Service
Onyx Hotel
Ruth Priestley
Raymond James and Associates, Inc.
Reunion Church, Somerville
Joseph V. Roller
Darcy Schrahn
Neil Shenton
Sharon Commander Hotel
Strategic Payment Systems, Inc.
TAGS Hardware
Taste of Cambridge
Dr. Thomas Tornini
Tufts Community Affairs
Tufts Now–Tufts University
Turner Construction
U.S. Marine Corps Reserve
Tufts Now–Tufts University

IN-KIND SUPPORT
Anonymous
Advanced Court Reporting
Joan Allard
Gail Bambrick
Kenneth S. Barnan
Andrew Bernhard
Beth El Temple Center
Black pearls Book Club
of North Texas
Blue Heron Community
Bon Me Restaurant
Boston Minstrels
Phyllo Bretzold
Brigham & Women’s Hospital
Young Professionals
Dr. Patricia Burba
Cambridge Chamber of Commerce

We have made every effort to be accurate in our listings, and apologize if any mistake or omission has been made. All gifts are greatly appreciated. If your donation is not recognized on these pages, please contact development@baycove.org.
## CONSOLIDATED BALANCE SHEET

### ASSETS:
- Cash and Cash Equivalents: $2,700,647
- Net Accounts Receivable, Program Services: $11,624,412
- Contributions Receivable: $81,814
- Prepaid Expenses: $499,373
- Other Accounts Receivable: $34,401
- Short-Term Investments: $864,408
- Long-Term Investments: $1,392,141
- Other Assets: $4,383,283

**TOTAL ASSETS:** $54,264,796

### LIABILITIES:
- Accounts Payable: $2,758,897
- Accrued Expenses: $4,346,331
- Current Portion of Long-Term Debt: $708,415
- Other Current Liabilities: $218,826
- Long-Term Notes and Mortgage Payable: $20,303,999
- Other Liabilities: $25,362

**TOTAL LIABILITIES:** $28,361,830

**NET ASSETS:** $54,264,796

### CONSOLIDATED INCOME STATEMENT

#### AUDITED FY2016
- **REVENUE:**
  - Contributions, Gifts, Legacies, Bequests and Special Events: $1,177,485
  - In-Kind Contributions: $672,314
  - Grants: $3,470,896
  - Program Service Fees: $97,372,061
  - Other: $638,485

**TOTAL REVENUE:** $103,331,241

#### AUDITED FY2015
- **REVENUE:**
  - Contributions, Gifts, Legacies, Bequests and Special Events: $1,426,616
  - In-Kind Contributions: $672,314
  - Grants: $3,470,896
  - Program Service Fees: $95,436,772
  - Other: $638,485

**TOTAL REVENUE:** $100,683,536

#### EXPENSES:
- Employee Compensation and Related Expenses: $71,803,792
- Occupancy Expenses: $10,138,836
- Other Program/Operating Expense: $10,133,226
- Subcontract Expense: $25,362
- Direct Administrative Expense: $134,343
- Other Expenses: $1,742,610

**TOTAL EXPENSES:** $897,904

**OPERATING INCOME:** $897,904

*FY15 includes appraised value of CASPAR properties on 7/1/14.

Bay Cove is an Equal Opportunity/Affirmative Action Employer. We consider applications for all positions without regard to age, race, color, religious creed, national origin, sex, sexual orientation, handicap/disability, gender-related identity, or any other legally protected status pursuant to the Massachusetts Fair Employment Practices Act.
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Amy Whitcomb Slemmer
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Vice President & Controller

Bob Rutherford
Vice President of Human Resources

Ronnie Springer
Vice President of Addiction Services

*Hilary Croach retired from Bay Cove on Sept. 1, 2016. At that time, the agency was pleased to welcome Kelly LaCava as our new Vice President of Technology & Chief Information Officer.*