

# Embracing Change for a Bright Future.

## 2023 Annual Report

Fiscal Year  
July 1, 2022 to  
June 30, 2023



Peer2Peer Resources for  
People with Disabilities

NORTHEAST INDEPENDENT LIVING PROGRAM INC.



## Our Mission

The Northeast Independent Living Program (NILP) is a consumer controlled Independent Living Center providing advocacy and services to people with all disabilities who wish to live independently in the community.



## Our Vision

We are a community of people who open doors to create an all-inclusive community free of communication, attitudinal, economic and architectural barriers for all people with disabilities.



## Our Philosophy

Independent Living philosophy states that individuals with disabilities are the best determinants of their own needs and service choices. Through role modeling and peer counseling, with other individuals with disabilities, they become empowered to make changes in their lives and become more self-sufficient and self-reliant.



## Community Advocacy/ADA

The Advocacy/ADA team regularly met to plan a Legislative Forum for state Senators and Representatives.



An extensive ADA/Diversity training was offered for the town of Salisbury's staff and the public.



The Community Advocacy/ADA Department won a consulting contract with the City of Lynn for ADA planning, including City Hall, and submitted a proposal for four more buildings.



Dear NILP community,

It has been an exciting year of transition and resiliency for NILP as we finally started to emerge from the shadow of the pandemic and the lasting effect it had on the disability community.

We wish our outgoing CEO, June Sauvageau, a wonderful retirement after her 15-year leadership role. She leaves behind a legacy of a strong entrepreneurial Independent Living Center, whose innovative programs and community partnerships serve as a foundation for the future.

One of NILP's strengths during 40 plus years serving the Merrimack Valley and surrounding areas, is its ability to adapt to the changing needs of its consumers and its willingness to collaborate with state and community partners to take on these challenges.

This year, the **Northeast Recovery Learning Community's** peer workforce immersed themselves within the Cambodian community and the Latinx communities within an innovative grant that built connections with far reaching impact that will be nurtured and continued.

The **Youth Services Team** expanded with providing Pre-Employment Transition Services to schools serving students who are deaf in Massachusetts, including The Beverly School for the Deaf - Childrens' Communication Center and the Learning Center for the Deaf in Framingham.

NILP's extended outreach within our disability community creates lasting bonds that frame our advocacy efforts to advance the rights and choices for people living with disabilities.

On a personal note, accepting the leadership role of our organization is a privilege that I will take head on with our mission always in mind. Yet, it is our consumer's needs that will always lead the Northeast Independent Living Program.

With gratitude,



Matt Pellegrino, Chief Executive Officer



*Matt Pellegrino, CEO*



*David Bradburn, President*

As I reflect back on the past eight years serving as a member of the NILP Board of Directors, I never cease to be amazed at the great work the staff at NILP perform each and every day. During my two years as President of the Board, I witnessed NILP emerge from the pandemic that changed how we work and how we support our consumers.

Another change has been with our CEO. I have known former CEO June Sauvageau since before I became a board member. When I learned of her plans to retire, the board dedicated itself to the task of finding a new CEO who could lead NILP through the next chapter in its history. We were extremely impressed with Matt Pellegrino throughout the interview process, and thrilled when he accepted our offer to become the new CEO of NILP.

NILP continues to be an incredible agency that supports consumers in truly life-changing ways. The agency unveiled a 5-year strategic plan that is now being implemented. The board continues to develop with two new members being added to the board this month, to fill the spots vacated by me and another board member.

Thank you all for being part of the NILP journey and celebration.

Sincerely,

David Bradburn  
President 2021-2023  
NILP Board of Directors

- David Bradburn**, President
- Jeff Wilson**, Vice President
- Lisa Visone**, Treasurer
- Mark Kelly**, Clerk
- Kevin Hatch**, Board Member
- Eric Pearson**, Board Member
- Allen Larkin**, Board Member
- Gary Hale**, Board Member



**NILP Board of Directors**



## A Rising Culinary Talent

One of our dedicated youth participants entered the YSP (Youth Service Program) PreETS (Pre-Employment Transition Services) 12-week program with a clear aspiration—a career in the culinary field. Despite facing challenges due to disability, this young individual demonstrated exceptional commitment and enthusiasm.

The YSP team set out to find a meaningful collaboration by recognizing the student's passion for the culinary arts. Their efforts bore fruit as they successfully partnered with a local community restaurant. This partnership led to an internship opportunity, allowing the student to gain valuable hands-on experience in the culinary industry.

With continual support and guidance from the YSP team, the student embraced their internship with determination and a strong work ethic. Not only did they excel in their duties at the restaurant, but they also seamlessly integrated into the team dynamics. This adaptability and dedication paved the way for a promising future in the culinary world.

This young individual's success is a testament to the unwavering commitment and guidance the NILP YSP team provides. Their support has empowered this student to realize their career dream and goals, showcasing the transformative potential of our programs.

“

*They connected me with people who helped me to find work, understand my options and get a job.*

”



In FY23, YSP achieved a milestone with a record high of



students in internships across various workplaces through the PreETS program.



*consumers received  
Community Supports services.*



*12 people moved from long-term  
care facilities to their own homes*



*78 persons receiving vocational  
rehab services were assisted by a  
skills trainer to achieve their  
independent living goals*



*210 people received Options Counseling,  
informing them of community resources.*



*29 individuals avoided long-term  
care with support services.*

*“They are very friendly and  
responsive and seem to  
truly care about the  
people they help.”*

*- NILP consumer*





## In Remembrance

**As we reflect on the past few years, we remember and honor those we've lost.**

Despite challenges, their spirits continue to inspire our journey. In their memory, we've made significant progress, expanding programs, reaching new audiences, and improving lives. Thanks to our partners, donors, and volunteers, we've achieved this progress, and we remain committed to building a brighter future together.

Brenda Aguasvivas  
Angelica Aguiar  
Nil Alvarez Rodriguez  
Elba Baez  
Susan Bordeleau  
Aida Brito  
Hoeun Bun  
Maura Callahan  
Laureano Caraballo  
Melinda Carey  
William Carrasco  
Rosa Cedeno  
Cheryl A Cellamare  
Crystal Collins  
Miguel Delvalle  
Sandra Emery  
Shelton English  
Marcelina Fernandez  
Altagracia Frias Rosa  
James R Gablosky  
John Greene  
Arsenio Guzman Rodriguez  
Arthur J Hamilton  
Brenda L Jones  
Wendy Keegan  
Bienvenido C Laboy

Tammi Lattime  
Tina Lavallee  
Patricia Legere  
Donald Lind  
Larry Logan  
Sandra Luce  
Elizabeth Marsden  
Raul Martinez Rodriguez  
Myrna Matias  
U Maung  
Michael McDonald  
Colleen M McKillop  
Hector Merced  
Mireya Montero  
Kevin Moriarty  
Nancy Morse  
Lotte Moulton  
Jennifer Mousseau Trudel  
Lisa Mazingo  
Heather A Murphy  
Francisco Nieves  
Brany Olivero  
Cito Ortiz Vargas  
Dulce Osoria  
George Phinney  
Zenaida Pichardo

Peter Pollard  
Joseph Pupkis  
Petra Quinones  
Enaiyalee Reye  
Anne I Richards  
Roy Roberge  
Edwin Rodriguez  
Felix Rodriguez  
Sharon Roy  
Ciriaco Santiago  
Rosa Santiago  
Haydee Santos  
Scott Sargent  
Marcia Siara  
Phonesavanh 'Joe'  
Silavong  
Jody Sullivan  
Wendi A Sullivan  
Chansouk Suriyadeth  
William Taveras Herrera  
Donna Trani  
Luis F Vazquez  
Francois Volcy  
Abolghassem  
Yassin-Fard



# A Journey of Resilience

A consumer was referred to NILP’s Community Supports (CS) program by Cedar View Rehab in Methuen. Several years prior, this individual experienced a life-altering stroke, severely impacting her mobility. Although discharged from rehab, a significant challenge remained—her family home was not accessible to her.

NILP’s CS staff initiated efforts to transform this consumer’s living situation. Recognizing the need for accessibility modifications, they devised an independent living plan that included the installation of a wheelchair ramp to provide easy home access and a stairlift to navigate the split-level layout of her residence.

Considering the consumer’s medical condition, it became clear that she would need the support of a Personal Care Assistant (PCA). The CS team worked closely with the PCA program, securing the approvals and caregiving hours to address her needs. Also, NILP referred to the Mass Rehabilitation Commission for access to ARPA (American Rescue Plan Act) funds to support her home and vehicle modifications. All requests were swiftly approved and installed at no cost.

Additionally, NILP is seeking approval from the state’s Moving Forward Plan (MFP) to provide comprehensive support services and dedicated case management, aligning with the consumer’s goal of independent community living.

“

*Your program is unique with so many helpful services.*

”







### Peer Recovery Specialist Certificate

NECC Home / Academics / Programs / Human Services / Peer Recovery Specialist Certificate

Use Your Personal Experience to Help Others



*NERLC partnered with NECC as they established a Peer Recovery Specialist Certificate program.*



*Over the past year, The NERLC underwent a comprehensive rebranding effort that encompassed our logo, webpage, apparel, and program collateral.*



The Northeast Recovery Learning Community

**NERLC areas of focus include:**  
Addiction & Re-Entry | Training Peer Support | Community Bridging Older Adult Support



NERLC 2023



## THANK YOU, JUNE.

**June Sauvageau, who led NILP over the past 15 years, retired as of June 30th.**

NILP has transformed greatly since June took over the organization's leadership in both size and scope of services.

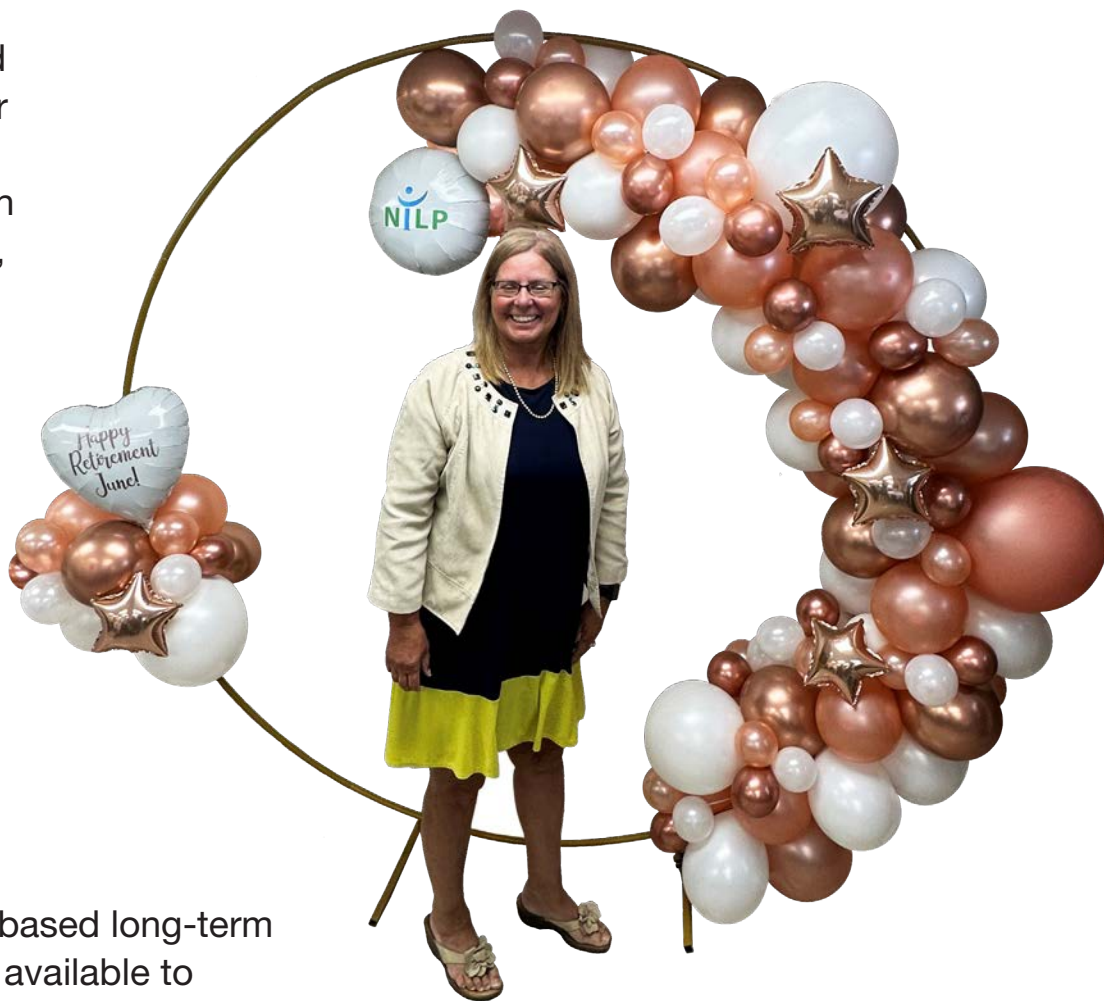
With under 40 employees when June took the reins, NILP now has close to 100 employees and has expanded to serve over 6000 consumers.

There were many memorable highlights during June's tenure. NILP became the only Independent Living Center with a Recovery Learning Community within its organization. A second fully functional NILP office opened in downtown Lowell and served consumers in the greater Lowell area for over 5 years. The agency's Youth Services program expanded its reach to schools throughout its service area and added additional services related to pre-employment and vocational training for consumers 14-22.



Having seen firsthand from a family member the detrimental effect institutionalization can have on an individual, June made sure that NILP continuously pivoted and adapted to the ever-changing healthcare system to provide services that meet the needs of its consumers to stay in the community. NILP became a provider of Options Counseling, a program ensuring that people are made aware of community-based long-term services and support available to them at the time of hospitalization to divert consumers from nursing home placement. NILP was also heavily involved as a housing search and transitional assistance service provider for the state's "Money Follows the Person" Demonstration. NILP became known statewide for its staff's vigorous efforts in finding community housing for those who had been residents of long-term care facilities.

June also led NILP during several turbulent periods that greatly affected consumers within our service area, including the financial crisis of 2007-2008 and the Merrimack Valley gas explosion crisis in 2018.



Then, in 2020, the COVID-19 pandemic forced NILP's staff to suddenly pivot to providing services to consumers remotely for over a year.

***NILP now has close to 100 employees and has expanded to serve over 6000 consumers.***

Thanks to June's leadership, NILP is well-positioned to continue its vision of helping individuals regain and retain their independence and equality. We all thank June for her tireless efforts in making this possible.



Over **50** donors, including staff, board, and community, brightened our consumers' holidays this season.

*NILP provided Market Basket gift cards to **20 households** to address food insecurity and other critical needs.*



## Donors & Volunteers

Adam T. Wise  
 AgeSpan  
 Alicia Thyne  
 Align Credit Union  
 ALKU  
 Alyson Ferro  
 Amanda Cordero  
 AmazonSmile  
 Ana Martinez  
 Andrew Mazze  
 Appleby & Wyman  
 (Cross Insurance)  
 April Driscoll  
 Arthur Certosimo  
 Asahi-America  
 Bethany Fruen  
 Betty Perez  
 Bianca Flores  
 Blue Bumble Creative  
 Boston Center for  
 Independent Living  
 Brad Howell

Brett's Stump Grinding  
 Brian Albert  
 Brian Lowe  
 Bruce Whitcomb  
 Candice Pechilis  
 Cape Organization for  
 Rights of the Disabled  
 Carini Santiago  
 Charles Walker  
 Cheryle Lombardo  
 Chuck Mahn  
 Ciara Conway  
 Colby Hadley  
 Columbia Construction  
 Commonwealth Care Alliance  
 Community InRoads  
 Complete Staffing  
 Solutions, Inc.  
 Connor Sheehan  
 Corey A. Gelormini  
 Craig Cowen  
 Cyndi Wood

Dan Walsh  
 Daniel F. Costello  
 Darryl Mangiafico  
 David & Gabriela Bradburn  
 David Trainor  
 Diane Crimmins  
 Disability Policy Consortium  
 Donna Qualters  
 Economised Time Services, Inc.  
 Elizabeth Scanzani  
 Enterprise Bank  
 Erica Correia  
 Gary A. Hale  
 George Sanchez  
 Guido Timmerman  
 Heather Dolan  
 Heidi McCormick  
 Hirsch Roberts Weinstein  
 Institution for Savings  
 Isabel Soto  
 Jake Hart  
 James Becker  
 James Lyons  
 Jamie Becker

Jared Crowley  
Jean-Christophe Boudreau  
Jeff Hark  
Jeff Wilson  
Jeffrey Hirsch  
Jenn Mottola  
Jennifer Broderick  
Jeremy Trippiidi  
Joe A. Couture  
John Hancock  
John Puleo  
John Tumolo  
Jon Barron  
Jonathan Couture  
Josh Liebow  
Judith Brindle  
Julie Gershon  
June Sauvageau  
Justin Colella  
Karen Pelletier Sartell  
Kathleen Keith  
Kathleen O'Brien  
Keith Hill  
Keric Kelly  
Kevin Hatch  
Kristin Romanski  
Kurtis Buczynski  
Kyle Gavin  
Laurie Beserdetsky  
Lenzi's Catering  
Lisa Crider

Lisa DiGiuseppe  
Lisa Sauvageau  
Lowell Housing Authority  
Lucas Manuele  
Luis Diaz Sanchez  
Lynette McRae  
Madeline Gomez  
Mario Sousa  
Mark E. Whitehouse  
Mark Kelly  
Matt Pellegrino  
McLarney & Company  
Michael Bartolini  
Microsoft Rewards  
Milagros Carillo  
MobilityWorks  
Moore Staffing Services  
Mystic Valley Elder Services  
Nanette Goodwin  
Nathan M. Corey  
Network for Good  
Nick Violandi  
Nicole Fortier  
N-Tek, Inc.  
Omni Digital Printers  
Pat Mansfield  
Patrick Hegarty

Patrick M. Grant Jr.  
Paul Deguglielmo  
Paul Fugere  
Pentucket Bank  
Pentucket Bank  
Charitable Foundation  
Philip Lemire  
Rachely Ramos  
Rebecca Burke  
Regina Milne  
Rhonda Dealey  
Richard Novo  
Robert Silvia  
Salem Co-operative Bank

Sam Walsh  
Savastano's  
Sean Connelly  
SERVPRO of Lowell  
Shawn Cotreau  
Sheila Hegarty  
Shelley Bergeron  
Stacey Palovich  
Stephen Albano  
Stephen L Guendner  
Stephen Sauvageau  
Steve Harrington  
Steven Michelson  
The Savings Bank  
Tim Hegarty  
Tracy Woods  
Union Office Interiors  
Wayne Franklin  
Wes Locke  
Wharf Industries Printing, Inc.  
William Gozzo  
William Lawliss  
Yamareilys Cruzado Davila



*NILP reached \$50,000, the highest grossing Golf Tournament in its history.*



*Over 95 golfers attended and participated in our most successful tournament to date.*

## Statements of Financial Position as of June 30, 2023 & 2022

<b>ASSETS</b>	<b>2023</b>	<b>2022</b>
<b>ASSETS</b>		
Cash and Cash Equivalents	\$4,823,236	\$3,912,648
Accounts Receivable	\$948,557	\$681,001
Prepaid Expenses	\$2,279	\$9,955
Property and Equipment — net	\$596,960	\$550,640
Other Assets	\$3,926	\$4,219
<b>TOTAL ASSETS</b>	<b>\$6,374,959</b>	<b>\$5,158,463</b>
<b>LIABILITIES AND NET ASSETS</b>		
<b>LIABILITIES</b>		
Accounts Payable	\$136,287	\$146,060
Accrued Expense	\$342,223	\$316,871
Current Portion of Long-Term Debt	\$203	\$18,110
Long-Term Debt	\$321,069	\$321,069
Deferred Revenue	\$683,812	—
Other Current Liabilities	\$8,580	\$5,553
<b>TOTAL LIABILITIES</b>	<b>\$1,492,174</b>	<b>\$807,663</b>
<b>NET ASSETS</b>		
Without Donor Restrictions	—	—
Unrestricted	\$4,882,785	\$4,350,800
Designated by the Board for Operating Reserve	—	—
<b>TOTAL NET ASSETS</b>	<b>\$4,882,785</b>	<b>\$4,350,800</b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$6,374,959</b>	<b>\$5,158,463</b>

*Financials are in draft format and are subject to change.*



# Community Partners

AdLib ILC  
AgeSpan  
Bernie & Phyl's  
Boston Center for Independent Living  
Cambodian Mutual Assistance Association  
Cape Organization for Rights of the Disabled  
Center for Living & Working  
Commonwealth Care Alliance  
Community InRoads  
Community Teamwork  
Department of Mental Health  
Dignity Alliance of Massachusetts  
Disability Law Center  
Disability Policy Consortium  
Disability Resource Center  
Easterseals Massachusetts  
Essex County Community Foundation  
Executive Office of Elder Affairs  
Executive Office of Health and Human Services  
Gleason Library  
Greater Lawrence Community Action Council  
Greater Lowell Chamber of Commerce  
Greater Lynn Senior Services  
Greater North Shore Link  
Independence Associates  
LPTE (Lawrence Partnership for Transition to Employment)  
Lawrence Industrial Parks Business Association  
Lawrence Partnership  
Lowell Telemedia Center  
Massachusetts Commission for the Blind  
Massachusetts Office on Disability  
Massachusetts Rehabilitation Commission  
Massachusetts Statewide Independent Living Council  
MassHealth

Merrimack Valley Accountable Care Organization  
Merrimack Valley Chamber of Commerce  
Methuen C.A.R.E.S.  
MetroWest Center for Independent Living  
Minutemen Senior Services  
MVRTA  
Mystic Valley Elder Services  
National Council on Independent Living  
Northern Essex Community College  
Recovery Cafe  
Southeast Center for Independent Living  
Stavros  
Summer Place  
Tempus Unlimited  
Tewksbury Hospital  
The Berkeley Retirement Home  
Thrive  
Tufts Health Plan  
UnitedHealthCare  
Uncommon Threads  
Vinfen  
Waystone Health & Human Services  
Whittier Tech  
YWCA NE MA



Massachusetts Statewide Independent Living Council





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**NORTHEAST INDEPENDENT  
LIVING PROGRAM INC.**

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