

# FISCAL 2021 ANNUAL REPORT



**nashoba**  
LEARNING GROUP



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**James Burling, J.D.**

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Dear Family and Friends

I am grateful to you every day for your support for Nashoba Learning Group! All though the past year, as our incredible staff successfully undertook the monumental task of serving our 180 students and Adults during a global pandemic, you were there when we needed you most. As the year opened in July, we brought our students and adults back half time in two groups, the most we could do given guidelines. With extensive planning and comprehensive protocols in place, we were able to go to full days of service on site for all November 2<sup>nd</sup>, and we haven't looked back. Our students and adults have been so resilient in adjusting to all the constraints. And now we are excitedly planning to relax restrictions within our building, and to get back to Community based programming for life skills and volunteer and paid employment.

As the pandemic subsides, the world we are emerging into provides continued challenges. For us and programs like ours, hiring and retaining staff continues to be a challenge. Many individuals left the field during the pandemic and our turnover increased. Attracting and retaining teaching staff is so critical to NLG, and the competition for high quality staff has led to significantly increased compensation costs for both entry level and experienced staff.

NLG's extensive training and development of staff is critical to our ability to enable individuals most challenged by Autism and Intellectual Disability to achieve their potential, so retaining staff members is critical. As compensation costs rise, our tuition rate and the payments we receive from government agencies do not keep pace. We have been able to keep up because of the incredible and ongoing support of the NLG community.

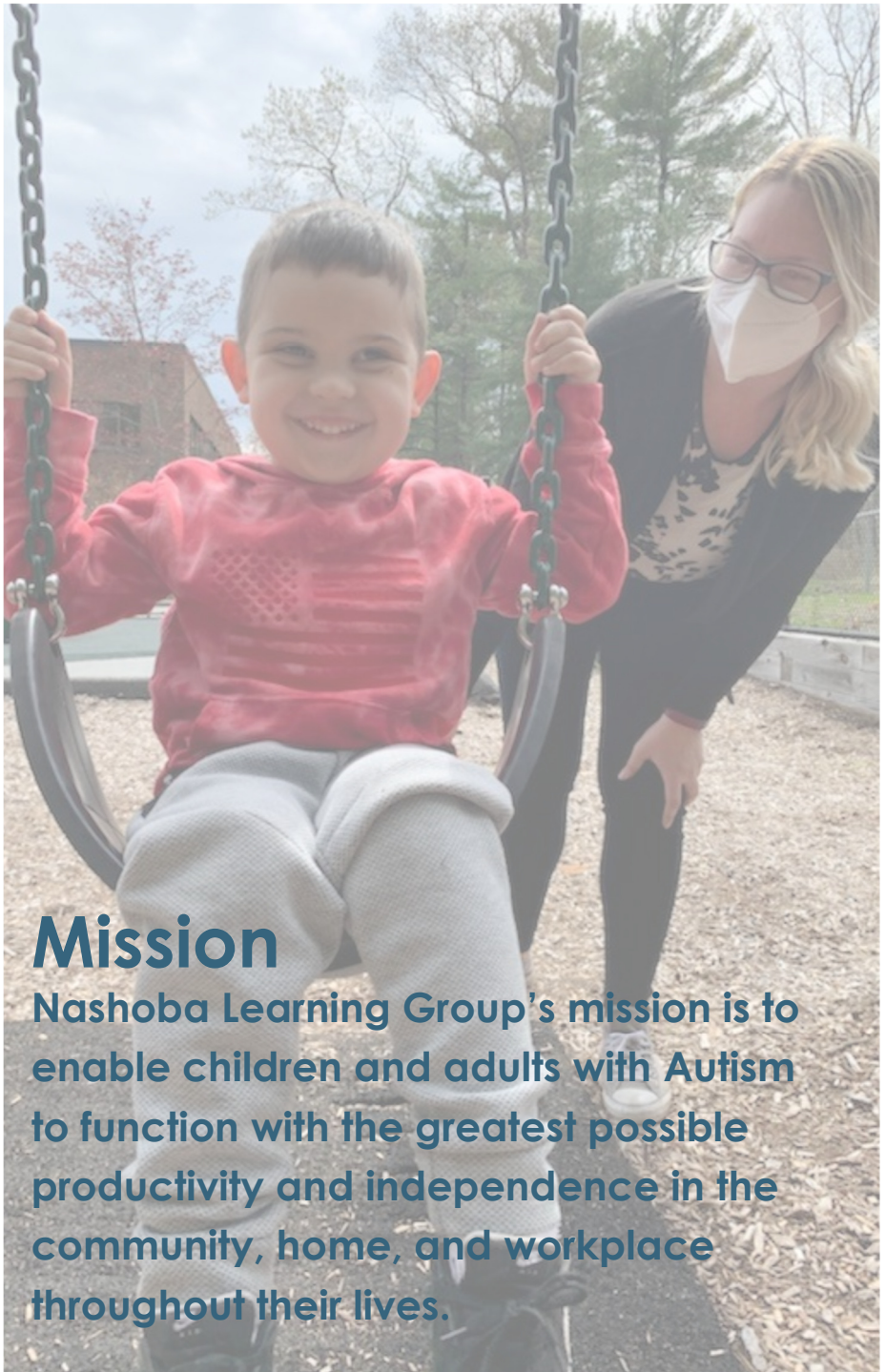
We are incredibly grateful that even in the face of all the difficulties of this past year, you, our leadership donors have come through! The strength of our fundraising has allowed us to meet the financial challenges we face. We are deeply appreciative for your support this past year! We know we can rely on you to continue to support us in the year ahead as we work to re-engage those we serve in the community and meet our ongoing staffing challenge. Thank you for enabling us to persevere and achieve our mission of providing each individual with the comprehensive and customized services they need to become productive, successful adults.

We are pleased to present this Annual Report, honoring those whose generous support over the past year has allowed us to change the outcome for individuals with Autism and their families, despite the pandemic. Thank you from the bottom of my heart for believing in our mission, and investing in creating a successful and productive future for individuals with Autism!

Liz Martineau

*CEO and President*





## **Mission**

**Nashoba Learning Group's mission is to enable children and adults with Autism to function with the greatest possible productivity and independence in the community, home, and workplace throughout their lives.**

# NLG's Leadership Team

NLG has restructured our organization to reflect the ongoing evolution of roles as staff leaders have developed, to ensure our continued program quality, and build our strength for the future. As always our organization is structured to treat each student and adult member as an individual, and support our Clinical Directors. Our restructuring extends the collaborative teamwork that defines NLG, and positions the management team to lead NLG far into the future.

NLG also wants to express the utmost gratitude to Maureen and Steve Vibert for all they have done for NLG as they begin their long planned phase down to 50% each as they prepare for retirement.



**Liz Martineau,**  
CEO and President



**Maureen Vibert,**  
COO



**Kim Borgen,**  
CFO



**Chuck Morin,**  
Director of IT



**Lauren Savioli,**  
Director of Clinical  
Practice



**Lori Steers,**  
Executive Director



**Stephanie Daniels,**  
Executive Director of  
Community Integration



**Robyn Stewart,**  
Director of Clinical  
Operations

# ANNUAL FUND IMPACT

**100%** of Adult Services parents donated in 2021

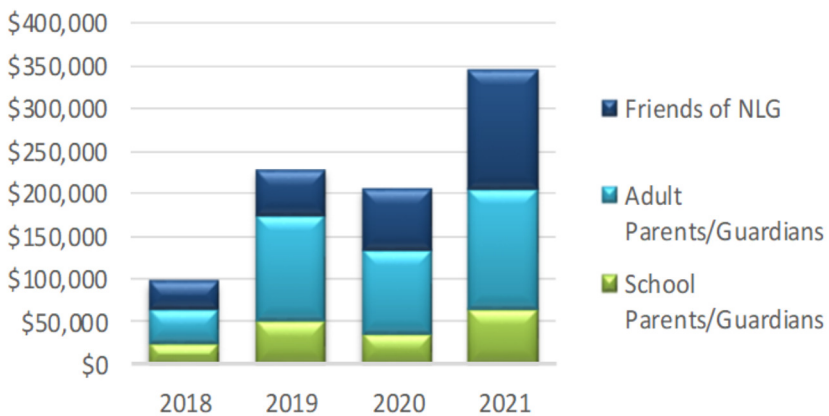
**91%** of School Parents donated in 2021

Funds donated by friends of NLG increased by **40%** from last year.

**619** individuals donated to the Annual Fund this year benefitting NLG.

2021's fund set a new record, raising **52%** more than the previous record year, 2019.

## Annual Fund Growth



# GIVE THEM WINGS AUCTION

**First** virtual auction event

**227** bidders took part in the online event

Consortium of donors created a **\$100,000 match**

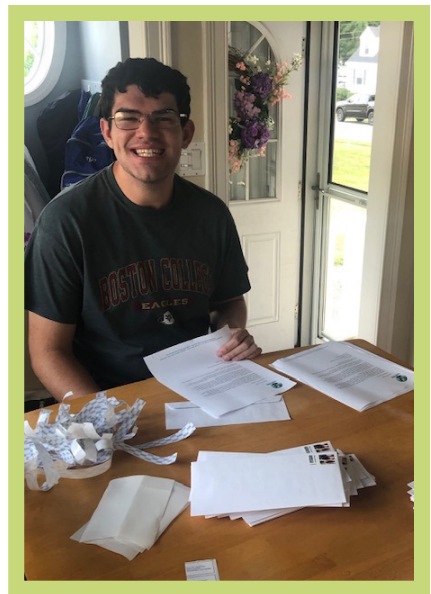
A total of **7 live auction** items raised \$32,900.

Donors gave **\$136,750** during the Fund-A-Need portion of the event, the highest ever.

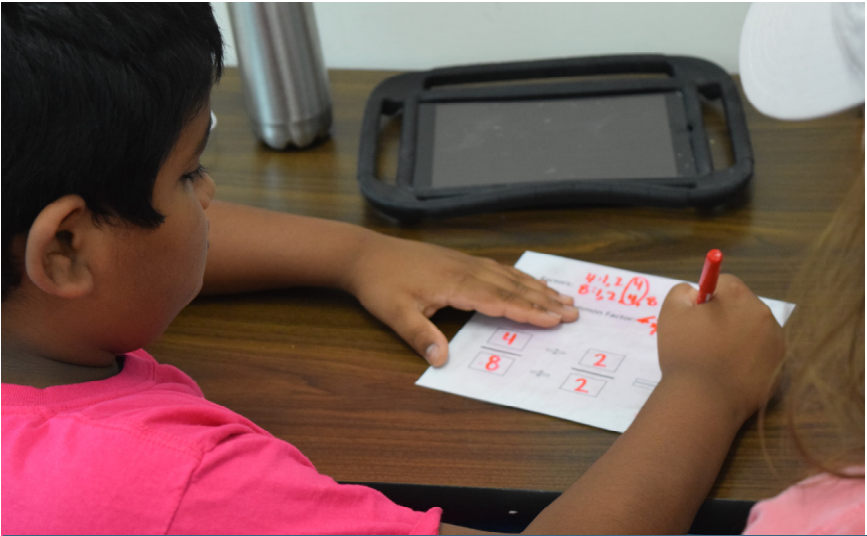
Pledged match funded added **\$100,000** more to the Fund-A-Need

Guests contributed \$8,500 to NLG's Giving Tree.

Overall event raised **\$373,750**, 12% more than the prior year.



NLG student helped seal donation request letters for auction



## USE OF RESOURCES

NLG spent \$17.7 million in 2021 to provide our services.

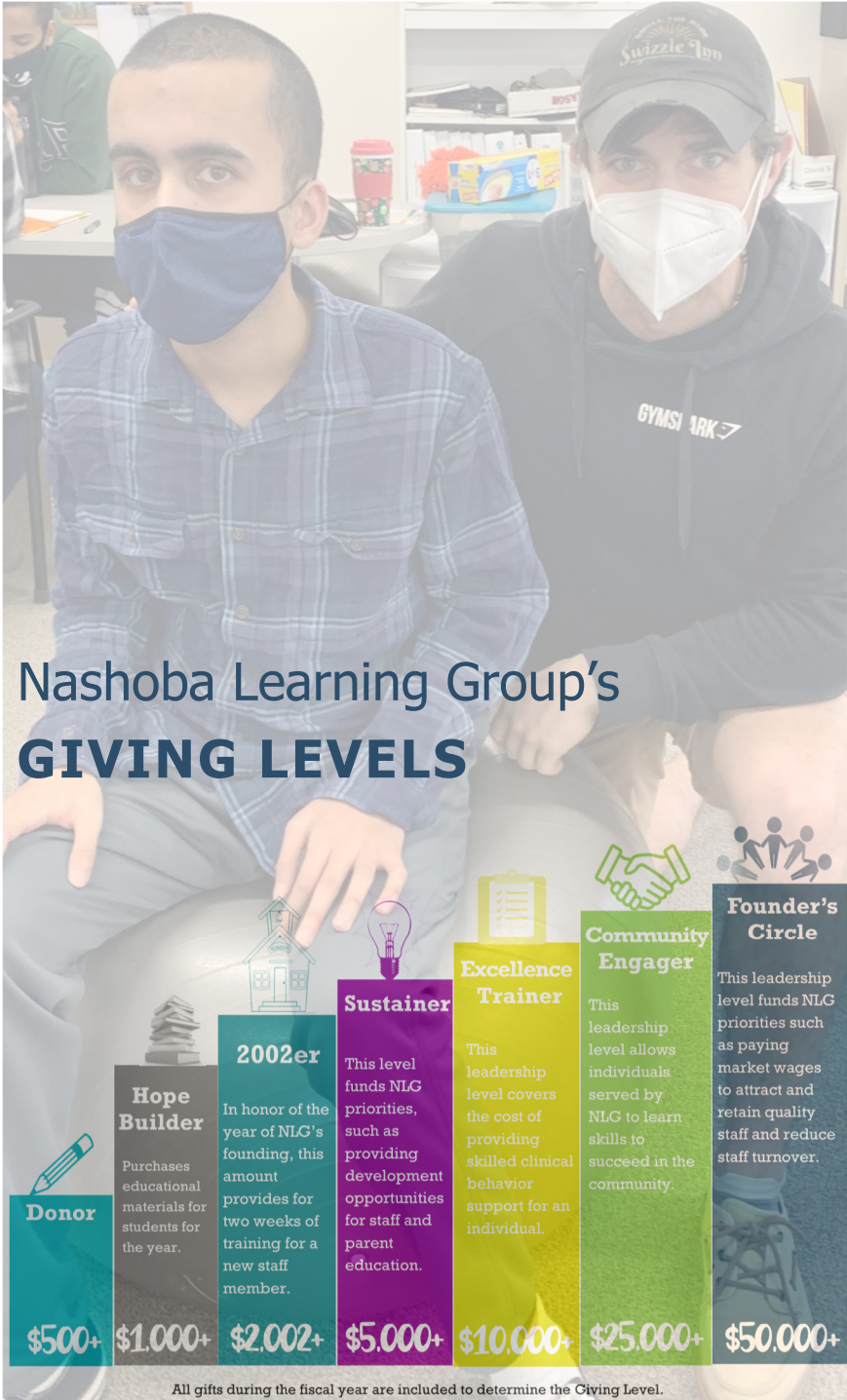
Payment from school districts, Mass DDS and Mass Health covered 94% of costs

Fundraising proceeds of 1.1 million covered 6% of costs

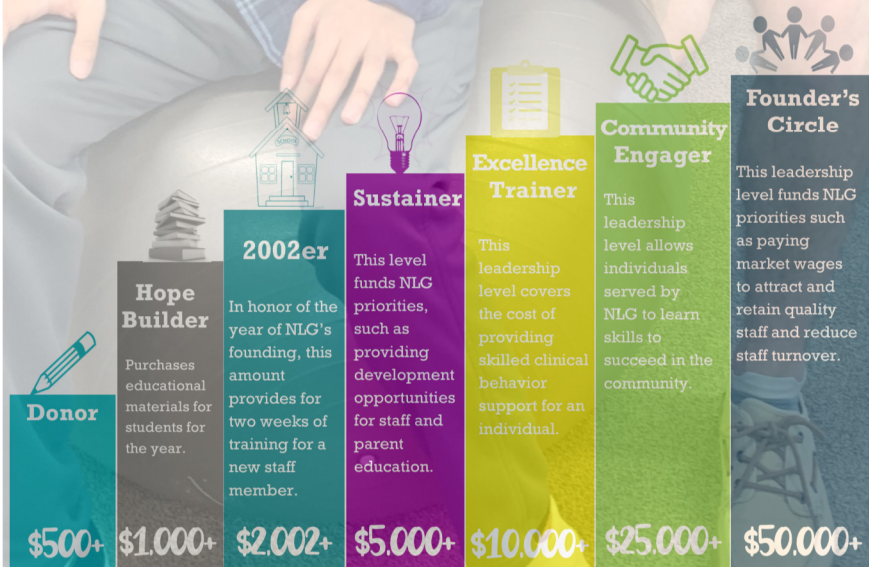
79% of all spending was for the therapists, clinical staff and specialists who directly serve NLG's students and adults. This included training costs of over \$480,000.

NLG spent \$425,890 in fiscal 2021 on COVID related expenses on top of \$116,570 in fiscal year 2020.





# Nashoba Learning Group's **GIVING LEVELS**



All gifts during the fiscal year are included to determine the Giving Level.

# THANK YOU

We are deeply grateful to all who have given so generously to help us provide the best education, vocational and clinical services to the children and adults we are privileged to serve. In this report, we extend our thanks and appreciation to those who contributed from July 1, 2020 to June 30, 2021.

## FOUNDERS CIRCLE

### Basak Campaign

John McClellan and Liz Martineau

Jack and Mae Rosenberg  
Charitable Trust

Rajeev and Ila Shah

The Van Otterloo Family  
Foundation

## COMMUNITY ENGAGER

Kate Brea

James and Peggy Burling

CARES Act Provider Relief Funds

Glenn and Mary Jane Creamer

Cesar Brea and Nan Leonard

Nicole Peppe

John Collins and Cynthia Reed

Chris Pyne and Holly Swan



## **EXCELLENCE TRAINER**

**John W. Alden Foundation**

**Stephen and Lina Andrade**

**The Atamian Family**

**Brad and Barbara Baker**

**The Baupost Group**

**Eduardo and Tracy Brea**

**Robert Brew and Marilee Havel-Brew**

**William Burling**

**Robert and Debra Campbell**

**Concord Carlisle Community Chest**

**Vicente and Rena DelGaudio**

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**Frederick and Sylvia Fogel**

**Lynch Foundation**

**Genworth Foundation**

**Ben and Karen Kahl**

**Diane Margolin**

**Thomas and Barbara Moloney**

**Mamoon Yunus and Zehra Mooraj**

**Northern Bank & Trust Charitable  
Foundation**

**Larry and Carol Rakers**

**Score for Autism**

**Sean and Karla Slade**

**Stratford Foundation**

**Peter Tarr**

**Richard and Patricia Torre**



"Our son Rory started his journey at NLG over 18 years ago. He still loves going to NLG and our family cannot thank his team enough for the difference they have made in our lives. As important as the academic and behavior focus is for him, the best part of NLG for our family is the security of knowing he is safe and truly cared for. We are incredibly grateful for all NLG continues to do for us."

-The Pyne Family

## **SUSTAINER**

**Noubar and Anna Afeyan Foundation**

**Dr. Zaven Ayanian**

**Sabrina Braham**

**Kevin and Maureen Callahan**

**Christopher Catanese Children's  
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**Drs. Andrew Zimmerman and Susan  
Connors**

**Todd Cronan**

**Peter and Kathleen Cullen**

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**David and Theresa Oriol**

**Jonathan and Susan Parziale**

**Louisa Putnam**

**Susan Putnam**

**Richard Ramsey**

**Carolyn and Jake Sabat**

**The Spout Foundation**

**Mark and Lynn Thomas**

**Peg Thompson**

**James Robo and Meredith Trim**

**EJ and Lori Whelan**

**Andrew and Marta Wolf**



## **THANK YOU—2002ER**

**Adi and Amit Alon**

**Brett Cohen and Karin  
Anderson**

**Mark and Maral Ayanian**

**Murat and Jaleh Azizoglu**

**Bike to the Beach Inc.**

**Samuel Lipman and Catherine  
Cornell**

**Thomas Craig**

**Samuel Crocker**

**Jerry Daly and Catharine Ford-  
Daly**

**Scott and Kateri DePetris**

**Fifth Generation**

**Heritage Auctions**

**Robert and Sally Huebscher**

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Jones**

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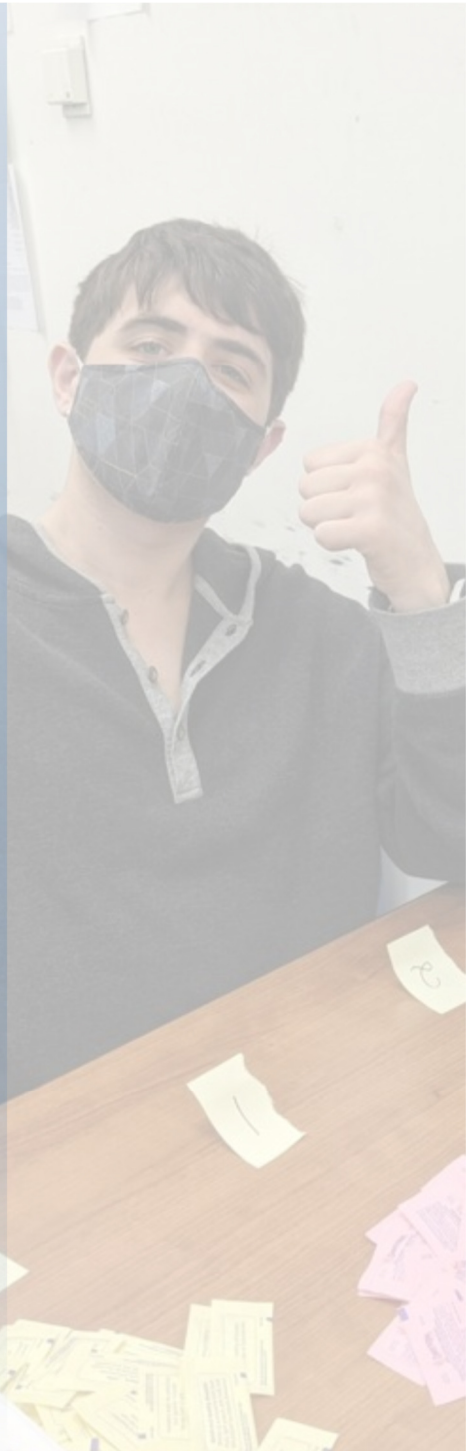
**Drs. Leonard Lilly and Carolyn  
Langer**

**Sean and Stacey Lannan**

**Soleil Le**

**Paul and Jody Marcoux**

**Michael and Tricia Martineau**



## **2002ER - CONTINUED**

**Stephen and Susan Matloff**

**David and Andrea Meyers**

**Geoff MacDonald and**

**Joanne Meirovitz**

**Mystic Wellington Yacht Club**

**Dan and Laura O'Donnell**

**Steve and Erica Ploof**

**Frank DiCataldo and Barbara**

**Quinones**

**Carlos and Eileen Rodriguez**

**Tina Sylvester**

**Mark and Mina Tauro**

**Andrew and Judith Ursitti**

## **THANK YOU - COMMUNITY & CORPORATIONS**

AmazonSmile

Atlantic Toyota

Avison Young - New England

Bike to the Beach

Caliber Benefits Group

Cambridge Savings Bank

Daniels Roofing

East Boston Savings Bank

East Corp. Electrical Services

Eastern Brothers Landscaping

Envision Bank

Fifth Generation

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Inclusive Fitness

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Middlesex Savings Bank

Mystic Wellington Yacht Club

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Associates

Orthopaedics Plus

Papalia Plumbing & Heating

Signature Consultants

Super Smiles Dental

Toyota Motor Sales

W.T. Phelan Insurance  
Agency

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Ayanian Family Charitable Foundation, Inc.

Christopher Catanese Children's Foundation

Concord Carlisle Community Chest

Demoulas Foundation

Genworth Foundation

Goldman Sachs Matching Gift Program

Jack & Mae Rosenberg Charitable Trust Foundation

John W. Alden Foundation

Lynch Foundation

Northern Bank & Trust Charitable Foundation

Noubar and Anna Afeyan Foundation

SalemFive Charitable Foundation

The Spout Foundation

Stratford Foundation

Van Otterloo Family Foundation

## THANK YOU - HOPE BUILDER

Acton Boxborough United Way

Sean Stanek and Dawna Akashian

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Area D Open

Atlantic Toyota

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Kathleen Breault

Caliber Benefits Group

Cambridge Savings Bank

John D'Amico and Victoria Caldwell

Richard and Gail Canzano

Paul and Linda Carter

John and Janet Craun

John and Jeanette D'Amico

Peter and Miriam Daneker

Jacques Delori

Demoulas Foundation

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Wei and Patricia Ding

John and Maura Dolan



## HOPE BUILDER– CONTINUED

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Sanjeev and Poonam Gupta  
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Groton Police Association  
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Philippova

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John Pyne

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Jim and Lauren Rowntree

Kamal Jalalzadeh and Monir  
Sakha

SalemFive Charitable  
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Allan and Karen Scofield

Andrew Hayden and Shannon  
Shay

Bob and Maura Stein

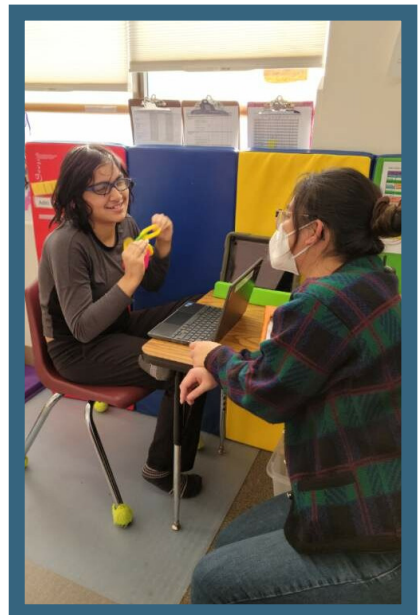
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Jim and Sue Westphal



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### INSTAGRAM

@NLGAutism

### LINKEDIN

[Linkedin.com/company/nlgautism](http://Linkedin.com/company/nlgautism)

### TEL

P: 781-275-2500

### E-MAIL

[info@nashobalearninggroup.org](mailto:info@nashobalearninggroup.org)

### ADDRESS

10 Oak park Drive  
Bedford, MA 01730

### WEB

[www.nashobalearninggroup.org](http://www.nashobalearninggroup.org)

