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***A leader in supporting
people with developmental
disabilities***

2014 ANNUAL REPORT

www.charlesrivercenter.org

A MESSAGE FROM THE PRESIDENT AND BOARD CHAIRMAN

Dear Friends,

This has been a year of planning for the future, as well as a year of reflection here at the Charles River Center. This year we undertook two major initiatives that truly made us take stock of our strengths, aspirations, opportunities, values and the qualities that make our organization unique.

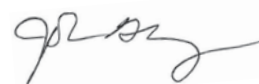
As we prepare our strategic plan for the next three years, we administered a large survey to families, individuals, staff and stakeholders. What were the results? They showed that we have **a caring staff that goes the extra mile** (echoed in our 3-year, commendatory CARF recertification), **we work closely with families to create flexible plans that benefit everyone, and we are committed to being a valuable asset to the community** through our employment program, community service initiatives and desire to be good neighbors. As one family said, "Over the years we have been continually impressed with Charles River's high quality of services and understanding. The overall support to families is unique and quite remarkable."

As you can see from this annual report, we also underwent a rebranding effort to better represent how we help those we serve. We refreshed our logo, created new signs for our buildings, and redesigned our website. We feel this new look harkens back to our history but also highlights the vibrancy of our organization and the light we bring into people's lives every day.

It is thanks to you that we have achieved these successes and will be able to build on them in the future. Your generosity helps fund the gap between government support and the actual costs to maintain our high standards.

We are truly grateful for the trust you have in us. Thank you for your commitment to helping each person we serve become as independent as possible and lead a happy and fulfilling life.

With gratitude,



John Grugan
President




Philip V. Robey
Chairman of the Board

P.S. We are proud that 90 cents of every dollar you've given goes directly to programs and services. Please see our financials on the last page for more information.

OUR MISSION: To empower and support people with developmental disabilities by offering high-quality, individualized opportunities that foster independence and community inclusion.

2014 FACTS & FIGURES

600 Stokes Natural Firestarters assembled by Employment and Day Services each week



9 awards given to employees and individuals at our annual dinner

123



athletes at the annual Ellie Bloom Olympics

21 families traveling on the first Wings for Autism trip to Disney World Florida



Who we are:

264 full-time staff



9

touch screen computers in Day Habilitation (one for every room)

128 weekend and after school classes held at our new, Natick location

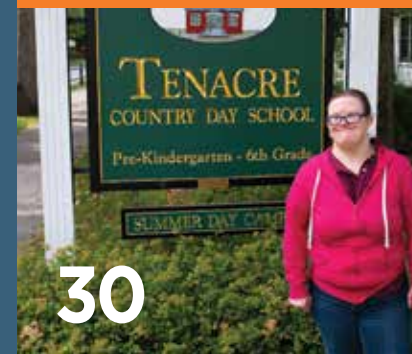
Who we help:

303 Ages 0 to 21

294 Ages 22 to 34

252 Ages 35 to 65

41 Age over 65



30

businesses that employ individuals from Charles River

98



golfers at the Needham Exchange Club annual tournament



567 registered participants at our annual 5K Run/1 Mile Walk

2014 HIGHLIGHTS



▲ WINGS FOR AUTISM FLIES TO DISNEY WORLD

Twenty-one families, all with children with special needs, were able to visit Disney World thanks to a partnership between Wings for Autism and ASD Vacations. Families benefitted from specialized support every step of the way ... from security at the airport, to guides at Disney, to special accommodations at the hotel.

▲ ADULT FAMILY CARE LAUNCHES

Designed for individuals who want to live in a family setting, caregivers are paid a stipend for their services, with Charles River staff providing nursing care, support and education to the caregiver and participant.

RESPIRE HOME OPENS

At the request of families, we opened an overnight Respite Home in Sharon where individuals can visit for the weekend and enjoy local attractions and camaraderie. Parents and guardians are able to take necessary trips or just take a break from caregiving to recharge their batteries.



▲ FOUNDATION FOR METROWEST AWARDS GRANT

Thanks to a grant from the Foundation for MetroWest, we were able to expand our social and recreation classes, like Fitness Fun and Artistic Afternoons, at our new Natick location.



▲ SOUTH STREET RESIDENCE OPENS

A true community effort, with donations from foundations, banks, and generous individuals, this state-of-the-art home opened over the summer, and the five residents with significant needs have settled in beautifully.

FINDING OPPORTUNITIES TO WORK

In February we launched OTW, a new program focused on job and life skills. With help from our highly-trained staff, individuals are prepared and trained for community employment opportunities. Participants are already working at Hampton Inn, Olin College, Walker School, and Marshalls.



▼ A HOT PARTNERSHIP WITH STOKES

In July, individuals in the Dwight building started assembling and packing Stokes Natural Firestarters. The company, founded by Wayland High School student Adam Liszewski, uses only natural and recycled materials. It's been a wonderful partnership! Find them at Roche Bros., Whole Foods and other local stores.



▲ EXPANDED CLINICAL SERVICES

A nurse joined our staff, and we increased speech, occupational and physical therapies to twice a week in Day Habilitation. We were also thankful to have interns from Lesley University, Massachusetts Bay Community College and Mount Ida assisting in Art and Music Therapies as well as the group rooms.



STOTT GETS A MAKEOVER

Stott House underwent a major renovation and facelift, in the process converting the home into two separate residences. Stott was the second residence at Charles River and the first private group home for adults with multiple disabilities in the nation. This renovation made the home fully-accessible and barrier free, and also allowed us to house two additional residents.

▼ CHARLES RIVER'S NEW LOOK

We debuted a new logo, website and marketing materials—ones that harken back to our established values but are bright and modern—symbolizing the light we bring to many lives.



BEST BUDDIES WITH WHELOCK

In Day Habilitation, we started a Best Buddies program with Wheelock College. Eight students visit regularly to spend an hour visiting with individuals, creating art projects, and enjoying one another's company.

ALZHEIMER'S TRAINING

Thirty residential staff members received training in Alzheimer's care thanks to a grant from The Greater Boston Real Estate Board Foundation. Many individuals we serve are developing Alzheimer's as they live longer lives.

▲ READY, SET, GROW

Over the summer we started a partnership with the Needham Community Farm. Groups of individuals regularly visited the Pine Street location to tend to raised beds. They grew strawberries, three kinds of tomatoes, peppers and corn. We look forward to spending more time at the Farm this summer.

WHAT THE CHARLES RIVER CENTER MEANS TO ME ...



Amy helps R.J. on his first night in his new home

AMY CORAN

**Residential Director
Employee at Charles River since 2007**

I have worked at the Charles River Center for nearly eight years in Residential Services, and in that time I have grown more than I could have ever imagined. Charles River has provided me with the opportunity to work on a team with others who are constantly striving to raise the bar for ourselves, our staff and the individuals we support. The individuals that I have had the fortune to work with constantly remind me why I love what I do. Despite facing challenges, the individuals are resilient, motivated and determined. Their never-ending passion for learning and for giving back to their communities is admirable. I will be forever grateful for the experiences I have had, the lessons I have learned and the individuals who have inspired me.



Peter on the job at Bertucci's

PETER SABINO

Individual at Employment and Day Services

I love the Charles River Center and appreciate all it has done for me. They have found me jobs at Plates Café and Bertucci's in Needham. I really enjoy my program called Opportunities & Visions, where we volunteer at Buddy Dogs in Sudbury, the Salvation Army and St. Vincent de Paul, recycling at Lincoln Sudbury and Senior Shopping in Needham. The Charles River Center gives me the opportunity to work hard and is a place where I can have fun and laugh with friends.



Jack, Erik, Henry and Susie Littlejohn

THE LITTLEJOHN FAMILY *The Inspiration for Wings for Autism*

The Wings for Autism program at Charles River changed our lives. In 2010, my family had planned a vacation to Disney World. While at the airport, our son Henry (who has Autism) became very anxious—so anxious we had to get off the plane. Our vacation was over before it even started. We had to

absorb the reality that we might no longer be able to travel as a family.

I shared our story with Jennifer Ryan at the Charles River Center. Her eyes were teary as she listened. She knew that many other families were likely facing similar challenges. She worked quickly, had many meetings with airport staff at Logan, and created the Wings for Autism program—a test run through the airport boarding process. Amazingly, the first event was just six months later, and we attended many others so Henry could keep practicing.

This past August Henry took his first flight in five years! As we took off, Henry was so excited he kept repeating “Happy, Happy!” I will never forget that moment. In February, we finished what we started. We went to Disney World and Henry had so much fun! We will forever be grateful to Jennifer and the Charles River Center. Your dedication and support to our family and many others, has been truly amazing!



John Timmerman at the finish line for the 5K

JOHN TIMMERMAN *Co-Organizer of the 5K, Board Member*

My involvement with the Charles River Center has been a life changing experience. Seven years ago I joined the Board of Directors and, at the time, I had a limited knowledge of the services and programs they offered. I only knew Charles River as the place “up the hill” from the old Dwight School building—the place that operated a couple of

group homes around Needham and who helped people find part time work at Roche Brothers. With each meeting and event I have attended over the years, my appreciation for Charles River and the cause they champion has grown exponentially. Little did I know that the agency manages over 20 homes in Needham and the surrounding area, and their services range from rehabilitation to family support. The programs assist over 600 people every day—an impressive statistic. Their stories, however, are more impressive. Getting to know some of these stories has had a profound impact on me. The individuals, like each of us, have hopes, dreams and aspirations.

Our annual 5K Run/ 1 Mile Walk brings the entire Charles River family together with the community. Hundreds get involved by running, walking, volunteering and cheering on the participants. This all-inclusive event symbolizes what Charles River strives to accomplish every day: helping each person achieve his or her goals with dignity.

SIGNATURE EVENTS



5K RUN/1 MILE WALK (to be held September 27, 2015)

This upbeat event brings together over 600 people from the community and the Charles River Center. Open to all abilities, this USA Track and Field-certified course loops through the scenic roads of Needham and Wellesley, and ends with a festive after party including pizza, drinks, ice cream and socializing.



ELLIE BLOOM OLYMPICS (to be held September 19, 2015)

Held at DeFazio Park in Needham, over 150 athletes of all ages and abilities from Charles River and neighboring communities participate in such events as running and wheelchair dashes, tennis ball throws, ring tosses, and relay races. Participants enjoy t-shirts sponsored by the Needham Golf Club Charities, and a delicious lunch provided by Roche Bros. and served by the Needham Women's Club. Everyone goes home with many medals and a big smile.



THE NEEDHAM EXCHANGE CLUB GOLF TOURNAMENT

(to be held June 22nd, 2015)

We have been honored to be the recipient of this golf tournament's proceeds for many years. Over 100 golfers from the Club and community enjoy a delicious lunch, 18 holes of golf, dinner, and live and silent auctions. Tournaments are held at the beautiful Blue Hills Country Club. Thanks to sponsors, participants and dedicated Club volunteers, proceeds have allowed Charles River to purchase vans for transporting individuals, as well as critical adaptive equipment.



BUILDING A DREAM GALA

Each year, over 350 people attend this special event which raises critical funds to help us continue to provide the highest quality services and programs for those we support. The elegant evening includes cocktails and a silent auction, seated dinner, an inspiring program with community and individual honorees, and a live auction. Thanks to the support of many generous sponsors and donors, this is Charles River's major fundraising event of the year.



THANK YOU TO OUR DONORS

Thank you to all the individuals, corporations, and foundations who made a gift to various Charles River Center funds. We would also like to thank all who made in-kind donations of equipment, services, and gifts; to all who made gifts in memory or in honor of a special person; and to all who volunteered their time to make our programs outstanding. All of these gifts are deeply appreciated.

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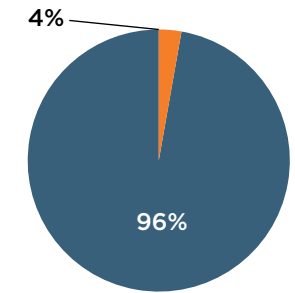
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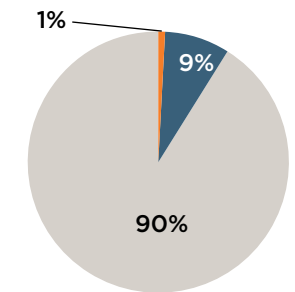
FINANCIALS

The Charles River Center Statement of Operating Activities for the Year Ending June 30, 2014

	FY2014 (000's)	Percentage of Total Expenses
REVENUES		
Total Revenues	\$21,754	
EXPENSES		
Salaries and Fringe Benefits	\$14,321	
Occupancy Costs	\$1,588	
Program and Office Support	\$583	
Stipends, Contracted Serv. & Professional Fees	\$703	
Transportation	\$252	
Depreciation Expense	\$681	
Interest Expense	\$70	
Food	\$354	
Staff Travel and Training	\$30	
Program Supplies	\$198	
Fundraising Costs	\$132	
Management and General	\$252	
Sub-total	\$19,164	
Expenses Associated with Investments	\$12	
Total Expenses	\$19,176	
NET OPERATING INCOME/(LOSS)		
Operations and Fundraising	\$1,419	
Investment Results	\$1,159	
Total	\$2,578	
Program Expenses	\$17,312	90.34%
Administrative Expenses	\$1,619	8.45%
Fundraising Expenses	\$233	1.22%
Total	\$19,164	100%



2014 REVENUES
■ Program Service Fees
■ Grants and Contributions



2014 EXPENSES
■ Program Expenses
■ Administrative Expenses
■ Fundraising Expenses