Massachusetts Families Organizing for Change
A statewide, grassroots coalition dedicated to individual and family support.

Annual Report Fiscal Years 2016 & 2017

A statewide, grassroots coalition dedicated to individual and family support.
VISION

Our vision is one of empowerment for individual and family support that includes planning, choices and decision-making.

MISSION

To provide sustained advocacy and leadership training in pursuit of high quality, individualized community support and service options, including family support, for people with disabilities and their families.

CORE VALUES

- The possibilities for individuals with disabilities are infinite when we “imagine better.”

- Individuals with disabilities and families are the ultimate decision makers in all areas of supports and services that are appropriate for all members of their family.

- Individuals with disabilities and families benefit from advocacy and leadership training to access and procure supports and services responsive to their ever-changing, life-long needs.

- The uniqueness of every family is honored and respected.

- Individuals with disabilities and families living in our communities have access to the wide array of opportunities and resources available to all community members.
November 1st, 2017

Dear Members and Supporters,

We are in the business of tending family leadership in all the ways it may express itself for any of the caregivers and supporters whose loved ones require our tireless advocacy. The work presented in this Annual Report reflects our unyielding commitment to IMAGINING BETTER on behalf of the families who came before us and the families who have yet to arrive.

As a nonprofit family organization rounding our 25th anniversary, we have had to reckon with financial instability and succession planning. The Board of Directors has met these challenges with grit, determination, and passion. I am honored to serve such a dedicated group of individuals.

Devoting oneself to an organization during significant transition cannot be done alone. I have depended endlessly on collaboration and nurturing from established family leaders both among our Board of Directors and elsewhere in the field. It definitely takes a village! These advocates have walked with me through doubt, anxiety, and triumph. They have helped me become a better parent, a more compassionate person, and a more thoughtful leader. Though the list is exhaustive, I owe particular thanks to Susan Nadworny, Emily Murgo Nissenbaum, Dianne Huggon, and Lauri Medeiros, as well as Evelyn Hausselain and Cathe Carpenter.

I am grateful for the patience of established advocates and leaders who supported my professional development as I entered this role. I will forever be indebted to former Commissioner Elin Howe for the opportunity to participate in Creating Our Common Wealth. My perspective on this work is forever changed, thanks to Jack Yates, Deborah Reidy, and the other personalities committed to nurturing this next generation of leaders. In addition, I had the opportunity to work with Kerry Mahoney, Kathy Hamelin, and Dianne Huggon as a Family Outreach Consultant at the Arc of Massachusetts. I am forever grateful to the MA21 Alliance and Leo Sarkissian for this opportunity.

I am honored to share this Annual Report with you. I hope it inspires you to increase your involvement and commitment to our organization. As always, please don’t hesitate to reach out with questions, comments, or for conversation.

Yours,

O. Sophia Johansson
Chair, Board of Directors
Graduate, Metro Boston Family Leadership Series 2013
Board of Directors

O. Sophia Johansson, Chair
Northeast

Ann Berube, Clerk
Central

Shannon Moesaa, Treasurer
Southeast

Kathleen Amaral
Southeast

Celia Brown
Central

Sue Crosby
Western MA

Kathi Hackett
Southeast

Sandra Heller
Southeast

Kishore Reddy
Metro Boston

Desiree Lowit
Western MA

Lauri Medeiros
Metro Boston

Emily Murogo Nissenbaum
Southeast

Kendra Steucek
Central

Brian Sullivan
Western MA

Meri Viano
Metro Boston

* as of November 1st, 2017

The Board of Directors represents families across the Commonwealth. Members are voted onto the Board of Directors after an application process to determine their commitment to Family Support and the activities of the organization.

We welcome applications for our Board of Directors from graduates of the Family Leadership Series and Advocacy Bootcamp, as well as our supporters and allies who share a passion for our mission.

Subcommittees

Board Development Committee

Sandra Heller, Chair

This committee oversees the process of applying to the Board of Directors; strategic outreach to prospective members for the Board of Directors and Subcommittees; and maintaining an accurate slate that lists the members of the Board of Directors and its officers.

Family Leadership Development Committee

Emily Murogo Nissenbaum, Chair

This committee supports the Family Leadership Series and other trainings for family members of individuals with disabilities with a focus on consistency in the provision of training, as well as the recruitment of a diverse group of participants.

Finance Committee

Shannon Moesaa, Chair

The role of this committee is primarily to provide financial oversight for MFOFC. Responsibilities include financial planning and budgeting, financial reporting, the development and monitoring of internal controls and accountability policies, and other related tasks.

Legislative Committee

Ann Berube & Lauri Medeiros, Co-Chairs

This committee investigates legislative priorities and makes recommendations to the Board of Directors regarding our legislative priorities and actions. Members represent MFOFC in their attendance at meetings, in their support of campaigns, and their collaboration with a variety of partners. Members of this committee are also responsible for engaging graduates of the Family Leadership Series in legislative activities.
Regional Leadership

Regional Coordinators serve as volunteers on the Board of Directors and liaisons to the agencies that host the Family Leadership contracts in agreement with the Department of Developmental Services. Regional Coordinators and their respective Outreach Coordinators are responsible for facilitating trainings and advocacy efforts within their respective regions.

CENTRAL
Celia Brown
Regional Coordinator
HMEA

WESTERN MA
Sue Crosby
Regional Coordinator
Multicultural Community Services

SOUTHEAST
Emily Murgo Nissenbaum
Regional Co-Coordinator
Nemasket Group

METRO BOSTON
Lauri Medeiros
Regional Coordinator
Riverside Community Care

NORTHEAST
O. Sophia Johansson
Regional Coordinator
Riverside Community Care

Kathleen Amaral
Regional Co-Coordinator
Nemasket Group

STATEWIDE
Mandi Spittle
Statewide Coordinator
mfoc@mfoc.org

Esterlina MacInnes
Outreach Coordinator

Dale Keijser
Outreach Coordinator

Amanda Bailey
Outreach Coordinator

Ana Colon
Outreach Coordinator

Raquel Quezada
Outreach Coordinator

Dianne Huggon
Outreach Coordinator
ACCOMPLISHMENTS

Statewide Advanced Family Leadership Series, May 2016

- Wrote and passed legislation that revolutionized Family Support services in Massachusetts.

- 25 years and counting of high quality trainings for Family Leaders.

- More than 2,000 graduates of the Family Leadership Series.

- Graduates hold range of leadership positions: community-based organizations, member of advisory boards, elected officials, employees at state agencies and advocacy organizations, founders and core members of active legislative campaigns.
ACCOMPLISHMENTS

Family Leadership Trainings address information and advocacy needs across the lifespan:

- Advocacy Bootcamp (primary caregivers of children birth to 10) in its 3rd year, most recent cohort is taught in English and Spanish.
- A Full Life Ahead workshop series (transition and adulthood) expanded across the state, including workshops in Spanish.
- Conferences on housing, navigating transition, and increasing social capital.

Regional Family Leadership Teams expanded capacity and outreach:

- Spanish language capacity within the Northeast and Southeast Regions, with interest to expand this across all regions. History of Spanish language interpretation for trainings in four of five regions.
- Regional and Outreach Coordinators collaborate with independent community-based family groups.
- Family Leadership Series accessible in three different languages during the Series, with interest to increase linguistic diversity further.
- Translated the list of DDS Family Support Allowables into two languages with plans to translate into additional languages and more documents.

Board of Directors is engaging graduates:

- MFOFC liaisons to political campaigns and initiatives, including MA Pediatric Nursing Care Campaign, Supporting Families Campaign, and MA21 Alliance.
- Adding members to Board Subcommittees.

Regional Teams are investing in professional development:

- Regional and Outreach Coordinators formally trained in cultural brokering, cultural and linguistic competence, and seek training on improving language access.
- Participation in national conferences increased opportunities for professional development in Massachusetts.
- Regional Coordinators participate in regional, statewide, and national conferences as both attendees and presenters.
LOOKING AHEAD

Each Subcommittee of the Board of Directors generated goals for Fiscal Year 2018. Here is a summary of these goals:

- Increase cultural and linguistic diversity of MFOFC’s Board of Directors.
- Increase language access, as well as cultural and linguistic competency, in all regionally-based trainings.
- Increase fundraising activity.
- Increase engagement of Family Leadership Series and Advocacy Bootcamp graduates in legislative advocacy.
- Increase MFOFC’s monitoring activity of Ch. 171 Family Support Plans for the seven state agencies named in the law:
  - Massachusetts Commission for the Blind
  - Massachusetts Commission for the Deaf and Hard of Hearing
  - Department of Mental Health
  - Department of Public Health
  - Department of Developmental Services
  - Massachusetts Rehabilitation Commission
  - MassHealth
- Increase the presence of Family Leadership Series and Advocacy Bootcamp graduates on advisory councils and workgroups associated with the state agencies named in Ch. 171 legislation.
### Statement of Financial Activity

#### Revenue

<table>
<thead>
<tr>
<th>Source</th>
<th>Fiscal Year 2016</th>
<th>Fiscal Year 2017</th>
<th>Fiscal Year 2018*</th>
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<tbody>
<tr>
<td>Regional Dues</td>
<td>$7,500.00</td>
<td>$7,500.00</td>
<td>$10,600.00</td>
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<tr>
<td>Donations</td>
<td>$711.95</td>
<td>$300.00</td>
<td>$3,350.00</td>
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<tr>
<td>Transfer From Investments</td>
<td>$0</td>
<td>$10,000.00</td>
<td>$0</td>
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<td>Fundraising/Grants</td>
<td>$4,092.35</td>
<td>$36.39</td>
<td>$5,000.00</td>
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<td><strong>Total Revenue</strong></td>
<td><strong>$12,304.30</strong></td>
<td><strong>$17,836.39</strong></td>
<td><strong>$18,950.00</strong></td>
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#### Expenses

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<thead>
<tr>
<th>Category</th>
<th>Fiscal Year 2016</th>
<th>Fiscal Year 2017</th>
<th>Fiscal Year 2018*</th>
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</thead>
<tbody>
<tr>
<td>Administrative Costs</td>
<td>-$20,161.21</td>
<td>-$13,337.26</td>
<td>-$15,600.00</td>
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<tr>
<td>Communications</td>
<td>-$4,719.17</td>
<td>-$4,294.00</td>
<td>-$1,731.0</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>-$24,880.38</strong></td>
<td><strong>-$17,631.26</strong></td>
<td><strong>-$17,331.00</strong></td>
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### Statement of Financial Position

#### Assets

<table>
<thead>
<tr>
<th>Type</th>
<th>Fiscal Year 2016</th>
<th>Fiscal Year 2017</th>
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</thead>
<tbody>
<tr>
<td>Investments</td>
<td>$29,454.97</td>
<td>$21,847.46</td>
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<tr>
<td>Liquid Assets</td>
<td>$994.02</td>
<td>$2,025.22</td>
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</tbody>
</table>
Thank you

We are grateful to the many individuals and organizations that support us in our mission. If you believe that you or your organization should be included here, we would love to hear from you.

**DONORS**

Ann Berube
Cathe Carpenter
Dana & Lauren Dansereau
Dianne Huggon
Carolyn Hintlian
Anonymous

*MFOFC is also grateful for the financial gifts, careful investment strategies, and calculated grant seeking of yesteryear done by John and Susan Nadworny, the Special Needs Financial Planning Team at Shepherd Financial Partners, and our former Treasurer, Ron Asbjornson.***

**PARTNERING ORGANIZATIONS**

In recognition of the organizations that work the most closely with us in reaching our members and empowering families.

Arc of Massachusetts
Cooperative for Human Services
Special Needs Financial Planning Team at Shepherd Financial Partners

**SUPPORTING ORGANIZATIONS**

In recognition of the non-profits, agencies, and businesses who gave their time and energy freely to our work, or have contributed financially to special events.

Massachusetts Developmental Disabilities Council
Parent/Professional Advocacy League
Massachusetts Advocates for Children
Shepherd Financial Partners
Center for Public Representation
Autism Insurance Resource Center
Institute for Community Inclusion
Autism Housing Pathways
Specialized Housing, Inc.
Advocates, Inc.
Person-Centered Planning Partners
Seven Hills Family Support Centers:
Fitchburg, Worcester, and Sturbridge
Fidelity House Human Services
Monorom Family Support Program
Special Stars
EMArc

Arc of Greater-Haverhill/Newburyport
Jewish Family & Community Services of Waltham
Disability Law Center
Metro Housing Boston
Exceptional Lives
The Moody Street Group
Our Home: Inclusive Community Collaborative
Mass Education Financing Authority
Federation for Children with Special Needs
Nonotuck Resource Associates
Northeast Arc
KDC - Family Support Center, Milford
Massachusetts Down Syndrome Congress
Centro Family Support Services
Cambodian Mutual Assistance Association
Creative Living

www.mfofc.org   PO Box 421 Salem, MA 01970   774-855-6001
Thank you

SUPPORTING INDIVIDUALS
In recognition of the people who have given their time, passion, and energy freely to our work.

Representative Sean Garballey
Representative Paul Brodeur
Representative Christin Barber
Representative Hannah Kane
Senator Barbara L'Italien
Senator Patricia Jehlen
Senator Michael Moore
Melanie Perkins McLaughlin
Gary Blumenthal
Jim Ross
Chris Williams
Tom Miller
Dr. Tony Anton
Tom Miller
Tom Sannicandro

Celina Lopez
Michael Medeiros
Richie Medeiros
Rich Medeiros
Andi Lunden
Michael Weiner
Cindy O'Connor
Pamela Coveney
Patti McPhee
Mark Barry
Elizabeth Pell
Visal Chin
Hillary Dunn Stanisz
Oanh Bui
Tom Miller

Jack Yates
Nicole Feeney
Mark Henderson
Alexandria Nadworny
John Nadworny
Susan Nadworny
Jeff Keilson
Ed Wilson
Carlos Oliva
Ydalia Heiman
Frances Lariviere
Michael Weiner
Kathy Kelly
Ralph Edwards

We are deeply grateful for the collaborative relationships we maintain with the provider agencies who host the Family Leadership contracts. Without these partnerships, our impact and the scope of work would be greatly diminished.