

The  
Future  
is  
Bright





***“In 2016 we refused to move backward, retract or slow our pace, but rather we propelled forward into the next great year of our lives.”***

Dear NuPath Friend,

Looking back on 2016 brings me great pride and admiration for the incredible spirit with which we collectively operate as ONE. There is a palpable energy in and around NuPath that fuels a burn inside of our souls to do better, dig deeper and climb higher. We see a bright future and we know in our hearts that the time is NOW for NuPath, as an organization, and individually in each of our roles as stakeholders, to join together in celebration of one of the most exciting and hopeful years in our (nearing) fifty-year history.

We WILL tap into our unexplored creative geniuses to embrace our vision to create a world in which people living with disabilities live with dignity, acceptance, and the love every human being deserves. Truly, nothing stands in our way and we will not let fear of failing or the temptations to resist change hinder our spirit to accomplish this goal.

NuPath sees the time being NOW to invest in capacity building using ‘experience design.’ This means, we must continue to understand and perfect the experiences that change the lives of the men and women that attend our programs, their families, our funding sources and the wider world – creating a world based on daily successes through triumphant feelings, rather than operating based on ‘how things have always been done.’

What I see in our organization is a distinct difference in how ideas are constructed and practice is defined. What I encouraged our team to do in 2016 was to embrace their individual design techniques and believe in their ideas – and not let great ideas be stifled by time or defined by procedures. In 2016, we refused to move backward, retract or slow our pace, but rather we propelled forward into the next great year of our lives.

Together, as that roaring force of experience designers, we will set out to invent life-changing, customer-focused, responsible, and executable solutions. We will use technology to our benefit and tap into resources in our communities and we will break new grounds, we will most certainly break some rules and we will continue to break down the barriers that still stand to hold our lives captive in inequality.

The time is, without any room for debate, now!

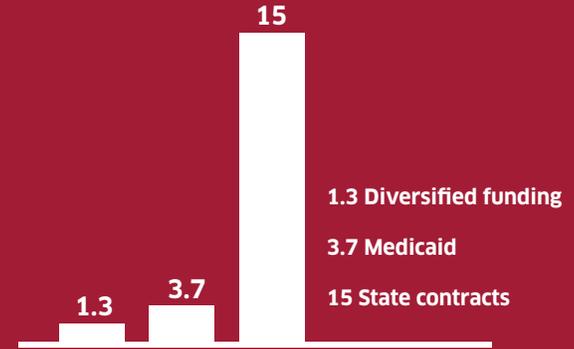
Dan Harrison, President and CEO

# Building Capacity: Every Dollar Counts

## AGENCY 10 YEAR GROWTH IN MILLIONS 2006 - 2016



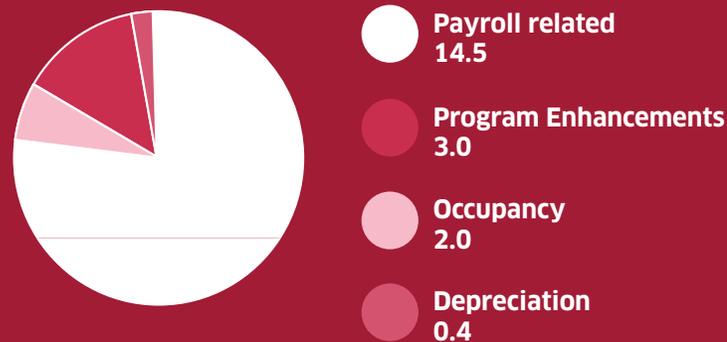
## INCOME BREAKDOWN 2016 IN MILLIONS



## STAFF WAGE 10 YEAR GROWTH IN MILLIONS



## EXPENSE BREAKDOWN 2016 IN MILLIONS





*(A REFRESH IN 2016)*

## **OUR VISION, OUR MISSION, OUR VALUES.**

An organization's vision is how they see the world, it's how they view the future and is never time bound.

**Our VISION is to create a world in which people with disabilities live with dignity and respect.**

An organization's mission describes how they will achieve their vision. Their mission is immediate, it's time-sensitive and it can and will change.

**Our MISSION is to make life's journey happier, healthier and more fulfilling for people living with disabilities.**



We are committed to **six core values** – illuminated guideposts to our staff, families, communities and the men and women we support. CUBICS, as we affectionately refer to them, give us internal and external direction and help us each and every day strive to be the very best human services agency possible.

**cubics**

- community
- unity
- belonging
- innovation
- collaboration
- sharing

## *Who are we? What do we do and **Why does it matter?***

We are NuPath, a human service agency helping people living with disabilities have fulfilling lives in their communities. It matters because raising expectations and increasing opportunity for people with disabilities makes them more successful, their families stronger, and our communities better places to be.

## **A Perfected Elevator Pitch = Record Breaking Fundraising**

Every year hundreds of individual fundraisers and thousands of contributors come together in an effort to raise awareness and funds to support NuPath. In 2016 NuPath's annual Walk the Walk raised a record breaking \$107,416 to support the non-traditional, unfunded enhancements to our programs.

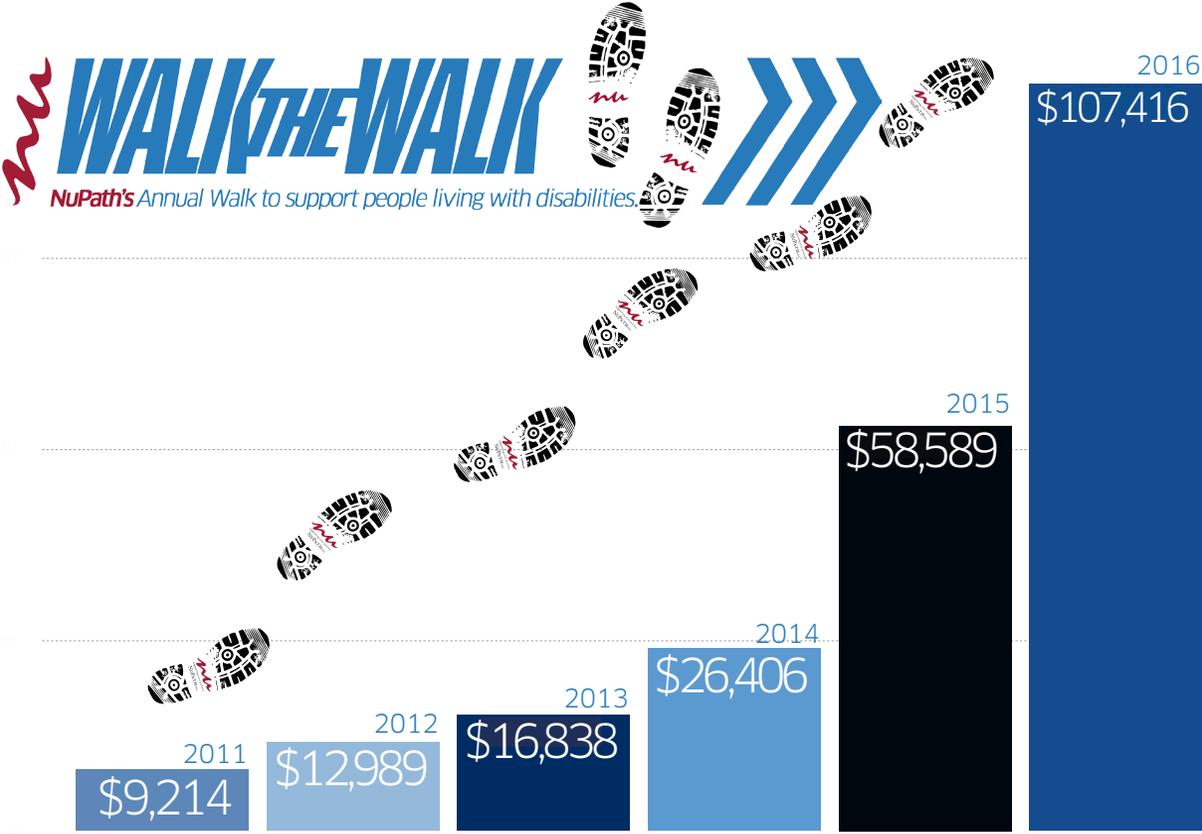


**“The Growth of our Walk really exemplifies the innovation of our organization... Every single year we come up with new, innovative, creative ways to shatter those expectations and exceed them.”**

**-Leigh Wilmot  
Nupath Day Habilitation Manager**

In the last six years NuPath has experienced exponential fundraising growth, reaching and exceeding every aggressive goal.

**In 2016 alone Walk the Walk raised 143% of our goal.**



# EVERY PERSON MATTERS



Sebastian started with a Community Based Day Support group 18 months ago where he volunteered at BRIO Intergrated Theatre and Salvation Army. One year into his internship he was offered a paid position at BRIO where he continues to this day.

We believe that every person - regardless of their abilities - deserves the chance to live a life with dignity, joy and self-respect. Our programs are designed to meet each individual at their level of capability, offering the right balance of challenge and support to help every program participant achieve their best life possible.



The Community Based Day Supports (CBDS) program highlights their strengths through volunteerism and provides an outlet for building long-standing relationships. Through this community-inclusive program, people gain the personal confidence, skills and training needed for future employment. CBDS groups are major contributors and supporters to fellow non-profit partners throughout Massachusetts.

**4 (no walls) CBDS groups**

**16 Individuals**

**Based out of**  
Arlington, Woburn  
and Lexington

## **Volunteer Opportunities**

Salvation Army, Malden Library, Burlington Library, BRIO Intergrated Theatre, Lexington Library, YMCA, People Helping People, MSPCA, Malden Food Pantry, Lowell Food Pantry, Lexington Senior Center, Saint Barbara's Church, Salem Public Library

**TRANSPORTATION**  
**FACTS** *mu* 

50+ people transported to  
community-based programming daily

200+ miles traveled every day

# EVERY FAMILY DESERVES ACCESS



The web of services available for people with disabilities can be challenging to navigate. We hold sacred the trust that families place in NuPath, and that's why we deliver an exceptionally high standard of quality and care, through every program and service we offer.



Our unique Residential programs are nestled in beautiful neighborhoods where the NuPath mission has quietly become integrated into the rhythm and soul of each community. NuPath supports a philosophy that fosters a deep sense of belonging within the fabric of each community. It is not enough to just live in a neighborhood and “fit in.” Rather, it is our fundamental conviction that the people we support become fully integrated in their communities. Like anyone else, they simply want a place to call home. And that's exactly what they get, while gaining so much more: Independence, belonging, control, confidence. That's the power of connection.

**1 New House opened**  
Middlesex Ave. in  
Wilmington

**Home Beautiful Tours**  
10 homes toured in 2016  
48 total visitors

**New furniture**  
for 5 of NuPath's homes

**Landscape Improvements**  
provided for 15 homes

**Capital Improvements**  
New flooring for  
Mill Street, Burlington  
Heritage Road, Billerica  
Middlesex Ave., Wilmington  
New Kitchen renovation for

**TRANSPORTATION**  
**FACTS** *nu* 

17 vans provided for residential transport

204 residential maintenance &  
safety checks completed every year

# EVERY COMMUNITY BENEFITS



From job placement to residential living, our programs and services help people living with disabilities participate more fully in their communities. We build confidence, ensure safety, and strengthen bonds to make our communities better, more inclusive places to be.

Over 90 percent of the people we place in jobs retain them while NuPath-trained staff offer continued on-the-job support to ensure mutually beneficial experiences for both workers and employers. NuPath prepares the people in our program for careers through community-based vocational training. Participants learn skills ranging from resume preparation and interviewing techniques to on-the-job etiquette. Each year, NuPath's Job Camp program graduates numerous students and provides local businesses with a skilled, dedicated and productive applicant pool.

**Number of people receiving  
employment support**

73

**Employment Coordinators**  
from 4 to 6 in 2016

**Average weekly staff support**  
145 Hours

**New job placements**  
21 in 2016

**Job Camp Graduates**  
14 in 2016

**42 community employers**

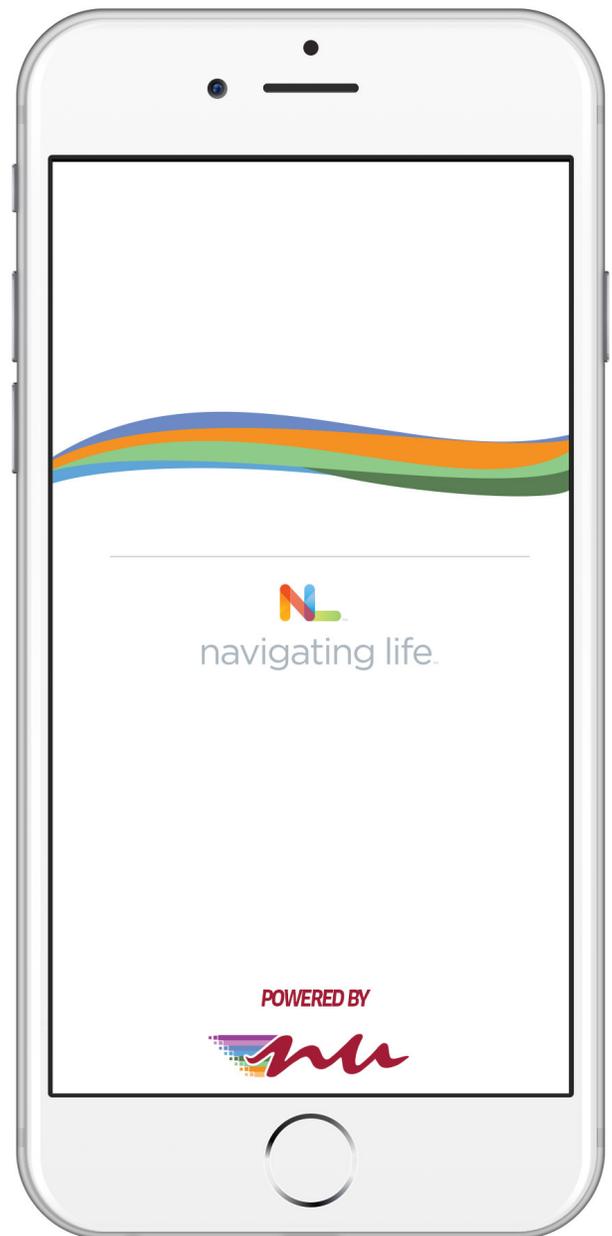
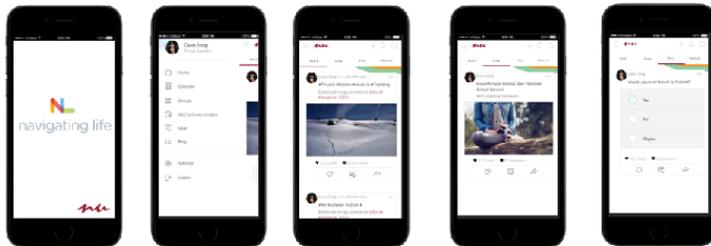


45 employment shuttles  
servicing 25+ people weekly.

# WHAT DOES THE FUTURE HOLD?

## Navigating Life® APP in development:

NL is becoming a household name at NuPath, but we continue to enhance the user experience utilizing the very latest technology available - increasing and improving users and their experiences. The investment of unrestricted funds were directed towards this planned revenue-generating solution that will be the model for safe, secure and completely transparent programs in the human services space.



# Capacity Building

## The NuPath Experience

In 2016, we looked very closely at developing better experiences for the men and women we support. But, even more importantly, we looked even closer at experience design as a means to solutions-based programming for NuPath and our growing network of regional providers. NuPath also understands the importance of staff recruitment, development, training and retention. That's why we invested in our people - the essence of our programming and the backbone of providing the highest level of support to those in our programs.

### Solutions-focused training will set new industry standards



**D**evelopment, **O**rganizational, and **T**raining **S**olutions:

NuPath's 'D.O.T.S.' location was an important piece of the capacity build puzzle in 2016. An additional 3000 sq/ft of office and training space is now the hub for staff training, clinical development and the creation of an administrative excellence roll-out for NuPath and organizations alike. Similarly to technological solutions, NuPath's training solutions will set industry standards and be looked at as an additional revenue-generating resource as a part of the overall capacity building plan.

### NuPath's Board of Directors

Chair:  
Diann Sespico,  
RN, Excel  
Rehabilitation,  
Parent

Vice Chair:  
John Rossi,  
Attorney at Law

Treasurer:  
Barbara Crystal,  
Relationship  
Manager,  
Cambridge  
Savings Bank

Recording  
Secretary:  
Beatriz Grayson,  
Studio Artist,  
Parent

Chair Emeritus  
Sondi Stanton,  
Accountant,  
Stanton and  
Company

#### Directors

Kristen Brandt,  
Marketing  
Director, Solect  
Energy

Jeff Cuoco,  
Member  
Representative

Carol A.  
Donovan,  
former State  
Representative

Arthur Duffy,  
Civic Leader,  
Woburn, MA

Joanne Mulkerin,  
Real Estate  
Broker

Jay Patterson,  
Vice President,  
Integrated IT

Michael Rossetti,  
Assistant Vice  
President,  
Stoneham Bank

Jim Sullivan,  
Director of  
IT, EDCO  
Collaborative

Randy Welch,  
Fundraising  
Development,  
Parent

### NuPath's Senior Leadership Team

Daniel Harrison,  
President & CEO

Daniel Lannan,  
Senior Vice President of  
Program Operations

Gregory Morris,  
Senior Vice President of  
Administrative Operations

William Yetz,  
Senior Vice President  
of Finance

Ted Horn,  
Vice President of  
Quality and Training

Laure Porter,  
Vice President of  
Human Resources

Brett Reily,  
Vice President of  
Marketing and  
Communications

Karen Sullivan,  
Vice President of  
Residential Operations



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