

C O M M I T T E D T O T H E C O R E



Biennial Report 2017-2018



COREVALUES

Respect & Kindness | Integrity | Teamwork
Innovation | Service to Others

 **Seven Hills**
Foundation



"Our Core Values are intrinsic to all of us at Seven Hills. Together, they are powerful: to be respectful and kind, to think and act with integrity, to work together as a team for the better good, to think beyond the boundaries for innovative solutions, and—coming full circle—to serve others with these values as our compass." — Dr. David A. Jordan



Dr. David A. Jordan
President



John Altomare Jr., Esq.
Chair of the Board

Seven Hills Foundation is comprised of 12 operating affiliates, which are staffed by nearly 4,000 professionals, who support over 45,000 individuals annually in Massachusetts and Rhode Island, and eight countries around the globe.

We could not do what we do, day in and day out, without a very strong core—a core of values that set the standard at Seven Hills: **Respect & Kindness | Integrity | Teamwork | Innovation | Service to Others.**

Seven Hills' Core Values guide our mission and vision, workforce dynamics, person-centered programming, and community connections. They serve as our benchmark for growth, excellence, and as the exemplary model for the health and human services sector.

Our **Core Values** are intrinsic to all of us at Seven Hills. Together, they are powerful: to be kind and respectful, to think and act with integrity, to work together as a team for the greater good, to think beyond the boundaries for innovative solutions, and—coming full circle—to serve others using these values as our compass.

As we reflect on the past two years, we celebrate the successes, learn from the challenges, and look forward to a future that is brighter for all. The privilege of supporting people in need calls for a community of people for whom caring comes naturally. We invite you to join in our quest.

David A. Jordan

Dr. David A. Jordan
President

John A. Altomare

John Altomare Jr., Esq.
Chair of the Board



Front, L to R: Claire Swan, Dr. David A. Jordan, John Altomare Jr., Esq., Marianne Rogers, and Maureen Binienda. **Back, L to R:** Robert Oriol, Frances Polito, Peter Stanton, Robert Mahar, Deborah Needleman, David Simon, Dr. Tammy Murray, Dr. Charles P. Conroy.

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COREVALUES

Seven Hills' **Core Values** are intrinsic principals—Kindness & Respect, Integrity, Teamwork, Innovation, and Service to Others. Yet, their impact at the core of Seven Hills has a resounding effect on what we do: providing the very best care and support for people of all abilities who are facing significant life challenges. How do we do it? With a dedicated workforce that shares a passion for our **Core Values**—staff of diverse backgrounds who are driven to make this world a better place for all.

KINDNESS & RESPECT

Seven Hills celebrates a diverse workforce and open work environment. Mutual exchange and communication engage at every level of employment and leadership. No level can thrive without kindness and respect. In our residences, staff work and live harmoniously with the individuals in their care. Kindness is extended, boundaries are respected. Kindness can upright a frown into a smile, scale a sour note into a high one, and spread warmth to melt the chill in the air. Respect underscores the appreciation of all abilities, backgrounds, situations, and journeys.

INTEGRITY

The thread of integrity is woven into the fabric of our work at Seven Hills. From the front lines of direct care to the overarching leadership of the Foundation, integrity is the compass for our decisions, actions, policy, and responsibility. To navigate treatment, manage medication, entrust caregiving, build a workforce, and more is to hold integrity as the unwavering benchmark. Further, the engine of quality care in the health and human services sector should be fueled, in part, with a high octane of integrity. The tightly knit community of Seven Hills is bound by the commitment to integrity.





TEAMWORK

It takes a team effort to achieve the strategic goals of Seven Hills. The teamwork at all levels of the organization build a sophisticated, efficient network and positive, measurable results. The logistics of living life with a disability or life challenge takes tremendous teamwork generated by kindness and respect. Effective teamwork is dependent on integrity and leads to innovation. Individuals who participate in Seven Hills' programs have made significant strides—both at home and away—with the invincible teamwork at Seven Hills.

INNOVATION

"What if?" is not a question that lingers long at Seven Hills. Problems are solved through innovative solutions on a daily basis. At Seven Hills, "What if?" is the launchpad for innovation. From the arts to assistive technology, logistics to leadership, innovation can make a life-changing difference to people in need. Seven Hills' Assistive Technology program is enabling mobility in groundbreaking ways for people with disabilities. Inclusive arts are opening doors in theaters, museums, and retail in all levels of programming. First-generation college students are accessing higher education at phenomenal rates. With leading-edge solutions in high demand, our "Ideate to Innovate" approach can easily launch the next big thing at Seven Hills.

SERVICE TO OTHERS

Seven Hills is a leader in Health and Human Services for a reason—because it provides exemplary models of care to communities in need. People are driven to work in the sector because they have a strong desire to care for others. People choose to work at Seven Hills because of the exceptional care it provides to people in need. Service to Others is at the core of what we do—and we do it with Kindness & Respect, Integrity, Teamwork, and Innovation. Our diverse service model provides a wide range of supports to meet the significant needs of individuals and families in their communities.



INDIVIDUALS SUPPORTED

2017 2018

Seven Hills ASPIRE!

Adult Day Health	96	102
Community Based Day Supports	164	170
Day Habilitation	258	242
Employment.....	85	96

Seven Hills Behavioral Health

Adult Mental Health	147	161
Psychiatric Day Treatment	74	74
Educational Tutoring for Children at Risk.....	29	25
Higher Education Opportunity.....	2,668	2,121
HIV/AIDS Case Management.....	150	121
HIV/AIDS Education & Prevention	13,852	9,711
Food Pantry	2,711	1,511
Housing Assistance.....	26	24
Parent Mentoring	214	196
Safe Child Visitation Center	185	103

Seven Hills Community Services

24-Hr. Residential Supports	405	421
Individual Supports	183	170
Employment / CBDS	16	16
Emergency Residential Services	13	9

Seven Hills Family Services

Community Connections	577	724
Shared Living / Adult Family Care.....	478	512
Flex Funding / Family Support	482	882
Respite Services.	310	390
Agency with Choice	43	52

Seven Hills Global Outreach

Sierra Leone.....	15,000	15,000
Ghana	4,500	4,500
Bangladesh	1,300	1,300
Haiti	250	250
Kenya	950	950
Liberia.....	100	100
Jamaica	200	200
Guatemala.....	900	900

Seven Hills NeuroCare	50	54
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Seven Hills Pediatric Center

Groton	110	82
Hopedale	13	13

Seven Hills Rhode Island

Early Intervention.....	390	474
PASS	319	270
Children's Respite.....	249	247
HBTS/ABA	201	126
Day Supports	130	127





Contracted Case Management	46.....	53
24-Hour Residential Support.....	70	67
Workforce Readiness & Employment.....	73	68
Shared Living	46	53
Assisted Living.....	38	37
Family Support.....	30	27
Behavioral Health	9	n/a
My Choice.....	50	53

Children's Aid & Family Service

Child Enrichment Center	150	150
Family Day Care.....	107	107
Child Care Resources.....	5,797	6,161
Child Care Resources and Referral	1,397	1,760
Strengthening Families	844	844

Children's Friend

Adoption & Family Services.....	354	300
The Carriage House	31	31
The Early Learning Center.....	32	35
The Ellsworth Child and Family Counseling Center	662	660

Stetson School

Residential / Education	100	100
Intensive Group Home	43	43
Harrington Way	16	18
Follow Alongs	4	4

VSA Massachusetts

Education

COOL Schools Students	1,588	1,639
COOL Schools Teachers.....	101	95
COOL Ways to Play Festival.....	165	n/a
Art of Variability BPS.....	19	4
Art of Variability WPS	11	11
Intersections Conf.: "Inclusive on Purpose"	35	35
COOL Teaching Artists	17	20

Open Door Gallery - Boston

Exhibiting Artists	39	29
Event Participants/Visitors	300	229

Open Door Gallery - Worcester

Artists Showing Work.....	176	47
Event Participants/Visitors	680	356
Creative Minds Program	120	105
Tours and Workshops.....	288	250

Cultural Inclusion

Abilities Expo	1,010	n/a
Intersections Conf., Transitions Workshop	105	40
Art from the Heart Program	550	552
CANE Workshop Participants	335	392



FINANCIAL REPORT: 2017 & 2018

ASSETS 2017 2018

Cash	\$4,695,076	\$7,869,163
Accounts & Pledges Receivable	\$24,430,080	\$26,186,716
Deposits with Trustees	\$2,640,507	\$3,293,203
Prepaid Expenses	\$669,921	\$596,646

Total Current Assets\$32,435,584 \$37,945,728

Net Property, Plant & Equipment	\$120,783,511	\$123,207,522
Deposits with Trustees	\$5,389,032	\$5,446,287
Investments	\$32,965,107	\$41,714,921
Other	\$4,392,964	\$4,976,776

Total Assets\$195,966,198 \$213,291,234

LIABILITIES & NET ASSETS 2017 2018

Current Liabilities

Notes Payable and Current Portion of LTD	\$15,516,783	\$8,690,618
Accounts Payable	\$5,138,655	\$4,849,992
Accrued and Other Liabilities	\$9,240,215	\$11,605,749

Total Current Liabilities

Advances from the State of Rhode Island	\$1,017,643	\$985,089
Long-Term Debt, Less Current Maturities	\$87,421,215	\$97,976,761
Hedging Instrument Liability	\$421,843	
Deferred Compensation Liability	\$6,488,349	\$7,321,996
Net Assets	\$70,721,495	\$81,861,029

Total Liabilities & Net Assets\$195,966,198 \$213,291,234

FUNDING SOURCES 2017 2018

Massachusetts Office of Child Care Services	15.20%	14.27%
Massachusetts Department of Medical Assistance	13.66%	13.20%
Massachusetts Department of Developmental Disabilities	40.96%	39.44%
Rhode Island Department of Behavioral Health, Developmental Disabilities & Hospitals	5.64%	5.78%
Rhode Island Department of Health and Human Services	4.80%	4.37%
Other	19.74%	22.94%

EXPENDITURES 2017 2018

Program	92.98%	92.74%
General & Administrative	7.02%	7.26%
Personnel	59.31%	60.21%
Occupancy	8.74%	8.84%



MAJOR FUNDERS

Beacon Health

Commonwealth of Massachusetts:

- Department of Children & Families
- Department of Developmental Services
- Department of Early Education & Care
- Department of Education
- Department of Elementary & Secondary Education
- Department of Mental Health
- Department of Public Health
- Department of Transitional Assistance
- Executive Office of Health & Human Services
- Massachusetts Behavioral Health Partnership
- Massachusetts Commission for the Blind
- Massachusetts Rehabilitation Commission

State of Rhode Island

- Department of Behavioral Health Care, Development Disabilities and Hospitals
- Department of Children and Youth Services

U.S. Department of Health & Human Services

U.S. Department of State



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2017

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\$10,000+

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2018

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 TD Bank
 Taconic Golf Club

Tatnuck Country Club
 The Bagel Inn
 The Boynton
 The Hanover Theatre for the Performing Arts
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AFFILIATES of SEVEN HILLS FOUNDATION

■ **Seven Hills ASPIRE!** promotes personal choice to individuals with disabilities in its wide range of programming that includes adult day health, day habilitation, innovative lifelong learning, community-based day supports, and workforce readiness & employment.

■ **Seven Hills Behavioral Health (SHBH)** has over 60 years' experience providing social and human services including mental health treatment, education programs for at-risk youth, and HIV/AIDS support.

■ **Seven Hills Community Services (SHCS)** offers community-based residential options for individuals with developmental disabilities, and state-of-the-art, medically equipped homes for individuals with complex healthcare needs.

■ **Seven Hills Family Services (SHFS)** offers Shared Living and Adult Family Care home-based caregiving, as well as Respite Care for both children and adults with disabilities. The Community Connections Program offers recreational and competitive activities. The affiliate's Family Support Centers assist families and their loved ones with disabilities in finding resources tailored to their needs.

■ **Seven Hills Global Outreach (SHGO)** supports the humanitarian efforts of health, education, and human services organizations in developing nations and home communities of Seven Hills' diverse staff through technical assistance, social venture opportunities, and related collaborative efforts.

■ **Seven Hills NeuroCare (SHNC)** supports individuals with brain injuries through day supports and residential options. Staff includes certified brain Injury specialists and rehabilitation counselors, behavior analysts, speech language pathologists, psychologists, nurses, AT professionals, and access to mental health counselors, social workers, and psychiatrists.

■ **Seven Hills Pediatric Center (SHPC)** provides long-term nursing care to children and young adults below a cognitive age of 12 months; short-term respite care to children and young adults below a cognitive age of 24 months; and sub-acute care to children 18 years of age with no minimum/maximum cognitive age. SHPC also operates Seven Hills Academy at Groton, an on-site special needs school. SHPC at Hopedale is a residential treatment option for children who need 24-hour, specialized medical care, with access to the community and local public schools.

■ **Seven Hills Rhode Island (SHRI)** supports individuals with various disabilities through a wide range of programs that include day habilitation; rehabilitation; workforce readiness and employment; recreation; case management; individualized planning; fiscal intermediary; 24-hour supervised and semi-independent living arrangements; Child and Family Services; Early Intervention; respite for adults and children; and Rite @ Home and Shared Living home-based residential options for seniors, and adults with disabilities.

■ **Children's Aid & Family Service (CAFS)** supports income-eligible families throughout central MA in their pursuit of successful life/work balance. CAFS provides center-based and family child care, and child care resources, which is a single point of access for voucher child care in the region.

■ **Children's Friend (CF)** provides services to children and families in central MA through its five major programs: Adoption and Family Services; The Ellsworth Child and Family Counseling Center; The Carriage House, A Center for Grieving Children and Families; The Early Learning Center; and In-Home Therapy.

■ **Stetson School** is a full-time Residential and Education Treatment program for male youth, aged 9-22, with high-risk behaviors and who may also have developmental difficulties, chronic mental illness, and autism spectrum disorder. Stetson School supports the high-risk population with a family-focused, individualized "culture of recovery."

■ **VSA Massachusetts (VSA MA)** promotes the involvement of people of all abilities in the cultural life of our communities. The affiliate's COOL Schools, Open Door Gallery, and Cultural Inclusion programs have been at the forefront of the immersive arts movement for almost four decades, breaking new ground in the areas of education, performance, artistic expression, and more.



RESPECT & KINDNESS

The **MISSION** of Seven Hills Foundation is to promote and encourage the empowerment of people with significant challenges so that each may pursue their highest possible degree of personal well-being and independence.



TEAMWORK



INTEGRITY

The **VISION** of Seven Hills Foundation is to be a preeminent leader and resource in the identification of unmet community needs; in the promotion of professional and compassionate models of service; and as an advocate of emerging public policy which exemplifies the dignity of all persons regardless of physical, social, or emotional condition.



INNOVATION



SERVICE TO OTHERS

