



## Beaverbrook STEP Inc.

85 Main Street, 2nd Floor Watertown MA 02472

**Incorporation Year:** 1973

<http://WWW.BEAVERBROOKSTEP.ORG>

**Organization Contact:** vaconnolly@beaverbrookstep.org Virginia A. Connolly, MEd, LMHC  
Human Services Developmentally Disabled Services/Centers

**CEO/Executive Director:** Ms. Virginia A. Connolly LMHC

**Board Chair:** Mr. Stanley Kruszewski Retired Housing/Development Specialist

**Current**

**Mission Statement:** Beaverbrook STEP, Inc. is a private, non-profit, SOMWBA certified organization that provides a comprehensive array of progressive, community based residential, day, employment and support services to adults with intellectual, developmental and related disabilities in Eastern Massachusetts. Our mission and philosophy focus on empowering individuals and their family members to make their own personal choices and decisions about their lives in order to achieve full community inclusion. We focus on helping individuals to realize their dreams and live meaningful lives as productive and active community members throughout the life cycle. We currently provide services to over 170 individuals and 200 family members.

**Needs Statement:** Because of medical and health care advances, as well as new technologies, the needs of the individuals served by Beaverbrook STEP have changed significantly. Most individuals served have multiple disabilities, including physical, developmental, intellectual, mental health and chronic health care needs.

Our needs focus on our strategic goals to renovate our older homes, expand recreational services and educate our staff to better meet the changing needs of our population.

1. \$48,000 to purchase a MV-1 wheelchair accessible vehicle with a deployable integrated ramp that accommodates six occupants and meets ADA guidelines.

2. \$63,500 for renovations to 2 residences, constructing new wheelchair accessible bedrooms, laundry areas and bathrooms.

3. Program start up funds (\$50,000) to provide new, direct support recreation and community inclusion services to adults with disabilities.

4. Using IDEO's Human Centered Design Toolkit, STEP needs \$110,550 to support a 5 year project to develop creative solutions for developing barrier free environments at all remaining non-accessible residences.

5. \$75,000 for expansion of staff training/education and clinical certification programs.

**Impact Statement:** STEP Accomplishments FY 2011:

1. Worked with other area providers to enhance recreation services that promote inclusion and new friendships including the development of a new web site for adults with disabilities called Fun and Friends Connection ([www.funandfriendsconnection.com](http://www.funandfriendsconnection.com)). We also partnered with Belmont Sports Recreation to sponsor a vacation cruise to Bermuda for 50 of our individuals.

2. Implemented new staff education and training initiatives and clinical services to address the changing needs of our population, particularly elders, adults with behavioral issues and people with intense medical needs. We expanded R.N. nursing services, added an ABA clinician and a LICSW to our staff.

3. Extensively renovated 3 residential properties located in Waltham, Watertown and Brookline to address the needs of individuals who need wheelchair accessible homes.

4. Implemented new management systems that significantly increased the timely completion of accessibility projects, safety compliance, and repair and maintenance tasks at residences.

Goals for FY 2012:

1. Continue to enhance our 'Aging in Place' strategies for individuals by designing and implementing a multi-year project to renovate and make our residences barrier free, expanding capacity whenever possible.

2. Expand recreation, social and sports activities by entering into informal and formal relationships with local YMCAs and local recreation departments such as Belmont Sports. Expand activities through the Fun and Friends Connection partnership for Metro Region.

3. Enhance Behavioral Management resources and provide formal ABA training for STEP managers and staff.

4. Continue to meet the changing needs of our population by developing new programs, expanding housing and staff capacities, expanding community partnerships and developing additional nursing and clinical services.

5. Continue to provide family support services.

**Full-time Staff:** 185

**Volunteers:** 50

(excludes part-time staff)

**Programs Detailed on Profile**

Residential Services  
 Options Day Program Services  
 Family Support Services  
 Community and Recreational Services

**Projected Revenue:** \$11,190,745.00

**Projected Expenses:** \$11,190,745.00

<b>Fiscal Year</b>	<b>2013</b>	<b>2012</b>	<b>2011</b>
<b>Total Revenue</b>	\$11,766,864	\$11,545,360	\$10,873,747
<b>Total Expenses</b>	\$11,596,697	\$11,215,206	\$10,502,420

**Top Funding Sources**

<b>Fiscal Year</b>	<b>2013</b>	<b>2012</b>	<b>2011</b>
<b>Top Funding Source &amp; Dollar Amount</b>	--	--	Mass. Mechanical Association \$6,534
<b>Second Highest Funding Source &amp; Dollar Amount</b>	--	--	Watertown Community Foundation \$2,500
<b>Third Highest Funding Source &amp; Dollar Amount</b>	--	--	Knights of Columbus \$2,500