

# ADVOCATE

## 2024-2025 IMPACT REPORT

► See inside!



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# SUMMER ADVOCACY & PROGRAM UPDATE



The Arc's summer has been a period of intense and effective action. Our team has been working tirelessly on both state and federal policy initiatives, while also expanding our vital community programs. Our efforts have been focused on addressing critical issues affecting the disability community.

## STATE AND FEDERAL POLICY INITIATIVES

On the state level, we have made significant progress with our legislative agenda. Several of our priority bills have successfully moved through hearings, with some already passing out of committee.

These bills have passed the Senate and are awaiting a vote in the House:

- "An Act facilitating better interactions between police officers and persons with autism spectrum disorder" (Blue Envelope)
- "An Act dignifying individuals with intellectual or developmental disabilities" (Archaic Language)

Through a supplemental budget amendment, these bills became law:

- "An Act relative to affirming and maintaining equal access to public education for all children" (Education Protections)
- "An Act relative to affirming and maintaining equal access to public education for all children" (IEP Interpreters)

At the federal level, we are collaborating with our advocacy partners to pursue a bipartisan exemption for human services workers with Temporary Protected Status (TPS). This is a critical issue, as potential changes could exacerbate the existing workforce shortage and limit access to essential services.

To strengthen our voice, The Arc is also leading a statewide advocacy working group to present a unified message to our lawmakers and administration. Federal funding cuts pose a threat to our entire community, and it is imperative that we unite to maximize our impact.





## ADVANCING HEALTH EQUITY

Our Operation House Call (OHC) program continues to expand its reach. This summer, the OHC team provided training to 170 Harvard medical and dental students. These students are now participating in home visits with our host families, providing them with a transformative, real-world learning experience.

As one dental student who recently completed their home visit wrote, “Spending time with F. and their family member gave me insight I never could have read from a textbook or learned through a video. Being there, interacting in person, gave me a tangible example of incredible compassion that will never leave me. Learning more about the specific needs and adjustments that provide stability for this family was so beneficial for my future time caring for patients. I hope that I can exemplify the attributes I learned from this family.”

This fall, the OHC team will be following up with the Harvard dental students and teaching an intensive course for the Harvard School of Dental Medicine. Oral healthcare disparities are a growing concern within our community. Many dental practices claim they are “not equipped” to treat patients with autism and other disabilities, leading to long waitlists, especially for adults. The shortage of MassHealth dental providers and limited access to operating rooms further compound this issue.







# LETTER FROM THE CEO

## *Dear Friends,*

This past year marked the start of a transformative new era for The Arc of Massachusetts.

In November, I stepped into the role of Chief Executive Officer. It is an honor to continue the impactful work of a visionary leader, Leo Sarkissian. Given the complex federal landscape, I am bringing an urgency to this role, with a blend of lived experience and proactive leadership, ready to face challenges head-on. I will champion the voices of those with complex needs and those who have been marginalized. I am committed to a leadership style that is deeply guided by our community's input and strategic partnerships.

Throughout 2024 and 2025, we confronted new challenges and met them with action. We secured vital funding increases to safeguard services and programs for people with intellectual and developmental disabilities (IDD) and autism. We launched a statewide workforce campaign to address the urgent need for Direct Support Professionals. We restored critical funding through our work with the legislature. We held record-breaking empowerment events, helped educate the legislature on the needs of people with profound autism, expanded Operation House Call, strengthened our voice on Beacon Hill and Capitol Hill, and deepened our commitment to equity and belonging.



These achievements were possible because of you.

Your support – as a donor, advocate, partner, or champion – makes this all possible. You remind us that progress doesn't happen in isolation. It happens when we come together to say that every person deserves to live safely in their community, with the support and respect they need to thrive.

We are entering this new era with clarity of purpose and a bold vision for the future. Thank you for being part of our journey.

With deep gratitude,

A handwritten signature in black ink that reads "Maura Sullivan". The script is fluid and cursive, with a large, sweeping flourish at the end.

**MAURA SULLIVAN, MPA**  
Chief Executive Officer



# LETTER FROM THE PRESIDENT

***Dear Friends,***

The past two years have been marked by transition, evolution, uncertainty, and challenge. It has resulted in a renewed purpose and drive for The Arc of Massachusetts.

We welcomed a major leadership transition as Maura Sullivan, our longtime Government Affairs and Operation House Call Director, stepped into the role of CEO following Leo Sarkissian's retirement. Leo won't go far as he will be managing the Sarkissian New Initiatives Fund, a new fund started in his honor that is dedicated to finding innovative solutions to long standing challenges for our community.

Maura's impact has been immediate and deep. She has increased The Arc's presence in our community; expanded our visibility across media platforms; strengthened partnerships with legislators, decisionmakers, and allied agencies; and become a sought-after partner and thought leader.

This year, we secured a \$1.6 million federal grant to help address the workforce crisis that has left so many without access to day programs and vital supports. In partnership with our chapters, we created and launched a multimedia campaign that succeeded in driving applicants to open positions while extolling the benefits of a life-changing career supporting people with disabilities.



As we look ahead, our Board will focus on initiatives and strategies to drive powerful advocacy for our community. In a time of shifting government priorities and uncertain funding, your partnership is more important than ever. Please join us as a volunteer, as an advocate, and, if you are able, as a donor. Your support fuels our momentum and strengthens our voice, helping us ensure that every person with a disability has the chance to live their best lives.

Sincerely,

A handwritten signature in black ink that reads "Brian Cusack". The signature is fluid and cursive, with a long, sweeping underline.

**BRIAN CUSACK**

President, Board of Directors

# ANNUAL IMPACT REPORT

FOR FISCAL YEAR 2025  
(JULY 2024 – JUNE 2025)

## A NEW ERA AT THE ARC OF MASSACHUSETTS

The Arc of Massachusetts enthusiastically embarked on a new era with a change in leadership in 2024. After a remarkable decade of leading The Arc's Government Affairs and Operation House Call program, Maura Sullivan was appointed Chief Executive Officer in November 2024. As CEO, Maura will leverage The Arc's existing expertise to raise its profile as a thought leader in disability both in the state and nationally. This exciting transition came upon the well-deserved retirement of greatly respected Executive Director Leo Sarkissian, who dedicated an incredible 33 years of service to leading the organization.

## EMPOWERMENT AND ADVOCACY

### Fiscal Year 2025 State Budget and Other Budget Decisions

The state budget is one of the most important bills that moves through the legislature each year. A multi-billion-dollar spending plan, the budget also includes important policy provisions. The Arc is strategically engaged throughout the entire process – from advocating for our priorities before the Governor's version is proposed to filing amendments in both the House of Representatives and Senate – until the



CEO Maura Sullivan and former Executive Director Leo Sarkissian were recognized for their leadership at The Arc US National Convention.

Governor signs it. During the House debate and the Senate debate, we work to advance several policy priorities.

In August 2024, Governor Maura Healey signed the FY25 budget. It included historic investments in the human services workforce, bringing the median pay average for direct support professionals to \$20 per hour, an approximate 20% increase in wages. Many key areas of the Department of Developmental Services (DDS) budget received significant funding increases to match the growing needs of people with intellectual and developmental disabilities (IDD) and autism. In addition, proposed cuts to Personal Care Attendant (PCA) funding were halted, and funding was secured for Operation House Call and an Applied Behavior Analysis (ABA) Training pilot. Accessory dwelling units (ADUs), a long-time priority of The Arc, were signed into law through Governor Healey's Affordable Homes Act.



## Fiscal Year 2026 State Budget

The Arc collaborated with advocacy partners on workforce initiatives and met with dozens of lawmakers and administrative leaders. Maura traveled across the state to engage and empower advocates. The Government Affairs team trained over 600 community members. We mobilized over 2,000 advocates who contacted their legislators in support of key amendments, which resulted in the inclusion of all of The Arc's budget priorities in the final FY26 state budget, including:

- \$31 million to continue operations at Pappas Rehabilitation Hospital for Children while the hospital's future is determined. Maura also serves on the Pappas working group.
- \$5 million for the Massachusetts Inclusive Concurrent Enrollment Initiative (MAICEI), ensuring access to higher education for

students with IDD and autism. The Arc led the bill that established MAICEI and has consistently pushed for adequate funding.

- \$150,000 for Operation House Call.
- \$75,000 to fund training for mobile crisis first responders on how to appropriately and effectively respond to individuals with autism and IDD in the community. This amendment came directly from the work of our Government Affairs Committee.

Even in this economically challenging fiscal year, we fought to keep funding for critical DDS line items relatively consistent. While more funding is needed to meet growing needs and to make progress on the workforce crisis, our advocacy helped to fortify services and supports for the community.



Senator Cindy Friedman, former Board President Janet Sweeney Rico, and Steering Committee Chair Karen Mariscal at the 2025 Annual Meeting



CEO Maura Sullivan attended the signing of Governor Maura Healey's Affordable Homes Act, which included The Arc's longtime priority Accessory Dwelling Units



*The entire Massachusetts delegation at the 2025 Disability Policy Seminar.*

### **2025–2026 Bill Platform**

The Arc's Government Affairs team conducted a priority-setting survey prior to the 194th legislative session that began in January 2025. Nearly 600 members of The Arc community responded, identifying what policy issues and proposed legislation they were most concerned about. The Arc then developed a priority bill platform with 14 bills divided into three categories: Uplifting the Workforce; Health Equity; and Community Inclusion and Empowerment. The Arc endorsed an additional 15 bills, which we work closely with our partners on. Information about all current bills can be found at [thearcofmass.org/bills](https://thearcofmass.org/bills).

### **State Advocacy Activities**

In January, The Arc held an orientation for newly elected legislators and their staff to educate them about the top issues facing the IDD and autism community and shared the critical work of The Arc. On the same day, The Arc held the first ever legislative briefing on profound autism, at which Maura facilitated an eye-opening panel discussion in front of an overflow crowd. After this event, The Arc launched a campaign for families to share their own stories with their legislators.

A record-breaking 600-plus advocates attended "Safeguarding Our Rights through Advocacy," the 47th Annual Legislative Reception hosted by The Arc and the Massachusetts Developmental Disabilities Council in March. Senator Robyn Kennedy and Representative Sean Garballey were honored. Parent advocate and direct care provider Peter Wyman and his daughter gave a moving keynote speech and Maura engaged the room of lawmakers and community members with a powerful call to action.

In April, over 350 advocates joined The Arc and Advocates for Autism of Massachusetts (AFAM) for the 20th Annual Autism Advocacy Day, "Advocating for Rights and Opportunities across the Spectrum of Need." Senator Cindy Friedman and Representative Christine Barber were honored. Parent advocate Amit Basak received a standing ovation for his keynote speech. Maura and Katie Terino, the Chair of the AFAM Executive Committee, announced a formal partnership and introduced a new AFAM logo that highlights our united commitment to autism advocacy.

The Massachusetts Alliance for 21st Century Policy (MA21) educated community members on the new Self-Direction regulations



and continued its advocacy for improved experiences in self-determination. The committee hosts recurring meetings that engage participants in affecting change in the DDS implementation of self-directed services as outlined in the Real Lives Law.

### **Federal Advocacy Activities**

Leading up to the 2024 elections, The Arc coordinated #TheArcVotes voting advocacy campaign, which included two webinars, a series of interviews with self-advocates about the importance of voting, a social media campaign, an e-newsletter miniseries, and frequent updates to our online voting webpage.

In January, The Arc hosted a virtual forum with state leaders to discuss how they are preparing for the new presidential administration. The Arc produced fact sheets and marketing campaigns highlighting issues of importance to our community, particularly those targeted by potential cuts to Medicaid and the Department

of Education. More information can be found at **[thearcofmass.org/policy](https://thearcofmass.org/policy)**.

To gauge the impact of Executive Orders, The Arc launched the Community Check-In Survey in March. Nearly 600 individuals responded, with almost 25% indicating they had already been affected. The top areas of concern were cuts to Medicaid and Social Security. Hundreds of personal stories were collected and shared with our congressional delegation.

In April, Director of Government Affairs and Strategic Partnerships Nora Bent led a delegation of 70 disability advocates from Massachusetts at the Disability Policy Seminar in Washington, D.C. The Massachusetts group, one of the largest among the more than 900 advocates from across the country, met with all members of the state's congressional delegation or their staff and strongly advocated against budget cuts, Executive Orders, and policy changes that would be devastating to the disability community. In response to federal



*Former Executive Director Leo Sarkissian and his family at the Celebrating the Legacy of Leo Sarkissian Gala.*



*Advocates from Massachusetts meeting with Congresswoman Ayanna Pressley in Washington, D.C.*

cuts, Maura has formed a state-wide advocacy leadership task force. The task force is working in unity on critical communications to our state lawmakers.

### **CELEBRATING THE “WITH ALL YOUR HEART” WORKFORCE RECRUITMENT CAMPAIGN**

The Arc of Massachusetts received a \$1.635 million federal grant for a workforce recruitment program to address the critical shortage of direct support professionals (DSPs) who care for individuals with IDD and autism. Launched in March, the statewide campaign increased awareness of DSP roles and the positive impact they have on the community. Candidates were encouraged to apply for positions with The Arc’s 17 chapters through a centralized recruitment hub.

The campaign redefined perceptions of DSP work, highlighting its human value, and attracting qualified applicants. Advertising

was placed on billboards, in convenience and grocery stores, and in quick service restaurants and laundromats, as well as on social media and online. The campaign’s impact extended beyond workforce recruitment by providing the public a rare look into the lives of adults with disabilities. The campaign increased The Arc’s brand recognition by a remarkable 29%.

We are deeply grateful to Senators Elizabeth Warren and Ed Markey for their support and partnership, which made this much-needed campaign possible. More information can be found at **[workforthearc.org](http://workforthearc.org)**.

### **EDUCATION AND OUTREACH**

The Education and Outreach team has established a new tracking system to monitor information and referral inquiries, allowing The Arc to stay informed about issues facing the community and how to best respond to needs as they arise. The team has fielded over 350 family support referrals through this new





*Government Relations Specialist Charlie Fiske was recognized with the Heart of Advocacy Award at the 2025 Annual Meeting.*

system. Planning is underway for the next Transition Conference in Fall 2026. The Arc also offered over 30 webinars; topics included advocacy priorities, MassHealth, DDS services, and Individual Support Plans.

The Arc relaunched our fee-for-service SUPPORTbrokers program. With grant funding, brokers have also been assisting individuals from marginalized communities who need greater support as they navigate services and systems.

## EQUITY INITIATIVES

### Operation House Call

Operation House Call (OHC) reached over 1,300 students at all major Massachusetts medical schools and several graduate nursing schools. The program has expanded to teach dental students at Harvard School of Dental Medicine and is working closely with Tufts School of Dental Medicine. In addition to regular classes at seven schools,

OHC trained residents at Boston Medical Center; students studying physical therapy and rehabilitation sciences at Northeastern University; and attendees of a sold-out “Inclusive Dental Care: Patients with Autism and Intellectual and Developmental Disabilities” session at the Yankee Dental Congress.

OHC has been featured in several medical journals and publications in the last year,



*The Operation House Call team presented a sold out session on inclusive dentistry at the Yankee Dental Congress.*



*The Arc of Massachusetts is proud to be a recipient of a three year grant from Cummings Foundation*

including *The Journal of the American Medical Association*, *Helen: The Journal of Human Exceptionality*, and *Medscape*. The OHC team is near completion of a state certification program for participating medical schools through the Department of Public Health (DPH). In partnership with DPH, OHC launched an outcomes survey to provide important data for certification and gauge the program's impact on students. Respondents to date have indicated that the program was a very meaningful experience that positively changed their approach to patient care.

Maura has been working on a national level to influence training mandates. She was invited to join other national healthcare education leaders to share the OHC model at the Accreditation Council for Graduate Medical Education (ACGME) Summit in Chicago. OHC is collaborating with The Arc of the United States to develop curriculum for medical education

that brings awareness of sexual violence against people with autism and IDD.

### **Pathways to Friendship**

Pathways to Friendship has been actively providing training across the state, particularly for community organizations and schools. The program has built relationships with the Massachusetts Library Network and Best Buddies International. A partnership with North Quabbin Citizen Advocacy continues, with bi-monthly Friendship Matchmaking Forums. The Pathways team also held statewide symposiums and regional inclusion summits.

Pathways awarded eight Community Bridging Grants to organizations implementing community programs that are fully inclusive and bring people with and without disabilities together. Grant recipients presented their projects at a symposium in June.



### **The Leo Sarkissian New Initiatives Fund**

The Sarkissian New Initiatives Fund was created to honor the legacy of former Executive Director Leo Sarkissian. The Fund fosters forward-thinking programs for families with loved ones who have IDD and autism as they confront key life events. The inaugural program After I'm Gone is developing solutions for families and self-advocates as they address one of the most challenging and emotionally fraught questions: what happens to a loved one with IDD or autism when a primary caregiver is no longer able to fill that role?

Led by Leo in his new role as Innovation Development Director, After I'm Gone will provide families critical tools, resources,

and guidance to ensure their loved ones are supported and secure in the future. This initiative will help families navigate complex planning processes related to housing, financial planning, and long-term care, offering peace of mind and practical solutions.

### **Connecting with Our Community**

The Arc of Massachusetts is engaging more supporters and advocates in our work to enhance the lives of people with IDD and autism. At the end of June, our combined social media audience was just over 19,500 and nearly 23,000 email subscribers. Over the course of the year, the number of advocates who had registered to take part in our campaigns rose to nearly 39,000. Website traffic increased by 21% compared to the previous fiscal year.



*(l to r) CEO Maura Sullivan and Advocates for Autism of Massachusetts Chair Katie Terino celebrating the partnership of The Arc and AFAM at Autism Advocacy Day; CEO Maura Sullivan took part in a hearing on Advancing Health Equity hosted by the Massachusetts Permanent Commission on the Status of Persons with Disabilities*

# WITH DEEPEST GRATITUDE

The Arc of Massachusetts would like to thank all the individuals, corporations, agency partners, chapters, and foundations that made a gift or pledge during Fiscal Year 2025 (July 1, 2024 – June 30, 2025). Your support is greatly appreciated!

## **\$100,000+**

Tracy and John Atkinson for the Sarkissian New Initiatives Fund  
Robert Beckett and Laurie Gibson for the Sarkissian New Initiatives Fund  
Cummings Foundation  
John and Susan Nadworny for the Sarkissian New Initiatives Fund  
Susanna Peyton and John Campbell for Operation House Call  
Zaccai Foundation for Augmented Intelligence for the Sarkissian New Initiatives Fund

## **\$50,000-99,999**

Michael and Kathryn Mullane

## **\$25,000-49,999**

Advocates, Inc.  
Vibeke and Gustav Christensen  
Nonotuck Resource Associates, Inc.

## **\$15,000-24,999**

The Arc of the United States  
Michael Biales and Sarah Coletti  
Scott and Julie Borchardt  
Christine and James Connor  
Cooperative for Human Services, Inc.  
The M & T Charitable Foundation  
Janet and Arthur Rico  
Road to Responsibility, Inc.  
Vinfen Corporation

## **\$10,000-14,999**

Beaverbrook STEP, Inc.  
Linda and Paul Carter  
Charitable Fund  
Center of Hope Foundation

Eastern Bank Charitable Foundation  
FletcherTilton, P.C.  
The Doug Flutie, Jr. Foundation for Autism for SUPPORTbrokers  
Mark and Cindy Haddad and family  
Maggi's Red Wagon Charitable Gift Fund  
John and Susan Nadworny  
Raytheon  
Rockland Trust  
University of Massachusetts Boston

## **\$5,000-9,999**

Amego, Inc.  
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Baroco Corporation  
Berkshire County Arc  
Bridgewell  
F&C Hubbell Family Charitable Fund of the Community Foundation of Greater Des Moines  
Brian Cusack  
EY  
The Doug Flutie, Jr. Foundation for Autism  
Horrigan Family Charitable Foundation  
Jamie Katzman  
KPMG, LLP  
Bridget Robinson  
SAM Fund for Public Service at Suffolk University  
Samantha's Harvest  
State Street Foundation  
Sunshine Village  
Anonymous (2)

## **\$2,500-4,999**

The Arc of Plymouth and Upper Cape Cod

Bass River, Inc.  
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Benjamin Friedenson  
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Elin Howe  
Inclusive Fitness  
Insurance Resource Center for Autism and Behavioral Health  
Christopher Jenkins and Julia Nord  
JRI  
Judith Kotanchik for the Sarkissian New Initiatives Fund  
Lifeworks  
Massachusetts Council for Adult Foster Care  
Massachusetts Developmental Disabilities Council  
Massachusetts Down Syndrome Congress  
MassFamilies  
Melmark New England  
Nashoba Learning Group, Inc.  
Northeast Arc  
Open Sky Community Services  
People Incorporated  
PLAN of Massachusetts and Rhode Island, Inc.  
Pat, Maria, and Peter Plante  
The Price Center, Inc.  
The Roland and Linda Lindsay Charitable Fund of the Stark Community Foundation

Janice Rose  
Seven Hills Family Services  
TILL, Inc.  
Michelle Tolleson  
UCP of Metro Boston, Inc.  
Theresa and Harvey Varnet  
Venture Community Services, Inc.  
WORK, Inc.  
Anonymous (2)

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The Arc of Greater Haverhill-Newburyport, Inc.  
The Arc of Opportunity  
The Arc of the South Shore  
Autism Services Association, Inc.  
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Harriet and Arnold Barnett  
BFAIR  
Bruce Bird  
Keith and Linda Birkhaeuser  
Donna Bonaparte  
Cardinal Cushing Centers, Inc.  
Lucie Chansky  
CIL  
Community Connections, Inc.  
Julie and James Cummings  
Lynn Dadzie-Yeboah  
Rick Daswani  
Rosamond and Francois Delori  
Devereux Massachusetts Center  
Disability Law Center  
Economised Time Services, Inc.  
Timothy Evans  
Kimber Felton and Mike Ukropina



Shaun Fitzgerald  
 Foundation for Augmented Intelligence  
 Russell Garlick and Denise Garlick  
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 Jeffrey Hoffman  
 Horrigan & Norman, LLC  
 Human Services Research Institute  
 Incompass Human Services  
 Ann Jones and Gary Monserud  
 Kennedy-Donovan Center  
 Mr. and Mrs. James G. Kerkam  
 LifeStream  
 Mary Lou Maloney and William Allan\*  
 Mariscal Special Needs Law  
 May Institute  
 Richard McCormick and Susan McCormick  
 Mrs. Edith E. McEvoy  
 Minute Man Arc for Human Services, Inc.  
 Morrissey & Associates, LLC  
 Multicultural Community Services of the Pioneer Valley  
 J.D. Nelson Charitable Gift Fund of Fidelity Charitable  
 New England Village, Inc.  
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 Norfolk & Dedham Group  
 NuPath, Inc.  
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 Waystone Health and Human

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 John Webber  
 Jeff Williams  
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 William Bloor  
 Elizabeth Bostic  
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 Valerie Bradley and Lewis Sargentich  
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 Gregory Liakos  
 Emma Lopez  
 Roberta Lowell  
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 Rett Syndrome Association of Massachusetts

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 Specialized Housing, Inc.  
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 Tri-Valley Elder Services, Inc.  
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 Jeffrey Tustin  
 Joan and Thomas Vennochi  
 Mary Wallan  
 Ashley Waring  
 Christopher White  
 Patricia White  
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#### **\$100-249**

Calvin Abel  
 Edward Abrahamson  
 Susan Almy  
 Courtney Apgar  
 Tony and Kathleen Aponick  
 Jimmy and Linda Ariota  
 Larry and Janet Atkinson  
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 Alexander and Mary Bai  
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 William and Jeanne Brown  
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 Barrett Campbell  
 William Cannata  
 Edward Capone  
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 Jennifer Carroll  
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 Louanne and Ron Cohen  
 Steve and Laurel Cohen  
 Miriam Cohen Franzen  
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 Susan Covo  
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 Cindy Crimmins  
 Leigh Cronin  
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 Teresa Davis  
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 Betsey Detwiler  
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 Meara Jones  
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	Cheryl Bigham	Donald Duthaler	John and Donna Keaney
		Shelley and Stephen Eardley	Elizabeth Kelly

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Cathy Costanza  
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Elizabeth Landry  
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Elizabeth Langer  
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Joe LeMar  
Melissa Lenihan  
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Stephen Limon and Jill Matsumoto  
Lara London  
Maital London Levy  
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Eileen Losier  
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David McDonnell  
William McEnaney and  
Judy McEnaney  
Susan McIntosh  
Pam McKillop  
Sue McMenemy  
Anna Melvin  
Cheryl Miller  
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Patricia Moujabber  
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Charles and Glenna Weiss  
Marcy Wenning  
Janice Whitney  
Stephen Wontz  
Donna Yerganian  
Jennifer Young  
Jun Yu  
Despena Zouzas  
Anonymous (37)



Incoming Board President Brian Cusack recognized former Board President Janet Sweeney Rico for her years of service at the 2025 Annual Meeting.

*\* Deceased*

Every effort has been made to ensure that our donor report is complete and accurate. We apologize for any omissions or errors and hope you will contact Katrin Aback at [aback@arcmass.org](mailto:aback@arcmass.org) or 781-891-6270 x 105 with any corrections.



# A TRIBUTE WITH LASTING IMPACT

Honoring a loved one or remembering someone special with a gift to The Arc of Massachusetts is a heartfelt way to celebrate their life and values. Your contribution pays tribute to their memory while supporting individuals with intellectual and developmental disabilities and autism across Massachusetts. We are deeply grateful to all who have chosen to commemorate family and friends through a gift to The Arc.

**In honor of  
Hermine Adamian**

Donna Yerganian

**In honor of Aidan**

Michael Boyd

**In honor of Allie and her  
friends at the SSARC**

Cindy Crimmins

**In memory of Lisa Andrade**

James Andrade

**In memory of Lisa, Irene  
and Joseph Andrade**

James Andrade

**In honor of Andrew**

Karen Pounds

**In honor of Stuart Aronson**

Jo Ann Freedman

**In honor of my  
daughter Ava**

Laura Cavallaro

**In honor of James Badger**

Robert Badger

**In honor of Edward G. Bain**

Jennifer Morgan

**In memory of Jean M. Bean**

David Barclay

Joel Bean

Carol Bostock

The Delaware girls (Erica, Lisa  
and Leyla)

Elizabeth Dubrey, Pam  
Gorman, Phyllis and  
Philip Gorman

Lawrence and Carol Duguay

Shelley and Stephen Eardley

Lois and Steven Ellin

Goulet, Salvidio &  
Associates, P.C.

Diane and Carl Haarmann

Janet Hedlund

Kathleen Ledoux

Cheryl Levesque

Diane Lowd

Alana O'Connell

Orlando Pacheco

Edward Philbin

Debra Roe

Peter and Margaret Romano

Sharon Sinerate

Southborough Teachers'  
Association

Gail and Arthur Sticklor

Jerry and Monica Struzik

Peter and Judith Trottier

Francis and Susan Whitten

**In honor of Mary Bessom**

Joanne Bessom

**In memory of Dick Black**

Edith and Richard Frye

**In memory of Kyle Brodeur**

Justin Bernard

**In honor of Justin Camara**

Clare Camara

**In memory of  
Claire Cameron**

Matthew Cameron

**In honor of Anna Spelfogel's  
caregivers**

Linda Safran

**In honor of The Charles  
River Center**

Lucille (Celine) and Jeff Harris

**In honor of my children  
and grandchild**

Deborah Radovsky

**In honor of Eliza Clouse**

Rebecca Davis

**In honor of Caroline Cohen**

Marjorie and David Cohen

**In memory of Josh and  
Jennifer Cohen**

Steve and Laurel Cohen

**In memory of  
Andrea L. Colosi**

Linda Colosi

**In honor of Brett Cox**

Linda Cox

**In honor of Brittany Daigle**

Donna Marino

**In honor of Divy Daryani**

Hemlata Phatnani

**In honor of Russ Deane**

Lyndsey Ellis

**In memory of  
Elizabeth Doherty**

Anonymous

**In honor of Brad Downing**

Susan Fox

**In memory of Pat Dunleavy**

Dan Sheehan

**In memory of  
Patricia A. Dunleavy**

Linda Fuller

David Torrente

**In honor of Aaron Duskey**

Heidi Duskey

**In memory of Ingrid Eikinas**

Tadas and Marie Eikinas

**In honor of Elizabeth**

Judith Heerlein

**In memory of Ruth Epstein**

Cynthia Barowsky

John P. Epstein

Ellen S. Hart

Christopher Kalmbach

Elizabeth Langer

Christine Padden

Joyce Snyder

Laurie Sorensen

Ryan Spencer

John Thomas and Dennis

Coffey

Maria and Charles Watson

Laura Weiss

Anonymous

**In memory of Ruth Epstein  
and Daniel Epstein**

Paul Brenck

**In honor of Tommy Erhard**

Anthony Ruscito

**In memory of Shaun Evans**

Timothy Evans

**In honor of Eric Falkof**

Rachel Landwehr

**In memory of  
Lawrence Fitzgerald**

Kathleen Baber  
The Men and Women of the  
Brookline Police Union  
Ernest Krieger  
Anne Marie Leofanti  
Mary L. Myrer  
Benjamin and Lauren Pickard  
Stackhouse Family

**In honor of Fletcher Tilton**

Sandra Johnson  
Lara London  
Anonymous

**In honor of Patricia Gocklin**

Kathleen Goldlust

**In honor of Mark and  
Cindy Haddad**

Diane Wallace

**In memory of  
Lawrence Hartnett**

Elaine Moriarty

**In honor of Joseph Hawkrigde**

Abigail Lyne

**In honor of all the Hawkridges**

Elizabeth Tucker

**In honor of Lisa Healy**

Susan and John Healy

**In memory of Ann Liese Heger**

Edith and Richard Frye

**In honor of Joseph Hilow and  
the Staff at 309 Hamilton  
Street in Worcester**

Elaine Clarke

**In honor of Kearney**

Cynthia M. Gauthier

**In honor of Frankie  
Knowlton-Gonzalez**

Elizabeth Sampson

**In honor of Catherine L.**

Vincent Chiappetta

**In honor of Molly Lyne**

Emmett Lyne

**In memory of Mae Canty  
and Chuckie**

Holly Kirby

**In memory of Kerry Mahoney**

Harriet and Arnold Barnett  
Leslie and Walter Leslie

Stacey Villani

Sheila Willard

**In memory of William J. McEvoy  
and Dr. Donald R Sweeney**

Mrs. Edith E. McEvoy

**In memory of  
Barbara McManus**

Elizabeth and John Howard

**In honor of Margaret Miley**

Elizabeth Kelly

**In honor of Matthew M. Miller**

Dolores Brown

**In honor of Frederick Misilo**

The DiNicola Family  
Anonymous (2)

**In honor of Samantha Morton**

Walter Champion

**In memory of Mr. Biggles**

Amy Weinstock and Michael Coln

**In memory of Deborah Norton**

Martha and Peter Boyd  
Thomas Maloney  
Kenneth Patterson

**In honor of Jonathan Osborne**

Deborah Osborne

**In honor of Madison Page**

Hope Page

**In honor of Dick and  
Gail Palm's Anniversary**

Jay Erlebacher

**In memory of Delores and  
Denise Parks**

Carol Dolan

**In honor of Susanna Peyton**

Deborah Dobbins

**In honor of Karen Pitrolo**

Kate Levin

**In honor of Polina**

Lisa Connor

**In memory of  
Anne Elizabeth Pompeo**

Alfred and Geraldine Pompeo Jr

**In memory of Robert C. Resker**

Timothy Resker

**In honor of  
Brent Richardson, CPA**

Melissa Ricci

**In memory of Lauren Rico**

Keith and Rosemary Bootes  
Patricia and David Fox  
Patricia White  
Anonymous

**In memory of Marshall J. Rogan**

Elizabeth McCarthy

**In honor of Ruby**

Pat Smith

**In honor of Cheryl Ryan**

Amy Weinstock and Michael Coln

**In honor of  
Angelina Sampson-Mancuso**

Elizabeth Sampson

**In honor of Leo Sarkissian**

Katrin Aback, MA  
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Laura Campbell  
Catherine L. Carpenter  
Lucie Chansky  
Alex Chatfield  
Geraldine and Leo Chiasson  
Elli Crocker and John Morse  
Katerina Daley, MA  
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Edmund J. Ferrara  
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Donald and Ruth Freedman  
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Michael Schwartz  
Wilma Rae Goodhue  
Ruthie and Danny  
Lieberman Watt  
Emily Murgo Nisenbaum  
John and Susan Nadworny  
Virginia Thayer Osgood  
Wayne and Donna Owen  
Gail and Richard Palm  
Susanna Peyton and  
John Campbell  
Joan Schaub  
Sheila Willard  
Anonymous

**In honor of my grandson Sean**

Gail Romano

**In honor of David Sharken**

Suzanne Sharken

**In memory of Edward Siwila Jr.**

James Siwila and Mary Lee Hallo

**In memory of Abby Slayter**

Barbara Slayter

**In memory of June Snow**

Kathleen Shea

**In memory of Elaine Stanley**

Brian Stanley

**In memory of Daniel J. Sullivan**

David Bowen  
Sheri and Richard Capstick  
Peter De'Angelo  
Lawrence Foley  
Allison and Gary Frankfort  
John Gautreau  
Sandra Goldstein  
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Brian Pijanowski  
Christopher Savino  
Howard and Linda Shaffer  
Brian and Betsy Sullivan  
Neil and Susan Taylor  
Ann and Bill Tiernan  
John Wade  
John Waldron  
Anonymous

**In memory of  
James L. Sullivan, Sr.**

Judy and Bill McEnaney

**In honor of Maura Sullivan**

Alessandra Di Credico  
Terri Farrell  
The Doug Flutie, Jr. Foundation  
for Autism  
Helen Golding and Michael  
Schwartz  
Ruthie and Danny Liberman Watt  
Susan Senator and Ned  
Batchelder  
Jane and Ben Siegel

**In memory of their father  
Alan P. Thayer**

Virginia Thayer Osgood and  
Phillip Ian Thayer

**In honor of Emily Thompson**

Michelle and Joe Thompson

**In memory of John Titus**

Chloe Cegelka

**In memory of John Underwood**

James and Nadine Ragazzo

**In memory of Cody Wenning**

Marcy Wenning

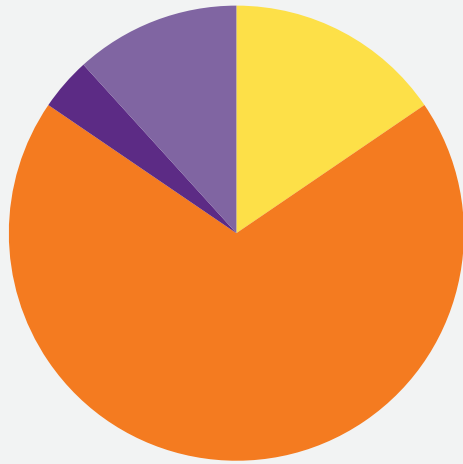
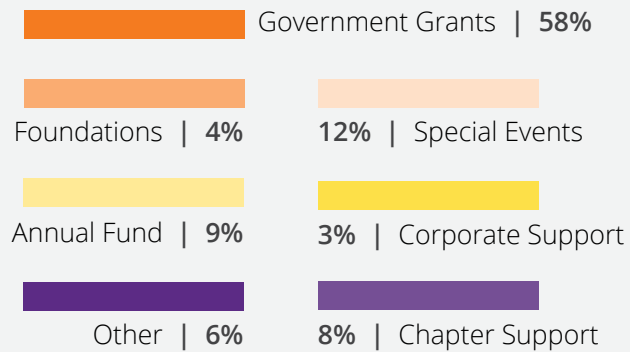
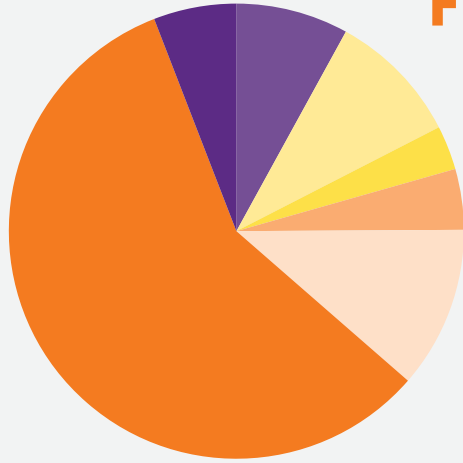
**In honor of  
Whately House Staff**

Nora Zinan

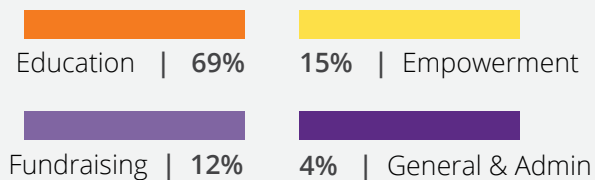


# FINANCES

## FY25 REVENUE, SUPPORT AND OTHER INCOME\*



## FY25 FUNCTIONAL EXPENSES\*



\*Unaudited Financials



# THE ARC OF MASSACHUSETTS MARCHES

## WITH OVER 1,400 ADVOCATES AT THE ADA35 BOSTON RALLY

The ADA35 Boston march and rally on July 23, 2025 drew over 1,400 advocates, including over 130 who registered with The Arc directly and representatives from dozens of disability-focused organizations from across the Commonwealth.

Organized by a coalition of Massachusetts disability organizations, this event was a tremendous show of strength from the disability community in Massachusetts. Advocates came together to celebrate the 35th Anniversary of the Americans with Disabilities Act (ADA) while advocating for change and the protection of disability rights during these uncertain times.

The Arc's CEO Maura Sullivan spoke at the end of the event, providing a rousing call to action for all attendees and encouraging them to take part in The Arc's newly launched advocacy campaign. Following the event, nearly 800 advocates completed The Arc's ADA-inspired action alert, urging Governor Healey to protect Medicaid, Home and Community Based Services, and the rights enacted by the ADA.

We are in this fight together - and we are here to stay!









# AROUND THE ARC



The Arc is grateful to **Congresswoman Katherine Clark** and her team for meeting with us at our Waltham office to discuss our current federal concerns, including Medicaid and SNAP cuts, cuts to NIH research, harmful immigration policies, and more. We are so lucky to have a very supportive congressional delegation to help us navigate these turbulent times. While we have an uphill climb, these visits are a welcome reminder that we are in this together and that advocacy makes a difference.

CEO Maura Sullivan was appointed to the Board of Advisors for **Tufts University School of Dental Medicine**. On this exciting appointment, Maura stated, "I am so grateful to Dean Nadeem Karimbux for this nomination. I value the chance to use my disability policy and education lens, as well as my lived experience to positively impact TUSDM. I am committed to amplifying the voices and the oral health needs of the autism and IDD community."



CEO Maura Sullivan and Director of Government Affairs and Strategic Partnerships Nora Bent attended the **50th Annual National Conference of State Legislatures** in Boston. They were joined by colleagues from The Arc of the United States and The Arc of Indiana to educate state lawmakers, staff, and advocates from across the country about the importance of Medicaid and home and community-based services for people with intellectual and developmental disabilities and autism. Sharing information about how vital Medicaid-funded services are, particularly for those with IDD and autism, is more important than ever, as states will face increasingly constrained budgets and will be forced to make difficult financial choices.



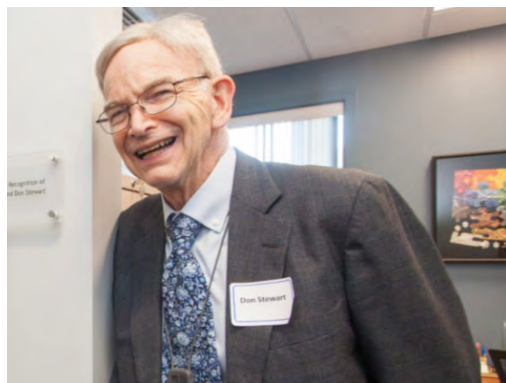
The Arc of Massachusetts welcomes **Emilia Niyangoda** as our new Government Affairs Associate. Emilia graduated from the University of Maryland, where she received a Bachelor of Arts in Public Policy. Emilia centered her coursework and research around developing policies that better meet the needs of marginalized communities. Emilia interned in Senator Elizabeth Warren's Boston office, where she became interested in disability advocacy and equitable healthcare policies.



**Bill Allan**, advocacy leader and husband of **Mary Lou Maloney** who led The Arc's Family to Family program in the 1990s, passed away on July 11, 2025. Bill dedicated his life to community activism and public service, especially within Boston's inner-city neighborhoods. Alongside his wife Mary Lou, Bill co-founded the Disability Policy Consortium (DPC) of Massachusetts and served as its Executive Director from 2003 to 2010. Bill is survived by his loving wife Mary Lou, four children, and six grandchildren. We are grateful for Bill's decades of leadership and advocacy. Our thoughts are with his family and all who knew him.



**Don Stewart**, past President of the Board of The Arc of Massachusetts, passed away on July 19, 2025. As President from 1997-2000, Don played a key role in advocacy and strategic planning. During that period, The Arc combined litigation with ongoing legislative advocacy, which resulted in thousands of adults with developmental disabilities in the Commonwealth receiving services. In addition to his leadership, Don and his wife Elizabeth have been generous supporters of The Arc. He is survived by his wife Elizabeth, three children, and grandchildren. Our thoughts are with his family and all who knew him.



# BECOME A CHAMPION FOR CHANGE!

You can become **Champion for Change** on behalf of people with intellectual and developmental disabilities (IDD) and autism by joining The Arc of Massachusetts's new monthly giving program today!

Members of **Champions for Change** are dedicated supporters who want to make a lasting impact with their giving. Your ongoing support is crucial to our mission of advocating for people with autism and IDD and their families. As a monthly donor, you ensure The Arc of Massachusetts can champion the rights of people with disabilities all year long, providing the consistent funding needed to support our vital work.

## Why become a Champion for Change?

- **MAXIMIZE YOUR IMPACT:** Consistent, reliable monthly gifts allow us to plan for the future and dedicate more resources directly to the programs and advocacy efforts that matter most.
- **REDUCE ADMINISTRATIVE COSTS:** By automating your donation, we can significantly reduce the costs associated with processing individual gifts, ensuring more of your contribution goes directly to our work.
- **IT'S CONVENIENT:** Your monthly gift is automatically and securely processed, making it a simple way to give without having to remember to make a donation.
- **CREATE A SUSTAINABLE FUTURE:** Your steady support helps build a strong foundation for our organization, allowing us to create a more significant and lasting impact over time.

**Join us today and become a Champion for Change at [thearcofmass.org/monthly](https://thearcofmass.org/monthly).**

# BE PART OF THE ARC TEAM IN THE FLUTIE 5K FOR AUTISM!

The Arc of Massachusetts is excited to be an Official Charity Partner of the 26th Annual Flutie 5K for Autism, taking place on **Sunday, October 26<sup>th</sup>** at Natick High School!

Join our team and walk, run, or roll to support our shared mission of helping people with autism live life to the fullest! 100% of your contributions and everything you raise from family, friends, and colleagues will directly empower our crucial work. If you raise \$150 or more, your 5K registration fee will be refunded by the Flutie Foundation.



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## Looking for a powerful way to enhance your company's profile and make a real difference?

The Flutie 5K offers sponsorship opportunities and matching gift incentives to increase your impact and reach a highly engaged audience.

If you, your affiliated business, or anyone in your network are interested in leveraging this incredible opportunity, let's connect! Sponsors will be recognized not only by The Arc, but also by the Flutie Foundation – this means double the visibility for your company within the community and beyond. **Contact Kalea at [kamundson@arcmass.org](mailto:kamundson@arcmass.org)** today to learn more!

# SAVE THE DATE

## THE ARC OF MASSACHUSETTS 2026 GALA

Thursday, March 26, 2026 at 6:00pm | UMass Club of Boston | One Beacon Street, 32nd Floor | Boston



Please join The Arc of Massachusetts for a lively and fun evening overlooking the beautiful city of Boston. Additional details will be announced soon. Please contact **Katrin Aback**, Senior Director of Development and Communications, at [aback@arcmass.org](mailto:aback@arcmass.org) or **781-891-6270 x105** to learn about sponsorship and volunteer opportunities.