



nashoba
LEARNING GROUP

Annual Report

Fiscal Year 2022

July 1, 2021 — June 30, 2022

Mission Statement

Nashoba Learning Group's mission is to create the best available programs to allow people with autism to achieve their full potential and participate as fully as possible in family and community activities throughout their lives, and to share our knowledge to reach more individuals than we can serve directly.



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A LETTER FROM OUR CEO

Dear Friends,

All of us at **Nashoba Learning Group** are so appreciative for your support! Thanks to you, we have been able to provide excellent services to the children and adults with Autism, intellectual disability and clinical needs that we are privileged to serve, despite the obstacles we have faced this year. The aftermath of COVID has exacerbated the work force crisis we face. High levels of inflation have significantly affected costs. As compensation costs rise, our tuition rate and payments we receive from government agencies do not keep pace. We are grateful that we have been able to count on you to help us work through these challenges and compensate our incredible staff.



As we have faced the staffing challenge, we have also continued to look to the future and the still growing need for the services that we provide. Earlier this year, NLG's Board and Senior Management Team engaged in a strategy development process, including assessment of the current and likely future environment, and the needs of those served. The resulting strategy reaffirms NLG's commitment to serving those with the greatest needs throughout their lives. The initial phase of the strategy, now underway, includes enhancements to NLG's programs to meet changing needs, allow additional growth, and ensure NLG engages the best staff to provide the best available service. The second phase includes expanding the range of services offered to this segment, internally or through partnership.

Core to the strategy are steps to ensure NLG's leadership in staff hiring, development and retention. Steps include: full tuition support for approved graduate study; increased compensation; additional resources for training and mentoring; investment in recruiting to allow greater outreach; and, increasing staff engagement. Although staffing is still a challenge, these changes have shown initial results: we have had a significant reduction in turnover over the last 6 months, and NLG has avoided the severe staff shortages endured by other schools and agencies.

Another important component of the strategy is expansion and re-imagining of NLG's space. NLG's seeks a consolidated campus setting that allows for significant growth in our programs. It is hard to predict how long the search will take, but we look forward to updating you as we go through the process.

As we work towards a future of enhanced and expanded services for those who need us most, we are incredibly grateful for you, our leadership donors and we look forward to sharing our plans as they take shape. We are deeply appreciative for you! Thank you for enabling us to persevere and continue to deliver on our mission.

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. 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, President, and Clinical Director
Nashoba Learning Group



Read our Strategic Plan here!

EVENT SUMMARIES

NLG Bike-a-thon

July 2021

\$38,712

Created and hosted by Liz Martineau
and John McClellan and leveraged
with a matching gift challenge from Cesar Brea.



Fishin' With A Mission

July 2021

\$1,756

Hosted at the Mystic Wellington Yacht Club
by Jim and Ester DeOliveira.

Bike to the Beach

September 2021

\$10,303

#Team NLG:

Per Jensen

Timothy Massey

John McClellan

Dheeraj Pamidimukkala

Keith Waehrer

Maya Waehrer



Boston Marathon (Fall)

October 2021

\$39,956

#Team NLG:

Conor Beswick

Harriet Fradellos

Nicole Pelosi Houle

Rebecca Raymond



Auction and Dinner

October 2021

\$517,998

Full Court Charity Challenge

March 2022

\$ 86,952

Created and run by **Bob Forlenza**, the FCCC, grossed over \$193,000, and net proceeds were divided between The Lurie Center and NLG.

5K Shuffle and Fun Run

March 2022

\$13,595

TOP SPONSORS:

Point 32 Health - Harvard Pilgrim

Atlantic Toyota

Daniels Roofing

Organizing Home and Office

TOP TEAMS:

Ella's Shining Stars

JKM Joggers

Easier Said than Run

Boston Marathon (Spring)

April 2022

\$35,819

#Team NLG:

David Castillo-Moreira

Samantha Cooper

Casey McClellan

Lauren Savioli

NLG Comedy Night

June 2022

\$20,000

Created and hosted by **Paul Halloran**.



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The Pemberton Family Foundation, Inc.
The Rylin Charitable Foundation
The Spout Foundation
VMware Foundation
Yawkey Foundation II

NLG SALUTES THE YAWKEY FOUNDATIONS

We are so grateful for the ongoing support of the Yawkey Foundation over the past 17 years! The Yawkey Foundation took a chance on us in 2005 and gave us a grant to help us expand. Over the years, the Foundation has provided operating support and has contributed materially to each of our Capital Campaigns. Including the \$100,000 Capital grant we received this year, Yawkey has contributed _____ to Nashoba Learning Group! We especially appreciate their commitment to serving individuals in need throughout their lives, and their generous support for NLG's Adult Program. We have benefitted from the advice and counsel of the Yawkey Foundation team as we have grown from a small start-up in a Church basement to an organization serving 180 children and adults.

As noted in Yawkey's 2018 Annual Report, "The Yawkey Foundations have a long history... of supporting schools and organizations that provide educational services to children with disabilities. Through that work and the relationships built over time, the Foundations have come to realize the challenges faced by families whose children have "aged out," as well as the organizations that support them. This is a critical gap that needs to be addressed."

Thank you!



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United Way of North Central Massachusetts
Unum
Wellington Management Matching Gift Program
Wepay
Weston Loan Group
Whole Foods
Workday

Would you try mac and cheese flavored ice cream? That was the basis of a science experiment by NLG student, Chris. He formulated a hypothesis for each of his therapists based on who he thought would like it, had them try it to see their reactions, and then created a written report at the end!



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COMMUNITY ENGAGER

\$25,000-\$49,999

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\$10,000-\$24,999

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Autism super hero photo
is corrupt - won't import
and crashes photoshop



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\$1,000-\$2,001

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1246 donors supported NLG in Fiscal Year 2022.

A Record Breaking Year!

NLG raised **more** through charitable gifts and grants **than ever** before in Fiscal Year 2022.

79% of all spending last year was for the therapists, clinical staff, and specialists who directly serve NLG's students and members.

NLG invested over **\$480,000** in staff training and professional development.

REVENUE:

Tuition:

School - \$15,275,096

Adult - \$2,260,325

Fundraising (Net): \$1,745,196

Gov't Grants: \$1,561,456

EXPENSES:

Program Services:

School - \$15,997,849

Adult Services - \$2,581,567

Research: \$158,248

Administrative: \$740,524



As we celebrate our 20th Anniversary this year, we are filled with gratitude for your generosity, enthusiasm, and commitment to Nashoba Learning Group. Our work would not be possible without your partnership and support.

You have helped us lay a strong foundation for future growth and you make it possible for us to dream big dreams as we look ahead to our next 20 years. (You also make it possible for us to hire the best staff and to provide fun treats for them, like an ice cream truck showing up during a professional development day!)



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