



# The Giving Common

An Initiative of the Boston Foundation

[www.thegivingcommon.org](http://www.thegivingcommon.org)

Outside the Lines Studio, a program of RHD Boston



## General Information

70 Colby Street  
Medford, MA 02155  
(617) 225-0212

**Website**

[www.outsidethelinesstudio.org](http://www.outsidethelinesstudio.org)

**Organization Contact**

Susan Burnham [susanb@rhd.org](mailto:susanb@rhd.org)

**Year of Incorporation**

1970

# Statements & Search Criteria

## **Mission Statement**

Outside the Lines Studio creates a culture of artistic expression where each person's possibilities extend beyond perceived limits, and where all are inspired together to be productive community members, both within the organization and in the broader world.

## **Background Statement**

Outside the Lines Studio is an arts-based program that provides day support and arts mentorship to adults with developmental disabilities or dual diagnoses. Through art, advocacy, and community inclusion activities, Outside the Lines, founded in 1995, encourages growth in both artistic and life skills and provides individual support through a model that values independence and personal expression. Outside the Lines provides a variety of programs for people to choose from and partners with volunteers and interns from universities and Local Cultural Councils to offer art-based performances and exhibitions.

Participants work with professional artists in learning techniques and producing works in painting, drawing, printmaking, sculpture, and other artistic ventures. Aside from studio art instruction, Outside the Lines also offers recreational, life skills education, health and wellness, and vocational programming.

Outside the Lines primarily serves individuals aged 18 and older who live in the Greater Boston/Charles River West and North Shore communities, as defined by the Massachusetts Department of Developmental Services. At the present time, 32 adults attend the Outside the Lines on a regular basis.

Outside the Lines is a program of Resources for Human Development, a multi-faceted social services with a mission to empower vulnerable and marginalized people and families as they build better lives for themselves, their families, and their communities. RHD operates more than 170 programs in 14 states, each managed locally according to the needs of the individual community.

## **Impact Statement**

1. In the past year, Outside the Lines increased the quality of life for more than 35 adults with developmental disabilities through art instruction, life skills education, socialization, movement therapy, and health/wellness classes. Building on studio-based programs, OTL designed an initiative to bring art to individuals with disabilities in community and residential settings.
2. Outside the Lines increased the visibility of its studio in the arts community and greater Boston. In 2012, OTL participated in the prestigious Sanford Smith Outsider Art Fair in NYC, the Somerville Artbeat Festival, Marty Maher's exhibit at Know More Games in Brooklyn, and in other Art Committee exhibitions including the Davis Square art window, JP Licks, and Tufts gallery. Through these efforts OTL increased art sales by 29%; outreach events by 44% and number of artists participating by 25%.
3. Outside the Lines expanded intern involvement by recruiting students from the Massachusetts College of Art and Design, Lesley University's Expressive Therapy Program, Tufts University and Boston University. Interns helped develop a sensory room, a vocational skills group and expanded drama, music, and intermodal expressive therapy-based activities. Interns and volunteers leave the program with a heightened understanding of the needs and talents of people with disabilities, an ability to promote dignity and respect, and a desire to use these skills to further benefit this population.

Outside the Lines' goals for the coming year include:

1. Increase capacity to deliver one-on-one instruction for participants by adding staff, interns and volunteers
2. Increase outreach through an ASK for Art mobile arts program, and by making scholarships available for art classes and/or transportation
3. Begin strategic planning process to establish an arts-based commercial enterprise operated by Outside the Lines, through which participants can earn income.

## **Needs Statement**

Outside the Lines' priority needs are:

Increased access to OTL classes. Individuals with developmental disabilities want to attend OTL but do not have the resources; donations restricted to a scholarship fund for class fees or transportation would allow more people to participate. A mobile arts program, ASK for Art, expands outreach to those in residential or other settings who cannot come to the studio. The cost of delivering a group class for 8 weeks at one site is \$2,700.

Increased 1-on-1 interaction. Participants benefit from 1-on-1 attention during art making and job training which can be accomplished by adding staff artists, volunteers and interns; \$60,000 per year for staff time and intern stipends will significantly increase 1-on-1 contact.

Increase opportunities to earn income. Participants desire/need to earn income and develop skills by providing a service in the community, including selling artwork. Designing and implementing a strategic plan to increase opportunities to earn income through artistic and supported employment opportunities is estimated at \$100,000.

Eliminate barriers to health/wellness. Many of the participants lead sedentary lives, are overweight, and are unable to afford healthy food. Offering free healthy meals to all participants is estimated to cost \$30,000 annually.

## Service Categories

Developmentally Disabled Services/Centers

Geographic Areas Served

Please review online profile for full list of selected areas served.

# Programs

## **Outside the Lines**

### **Description**

Outside the Lines is an arts-based day program for adults with developmental disabilities and dual diagnoses. Through art, advocacy, and inclusion, Outside the Lines builds life skills and provides individual supports based on independence and personal expression. The program serves up to 35 men and women. Outside the Lines' foundation is art instruction. Professional artists, trained to work with the program's population, teach in groups and work one-on-one with participants. Participants are encouraged to show and sell their work in the program gallery, and in galleries and exhibits throughout the community. Exhibits provide artists with opportunities to interact with the community and to earn additional income; they give the studio opportunities to network with other galleries and artists. A mobile arts program, ASK for Art, provides arts materials and an instructor for small groups of people in residential and other community settings, geared toward individuals who cannot travel to the studio.

Outside the Lines offers vocational training, health and wellness programming, and individual supports. Group activities encourage exploring the surrounding community, and include trips to local museums and concerts, as well as yoga, gardening, music and movement.

The vocational component offers training in a variety of jobs, ranging from typing and filing at the RHD Boston office to working off-site in maintenance and other jobs for a competitive hourly wage.

Outside the Lines welcomes people with a range of disabilities, and provides support according to each person's skills and interests. Many people who have not found success in traditional day programs have found their niche in the relaxed, encouraging environment which has created a studio-based dynamic community in which each member has unique value. From creating sculptures out of shredded documents, to serving tea to co-workers, to participating in a yard clean-up, there is opportunity for everyone at Outside the Lines.

### **Budget**

506,561

### **Category**

Human Services, General/Other Services for Individuals with Disabilities

### **Population Served**

People/Families with People of Developmental Disabilities, People/Families with of People with Psychological Disabilities, At-Risk Populations

**Program Short Term Success**

In the short term, within one year, Outside the Lines' participants will:

- show movement toward meeting Individual Service Plan goals
- show improvement in social skills
- show increase in independent participation
- show improved self-determination and self-esteem
  
- show increase in personal expression
  
- form relationships with peers outside of their support circles
- begin to identify themselves as artists

Short-term outcomes for the program as a whole include:

- building networks with other art programs inclusive of people with and without disabilities alike
- collaborations with other social service organizations
- increased capacity to engage volunteers
- increased capacity to participate in area arts events
- helping participants gain public recognition as artists
- help increase community awareness of the talents of people with disabilities

**Program Long term Success**

The long term success of Outside the Lines' work will be manifested in the following ways:

- 90% of individuals with disabilities who participate in OTL programs will evidence increased independence as measured by achievement of functionally-oriented Individual Service Plan Goals
- 90% of individuals with disabilities who participate in OTL programs will evidence improved quality of life as measured by self-report surveys
- 90% of families of OTL participants will report increased independence and quality of life for their participant
- 95% of interns from human service and art fields will report an increased understanding of the needs and talents of individuals with disabilities
- Increased community appreciation of the talents of individuals with disabilities will be reflected in increased media coverage of program-related events and increased sales of OTL artists' work
- OTL will be able to identify an expanding network of organizations cultivating the creativity of people with disabilities.

**Program Success Monitored By**

Short-term and long-term program success is measured using the following tools and methods:

- Individual Service Plans/Goals
- Staff observation
- Number, type and outcomes (e.g., sale of artist work) of participation in art-related exhibits and community events
- Self-report surveys by consumers/participants
- Self-report surveys by family members of participants
- Tracking of number and type of community partners
- Documentation of media coverage of OTL stories

## **Examples of Program Success**

Artists have participated in an increasing number of exhibits and venues in a wider geographical area, including ArtBeat and local cafes and galleries.

Outside the Lines has strengthened community collaborations over the past several years, partnering with the Walnut Street Center to increase social and art sales opportunities through art classes for a group from the Center, and shared operation of the Creative Union Gallery in Union Square.

Outside the Lines earned the Disability Awareness Award in 2010 from the Medford Commission for Persons with Disabilities.

Participants' interest has grown in health and wellness programs, and those enrolled in the Healthy Food Program have realized significant weight loss.

The number of participants meeting personal and ISP goals related to healthy lifestyle, socialization, positive behaviors, skills building, and vocational skills has increased.

The incorporation of volunteers and interns into regular activities has improved the quality of programming as a whole.

## Program Comments

### **CEO Comments**

Feedback from our participants and their families:

"As a parent of a young adult with autism, it is hard to find a place where my son can feel happy, respected and involved. (Outside the Lines) offers a unique experience to join an artistic community, structured enough to feel secure but freewheeling enough to be yourself. The staff is loving, knowledgeable and fun. Many places offer similar resources, but OTL is special and my son always ends the day with a smile on his face."

--Marianne, parent

"(Outside the Lines) is a really cool place to hang out and learn while you're having fun. It's welcoming but also challenging. I'm not the best artist, and my fine motor skills are weak, but everybody there makes me feel that my efforts are worth the struggle."

-- Anthony, participant

# Management

## CEO/Executive Director

<b>Executive Director</b>	Mr. Dale Anderson
<b>Term Start</b>	May 1995
<b>Email</b>	Dale@rhd.org

### **Experience**

Mr. Anderson, the Regional Director for RHD Boston, is responsible for all RHD Boston programs including Outside the Lines. Mr. Anderson has 30 years professional experience working with and administering programs for individuals with intellectual disabilities. Mr. Anderson has an Executive Masters in Rehabilitation Administration from the McLaren School of Business of the University of San Francisco.

## Senior Staff

### **Mr. Mike Piso**

<b>Title</b>	Administrative Coordinator
<b>Experience/Biography</b>	Mr. Piso has experience working with both children and adults with developmental disabilities, and has been working in the human services field for the past eight years. He has a BA in film and video from the Massachusetts College of Art and Design.

### **Ms Wallis Welsh**

<b>Title</b>	Art and Programming Coordinator
<b>Experience/Biography</b>	

### **Ms Whitney Hoke**

<b>Title</b>	Clinical Coordinator
<b>Experience/Biography</b>	

## Staff Information

<b>Full Time Staff</b>	7
<b>Part Time Staff</b>	9
<b>Volunteers</b>	33
<b>Contractors</b>	0

## Staff Demographics - Ethnicity

<b>African American/Black</b>	1
<b>Asian American/Pacific Islander</b>	0
<b>Caucasian</b>	14



Hispanic/Latino	0
Native American/American Indian	0
Other	10

### Staff Demographics - Gender

Male	5
Female	11
Unspecified	0

### Formal Evaluations

CEO Formal Evaluation	No
CEO/Executive Formal Evaluation Frequency	N/A
Senior Management Formal Evaluation	No
Senior Management Formal Evaluation Frequency	N/A
NonManagement Formal Evaluation	No
Non Management Formal Evaluation Frequency	N/A

### Plans & Policies

Organization has a Fundraising Plan?	Under Development
Organization has a Strategic Plan?	Yes
Years Strategic Plan Considers	N/A
Date Strategic Plan Adopted	May 2011
Does your organization have a Business Continuity of Operations Plan?	Yes
Management Succession Plan?	No
Organization Policy and Procedures	Yes
Nondiscrimination Policy	Yes
Whistleblower Policy	Yes
Document Destruction Policy	No
Directors and Officers Insurance Policy	Yes
Is your organization licensed by the Government?	Yes
Registration	Yes
Permit?	Yes

### Risk Management Provisions

Accident and Injury Coverage

- Automobile Insurance
- Commercial General Liability
- Computer Equipment and Software
- Fiduciary Liability
- General Property Coverage and Professional Liability
- Life Insurance
- Medical Health Insurance
- Directors and Officers Policy
- Crime Coverage
- Employee Benefits Liability
- Workers Compensation and Employers' Liability

## Collaborations

Outside the Lines collaborates with nearby universities, Local Cultural Councils (LCCs) and other entities to sponsor art-based programs, performances, and exhibits. LCCs have supported art exhibitions including the Creative Community Program at the Medford Public Library, a public mural, and the Mystic Arts exhibit at Malden Community Access TV. The program participates in the Urban Youth Collaborative, which trains youth to work with adults with intellectual disabilities. OTL partners with Artists for Humanities for this program. Lesley University Expressive Therapy students fulfill their internship requirements at OTL by engaging participants in drawing, painting, puppet making, multimedia, and movement activities. Students from Tufts University visit with the people that OTL serves, expanding the horizons of students and participants. Tisch Scholars from Tufts University provide mentorship to the artists we serve and promote their artwork by helping to organize art exhibitions and craft fairs, where they help sell their work. Occupational therapy students from Tufts University and Boston University run groups on pre-vocational skills such as basic numeracy, customer service, and nutrition. OTL has partnered with Massachusetts College of Art and Design. Individuals supported by Eliot Community Human Services collaborate with OTL in designing projects for community arts events, such as the puppet parade at ArtBeat in Somerville and the Medford on the Mystic Arts event.

## Awards

### **Awards**

<b>Award/Recognition</b>	<b>Organization</b>	<b>Year</b>
Disability Awareness Award	Medford Commission for Persons with Disabilities	2010

# Board & Governance

## Board Chair

**Board Chair** Dr. Michael Denomme Ph.D.  
**Company Affiliation** Retired RHD Corporate Associate Director  
**Term** Jan 2014 to 0  
**Email** info@rhd.org

## Board CoChair

**Board CoChair** Dr. Sheldon Steinberg V.M.D.  
**Company Affiliation** School of Veterinary Medicine, University of Pennsylvania  
**Term** Jan 0 to 0  
**Email** info@rhd.org

## Board Members

<b>Name</b>	<b>Affiliation</b>	<b>Status</b>
Fred Bonaparte	National Sales Director, Bose Sound System (retired)	Voting
Jo Ann Connelly M.S.W., L.S.W.	President/CEO, Greater Philadelphia Food Bank	Voting
Michael Denomme Ph.D.	Retired	Voting
Kevin Douglas MSW	United Neighborhood Houses	
Avrene L. Brandt Ph.D.	Clinical Psychologist, Private Practice	Voting
Diane Menio	CARIE	Voting
Peter Neuschul	Community Volunteer	Voting
Anthony Parrotto	President, Kingwood Advertising (retired)	Voting
Caryn Reichlin Johnson M.S., OTR/L, FAOTA	Thomas Jefferson University, Department of Occupational Therapy	Voting
Barbara Shoulson LCSW	Psychiatric Social Worker, Private Practice	Voting
Sheldon Steinberg V.M.D.	School of Veterinary Medicine, University of Pennsylvania	Voting
Tanya Stewart	Community Volunteers	Voting
Samantha Thomas BSN	Former Consumer	Voting
Marvin Weisbord	Co-Director, Future Search	Voting
Bertram Wolfson Esq	Corporate and Trust Attorney and Partner, Erskine, Wolfson, Gibbon and Fisher	Voting

## Board Demographics - Ethnicity

**African American/Black**

	3
<b>Asian American/Pacific Islander</b>	0
<b>Caucasian</b>	13
<b>Hispanic/Latino</b>	0
<b>Native American/American Indian</b>	0
<b>Other</b>	0 0

### Board Demographics - Gender

<b>Male</b>	8
<b>Female</b>	7
<b>Unspecified</b>	0

### Board Information

<b>Number of Full Board Meetings Annually</b>	6
<b>Board Meeting Attendance %</b>	53%
<b>Written Board Selection Criteria?</b>	Yes
<b>Written Conflict of Interest Policy?</b>	Yes
<b>Percentage Making Monetary Contributions</b>	64%
<b>Percentage Making In-Kind Contributions</b>	90%
<b>Constituency Includes Client Representation</b>	Yes

### Comments

#### **CEO Comments**

RHD board members serve unlimited terms.

# Financials

## Fiscal Year

<b>Fiscal Year Start</b>	July 01, 2015
<b>Fiscal Year End</b>	June 30, 2016
<b>Projected Revenue</b>	\$527,419.00
<b>Projected Expenses</b>	\$527,419.00
<b>Endowment?</b>	No
<b>Credit Line?</b>	Yes
<b>Reserve Fund?</b>	No
<b>Months Reserve Fund Covers</b>	0

## Detailed Financials

### **Revenue and Expenses**

<b>Fiscal Year</b>	<b>2014</b>	<b>2013</b>	<b>2012</b>
<b>Total Revenue</b>	\$527,419	\$483,422	\$538,396
<b>Total Expenses</b>	\$527,419	\$483,422	\$538,396

### **Revenue Sources**

<b>Fiscal Year</b>	<b>2014</b>	<b>2013</b>	<b>2012</b>
<b>Foundation and Corporation Contributions</b>	\$1,538	\$2,200	\$500
<b>Government Contributions</b>	\$457,440	\$439,402	\$443,771
<b>Federal</b>	--	--	--
<b>State</b>	\$457,440	\$436,455	\$442,471
<b>Local</b>	--	\$2,947	\$1,300
<b>Unspecified</b>	--	--	--
<b>Individual Contributions</b>	\$4,174	\$195	\$570
<b>Indirect Public Support</b>	--	--	--
<b>Earned Revenue</b>	\$52,755	\$24,035	\$18,141
<b>Investment Income, Net of Losses</b>	--	--	--
<b>Membership Dues</b>	--	--	--
<b>Special Events</b>	\$8,127	\$6,310	--
<b>Revenue In-Kind</b>	--	--	--
<b>Other</b>	\$3,385	\$11,280	\$75,414

## Expense Allocation

Fiscal Year	2014	2013	2012
Program Expense	\$462,575	\$424,939	\$473,450
Administration Expense	\$64,844	\$58,483	\$64,946
Fundraising Expense	--	--	--
Payments to Affiliates	--	--	--
Total Revenue/Total Expenses	1.00	1.00	1.00
Program Expense/Total Expenses	88%	88%	88%
Fundraising Expense/Contributed Revenue	0%	0%	0%

## Assets and Liabilities

Fiscal Year	2014	2013	2012
Total Assets	--	--	--
Current Assets	--	--	--
Long-Term Liabilities	--	--	--
Current Liabilities	--	--	--
Total Net Assets	--	--	--

## Short Term Solvency

Fiscal Year	2014	2013	2012
Current Ratio: Current Assets/Current Liabilities	--	--	--

## Long Term Solvency

Fiscal Year	2014	2013	2012
Long-Term Liabilities/Total Assets	--	--	--

## Top Funding Sources

Fiscal Year	2014	2013	2012
Top Funding Source & Dollar Amount	--	--	--
Second Highest Funding Source & Dollar Amount	--	--	--
Third Highest Funding Source & Dollar Amount	--	--	--

## Capital Campaign

Currently in a Capital Campaign?

No

## Comments

### CEO Comments

Form 990 and independent audits listed here are for the parent organization Resources for Human Development.

### Foundation Staff Comments

This organization is a program of Resources for Human Development (RHD), Boston. The financial data provided in the charts and graphs for the previous three years reflects the program's (Outside the Lines Studio's) financial data, rather than RHD's financials as a whole. As such, asset and liability data is not available at the program level, please contact the nonprofit for additional details. The posted audits and 990s are that of the parent organization, RHD.

Please note, the amount in "Other" above represents revenue from RHD Boston.