Table of Contents

LEADERSHIP MESSAGE .................................................. 1
WHAT WE DO ................................................................. 2
PEER SERVICES ............................................................... 4
EARLY INTERVENTION ...................................................... 6
RESIDENTIAL SERVICES .................................................. 8
INDIVIDUAL SUPPORTS .................................................... 10
60 YEARS OF CENTER CLUB ............................................. 12
SPECIAL EVENTS ............................................................ 14
BAY COVE SUPPORTERS ................................................ 16
FINANCIAL REPORT ........................................................ 23
GET INVOLVED ............................................................... 24
BOARD MEMBERS AND SENIOR LEADERSHIP ...................... 25

Special thanks to photographer Aynsley Floyd for the stunning feature portraits in this report.
Additional photography by Sean Browne, David Hirschberg and Josh Wardrop.
Design by Mirage Design.

OUR MISSION
Bay Cove Human Services partners with people to overcome challenges and realize personal potential.

OUR COMMITMENT
To carry out the Bay Cove mission by providing individualized and compassionate services to people with developmental disabilities, mental illness, substance use disorders, aging-related challenges and/or homelessness.
Since Bay Cove was founded in 1974, one of our core principles has been that there is no “one size fits all” approach to delivering services—to working with someone with a substance use disorder, psychiatric or developmental disability, or experiencing homelessness. Each person we serve is a unique individual, with their own set of skills and goals, and it is our job to help them pursue those goals.

When we talk, in our agency mission statement, about partnering with people to overcome challenges, we mean a true partnership—one where Bay Cove staff members and the person being served work together to achieve a common objective. We know that our exceptional staff will be there to offer support every step of the way, but that it’s the determination and perseverance of each individual that leads to successes, large and small.

Our person-driven services are designed, first and foremost, with the individual goals of the service recipient in mind.

In the pages of this Annual Report, you’ll get to read the stories of a number of individuals in our programs, the personal goals they have set for themselves, and the Bay Cove programs that worked tirelessly with them to achieve those goals. You’ll read about Bay Cove’s commitment to person-centered services, and how we work each day to make sure that every individual that comes through our doors is able to harness their own talents and abilities to reach their specific objectives—whether they’re working to recover from an opioid use disorder, attain greater independence, or find a safe and decent place to live, a supportive community or meaningful employment.

As you’re reading these examples of people’s everyday successes, we hope that you’ll take a moment to consider your important role in making them happen. Bay Cove’s ability to offer innovative and individualized services to thousands of people, one person at a time, is made possible by your generous support. Every time you make a donation, volunteer your service or expertise at one of our programs, attend one of our events, or spread the word about Bay Cove to someone you know, your contribution helps make it possible for us to help people lead full, rich lives.

Whether you’re a longtime Bay Cove supporter, or just learned about us recently, we are grateful to have you as a member of the Bay Cove community. And, while this report will tell you a lot about Bay Cove, the best way to fully understand the impact of your support is to see our programs in action. We invite you to contact our Development team (development@baycove.org) to schedule a visit and learn more about the remarkable people we serve and the dedicated people who serve them.

Dear Friends,

Bill Sprague
President and CEO

Mike Lento
Chair, Board of Directors

Bill Sprague
Michael A. Lento
What We Do

**ADDICTION SERVICES**
Substance use disorder is a medical condition that ravages and derailed the lives of people with the disease and their families. Bay Cove Addiction Services provide a continuum of services which offer effective treatments individually tailored to each person. Wherever an individual is in his or her battle with substance use disorder, our services are designed to support developing recovery skills and the journey to improved health and life.

Our services include:
- **Acute detoxification treatment and clinical stabilization services** through our Andrew House programs in Boston and Stoughton
- **Residential transitional support services** at our New Hope program in Weymouth
- **Recovery homes for men and women** in Somerville and Cambridge, including one for expectant and new mothers in early recovery from substance use disorder
- **Our Emergency Services Center and Shelter** in Cambridge, for adults experiencing homelessness and struggling with active addiction
- **Outpatient medication assisted treatment and counseling** for opioid use disorder through our Treatment Center in Boston

**CHILD & FAMILY SERVICES**
Our Child & Family Services promote the physical, mental and emotional development of children, and offer parents and family members the supports they need to help their children thrive and succeed as they reach developmental milestones.

- **Our Early Intervention (EI) program** serves children 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 our EI program site, the Daniel C. Boynton Child Development Center.
- **Our Small Wonders Nursery School** serves children from 16-36 months, providing exceptional 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.
HOMELESS & HOUSING SERVICES

Throughout all of our service areas, Bay Cove serves many people experiencing homelessness. Our Homeless Services provide vital specialized resources for unsheltered individuals throughout Metro Boston, connecting our most vulnerable neighbors with life-saving resources while helping many secure, and transition into, permanent housing.

Our services include:

- **Day and overnight shelters** that serve as key components of Metro Boston’s continuum of care for adults experiencing homelessness, including a drop-in Night Center in downtown Boston and our Cambridge Warming Center; our Albany Street Shelter in Cambridge; and our specialized day shelter for older adults, the Cardinal Medeiros Center, in the South End.

- **Our FirstStep homeless outreach team** in Cambridge, which serves unsheltered individuals—fulfilling essential survival needs and building connections, while also opening a gateway to additional resources.

- **Transitional and permanent supported housing programs**, as well as specialized housing for seniors experiencing homelessness.

- **Our Tenancy Preservation Project**, designed to intervene and mediate between landlords and individuals with disabilities who are at risk of eviction, to prevent homelessness.

LONG TERM SUPPORT SERVICES

Bay Cove’s Long Term Support Services (LTSS) offer a range of ongoing services to individuals with intellectual and developmental disabilities, seniors, and their families, fostering each person’s independence and wellness.

Our services include:

- **Kit Clark Adult Day Health** programs for seniors, which offer individualized health, wellness, and social supports to seniors who may require nursing treatment or monitoring—supports designed to help them continue to live in their homes as they age.

- **Family Support Services**, which help keep families together by assisting them in identifying and addressing the unique challenges that come from caring for a family member with an intellectual or developmental disability in the home.

- **Individual Supports**, in which Bay Cove staff work with individuals 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 group residences** are based in communities in and around Boston, where our staff members support many individuals with specialized medical and behavioral needs. Every home is unique, reflecting the choices, interests, and needs of housemates.

- **Our array of day services** includes a medically-intensive day habilitation program that offers health promotion, socialization, and the development of skills geared toward helping individuals achieve greater autonomy; employment training programs; supported employment; and community-based day supports that offer participants planned, coordinated and goal-oriented activities designed to develop and improve community integration and independence.

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 them in accessing meaningful connections with others, while offering crisis services and employment, treatment, housing, and rehabilitative strategies that enhance their stability, wellness and personal recovery.

Our services include:

- **Our Adult Community Clinical Services** are comprehensive, clinically focused services anchored by a multi-disciplinary team that provides coverage 24/7/365, including clinical interventions, staff support, and peer and family support.

- **PACT (Program for Assertive Community Treatment)** offers intensive coordinated services for individuals diagnosed with serious mental health conditions. Services are delivered by an integrated, multidisciplinary team, providing intensive and comprehensive community-based treatment and supports for individuals living in the community, and are responsive to the changing needs of individuals served.

- **Bay Cove’s emergency psychiatric evaluations and diversionary services** are offered throughout Metro Boston, the Fall River area, and on Cape Cod and the Islands, and provide round-the-clock mental health crisis intervention to individuals of all ages in the community, in hospital emergency departments and in schools.

- **Our clubhouses**—Center Club and Transitions of Boston—are dedicated to the principles of self-help, peer support and empowerment. Clubhouses offer a safe and supportive environment in which members can work at their own pace towards rewarding employment, education, decent and affordable housing, a social life, overall well-being and full community integration.

- **Peer led recovery supports** are offered throughout Bay Cove’s MH programs, and feature trained Certified Peer Specialists—individuals with lived experience—providing a wide range of direct supports to those we serve.
Peer Services

Peer services are a key and ever-growing part of Bay Cove’s Mental Health Services. Peer services are delivered by people with lived experience, and who use these experiences to help others find their personal path to recovery. Peer services are completely voluntary, but available to all who are interested.

Bay Cove’s peer specialists have four main areas of responsibility:

Peer specialists offer Direct Peer Support, working with service recipients as a kind of “sounding board.” They offer mutual non-directive support, sharing their common experience, establishing connections with each person and learning about them, without offering opinions or steering the person toward any particular behavior or treatment option. The goal is to offer education through mutuality of experience, and, in so doing, help people become more empowered and better equipped to take control of their lives.

Peer specialists Provide Ongoing Training and Education, both to people receiving services AND Bay Cove clinical staff. This involves informing service recipients about Bay Cove policies, helping them understand their rights and their options, and sharing knowledge to help them make informed decisions. It also can involve educating co-workers about what approaches help, and which don’t, as well as sharing perspective on treatment policies through the eyes of someone with lived experience of receiving services.

Thirdly, peer specialists act as “Change Agents,” advocating for the individuals they support, and working on promoting positive messaging and undoing any negative messaging that has been translated to those we serve. It also involves promoting the “dignity of risk,” which is the idea that people learn and grow from both the decisions they make, and the results of those decisions.

Finally, peer specialists Lead Support Groups, covering subjects ranging from emerging from past trauma, to opening up social opportunities, to steps toward physical wellness, and much more.

Bay Cove currently has more than 40 peer specialists on staff, contributing throughout our continuum of Mental Health Services. We’re committed to increasing that number, through a new pilot program we’ve initiated—thanks to funding from the Sidney R. Baer Jr. Foundation—called the REAL (Recovery, Education And Learning) Program. This is an educational “bridge” program for people with lived experience that specifically prepares each of its participants to enroll in the highly competitive Massachusetts Certified Peer Specialist (CPS) Program. With a curriculum designed and administered here at Bay Cove, the REAL program is for a person who wants to become a CPS, but first needs to build academic and personal recovery skills in order to successfully complete the state CPS training.

The ultimate goal of peer services is to better help individuals see that a life in recovery is possible, and learn how to forge that path with the help of people who have already done it.

“My natural impulse has always been to want to help people, and working toward becoming a Peer Specialist has allowed me to do that. It’s brought me hope, brought me a second chance, the ability to help people change their lives, and to change my life. To be a new Kion. Working with Bay Cove has helped me fulfill my calling, and I love being a part of it.” ~Kion

Joe’s Perspective

“Peer support is radically strength-based. Peer specialists have learned from our own lived experience that a meaningful recovery is driven from within, and as a result, we understand how important it is to believe in people rather than try to influence their decisions. This unwavering belief in people guides every aspect of the support we offer. And Bay Cove has really broken the mold when it comes to peer services—from involving peer specialists in staff training, to valuing our contributions and not seeing us as supplements to clinicians.” ~ Joseph Spinale, Director of Recovery Services for Bay Cove Mental Health Services
KION’S STORY: Kion had a troubled adolescence, which included incidents of abuse that led to the need for mental health services at the age of 18, while he was studying psychology at Brandeis University. That began a long period of hospitalizations, urges to self-harm, and homelessness—before therapeutic services from Bay Cove helped Kion achieve a stable phase in his recovery. A chance encounter with a former Bay Cove peer specialist encouraged Kion to pursue the training needed to become a peer specialist himself. Today, Kion lives independently, is a member of Bay Cove’s Recovery Learning community, and is working toward his peer specialist certification.
Early Intervention

Most babies have a very few specific wants, needs and desires—food, sleep, clean diapers—and they tend not to be shy about letting their parents know about them. But children with developmental delays need more, and Bay Cove’s Early Intervention program works each day to provide those intensive services, in close collaboration with each child’s family.

The goal of Bay Cove’s EI Services is to optimize the healthy development of infants and toddlers with (or at risk for) developmental disabilities, from birth to age three. The intention of this work is to capitalize on a child’s inborn ability to adapt to both diagnosed developmental disorders and environmental adversity, giving each child the best possible chance to catch up to their typically developing peers so that services are no longer needed when the child graduates at age three.

No two children’s needs are alike, nor are their family dynamics or living environments. This is why partnership with parents is so crucial to the success of our services. While the twice-weekly therapeutic toddler playgroups hosted at our program site are a key component of service, the bulk of the work is done in the child’s home—where EI clinicians team with family and caregivers to design and implement each child’s individual treatment plan. Parents are actively involved in all phases of service planning and service delivery for their child, even as they themselves learn how to create an environment conducive to healthy development, how to navigate health care and special education services, and how to remain resilient and hopeful as they raise a child with a disability.

The type and frequency of services provided are determined by the needs of each particular child and family, but usually include some combination of the following:

- In-home developmental play stimulation
- Toddler developmental playgroups
- Speech therapy, occupational therapy, and physical therapy
- Parent education and support groups

When families are faced with decisions regarding their child’s treatment, our staff are with the family every step of the way. EI clinicians help the family weigh options, and act as important advocates for the families. But the EI staff also teach parents the tools they need to become advocates themselves—bolstering each family’s confidence that they will be prepared to be their children’s best advocates and direct whatever other services their children might need after they graduate from our programs.

“My experience with Bay Cove has always been extremely positive. Kelly has given us great tools to work with, the boys love her, and she’s taken them so far forward with their speech. Solomon speaks very well, and Sebastian has come from speaking zero words at 18 months old, to naming the animals in his favorite books. They’ve made remarkable improvement.” ~Rakeea

Kelly’s Perspective

“There’s a lot to love about my job, but what’s so rewarding is that we offer child and family-directed therapy. The child is leading us, and we’re following them. Every child is like a safe, and we’re trying to crack the combination—no two are alike. Our pathway to the goal of unlocking speech is completely informed by them. A huge help is that Bay Cove provides in-home treatment—that allows us to join their environment instead of taking them into ours. We work to meet them where they are, and they lead us from there.” ~ Kelly McClintock, SLP, Speech-Language Pathologist for Bay Cove Early Intervention
RAKEEA’S STORY: Rakeea’s twin boys, Solomon and Sebastian, originally entered Bay Cove’s Early Intervention program when they were just two months old. Having been born seven weeks premature, the twins experienced developmental delays in their major motor milestones during their first year, but by the time they graduated EI, they were catching up to their peers. They returned to EI at age 2 due to speech delay, and began work with Kelly, a speech-language pathologist. Now approaching their third birthdays, Solomon has graduated and Sebastian remains at EI, having made tremendous progress—learning to overcome his speech delays to initiate play with other children, and becoming more outgoing and social. Today, both boys are gregarious, loving, active and preparing to enter preschool, and Rakeea credits the therapy received at EI with having made a real difference in the family’s lives.
Bay Cove’s first group residences were established in 1976, during an era when state institutions for individuals with psychiatric and developmental disabilities were, thankfully, being phased out in favor of residential settings within—rather than isolated from—neighborhoods and communities. Since that day, we’ve established a range of homes that reflect the individual needs and desires of the men and women who live within them.

Our uniquely designed Group Living Environments (GLEs) include options ranging from houses for individuals with both developmental disabilities and intensive medical needs who require 24-hour-a-day nursing support, to homes for individuals with the dual diagnoses of mental illness and substance use disorder. We operate specialized residences catering to younger adults, Spanish-speaking men and women, and Vietnamese men; houses for pregnant women and new mothers in recovery from addiction; and congregate housing sites and transitional housing for formerly homeless seniors. These houses are staffed by professional caregivers and clinicians, who work in concert with the residents to address each individual’s needs.

At Bay Cove, our approach to residential support is to promote a culture of shared decision-making between residents and staff. This past year, we formalized this approach through the Environment Matters initiative in our Mental Health Services houses, run under the Adult Community Clinical Services (ACCS) program. The initiative creates a partnership between people who receive services and the people who provide services, where residents are involved in the process of determining how homes are run, and are, in exchange, asked to partner with staff to help run the house. By giving residents the most control possible over their home environment, people living in the house are both better equipped to help staff run the house and better equipped to learn the needed skills to move on and live more independently.

Residents in our ACCS houses participate in determining how rules are created for the house; how food is chosen and stored in the house and how meals are prepared; how the house is decorated and maintained; how privacy is respected for people who live in the house; and how safety is maintained for people who live or work in the house.

Collaborative decision-making on all of these integral elements to residential life are key to the Bay Cove mission of partnering with people to overcome challenges, while providing individualized services to help each person reach their goals.

“I really like living at Stanley Street—the house is quiet and peaceful, I’m friends with everyone here, and the staff is very kind. However, independence is very important to me, and when I decided I wanted to try and get my own apartment, they’ve just been really supportive—helping me with applications and really boosting my confidence. They’re always here for me to talk to.” ~ Luangel

Sasha’s Perspective

“I believe our Group Living Environments are extraordinary, with each one as unique and special as the people we serve. Bay Cove residential staff place tremendous importance on assisting each person in knowing their worth and helping them see that they can play huge parts in their communities. At Stanley Street, residents and staff hold regular team-building activities and maintain ongoing dialogue about how to make the house a great place to live and work, where everyone’s voice can always be heard.”

~ Sasha Zayas, Program Manager at Bay Cove’s Stanley Street residence
LUANGEL’S STORY: Luangel, 26, has struggled most of his life with schizophrenia and bipolar disorder, and has lived in a series of group homes. After being displaced by a fire last year, Lu returned to his Stanley Street residence dealing with trauma, and had become frail, quiet and withdrawn. However, the last year has seen a remarkable transformation. With the support and encouragement of Stanley Street staff, Lu has found healthy ways to cope with his trauma, becoming proactive about taking medication, saving money, and playing an active role in suggesting and participating in house activities. His confidence improving daily, he’s now set his sights on moving into his own apartment, with the assistance of our Housing Department. Most positive of all, at a Stanley Street BBQ this summer, Lu reconnected with his father for the first time in 12 years. He is now working for his father, developing new skills and greater independence, and making tremendous strides.
Individual Supports

The overall goal of Bay Cove’s Individual Supports is to help people with intellectual and developmental disabilities live independently and be fully empowered members of their communities. However, the way each person gets there can be very different.

Individual Supports is, from the ground up, a program that embraces self-determination on the part of its participants. “Essentially, when it comes to these services,” says Michelle Beery-Brooks, Director of Individual Supports, “the person we serve is driving the bus. And we’re like the ‘tour guides’ that help them navigate their way to the destination.”

We start this navigation process through a series of assessments with each person to identify strengths, goals and need areas. Some individuals may need money management supports like getting a bank account, or learning how to budget money and write checks. Others may need assistance with taking responsibility for their own medical and psychiatric care—learning skills like how to make and keep track of medical appointments, how to interview a potential therapist, or how to understand and act upon a doctor’s diagnosis or medical recommendations.

Individual Supports staff regularly help with accessing educational and employment opportunities, supporting individuals as they pursue their GED or high school diploma, participate in vocational training, attend night classes, or earn a degree in higher education. Individuals may also need assistance in engaging with community activities and pursuing hobbies—like joining a book club or community organization, or even learning how to ride a bike.

Our staff actively encourage individuals to participate in conferences, advocacy events and consumer advisory committees—which meet quarterly and feature service recipients coming together to talk to staff about what services and activities the program should be offering. The people we serve are even involved in the hiring of new Individual Supports staff, with potential hires meeting with program participants as part of the interview process.

“At Bay Cove, we pride ourselves on never taking a cookie-cutter approach to any of our services,” Michelle adds, “but it’s just particularly true of Individual Supports. Everything we do is based off an individual’s needs. With every person we serve, it’s really a question of ‘What do you want to do today?’”

“Before I was here [in Individual Supports], I was just lost. Homeless, down and out… it was difficult for me to find the right fit. But, [my worker] Cheryl has been a breath of fresh air, and she’s helped me come a long way. It took awhile for me to get to this place, but I’m very glad I’m finally here.” ~ Lamont

Michelle’s Perspective

“In Individual Supports, we work with a lot of people that haven’t been successful anywhere else. But our staff are wonderful at forging relationships. We DO NOT give up. Our job is to help people see what they want, and help them figure out how to get there. So many times in their lives, nobody’s asked them what they want to be doing—they’ve only been told what to do. There’s hope for everyone—some people just need a chance. That’s what we give them.”

~ Michelle Beery-Brooks, Director of Individual Supports
LAMONT’S STORY: When Lamont first came to Bay Cove, he was homeless and had multiple run-ins with the law. People he’d trusted had taken advantage of his giving nature, and the betrayals had left him angry, volatile and difficult to help. That changed when he was paired with his Individual Supports worker, Cheryl, who saw beneath a bombastic personality to the hidden potential within. Cheryl bonded with Lamont, and understood how to help him use his strengths to get where he wanted to be. Lamont became calmer, and grew to trust Cheryl enough to share with her his passion and skill for baking. Today, Lamont has his first-ever apartment and a much happier demeanor, has learned to budget money, has completed vocational and culinary training, and is now seeking employment in the food service industry. He still sees Cheryl three times a week for support—as well as to share his newest cookie recipe.
This year, Bay Cove’s oldest program is celebrating a momentous milestone. Center Club—the oldest and largest Clubhouse in New England for people with psychiatric disabilities—turns 60 years old this year, having spent six decades dedicated to the principles of self-help, peer support and empowerment for people with mental illness.
Center Club was founded in 1959, after a small group of psychiatric patients who'd been recently released from state institutions expressed interest in forming a social club. Their psychologist, Dr. Sam Grob—in collaboration with psychiatrist G. Colkert Caner and a small group of civic leaders and experts in the field—developed the idea, under the auspices of the newly formed “Center House Foundation.” When a space was found for the fledgling enterprise at the Charles Street Meeting House in Beacon Hill, the “Center Club” was born.

“It was originally conceived as a place where people who were being released from state institutions could connect with each other,” says Mary Gregorio, Director of Center Club since 1981. “When the institutions closed, there were literally thousands of people who were being released out into the community without skills, without support systems. People needed a place where they could feel connected to a community, and be part of something, within the city of Boston.”

The Club quickly outgrew its space on Charles Street, jumping from the original membership of 6 to more than 170 by 1960. The Club moved into the Young Men’s Christian Union building in Downtown Crossing. Through the Club’s earliest days, it was primarily a recreational club—hosting dances and talent nights, members playing chess, checkers and bridge, and so on. However, there was already the belief that the Club could offer much more—and by the 1970s, Club services had expanded to include vocational training for members who were well enough to join the workforce, for example, as well as skills training, assistance with pursuing educational opportunities, and in securing independent housing.

By the time Center Club moved into its third (and current) location at 31 Bowker St. in 1989, these initiatives were in full swing, and the opportunities further increased in 1996 when Center House—which now consisted of a number of additional programs for individuals with psychiatric and developmental disabilities—merged with Bay Cove. “The merger offered us a tremendous amount of flexibility and the fiscal support we needed to continue to expand and offer new programming,” says Mary. “We’re still around today because of it.”

Center Club was a place where individuals with mental illness could be challenged, and challenge themselves, to learn, grow and live the kind of full, well-rounded lives that they’d previously thought unattainable. The intent of Center Club was to be a place where members decided how far they went, and what they achieved was in their own hands. “There are rights and privileges associated with being in the Club, and, in return, there are actual expectations of people, such as working at the clubhouse,” Mary points out. “If you set expectations, people generally rise to them. I’m a very big believer in ‘the dignity of risk’…that these folks have the right to try something and fail, just like any of us.”

Club members assume an active role in the day-to-day operations of the Club, doing as much as they like, for as long as they like, with staff members working alongside them in a partnership model. Working in the Club’s “units” allows members to develop new skills and positive habits, while increasing their self-confidence and self-esteem.

“The Club has put a lot of people back to work, and made a real difference in their lives,” says John, a Center Club member since 2000. “Over the years, I have felt a sense of meaning and purposefulness through my association with the Club. I’ve seen how people have been uplifted and empowered, and made not to feel as though mental illness has somehow defined them. There’s a commitment to wellness and recovery, and people are really inspired to take an active role in improving the condition of their own lives.”

Of all the resources Center Club has offered through the years, one of the most crucial has been a sense of belonging and support—a sense of home for members who may not have that elsewhere in their lives. “It’s a very familial type of support at the Club,” John says. “That doesn’t mean everyone there always gets along, but that’s true of most families. The worst thing about mental illness is being in isolation, and the Club offers a relief from that for so many people.”

Today, the Club is a diverse place whose membership consists of individuals from 35 different countries. As the extended family they are, Club members celebrate holidays together, have witnessed a number of weddings for people who met each other through the Club, and hosted memorial services for members and staff.

“The staff are remarkable. A lot have come and gone over the years, but the ones who stay…you can tell they have this work in their DNA somehow,” John adds. “Many of us in the Club have lost family members, and been supported by the staff here. You feel cared about, when a lot of us have spent a long time feeling not cared about.”

At its core, Center Club is a place where people can identify and work toward their individual goals, while feeling safe and supported by others with shared or similar experience, and where members can escape the stigma that
Special Events

Each year, Bay Cove hosts special events to raise critical funds in support of our programs and services. From a great day out on the links to a Gala evening on the town, these special events bring together members of the Bay Cove community to celebrate the work we do everyday, the people we serve, and the generous supporters who are so invaluable to the success of Bay Cove’s mission.

We extend our heartfelt thanks to all who sponsored, attended, participated in and supported the following Special Events during fiscal year 2019. (July 1, 2018–June 30, 2019)

23RD ANNUAL GEORGE C. CUTLER MEMORIAL GOLF TOURNAMENT

October 1, 2018 // Myopia Hunt Club in South Hamilton
Raised $100,000 to benefit Bay Cove’s Center House programs for individuals with psychiatric and/or developmental disabilities.

Presenting Sponsor: Liberty Mutual Insurance
Platinum Sponsor: Riemer & Braunstein LLC
STRENGTHENING OUR COMMUNITY

March 28, 2019 // Cambridge offices of Pfizer Inc.
Raised $240,000 to support our CASPAR addiction and homelessness programs.

Presenting Sponsors: Cambridge Crossing (DivcoWest), Massachusetts Institute of Technology (MIT) and Pfizer; Sustaining Sponsor: Novartis; Lead Sponsor: Alexandria Real Estate

We were proud to present the Carl F. Barron Catalyst for Change Award to Life Science Cares for their support of CASPAR, and for their commitment to fighting poverty and its effects in Cambridge, Boston and beyond.

“Life Science Cares’ partnership with CASPAR has been inspiring to everyone who’s been involved in it. Being named a Catalyst For Change by an organization that is dedicated every single day to changing lives for the better is a profound honor, and one we were so proud to receive.”
~ Sarah MacDonald, Executive Director of Life Science Cares.

TEAM BAY COVE AT THE BOSTON MARATHON®

April 15, 2019 // 26.2 miles between Hopkinton and Boston’s Back Bay
Raised $80,000 to support Bay Cove programs and services.

Special thanks to the John Hancock Marathon Non-Profit Program, who, for the 12th straight year, awarded Bay Cove numbers for the world’s most famous and acclaimed marathon!

Team Bay Cove members Jill Antenucci, Hannah Conley, C.J. Dunn, Jason Hyland, Andrea Schussler and Andrew Teal trained for and ran the Boston Marathon and raised more than $80,000 to support Bay Cove’s services and programs.

“Running the Boston Marathon was one of my proudest personal achievements. But, what gave the experience an extra level of satisfaction was having the opportunity to do it for Team Bay Cove, helping to support a wonderful agency and the vitally important work they do each day.”
~ Andrea Schussler, Team Bay Cove 2019 member.

THE BAY COVE HUMAN SERVICES 2019 CHANGING LIVES GALA

May 23, 2019 // Renaissance Waterfront Hotel in Boston
Raised $300,000 in support of Bay Cove.

Empowering Potential Lead Sponsor: Liberty Mutual Insurance

Guests enjoyed a cocktail reception, live jazz and truly amazing Chinese-inspired cuisine by legendary Boston chef/restaurateur Lydia Shire and Simon Restrepo. Our amazing host and guest auctioneer Susan Wornick delighted the crowd, and the evening’s high point was the presentation of Bay Cove’s Changing Lives Award to Michael and Kitty Dukakis. All of us at Bay Cove were so proud to honor Massachusetts’ former Governor and First Lady for their decades of steadfast leadership in the fight against the stigmatization of individuals impacted by mental illness and substance use disorder.
Every December, the children and families served by our Early Intervention program experience the joy of the holiday season thanks to the “Fifty Families,” an ever-growing group of generous supporters from the town of Lincoln.
Bay Cove Supporters

Greg Collins
Anna Colom
James and Peyton Conley
Kathy Conley
Terence Connell
Anne and John Connolly
Erin Conolly
Donald Conway
Laura Cook
Sheri Cooney
Mary Ellen Coronado
Mary and Theodore Critikos
Laura Cronin
Maureen Cunningham
Brittany Danielewski
Lisa DeAngelico
Kevin and Diane Delehanty
Adam Delmolino
Mrs. and Mr. Louis Delucia
Cathleen and Gregory Denbeaux
Joe Denning
Allison Devaney
Teresa Devoss
George Dionsis
Laurie DiBona
Nick DiFranco
Doug Doben
Leonard Dolan
John Donnelly
Francis Donovan
Catherine Drennan
Heather Duda
Thomas Duggan
Andrew Dunbar
Riley Dunn
Will Dunn
Patrick Esley
Penny Eisenberg
Allison Engel
Tracy Engels
Heather Estep
Elizabeth Faulkner
Gina Fernandez
Matthew Ferrari
Edward Fitzpatrick
Kristen Fladger
Audrey Fletcher
Ann Marie Folignani
James and Gail Fox
Peter Frasca
Anthony Fusco
Jill Gallant
Lauren Gee
Paul Ghazal
Dorothy Giarla
John Gibbons
Regina Gibney
Craig Glackin
Veronica Goff
Hannah Goldstein
Raymond Gonzalez
Karen Granoff
Mitchell Groves
Sam Guagliano
Bob Hallissy
Wendy Hanlon
Rachel Harkleroad
Josh Harris
Kasia Harris
Robert Harris
Caroline Hart
Meredith Hart
Christian Hartwig
James Healey
Molly Heffeman
Amy Hickey
Jennifer Hicks
Joanne and Jim Hinchele
Sarah Cannon Holden
Courtney Holub
Josh Holzman
Tom Honan
Gloria Hood
Morgan and Tyler Hoover
Wendy Hovey
Joshua Howes
Julie Hsieh
Jason Huang
Albert Hubschman
Kathy Ivey
Su-Ann Jaffe
James Jankun
Kris Jeffers
Steve Jenney
Jennifer Jordan
David Josephs
Jaqueline Karas
Uriah Kashieman-Myrow
Philip Katz
Griffin Keady
Eri Keifer
Janice Kelley
James Kennedy
Jeanne Kennedy
Hanul Kim
Francis J. Kirwin
Barbara Kooskalis
Matthew Kozlowski
Kathy Larmand
Lillian Laro
Marian Laroche
Corrina Leavitt
Tracy LeBrant
Margaret Leman
Ryan Lemos
Jennifer LePera
Diane and Dennis Leva
Marissa Leveson
Michele Lewis
Lexi Lipton
Leisa Loan
Patricia Lockhart
Ruston Lodi
Alicia Anacleto Logan
Christopher Sean Logan Jr.
Julia Londergan
Jessica Longo
Charlotte Lowe
Angelina Lupini
Zach Luz
Bernie Lynch
Devin Macedo
Kyle Mackenzie
Jessica Magalhaes
Taylor Makson
Cody Mandanici
Katie-May Mann
Mariela Mannion
Justin Mantell
Allison and Joan Marcano
Josh Marquis
Brian Mason
Lauren Mason
Paul Masuret
Leigh Mazur
Billy McArdle
Paul McCann
Samantha McCaul
Brenna McClain
Thomas and Barbara McCone
Colleen McCormack
Kellie McDave
Steven McDonough
Steven McCauchan
Ryan McGrath
Jessica McGuinn
Rose McHale
Brittany McHugh
James and Tracy McLaughlin
John McMahon
Nikki Palmaccio
Robin Panella
Cameron Panepinto
Larry Parks
Ricky Mead
Louisa Medeiros
Michael Medwars
Nisha Mehta
Curis Mello
Chris Mendelsohn
Sara Meola
Andrew Miller
Dorothy Miller
Nicholas Moise
Lydia Moland
Richard Moring
Brendan Monahan
Eric Mooney
Alice Moore
Branding Moran
Maria Moreira
Jami Morrissey
John and Virginia Morse
Richard and Margaret Moynhian
John Mulholand
Leo Mullin
Jennifer Mulloy
Courtney Munns
Grace Mwangi
Nicolas Nadeau
Matthew Nash
Mary and Richard Nawrocki
Louis Nazzaro
Kristine Neil
My Nguyen
Tiffany Nguyen
Michael Nicholas
Nicole Njorge
Caroline Nolan
Courtney and Tim O’Brien
Isabella O’Connell
Kevin O’Connell
Julia O’Connor
Brendan O’Loughlin
Chris O’Sullivan
David O’Sullivan
Katelyn O’Sullivan
Rita Olesky
Alison Oliff
Michael and Melissa Onorato
James and Karen Oppenheim
Christopher Osborne
Alix Pagliarini
Robin Panella
Cameron Panepinto
Larry Parks
Tom Parmanby
Sarah Parsons
Wayne and Kim Patenaude
Patricia Cyr Pattow
Maggie Popeo
Ryan Povall
Tom Pranka
Kathy Puchniak
Hassan Ramadan
Douglas and Sheila Ramsden
Julian Ranz
Aquene Reed
Kelly Ruel
Lauren and Peter Ries
Edgar Riley
Scott Riondo
Taylor Robbins
Jennifer Roberts
Judith Roths
Charlotte Roberts
Ann Robinson
Kerri Roche
Amanda Roy
Lauren Roy
David Rolla
Julie Sanders
John Sannella
Melissa Savage
Melynee Saya
William Schimmel
Ally Schmoker
Janet Scholz
Kathy Schussler
Erika Scenici
John Shanahan
Caitlin Shanley
Bridget Shannon
Quincy Shaw
Matt Shea
Keith Shields
Jaron Singleton
Suzanne Small
Spencer Smith
Elizabeth Spain
Lisa Spancake
Paul Spitzer
Anna Sprague
David Sprague
Stephen and Joanne Sprague
Jennifer Staples
Erika Stevens
Casey Striling
Joan Sullivan
Kathleen Sullivan
Kevin and Catharine Sullivan
Leslie Sutton
Jane Swan
Darla Swanson
Darren Swanson
Jennifer Symes
Madison Symes
Patricia Tarbox-Ray
Allison Teal
Emerson and Maureen Teal
Joyce Teal
Marie Teal
Roy Teal
Zachary Teal
Cristina Teixeira
Ian Thompson
Peter Tilley
Greg Tobin
Mark Tracy
Paul Traill
Charlie Trearchis
Sawyer Trefinger
James and Cheryl Treleaven
Lori Tritto
Jennifer Tucker
Michael Tupilin
Julia Viana
Cameron Vilain
Nicole Visnick
Connie Volante-Finn
Phil Wadleigh
Joe Wadlinger
John W. Wadman
Robert Wallace
Kathleen Walsh
Maria Walsh
Cameron Weaver Vilain
Ryan Webb
Eliot Weissman
Cory Wentworth
Stacey Wescott
Rachel Whiskeyman
Jesse White
MJ Wieman
Alfred Williams
Cory and Charlotte Wisniewski
John Wolff
Nicole Win
Emily Yen
Monique Yen
Suzanne Yurrita
Ellie Zambrano
Ellen Zane
Ellen Zyrkowski
INSTITUTIONAL GIVING

$25,000+
The Baupost Group
Blue Cross Blue Shield of MA Foundation
The Boston Foundation
Charles H. Farnsworth Charitable Trust
Riemer & Braunstein LLP
USI Insurance Services, LLC

$5,000-$9,999
Aon Risk Solutions
Boston Capital Corporation
Massachusetts State Council Knights of Columbus
Mozzzone Lumber
New England Patriots Charitable Foundation
People’s United Bank Stewart Title Guaranty Company
Voya Financial Advisors, Inc.
The Woods and Gil Family Foundation

$1,000-$2,499
Boston Private Bank and Trust Company
Brown & Brown of Massachusetts, LLC
The Cowlies Group
eHance
The Harvard Cooperative Society HSBC
John Hancock - Matching Gifts
The Lassor & Fanny Agoo Charity Fund
Massachusetts Early Intervention Consortium, Inc.
NAMI Cambridge/Middlesex
Norfolk & Dedham Group
Nova Biomedical Corporation
Philadelphia Insurance Companies
The Roxbury Latin School
St. John’s Preparatory School
St. Stephen’s Episcopal Church
W.B. Mason
Yasso Frozen Greek Yogurt

$2,500-$4,999
Apothecare Pharmacy, Inc.
Bank of America
Merrill Lynch
Canon Solutions America
Citizens Bank
Commercial Real Estate
CSG ServiceWorks
The Jack & Pauline Freeman Foundation, Inc.
Kevin P. Martin & Associates

$500-$999
The Boston Consulting Group
Google
Harvard Pilgrim Health Care Foundation
Interior Resources, Inc.
JVT Advisors
Martignetti Companies

$250-$499
The Goldberg Family Foundation
Magellan Health
Millennium Matching Gift Program
Paul’s Bay State Alarms
Sam Adams
Travelers Community Connections
UMass Memorial Health Care, Inc.

Amazon Smile
Amica Companies Foundation
Buffalo Exchange
Health Resources in Action, Inc.
Ideal Residences of New England
IP Digital Inc.
KBK Sports
McGevery’s 3rd Base Saloon
Verizon Matching Gift

Up to $100
Alliance Data
Brown Chiropractic Center, PC
Commonwealth of Massachusetts Employees Charitable Campaign
Custom Ink
Fear Health
Ford Plumbing Co.
Grantham, Mayo, Van Otterloo & Co
Healthcare Association of NYS
HealthCenter Advisors
Little Big Diner
Mass Mutual Insurance
Organization of Nurse Leaders
S&P Global
The Suffolk Group
Tufts Health Plan Foundation
VMware Foundation
Waves Car Wash

HONOR & MEMORIAL
*Indicates a gift in memory of
Dan Boynton
*Robert and William Bragdon
*Mary Brown
Timothée Chalamet
*Kathleen Collins
*Muriel Conrad
*Maureen Davis
*David Demers
Andy Dusenberry and Bay Cove’s Information Technology staff
*Tim Gens
*Jeff Hendershot
*Frances Herman
*Maria Hines
*Sean Killelea
*Mark Lanier
Bob Lee and Alice Leonard
*Jean Lee
*Edward Levine
*Georgie and Henry McGusker
*Dennis Meltzman
Joelle and Wayne Nims
*Mauricio Salamanca
Michael Scanzani
Paul Shantly
*Senator Joseph Timilty
*Virginia Walsh
*Janie Whiteside

IN-KIND SUPPORT
4imprint
Aquitaine
Armstrong Ambulance Service, Inc.
Jeevanandam
Arumugasamy
Jérémie Astori
Attitash Mountain Village
Wendy Lee Austin
ShaniQuekwa Avinger
Nancy Azar
Battery Wharf Hotel - Boston Waterfront
Julie A. Battisti
Stuart and Maureen Benton
Sandra Bloom
Joyce and Sam Bonacci
Boston Bruins Foundation
Boston Red Sox
Boston Ski and Sports Club
Boston Sports Club
Daniel and Janet Boynton
Bridgewater Farm Supply

B Brigham and Women’s Development
Brooks Brothers
Brooks Brothers Outlet
Nick Bruce
Cambridge Brewing Company
Cambridge School of Culinary Arts
Capo Restaurant
Andrew Carillo
Londergan
Mary Carolan
Candace Chang
Fedjina Charles
Hanbin Cho
Citizen Public House & Oyster Bar
City Tap House
CloudHealth by vmware
Jadwiga Cloutier
Melissa Collins
Hannah Mesacay Conley and Joe Conley
Samantha Corbin
Core Power Yoga
Jeff Crystoff
CuppaCoffee
The Dance Complex
Stacy Davidson
Alex Deger
Nilesh Deo
Cassandra DeQuevedo
Rachel Dines
Mark Diodato
Rose DiPiro
Jane Donnelly and Christopher Stirling
David Dworitz
Eastern Standard
Elements Massage
Eli Lilly and Company
Eze Castle Integration
Jackie Fallon
FAT BABY
Kathryn Finnie and Kevin Dorn
Ruth Fishbein
Floyd Advisory
Foodie’s Markets
For Now
Foxwoods Resort & Casino
Angela Francis
Hadas Gafn
Kathy Gardner
Bink and Weezie Garrison

Liberty Mutual Insurance Company
Linde Family Foundation
Perpetual Trust for Charitable Giving, Bank of America, N.A., Trustee
Sidney R. Baer, Jr. Foundation

$10,000-$24,999
Blue Hills Bank
Charitable Foundation
Boston Evening Clinic Foundation
Bushrod H. Campbell and Adah F. Hall Charity Fund
Cambridge Savings Bank
Citizens Bank
Eaton Vance Investment Counsel
The Fallon Company
Grimes-King Foundation for the Elderly, Inc.
Justice Resource Institute
Marsh LLC
People’s United Community Foundation

One of our most dedicated corporate sponsors, Liberty Mutual Insurance, provides volunteer service at Bay Cove programs each year as part of their company-wide Serve With Liberty initiative.
Bay Cove Supporters

Gaslight Brasserie
Gather
Tan Gopal
Green Eyed Daisy
Jennifer Greene
Mary Gregorio
Qi Guan
George Hamilton
Rory Harrington
Harvard Law School Alumni Center
Susan J. Hebert
Laure Hendrickson
Jaime Herlihy
David and Linda Hirschberg
Nguyen Ho
Holway Child Study Center-The Barn
Home Depot
Denise Hom
Qiping Huang
Huntington Theatre Company
I Support the Girls
Neal Jatekar
Anabell and Jose Jimenez
Johnson and Wales
Liana Joubert
JP Licks
Tyler Jung
Gopal and Lakshmi Kalluri
Avani Katri
Kings Bowl America
Mikeya Kirksey
Kelly and Eugene LaCava
Patricia and Milton Lapon
James Laprade and Thomas Lutzy
Rachel LaVoie
James Leate
Mike and Janet Lento
Illya Leybovich
Liberty Mutual Insurance Company
Lincoln Restaurant
Lisa Lindman
Phyllis Lipton
Alicia Anacleto Logan
Christopher
Sean Logan Jr.
Aaron Lucia
Lucky Strike Social
Nancy Mahan
Hema Mahase
Cody Mandanici
Debbie Martin
Massachusetts Clean Energy Center
Paul McCann
Carol McCormick
Hannah McKeen
MCHPS- Habitat for Humanity Club
Michael Medvar
METROPOLIS
Milk Bar
Mount Auburn Hospital
Museum of Fine Arts
MYSTRY/DE
NCC Media
Noor Oriental Rugs, Inc.
Katharine Nordstrom
Oath Pizza
Taiwo Olatunbosun
Alison Oliff
OneBeacon
Insurance Group
Optum
Kerry Orourke-Grogan
Overdrive Interactive

Padhma Radhakrishnan
Rag & Bone
Armutuha Raja
Vijay Rajamani
Raju Ramakoti
Wendy Raymond
Rita Resende
Dan Reynolds
Rota Portrait Design
Jenny Ruenes
Anne Rush and Michal Karczmarek
Kuga S.
Ramakoti Raju Sagiraju
St. Stephen’s Episcopal Church
Janet Santana
Arjun Sarathy
Seaglass Fine Art Print
Lydia Shire
Dr. George S. Sigel
Abigail and Jeremy Smith
SoulCycle
Bill and Karen Sprague
Ronnie Springer

Wachusett Mountain
Paul Wahlberg
Evelyn Warner
Ian and Molly Warner
Zack Warner
Waves Car Wash
WBUR
Abby White
Ellen White
Alysson and Josh Wilson
S. Rao Yadvallli
Yasso Frozen
Greek Yogurt
Wan Ming Yu
Gui Fang Zheng
Zoo New England/ Franklin Park Zoo

The following donors contributed in support of our CASPAR programs

CASPAR INDIVIDUALS

$10,000+
Thomas Andrews and Christine Gilman

$2,500+
Ken & Marian Barron
Etchell Cordero
James Curran
Tiziana Dearing and Stephen Seiner
Bill Kane
Travis Labosriere-Hickman
Eric and Lori Lander
Thomas Nolan and Laura McGaggart
Joseph and Janice Roller
Rachael Sorensen

$1,000-$2,499
Eleanor Andrews
Sylvia Beaulieu
Louise and Rodrigo Botero
Timothy Chow
Anna Claus
Frederick and Kimiko Ek
Sarah and C. Andrew Gallop
Abraham and Mia Gore
Donna Higgins
Robert Howe and Martha Nichols
Rosemarie and Steve Johnson
Alastair Johnston and Felicity Anne Lutkin
James Knowles
James Laprade and Thomas Lutzy
Monique and Raymond Magliozzi
Mayor Marc C. McGovern
Priscilla McMillan
George and Jane Metzger
Professor Paul O’Gorman
Patrick O’Neill
Michael Owu
Margaret Pavlovich
Rob Perez
John Power
Judith Quillard
John Rabinowitz
Gail Roberts
Mark Roopenian
Ellen Semonoff
Lisa Serafin and Brian Sheehan
Denis Sheahan
Bill and Karen Sprague

$500-$999
Scott Berk and Kathryn Cannon
John Patrick Carr
Lori Cowles
Paul Enderle
Jessica Harper
David Herder
Winston Jones
Lawrence Kolodney and Heather Nelson
Muriel Kramer
Yamini Krishnan
Niles Kuronen
Douglass Lee
Daniel Lowen

Oversea
Adventure Travel
Paint Bar
Judith Parker
Patagonia
Peabody & Arnold LLP
Ananya Peddu
Ryan Pettaway
Danielle Pinals
Plant the Seed Foundation
Pavan Kumar Pokkunuri
Carol and Jean Poulot
Pure Barre

Stark Advantage
Brighttie Steadman-Kreuzer
Suburban Integrated Facilities Resources
Systems and Technology Research
Justine Tang
TD Garden
Bob and Laura Thomas
Marilyn Thostenson
Total Wine & More
UHS of Westwood Pembroke
Vishnu Varada

This spring, employees of Tufts Health Plan pitched in at our Orlando residence for men and women with developmental disabilities.
Employees of Alnylam Pharmaceuticals are among the many Cambridge-area businesses that have engaged in wonderful team-building while helping neighbors experiencing homelessness, by preparing and serving dinner to our shelter guests as part of our Cookin’ with CASPAR program.

All gifts are greatly appreciated, and we make every effort to list our donors’ names accurately. If we made a mistake in your listing, please let us know by contacting development@baycove.org.
# Financial Report

## CONSOLIDATED BALANCE SHEET

<table>
<thead>
<tr>
<th></th>
<th>Audited 6-30-19</th>
<th>Audited 6-30-18</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and Cash Equivalents</td>
<td>$8,046,682</td>
<td>$4,161,371</td>
</tr>
<tr>
<td>Net Accounts Receivable, Program Services</td>
<td>$14,540,427</td>
<td>$13,059,493</td>
</tr>
<tr>
<td>Contributions Receivable</td>
<td>117,940</td>
<td>132,826</td>
</tr>
<tr>
<td>Prepaid Expenses</td>
<td>512,311</td>
<td>445,730</td>
</tr>
<tr>
<td>Other Accounts Receivable</td>
<td>190,987</td>
<td>101,109</td>
</tr>
<tr>
<td>Short-Term Investments</td>
<td>483,432</td>
<td>841,523</td>
</tr>
<tr>
<td>Net Land, Buildings and Equipment*</td>
<td>$33,683,049</td>
<td>$31,762,121</td>
</tr>
<tr>
<td>Long-Term Investments</td>
<td>$1,724,884</td>
<td>$1,653,954</td>
</tr>
<tr>
<td>Other Assets</td>
<td>6,640,820</td>
<td>5,816,161</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td><strong>$65,940,532</strong></td>
<td><strong>$57,974,288</strong></td>
</tr>
<tr>
<td><strong>Liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts Payable</td>
<td>$2,582,844</td>
<td>$2,214,098</td>
</tr>
<tr>
<td>Accrued Expenses</td>
<td>7,215,405</td>
<td>5,810,246</td>
</tr>
<tr>
<td>Current Portion of Long-Term Debt</td>
<td>823,951</td>
<td>814,777</td>
</tr>
<tr>
<td>Other Current Liabilities</td>
<td>15,115</td>
<td>2,758,094</td>
</tr>
<tr>
<td>Long-Term Notes &amp; Mortgage Payable</td>
<td>24,908,253</td>
<td>18,975,652</td>
</tr>
<tr>
<td>Other Liabilities</td>
<td>780,879</td>
<td>223,467</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td><strong>$36,326,447</strong></td>
<td><strong>$30,796,334</strong></td>
</tr>
<tr>
<td><strong>Net Assets</strong></td>
<td><strong>$29,614,085</strong></td>
<td><strong>$27,177,954</strong></td>
</tr>
<tr>
<td><strong>Total Liabilities and Net Assets</strong></td>
<td><strong>$65,940,532</strong></td>
<td><strong>$57,974,288</strong></td>
</tr>
</tbody>
</table>

## CONSOLIDATED INCOME STATEMENT

<table>
<thead>
<tr>
<th></th>
<th>Audited FY 2019</th>
<th>Audited FY 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contributions, Gifts, Legacies, Bequests &amp; Special Events</td>
<td>$1,497,877</td>
<td>$1,338,528</td>
</tr>
<tr>
<td>In-Kind Contributions</td>
<td>545,245</td>
<td>594,000</td>
</tr>
<tr>
<td>Government Grants</td>
<td>1,807,313</td>
<td>3,141,827</td>
</tr>
<tr>
<td>Program Service Fees</td>
<td>123,998,355</td>
<td>106,524,538</td>
</tr>
<tr>
<td>Other</td>
<td>1,228,224</td>
<td>678,045</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>$129,077,014</strong></td>
<td><strong>$112,276,938</strong></td>
</tr>
<tr>
<td><strong>Expenses</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employee Compensation &amp; Related Expenses</td>
<td>92,621,352</td>
<td>79,046,383</td>
</tr>
<tr>
<td>Occupancy Expenses</td>
<td>12,185,440</td>
<td>11,008,433</td>
</tr>
<tr>
<td>Other Program / Operating Expense</td>
<td>13,239,555</td>
<td>10,831,370</td>
</tr>
<tr>
<td>Subcontract Expense</td>
<td>1,537,119</td>
<td>5,256,537</td>
</tr>
<tr>
<td>Direct Administrative Expenses</td>
<td>3,847,817</td>
<td>3,437,204</td>
</tr>
<tr>
<td>Other Expenses</td>
<td>1,076,937</td>
<td>278,085</td>
</tr>
<tr>
<td>Depreciation of Building and Equipment</td>
<td>2,132,663</td>
<td>2,172,460</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$126,640,883</strong></td>
<td><strong>$112,030,472</strong></td>
</tr>
<tr>
<td><strong>Operating Income</strong></td>
<td><strong>$2,436,131</strong></td>
<td><strong>$246,466</strong></td>
</tr>
</tbody>
</table>

---

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.
Get Involved!

The work that all of us at Bay Cove do each day to help ensure full, rich lives for those with the greatest challenges is supported in so many ways by our generous individual, corporate and institutional supporters. If the services described, and the personal stories shared, within the pages of this report have inspired you to become a member of the Bay Cove community, there are a number of ways that you can get involved with the work we do.

DONATE

Why Donate to Bay Cove Human Services?

Your gift will make a difference. It is private donations—your contributions, and those from others who share your commitment to Bay Cove—that give us the resources and flexibility we need to provide the kind of individualized support that helps each person we serve achieve his or her personal goals.

There are many ways to make your financial donation in support of Bay Cove’s vital, life-changing work.

- **Donate online:** [www.baycove.org/donate](http://www.baycove.org/donate).
- **Donate by mail:** Bay Cove Human Services, Development Department, 66 Canal St., Boston, MA 02114
- **Call:** 617-619-5930 to speak with a member of our Development Office.
- **In-Kind Donations:** In addition to financial donations, Bay Cove is happy to accept items that the individuals we serve need and use, including new or gently-used winter coats, gloves, boots, etc.; dress clothing, appropriate for job interviews; personal care items (toiletries); and more.
- **Questions?** E-mail us at development@baycove.org.

VOLUNTEER

Volunteering is a great way to become involved with Bay Cove, and a chance to put your own particular interests and abilities to work for people we serve. Whether you’re looking to schedule a corporate team-building project, or to make a difference as an individual in your community, we would love to talk with you about how you can join Bay Cove’s mission.

**Sample volunteer projects include:**

- Landscaping and yard clean-up at one of our 175 programs
- Interior painting at one of our many residential or day programs
- *Cookin’ with CASPAR* – Preparing and serving a meal to guests at our Cambridge homeless shelter.

Please call the Development Office at 617-619-5930 or e-mail development@baycove.org to learn more about volunteer opportunities.

JOIN A COMMITTEE, BECOME AN ADVOCATE!

You don’t have to be an employee of Bay Cove to work on behalf of the people we serve. You can play an integral role in our mission and act as an advocate for our most vulnerable neighbors by volunteering your time and talents on one of our boards or committees.

The **Bay Cove Board of Advocates** is a volunteer group that plays a critical role in the success of our agency. Established in 2004, the Board of Advocates is a group of individuals—knowledgeable about and supportive of Bay Cove’s programs and services—who help increase the agency’s viability and visibility in the community-at-large.

The Board of Advocates consists of leaders from the business, government, academic, philanthropic and client communities, and the expertise, energy and effort the members bring to the table are invaluable to our mission.

Our **Young Professional Advocacy Board** is a group of people 21-35 years of age who are interested in meeting other socially-minded individuals. This group’s philosophy is that giving back does not have to feel like an obligation.

Bay Cove also has annual event planning committees and other specialized task forces which are organized throughout the year. If you’re interested in learning more about any of our committees, the Board of Advocates, or Young Professional Advocacy Board, please contact our Development Office at 617-619-5930 or e-mail development@baycove.org.

VISIT A BAY COVE PROGRAM

We encourage anyone who wants to learn more about what we do—and have the chance to meet some of the amazing individuals we serve each day—to tour one of our programs.

To schedule a visit, please contact Vice President of Development David Hirschberg at 617-371-3167 or dhirschberg@baycove.org.

However you decide to Get Involved, we are profoundly grateful for the role you play in helping us make a difference in the lives of the people we’re privileged to serve!
Board Members

**BOARD OF DIRECTORS**
- Mike Lento, Chair
- Bill Sprague, President/CEO
- Ajay Chadha, Vice Chair
- Ruth Fishbein, Vice Chair
- Greg Buscone, Treasurer
- Joe Ailinger
- Tom Aites
- Lisa Blake
- Bob Bramson
- Howard Corey
- Bruce Goodman
- Tan Gopal
- Sally Graham
- Deborah Levy
- Bill Maffie
- Jean McGuire
- Jim Mungovan
- Priscilla O’Reilly
- Bill Oakley
- Peter Pease
- Bob Thomas
- Sally Thompson

**BOARD OF ADVOCATES**
- Wendy Lee Austin
- Wendy Benson
- Stuart Benton
- Dan and Janet Boynton
- Gabrielle Brenninkmeyer
- James Brett
- Richard Brimley
- Helen Bronk
- Douglas Chamberlain
- Claire Comstock
- Laura Connors
- Stan Connors
- Jeffrey Cook
- William Crane
- Hilary Croach
- Denise Cugini
- Jane Donnelly
- Lyndia Downie
- Stephanie Drakes
- Madeleine Gens
- Emily Greenstein
- John and Margaret Hahesy
- George Handran
- Kay Hodge
- Megan Hoffman
- Diana and G. Lee Humphrey
- Gopal Kalluri
- Ann Kelly
- Myles Lane
- William Lavelle
- Chris Lento
- Paul Lipsitt
- Michele Lockwood
- Tom Lutzy
- Harry Margolis
- Robert Maulden
- John Murphy
- Michael and Melissa Onorato
- Victoria Palmer-Erbs
- Juliette Reiter
- Anne Rush
- Lucy Sachs
- Leo Sarkissian
- Michael and Mary Ellen Shea
- Tucker Smith
- Ronnie Springer
- Rusty Stieff
- Jack Stone
- Christopher Sutherland
- Kirk Sykes
- Marc Teal
- Bob Walters
- Victoria Wang
- Steve Weinstein
- Eric Wetlaufer
- Amy Whitcomb Slemmer
- David Williams

**EMERITUS BOARD**
- Dan Boynton
- Stan Connors
- Dr. Peter Randolph

Senior Leadership

**BAY COVE SENIOR LEADERSHIP**
- Bill Sprague, President and CEO
  bsprague@baycove.org
- Jim Laprade, Senior Vice President of Operations
  jlaprade@baycove.org
- Nancy Mahan, Senior Vice President of Services
  nmahan@baycove.org
- Kerry Ollen, Chief Financial Officer and Senior Vice President
  kollen@baycove.org
- Emma Concepcion, Vice President of Human Resources
  econcepcion@baycove.org
- Mary Jo Cooper, Vice President of Long Term Support Services
  mcooper@baycove.org
- David Hirschberg, Vice President of Development
  dhirschberg@baycove.org
- Kevin Kerr, General Counsel and Vice President
  kkerr@baycove.org
- Kelly LaCava, Vice President of Technology and Chief Information Officer
  klacava@baycove.org
- Carley Lubarsky, Vice President of Mental Health Services
  clubarsky@baycove.org
- Jamie Rihbany, Controller and Vice President
  jrihbany@baycove.org
- Lydie Ultimo-Prophil, Vice President of Addiction Services
  lultimoportun@baycove.org