



AEI

ANNUAL REPORT

2025

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Imagine What One Person Can Do!

01 MESSAGE FROM CHAIRMAN & PRESIDENT



By all measure, FY 2025 was a successful year for AEI! For the first time in the organization's history, over 1,000 individuals were supported through our programs and facilities. This represents a 25% increase in services provided over the previous fiscal year.

Some significant factors which lead to this notable increase are:

- The outstanding staff of AEI have consistently been recognized as dedicated and caring in the way they support program participants by the Commission on the Accreditation of Rehabilitation Facilities (CARF) and the Department of Developmental Services licensing surveyors. All staff have now been trained in Positive Behavioral Supports (PBS), and our goal is to ensure a welcoming environment for individuals in our programs, offering greater choice in the activities they participate in, and increasing the level of satisfaction they have with the supports they receive. Through PBS, we are aiming to reduce the number of significant incidents and reduce participant absenteeism throughout the year.
- According to our auditors, KLR, it was reported that \$0.91 of every \$1 we receive goes directly into supporting our program participants. KLR considers \$0.75 the benchmark for non-profit organizations and noted AEI's minimal administrative overhead as the exception rather than the rule. Funding agencies and donors can take comfort in knowing their funds are stewarded effectively.
- AEI's Positive Autism Social Society (PASS) continues to grow with its participation and satisfaction.
- Community Based Day Supports (CBDS) Without Walls continues to grow. Satisfaction with this unique program remains high based on feedback from participating individuals.
- Our Employment Services, funded by MassAbility, have served a record number of individuals this past year. Employment Supports has assisted over 400 adults in obtaining employment over the past 5 years, and Pre-Employment Transition Services (Pre-ETS) has served nearly 270 high school students.

02 MESSAGE FROM CHAIRMAN & PRESIDENT

And we have even more exciting news! Last month, AEI purchased an 18,000 square foot building in Plainville. This new facility will be the future home for our Employment Services team, our CBDS Without Walls operations, our Day Habilitation program currently located in Mansfield, and a new CBDS program which some of our current North Attleboro participants will attend. Renovation to the existing facility will include Day Habilitation and CBDS training rooms, a kitchen and cafeteria, gym, nursing station, sensory room, and outdoor recreation area. We are aiming to open sometime during late fall next year.

You are reading this because you share AEI's vision of communities where citizens of all abilities are able to contribute. Each of you has a gift of time, talent or treasure to contribute to our mission. Please consider marking a gift to our capital campaign. Your gift would allow AEI to increase our capacity, expand our service area and continue to strengthen the fabric of our communities by raising up our most vulnerable citizens.

03 PROGRAM OVERVIEW

DAY SERVICES

DAY HABILITATION

These person-centered and developmental programs offer medical, clinical and therapeutic supports to promote the ability of individuals with developmental disabilities to live more independently in everyday community settings.

COMMUNITY BASED DAY SUPPORTS (CBDS)

This program provides the opportunity to engage in and enjoy a diverse array of community activities while promoting the development of interpersonal communication and social skills that are critical to independence and positive community interaction.

CBDS WITHOUT WALLS

This unique program is carried out 100% in the community where participants are picked up and dropped off at their homes. Through four foundational support services - leisure activities, volunteering, continuing education and hobbies - Without Walls offers the flexibility required for individuals to express self-determination, build natural supports, engage in civic pursuits, and learn to use resources outside of a typical program setting.

EMPLOYMENT SERVICES

PRE-EMPLOYMENT TRANSITION SERVICES (PRE-ETS)

This program helps students aged 14-22 who are in high school, post-secondary education, or vocational training. Pre-ETS has three main goals: to help students with disabilities explore, increase awareness, and prepare for post-secondary employment and education.

EMPLOYMENT SUPPORTS

This program is an adult program where we work with those 18+ who are interested in finding competitive employment. In addition to our job placement and retention services, we provide extensive work readiness programming and career exploration services.

04 PROGRAM OVERVIEW

FAMILY SUPPORTS

RESIDENTIAL PLACEMENT

Promotes opportunities for individuals to live in their communities as neighbors, friends, and valued fellow citizens, and it is designed to promote the development of skills that allow one to live as independently as possible.

IN-HOME SUPPORTS

When a family needs assistance in caring for a family member with developmental disabilities, this program allows individuals to live safely and independently in their own homes with the support of committed caregivers.

AGENCY WITH CHOICE

This program supports individuals and families to engage in self-determination and is designed to support people with disabilities to live the lives that they desire by allowing them and their families to exercise authority over potential staff who support them.

RESPITE CARE

This care is an essential part of the over support families may need to keep an individual with intellectual/developmental disabilities at home and provides a “break” from the daily challenges of caring for an individual with special needs.

OTHER SERVICES

AUTISM “PASS” PROGRAM

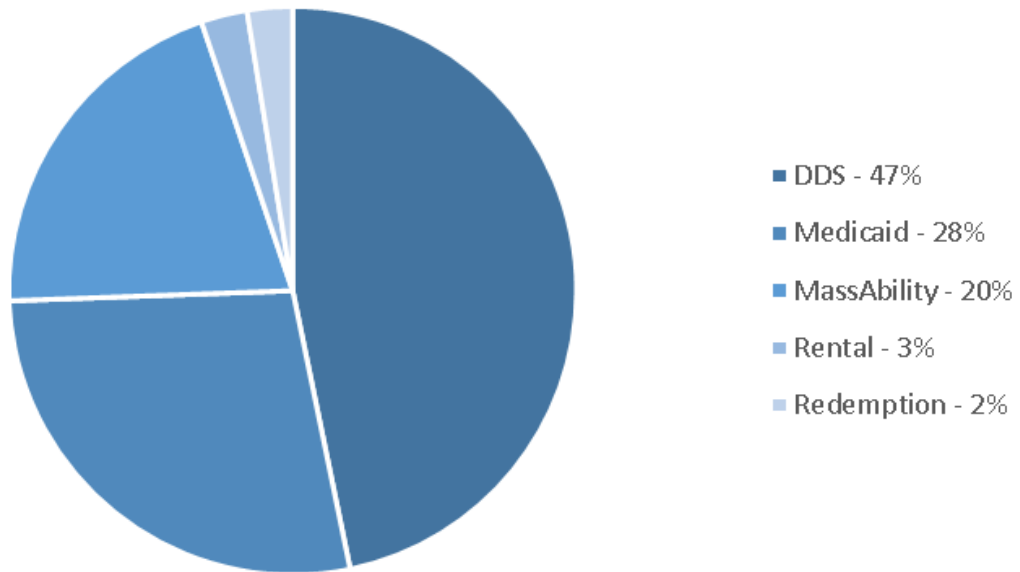
This is an innovative program is for adults 22 and over who are deemed Autism eligible through DDS. We aim to expose participants to a potential social network and assist in building relationships which can carry on outside of program. Activities focus on social/life skills, wellness and employment.

TRANSITIONS

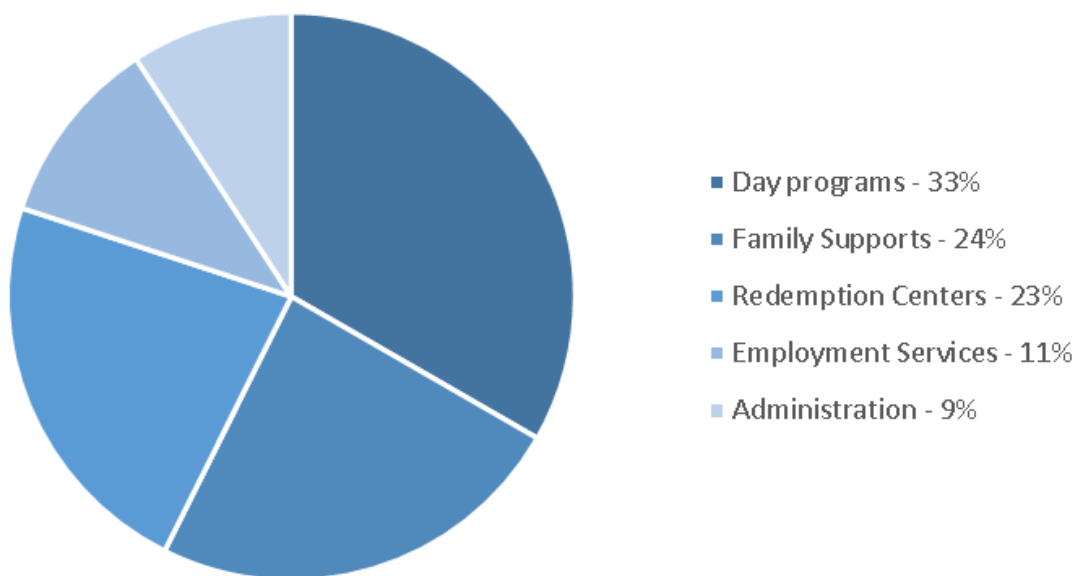
We collaborate with local school districts in the planning process for students in special education program to transition into adults services.

05 FINANCIAL OVERVIEW

Operating Revenue FY25



Expenditures by Program FY25



06 AWARDS



JOHN ALVES: EMPLOYEE OF THE YEAR

This award is presented to a program participant who has been placed in competitive community employment.

AEI dedicates this award in loving memory of John Alves, whose commitment to our mission enhanced the lives of so many. For more than fourteen years, John's service on behalf of the individuals we support was an inspiration to us all. This award is presented annually to an individual who exemplifies the ideals by which John lived.

EXCELLENCE IN DIRECT CARE AWARD

This award was established in 2010 through an anonymous gift to the AEI endowment fund. AEI proudly presents the Excellence in Direct Care Service award given annually to direct care day program and family supports staff members in recognition of outstanding service. Award recipients are nominated by program participants, service providers and their peers, and are chosen by a committee.

COMMUNITY ADVOCATES AWARD

This award is given annually to an individual or entity who has gone above and beyond in their support of the program participants of AEI and people with disabilities in our community.

AEI proudly recognizes recipients for partnering with us to provide opportunities for individuals of all ability levels with cognitive challenges to become contributing members of society and achieve their life goals.

07 AWARDS

THE ERNEST AUGAT AWARD

This award was instituted in 2015. At every critical juncture in AEI's history, Mr. Augat or the Augat Foundation was there to support our vision of the future. We proudly present this award annually as a way to keep Mr. Augat's spirit alive and to remind us all of the man behind the name. Each year, we select an AEI participant who embodies the qualities which lead to Mr. Augat's success and made him a well-respected and revered member of our community. Those qualities are: strength in the face of adversity, humility, generosity and a strong sense of character.



STAFF LONGEVITY

40 YEARS OF SERVICE

Jerry Pilkington

30 YEARS OF SERVICE

John Raposa

25 YEARS OF SERVICE

Wendy Harrison

15 YEARS OF SERVICE

Brenda Perez

10 YEARS OF SERVICE

Kellie Dugan
Nana Ewiafom
Nichole Gary

5 YEARS OF SERVICE

Kelly Vandal



08 WHO WE ARE

BOARD OF DIRECTORS

Gary Snyder, Chairman
Tom Charboneau, Vice Chairman
Charles Cederberg, Secretary
Ben Dowling, Treasurer

Neal Boldrighini, Director
Kristine Crosman, Director
Stephanie Forte, Director
John Siddall, Director
Ron Struminski, Director
Ty Waterman, Director

STAFF

ADMINISTRATION

Jerry Pilkington, President & CEO
Mary-Lou Fogg, Senior Bookkeeper
Debra Meringolo, Director of Administration
Mary Pacheco, Payroll/Training & Development Specialist
Shelley Raposa, Director of Development
Jen Sheehan, CPA, CFO

DAY PROGRAMS

Traci Cabral, Director of Day Programs
Vanessa Poland, Day Program Clinician
Marissa Trambowicz, Day/Residential Program Clinician

DAY HABILITATION - NORTH

Kevin Seccareccia, Lead Developmental Specialist
Jeff Miller, Developmental Specialist
Renee Walker, Developmental Specialist
Carla Rivera, RN, Healthcare Supervisor
Maryanne Bradley, LPN
Kerma Miller, CNA
Latisha Amada, Direct Care
Stephanie Bosse, Direct Care
Frederico Da Luz, Direct Care
Bryan Doua, Direct Care
Kellie Dugan, Direct Care
Heather McGowan, Direct Care

09 WHO WE ARE

STAFF

DAY HABILITATION - NORTH (CONTINUED)

Leandra Moreno, Direct Care

Beth Perrault, Direct Care

Jessica Petersen, Direct Care

Lois Rawson, Direct Care

Harley Rogers, Direct Care

Jason Sepe, Direct Care

Ilario Sepulveda, Direct Care

DAY HABILITATION - MANSFIELD

Jessica Clinton, Lead Developmental Specialist

James Parsons, Developmental Specialist

Evan McGarry, LPN, Healthcare Supervisor

Vanessa Mello, LPN

Sheilawna Bryant, Direct Care

Katelyn Colpitts, Direct Care

Josephine Mortrud, Direct Care

Tomas Pomar, Direct Care

COMMUNITY BASED DAY SUPPORTS - NORTH

Wendy Harrison, Program Supervisor

Sheila Chouinard, Assistant Program Supervisor

Mike Boss, Direct Care

Katelyn Groh, Direct Care

Ally Lazetera, Direct Care

Rachel O'Donnell, Direct Care

Yasmine Pinto, Direct Care

COMMUNITY BASED DAY SUPPORTS - WITHOUT WALLS

Terri Gauvin, Program Supervisor

Meghan Bottomley, Direct Care

Katie Clyburn, Direct Care

Jessica Laureano, Direct Care

Joyce Morales, Direct Care

Jennifer Morin, Direct Care

P.A.S.S.

Ben Wentworth, Direct Care

10 WHO WE ARE

STAFF

FAMILY SUPPORTS

Martha Rubi-Rapoza, Director of Family Supports

David Aguiar, RN, Healthcare Coordinator

Bruce Campbell, House Supervisor

Michelle Cordeiro, House Supervisor

Melanie Delemos, House Supervisor

Cassia Dion, House Supervisor

Kelly Vandal, House Supervisor

Lee Bennett, Direct Care

Max Bennett, Direct Care

Zita Borges, Direct Care

Chantel Branco, Direct Care

Christine Branco, Direct Care

David Bruneau, Direct Care

Pamela Bullock, Direct Care

Harley Cipollini, Direct Care

Jordan Correia, Direct Care

Marissa Dumont, Direct Care

Nana Ewiafom, Direct Care

David Jacob, Direct Care

Jeannette Landis, Direct Care

Juan Lugo-Arroyo, Direct Care

Pam Minkle, Direct Care

Brenda Perez, Direct Care

Julian Perez, Direct Care

Danielle St. Pierre, Direct Care

Duward Saygbe, Direct Care

Jonathan Teixeira, Direct Care

Orlando Torres, Direct Care

Lacey Torngren, Direct Care

Shannon Williams, Direct Care

11 WHO WE ARE

STAFF

FAMILY SUPPORTS (CONTINUED)

Tracy Wright, Direct Care
Ron Corbett, Per Diem
Marissa Minkle, Per Diem
Luis Rivera Fares, Per Diem
Mariana Rodriguez, Per Diem
Michael Vega, Per Diem

EMPLOYMENT SERVICES

John Raposa, Director of Employment Services

EMPLOYMENT SUPPORTS

Ryan Saglio, Assistant Director of Employment Supports
Brendan Byrne, Employment Specialist
Rebecca Materne, Employment Specialist
Elise Sousa, Employment Specialist
Christine Foisy, Employment Admin

PRE-EMPLOYMENT TRANSITION SERVICES

Nichole Gary, Pre-ETS Program Manager
Tanya Davis, Instructor
Ashley Fish, Instructor
Alexia Velasquez, Instructor