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 2nd, 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.
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.
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

**Donor**
- **Hope Builder**
  - Purchases educational materials for students for the year.
  - $500+$

**2002er**
- In honor of the year of NLG’s founding, this amount provides for two weeks of training for a new staff member.
- $1,000+$

**Sustainer**
- **Excellence Trainer**
  - This level funds NLG priorities, such as providing development opportunities for staff and parent education.
  - $2,002+$

**Community Engager**
- This leadership level covers the cost of providing skilled clinical behavior support for an individual.
- $5,000+$

**Founder’s Circle**
- This leadership level allows individuals served by NLG to learn skills to succeed in the community.
- $10,000+$

- $25,000+$
- $50,000+$

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
Francois and Rosamond Delori
Frederick and Sylvia Fogel
Lynch Foundation
Genworth Foundation
Ben and Karen Kahrl
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 Foundation
Drs. Andrew Zimmerman and Susan Connors
Todd Cronan
Peter and Kathleen Cullen
Gerard Vaio and Stephanie Davidoff
Bob and Karen Forlenza
Doug and Rebecca Gladstone
Mike Gefers and Pamela Goldstein
Brian and Lori Goler
David and Wendy Greenhalgh
Julia Kahrl
Daniel Sullivan and Anne Melvin
John and Justine Neely
Paul and Betsey O’Reilly
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
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Nirmal and Shashi Jain
Nathaniel Logus and Kay Jones
Walter and Jen Kelt
Drs. Leonard Lilly and Carolyn Langer
Sean and Stacey Lannan
Soleil Le
Paul and Jody Marcoux
Michael and Tricia Martineau
THANK YOU - COMMUNITY & CORPORATIONS

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East Boston Savings Bank
East Corp. Electrical Services
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Inclusive Fitness
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Mystic Wellington Yacht Club
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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
Stephen Andrew
Area D Open
Atlantic Toyota
Greg and Kristina Austin
Avison Young, New England LLC
Arnab Gupta and Srabani Banerjee
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