MISSION
To improve the quality of life for all.
VISION

To provide the best possible services with the highest standards, to go above and beyond expectations.
Dear Friends,

I am pleased to report that fiscal year 2018 has been an exciting one for all of us at PRIDE. Innovation, commitment, quality and integrity continue to be at the forefront of all we do.

While 2018 was an investing year, we see it as an exciting period of growth and change. PRIDE celebrated the completion of our Artist Exchange and our IT Lab. These activity rooms provide the setting for our participants to learn and grow, with opportunities for new experiences in technology and the arts. This past year was also the one-year anniversary of the Home-Based Children’s Program, which is flourishing. Even so, the need for ABA services remains high in our community.

Notable in fiscal year 2018 is the introduction of PRIDEXRX, a fully integrated workforce carrying forward our mission and vision. Offering the highest quality products while being a socially-aware organization, PRIDEXRX honors corporate citizenship. Our re-branding to the new trade marking of PRIDEXRX in the Production & Packaging Department involved the introduction of a new logo and website.

While PRIDE continues to grow in many areas, our purpose is always to improve the quality of life for all. PRIDE will never jeopardize our quality of services regardless of growth and/or funding cuts. We will continue to be creative while always aiming to improve performance with measurable core indicators.

I’m proud to be part of an organization that honors the differences among all people. At PRIDE we value diversity and inclusion while earning the respect of our community, stakeholders, families, and most of all, those we directly support.

As always, none of this would be possible without the community-at-large. PRIDE has been so fortunate to have the support of Board members, local businesses and non-profits alike. Our success is largely because of this wonderful extension of our PRIDE family, which continues to flourish. From all of us at PRIDE we thank you.

Sincerely,

Joanne Storrs, Executive Director
GOVERNANCE

Board Officers

PRESIDENT
Josephine Almeida
VICE PRESIDENT
Dr. Peter D. Bartel
TREASURER
Jeffrey A. Hunt
SECRETARY
Judy Mulrooney
PAST PRESIDENT
Joseph Amaral
BOARD EMERITORUM
Dr. Sheilah Riordan

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Dr. Sheilah Riordan

Board

Patti Babbitt
Alex Choi
Andrew Hewitt
Colleen Karsner
Kevin Kennedy
William Manganiello, Esq.

Senior Leadership

EXECUTIVE DIRECTOR
Joanne Storrs
ASSISTANT EXECUTIVE DIRECTOR
Marc Mauricio
DIRECTOR OF OPERATIONS
Douglas Latham
BUSINESS MANAGER
Stephen Wyman
DIRECTOR OF DAY HABILITATION
Sarah Campbell
COMMUNITY LIVING DIRECTOR
Beth Conaty
DIRECTOR OF EMPLOYMENT SERVICES
Tara Brosnan
DIRECTOR OF COMMUNITY SUPPORTS
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Tara Brosnan
DIRECTOR OF COMMUNITY SUPPORTS
Jennifer Perry

Program Manager

PROGRAM MANAGER
OF DAY HABILITATION
Cayte Still

Program Manager

PROGRAM AND CLINICAL DIRECTOR,
HOME-BASED CHILDREN’S PROGRAM
Roberta Ryan
My name is Glasiana Caldeira and I’m a single mother of four great kids. My youngest, Lenny, was diagnosed with autism shortly before his third birthday. He is now ten, and we have been through many ups and downs in the process of getting him proper care. In his early years, Lenny rarely used speech to communicate; he would climb on counters, hit his head on hard surfaces and aggress towards family members to get what he wanted. In spite of that he loved to sing and could count to ten. Now he is able to count to 100, has made progress in many areas and rarely does he hit his head or aggress towards others.

As Lenny’s parent, I took part in many different programs and reached out to numerous resources to get him help at home. PRIDE was the one place that welcomed and helped us. We began with PCA services. Then in May of 2017, PRIDE began its Home-Based Children’s Program, at which time Lenny started receiving home-based Applied Behavior Analysis.

With the help of PRIDE, Lenny is now excelling both at home and in school. PRIDE’s program has developed positive behavioral changes, which have improved his learning outcomes. Another key component in Lenny’s progress is that I can now work in collaboration with PRIDE’s well-trained staff as Lenny continues to grow. This has made the difference in Lenny’s success in life. I’m very thankful for all of PRIDE’s services, and for the people who work with Lenny and I to make sure he has the best care possible.
PRIDE’S Advisory Council provides valuable input from the point of view of participants within our organization. Run by our members, those volunteering on the Council are elected every two years in November, at the same time as federal and state elections.
PRIDE is proud of its commitment to our community and the many opportunities we have to give back through our volunteer groups. Participants and staff do as much as possible to help those in need and contribute to the common good. This past year we assisted with holiday food drives; sponsored families in need; worked with the Salvation Army; honored the graves of our veterans with flags for Memorial Day; and helped to clean our fine city of Taunton by participating in Earth Day. We also continue to help raise money for Easter Seals by participating in volleyball and softball tournaments.
PRIDE IS PLEASED TO ANNOUNCE the launch of a new business called PRIDEWRX, an assembly and packaging provider offering a variety of services to clients in several industries. With this new business, a re-branding initiative comes as PRIDE Inc., the parent organization serving individuals with disabilities, seeks to distinguish the business services offered by PRIDEWRX from the charitable activities of PRIDE, Inc. We are very excited that PRIDEWRX is now a subsidiary of PRIDE Inc. with a diversified and integrated workforce.

Previously, we offered select packaging services from within PRIDE’s day program, which was primarily a vocational opportunity for those with barriers to employment. As we considered the breadth of services we are able to offer, the quality of workmanship, and the efficiency of operations, it was time for PRIDEWRX to go head-to-head with competitors in the broader marketplace. PRIDEWRX is consistent with PRIDE’s overall mission, and continues to employ those with disabilities, now in an integrated setting with non-disabled individuals. The new business structure provides workers with greater opportunity and increased earning potential.

With 25 employees and a 35,000-square-foot facility, PRIDEWRX is able meet virtually any production need. As a trusted production partner, our goal is to provide customers with personal, high-quality, reliable, competitively-priced services while also making a real difference in the lives of our employees.

We’re proud of the loyalty we have earned from our existing customers and look forward to bringing our value and service offerings to a much broader audience. These offerings include Packaging, Assembly, Inspection and Direct Mail Support Services. PRIDEWRX has clients in several sectors including healthcare, cosmetics, electronics, retail and e-commerce. Both PRIDE, Inc. and PRIDEWRX will continue to operate out of our current location at 3 Maple Street, as well as the new PRIDEWRX address at 1 Maple Street in Taunton. Visit the new PRIDEWRX website featuring our new look and feel at www.PRIDEWRX.com and on Facebook at PRIDEWRX.
In 2017, State Representative Shaunna O’Connell nominated PRIDEWRX as Manufacturer of the Year in our southeastern district. The Commonwealth of Massachusetts agreed, and PRIDE was honored at the State House on October 24th, 2017. This award was given because of PRIDE’s focus on training for manufacturing employees; encouraging innovation by helping start-ups access resources; and expanding apprenticeship opportunities in key manufacturing sectors. We are very grateful for this recognition. Thank you Representative O’Connell.

Top photo: Marc Mauricio, Assistant Executive Director; Susan Garant, Production Manager; Joanne Storrs, Executive Director; Rep. Shaunna O’Connell; Doug Latham, Director of Operations; and Glen Gonsalves, Plant Manager.

PRIDE served 32 different customers this past year with a total income of $408,571.

The top 10 companies were as follows:

<table>
<thead>
<tr>
<th>Company</th>
<th>Income</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fresh Inc.</td>
<td>$138,978</td>
</tr>
<tr>
<td>Cape Cod Sweets LLC</td>
<td>81,028</td>
</tr>
<tr>
<td>Mangiacotti Florals LLC</td>
<td>27,799</td>
</tr>
<tr>
<td>C4 Systems</td>
<td>25,690</td>
</tr>
<tr>
<td>Ocean Spray Cranberries</td>
<td>21,227</td>
</tr>
<tr>
<td>Back Bay Outfitters</td>
<td>17,800</td>
</tr>
<tr>
<td>Bristol Tape</td>
<td>17,265</td>
</tr>
<tr>
<td>Charles River</td>
<td>9,770</td>
</tr>
<tr>
<td>JDA Enterprises</td>
<td>9,571</td>
</tr>
<tr>
<td>Parker &amp; Bailey</td>
<td>7,588</td>
</tr>
</tbody>
</table>
MANY THANKS
TO OUR EMPLOYMENT PARTNERS
PRIDE Employment Services is grateful for continuing support from these employers who have provided job opportunities to our individuals.
Together we blossom!

557 Persons Served in our Programs
55 Employees

Acquired Brain Injury (ABI)
Adult Foster Care (AFC)
Community-Based Day Services (CBDS)
Community Employment & Placement Services (CEPS)
Day Habilitation (DH)
Home-Based Children’s Program (HBCP)
Personal Care Attendant Management (PCAM)
Pre-Employment Transition Services (PRE-ETS)
PRIDEWRX
Transition to Work - Taunton Students (TTW)
Vocational Evaluation (VE)*

*INCLUDES INDIVIDUALS FROM MULTIPLE PROGRAMS; NOT INCLUDED IN TOTAL.
Acquired Brain Injury (ABI) Services provide assistance with chore services, individual support and community habilitation, supported employment, prevocational services, day services, adult companionship and respite. Individuals receive the supports they need to thrive in the midst of cognitive, emotional, and/or physical long-term disabilities. Funded by MassHealth.

Adult Foster Care (AFC) coordinates the care of individuals living in the community with a loving family. Funded by MassHealth.

Community-Based Day Services (CBDS) enable individuals to select from a broad range of activities that take place in a variety of settings in the community. CBDS also provides training and education to develop work skills and job readiness. Funded by the Department of Developmental Services (DDS).

Community Employment & Placement Services (CEPS) provide job placement in the business community based on individual needs, interests and abilities. Ongoing supports are available for both employee and employer as needed. PRIDE collaborates with the Massachusetts Commission for the Deaf and Hard of Hearing, the Massachusetts Commission for the Blind, and the Department of Developmental Services. Funded by DDS or the Massachusetts Rehabilitation Commission (MRC).

Day Habilitation (DH) provides supportive therapies and activities for individuals in need of developmental skill acquisition and nursing supports. Funded by MassHealth.

Home-Based Children’s Program (HBCP) provides services to children diagnosed with Autism Spectrum Disorder (ASD) and/or other developmental delays. The main goal is to enable children to remain at home. Home services address the unique concerns of each child in order to maintain, stabilize, and/or improve current levels of functioning.

Personal Care Attendant Management (PCAM) provides staff to help individuals manage their personal care attendants and enable them to live independently. Funded by MassHealth.

Pre-Employment Transition Services (Pre-ETS) provide individualized services for students aged 16-22 who have disabilities and are enrolled in high school and/or post-secondary educational programs. The goal is to help students ready themselves for transition from school to competitive employment. Taking place in or outside of school, PRE-ETS consists of job exploration counseling, work readiness training, self-advocacy, mentoring, a paid community-based internship, and counseling on post-secondary education when applicable.

PRIDEWRX provides professional services to the business community, such as bulk and direct mailings, commercial cleaning services, assembly, and packaging.

Transition to Work Program (TTW) provides employment, education and skill development, in collaboration with local school systems, to assist with the transition from high school to work for optimal success. Each opportunity is tailored to the interests and abilities of the individual. Funded by public school systems.

Vocational Evaluation (VE) provides systematic assessment of an individual’s potential for employment and the best job match. Funded by DDS and/or MRC.
STATEMENT OF ACTIVITIES

FYE 2018

Total Revenue = $5,445,466
Total Expenses = $5,496,946

SIX YEARS OF GROWTH
Fundraising Events
$51,597

$35,250. Golf Tournament
$7,200. Clam Boils
$5,800. Meat On A Stick
$3,347. Running of the Elves

Contributions / Grants / Gifts In Kind
$7,824

$4,800. Grant - City of Taunton
$1,500. Marc & Colleen Karsner
$1,524. T. A. Fillipovich

Landscaping Contributions
NOTHING BUILDS CONFIDENCE AND PERSONAL MOTIVATION LIKE HANDS-ON EXPERIENCE.

In FY18 the PRIDE Employment Department was granted a contract to provide pre-employment transition services (Pre-ETS) to students aged 16-22 with various disabilities. These students are enrolled in high school or post-secondary education/certification programs with the goal of entering the workforce. Three core components of the Pre-ETS program are:

1. **Job Exploration Counseling**: students identify and learn about job opportunities through assessments and planning;
2. **Workplace Readiness Training**: students prepare for employment through soft skills training and workshops;
3. **Work-Based Learning Experience**: students complete 60 hours in a paid, integrated internship with on-site supports as needed.

Upon successful completion of the program, each individual receives a certificate of completion, letter of recommendation, competency profile, and any awards or certificates received while in the program. PRIDE has the capacity to service deaf and hard of hearing individuals as well as Portuguese-speaking individuals.

Since Pre-ETS was brand new programming, FY18 began with zero referrals. By the start of FY19, however, 19 students had received and/or are currently receiving Pre-ETS services.

Creating partnerships and finding internships would not have been possible without the businesses that have opened their doors and their hearts to provide invaluable experiences for these students. It is often said that “it takes a village” to mold children into independent, successful adults. Truly, these individuals’ families, loved ones, partner agencies, and PRIDE staff all come together to ensure that meaningful opportunities are within reach. Yet, it is often the hands-on experience of working within community that lights the fire and illuminates the path to adulthood.

Thank you to the businesses who have helped to do just that:

- **Acushnet Town Hall, Acushnet**
- **Advanced Marketing Solutions, Hudson**
- **All the Angles Salon, Fairhaven**
- **The Arbors Assisted Living, Taunton**
- **Game King Comics-Collectibles, Fall River**
- **Luka B Signs, Taunton**
- **Old Colony Habitat for Humanity, Attleboro**
- **Sharing the Harvest Community Farm, Dartmouth**
- **Southeastern Regional Planning and Economic Development District, Taunton**
- **Taunton Rental Center, Taunton**
- **Wyrmwood Gaming, Taunton**

Pre-ETS is part of the **Workforce Innovation & Opportunity Act (WIOA)**. Referrals come from the Mass. Rehabilitation Commission (MRC). Areas served by PRIDE include Attleboro, Fall River, New Bedford and Taunton, with flexibility to other cities and towns based on need.
Jason (above), an Old Colony Regional Vocational Technical High School student, gives Sharing the Harvest in South Dartmouth two thumbs up. Jason helps out twice a week by planting seeds, harvesting crops and loading delivery trucks. Sharing the Harvest was founded in 2006 as a grassroots response to hunger at a local level. Since its founding, 547,000 pounds of food have been donated to those in need.

Sydney (left) is a cosmetology student at Old Colony Regional Vocational Technical High School. She’s in her element as she volunteers at All the Angles full-service salon in Fairhaven. Sydney loves spending time with all the stylists and observing their work on the clients. She helps out by cleaning the product shelves, sweeping, and rinsing the stylist’s tools.

Hands-On Work Experience Lights the Fire in Students!

Matt (left), a Taunton High School student with a passion for carpentry, proudly stands next to a table he has just helped refinish at Wyrmwood: Quality Gaming Supplies. The company has been dedicated to delivering outstanding craftsmanship and high quality materials to the tabletop gaming community for over ten years. Matt also helps out by cleaning the shop.
Congratulations to three spectacular recipients of this year’s Annual Awards!

Erica Marcotte, Employee of the Year
Erica is our Healthcare Supervisor. She has made major positive impacts on the services PRIDE offers and also the many individuals we support. See opposite page for more details.

Andrew Valencia, Personal Accomplishment Award
Andrew always has a positive attitude. He is kind and supportive of his peers, and has worked hard to meet his goals over the last year.

Dawn Rich, Community Living Award
Dawn has worked hard to create wonderful relationships with her foster family while increasing her independence both in the community and at home.
ERICA MARCOTTE, Employee of the Year

Erica Marcotte is our Healthcare Supervisor, and this year’s recipient of Employee of the Year. She has been an employee with PRIDE for almost three years, and from the moment she stepped into her role, we all knew that she was the perfect fit and right choice for the position. Erica “gives it her all” at all times. Her caring demeanor shines through on a daily basis, and everyone she helps support absolutely adores and loves her because she is ALWAYS there for them. Erica is a team player and a tremendous asset to us all here at PRIDE. Erica is pictured above with Jeff Babbitt.
PRIDE IS VERY THANKFUL for all of the community involvement surrounding our fundraising efforts and events. We’ve had another successful year because of the generosity of our donors, sponsors and event participants. PRIDE’s fundraising is always of major importance, with all donations going directly to our services provided.
FUNDRAISING EVENTS

WE HOPE YOU’LL JOIN US for your favorite PRIDE fundraisers, some of which might include the Running of the Elves 5K Road Race, the Meat On A Stick barbecue dinner, the Annual Golf Tournament, and our ever-popular Clam Boils. Corporate sponsors for these events are always welcome. In 2018 both our Clam Boil and Golf Tournament were sold out!
PRIDE’s 2018 Annual Report is a publication of our agency, a 501(c) (3) not for profit organization incorporated in 1968. This report provides a representative snapshot of the accomplishments and activities taking place from July 1st 2017 through June 30 2018, and gratefully acknowledges the contributions of our friends and supporters.