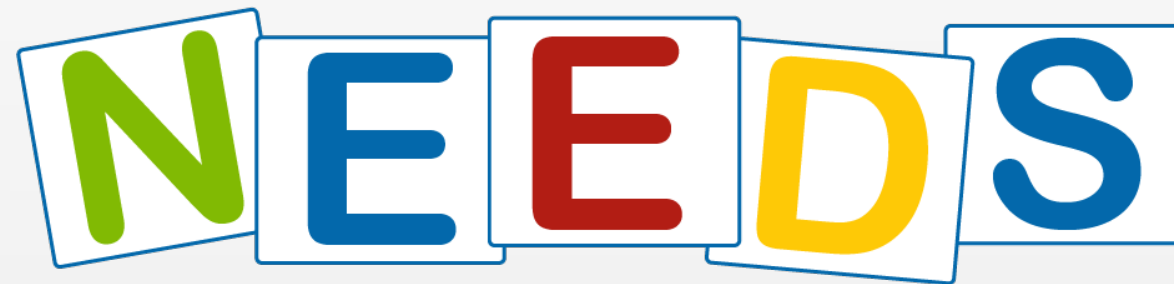


ANNUAL REPORT

2023



North East Educational and
Developmental Support Center



A message from our President & CEO



James Sperry, BA, MS, BCBA

Dear Family and Friends,

When Paula Yarbrough and I formed the NEEDS Center and we began providing services back in April of 2014, we were hopeful that we would be able to develop an organization providing high quality services and supports to people with disabilities. We envisioned an organization that put the needs of the people receiving support at the forefront of all that we do, and that we would have an exceptional team of staff members at all levels of the organization.

Back in 2014 we had 2 group residences in Methuen, MA, providing supports to 10 people, and a small day program also located in Methuen, MA, that provided supports to 2 people. We were fortunate to be able to hire a great group of front-line and administrative staff members to provide these services and have grown steadily since that time.

In early 2020 we were faced with unprecedented challenges with the COVID-19 pandemic, and thanks to the great group of people working at all levels of the organization we were able to manage these challenges and continue to grow providing high quality services and supports to people throughout the state.

In 2022 we had a unique opportunity to take on existing programs in the Jacksonville, Florida area. This project has been very successful, despite some significant challenges in transitioning this division into the NEEDS Center as a whole. We are happy to report that the services and supports in Florida are going very well, and that we have been able to continue our mission there as well.

2023 presented us with a unique financial opportunity. Massachusetts added significant financial incentives for the opening of new group residences. When this incentive came into place, we decided to open several new homes. Adding homes and services has resulted in new challenges for us at The NEEDS Center. The most significant challenge has been to identify, hire train and retain an exemplary workforce. Again, the staff members that we have both in the homes and other programs, along with our very strong Human Resources Department, have made it possible for us to take advantage of this unique financial opportunity that we feel will set up the NEEDS Center for further success in the years to follow.

This annual report will summarize a great deal of the work that we have been doing over the past 10 years and will highlight our efforts to live up to our mission statement which is as follows: *"The NEEDS Center's mission is to provide education, training and support to people with developmental disabilities to assist them to live as independently as possible."*

We thank the families, guardians and other involved stakeholders for believing in us and trusting us to ensure the safety and well-being of their loved ones. We look forward to 2024 and beyond as we continue to strive to provide excellent services and supports.

With Gratitude,

Jim Sperry

TIMELINE OF OPENINGS

2014

Vincent Ave, Methuen, MA
4/2014

Walden St, Methuen, MA
4/2014

Day Program, Methuen, MA
9/2014

River Rd, Tewksbury, MA
10/2014

Rand St, Revere, MA
12/2014

5 PROGRAMS

2015

Oak Ridge St, Methuen, MA
9/2015

Pinedale Ave, Haverhill, MA
10/2015

7 PROGRAMS

2016

Treble Cove Rd, Billerica, MA
3/2016

Rowley Ct, Boxford, MA
7/2016

Parsonage Ln, Topsfield, MA
7/2016

10 PROGRAMS

2017

Day Program,
Tewksbury, MA 8/2017

11 PROGRAMS

2018

Brook Rd, Boxford, MA
1/2018

Timber Ln, Topsfield, MA
04/2018

13 PROGRAMS

2019

Primrose, Haverhill, MA
08/2019

Cedarcrest, Haverhill, MA
09/2019

Day Program
Rowley, MA
09/2019

Lakeshore (Bridal Path),
Marstons Mills, MA
10/2019

Boston Special Project
12/2019

18 PROGRAMS

2020

Homestead #1 (CCV #1),
Orleans, MA
01/2020

Homestead #4 (CCV #4)
Orleans, Ma
01/2020

Homestead #5 (CCV #5)
Orleans, MA
08/2020

21 PROGRAMS

2022

Kimball Circle, Methuen
2/2022

King Richard, Boxford
6/2022

Florida Division 8 Programs
Transferred 9/1/2022

Main St, Groveland, MA
12/2022

Special Project/Dubai
12/2022

33 PROGRAMS

2023

Boston Public Schools
Consultation
1/2023

Day Program, Beverly, MA
04/2023

Brook St, Methuen, MA
6/2023

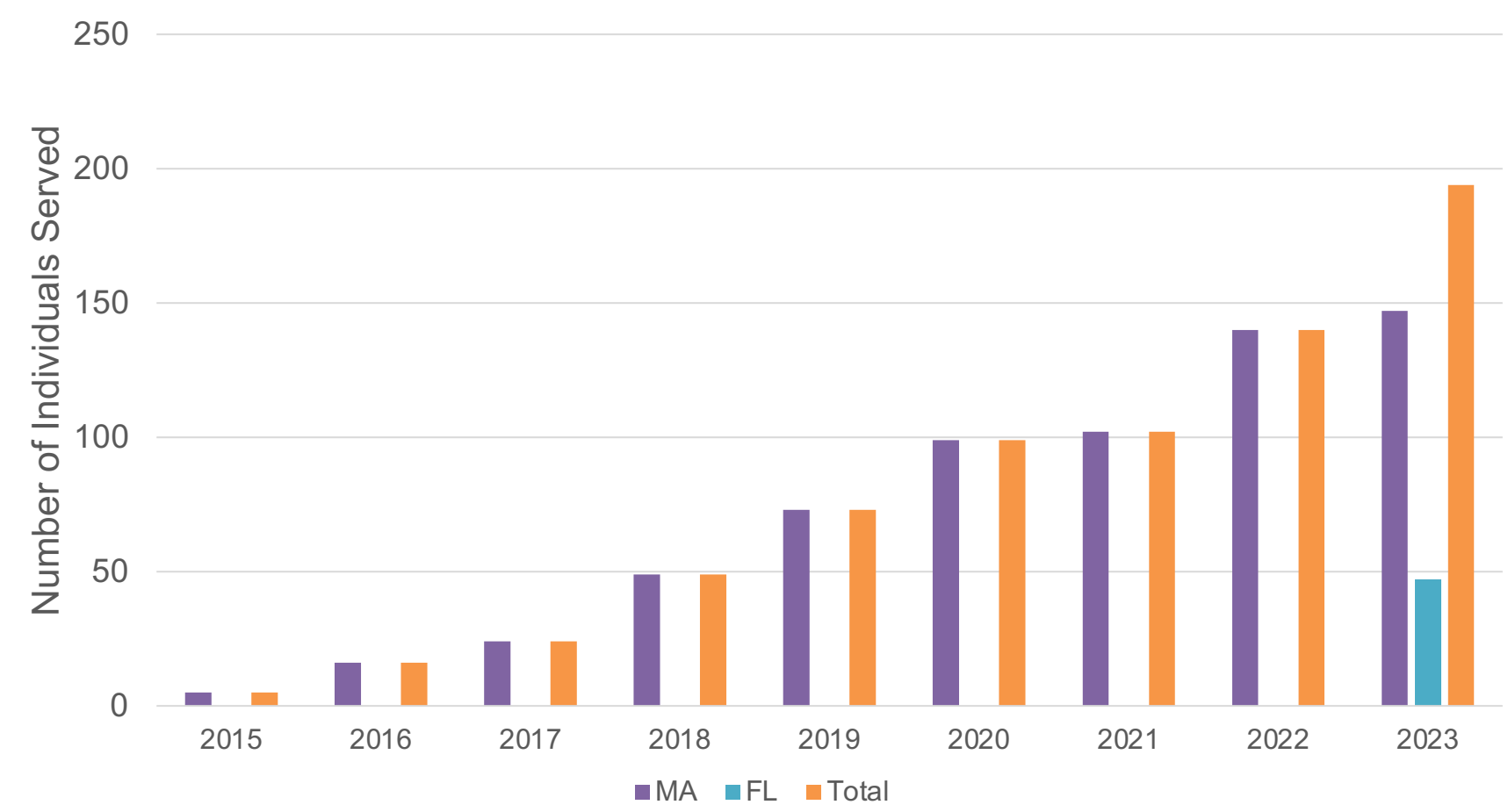
Homestead #2 (CCV #2),
New Orleans MA
6/2023

Mansion Dr, Topsfield, MA
8/2023

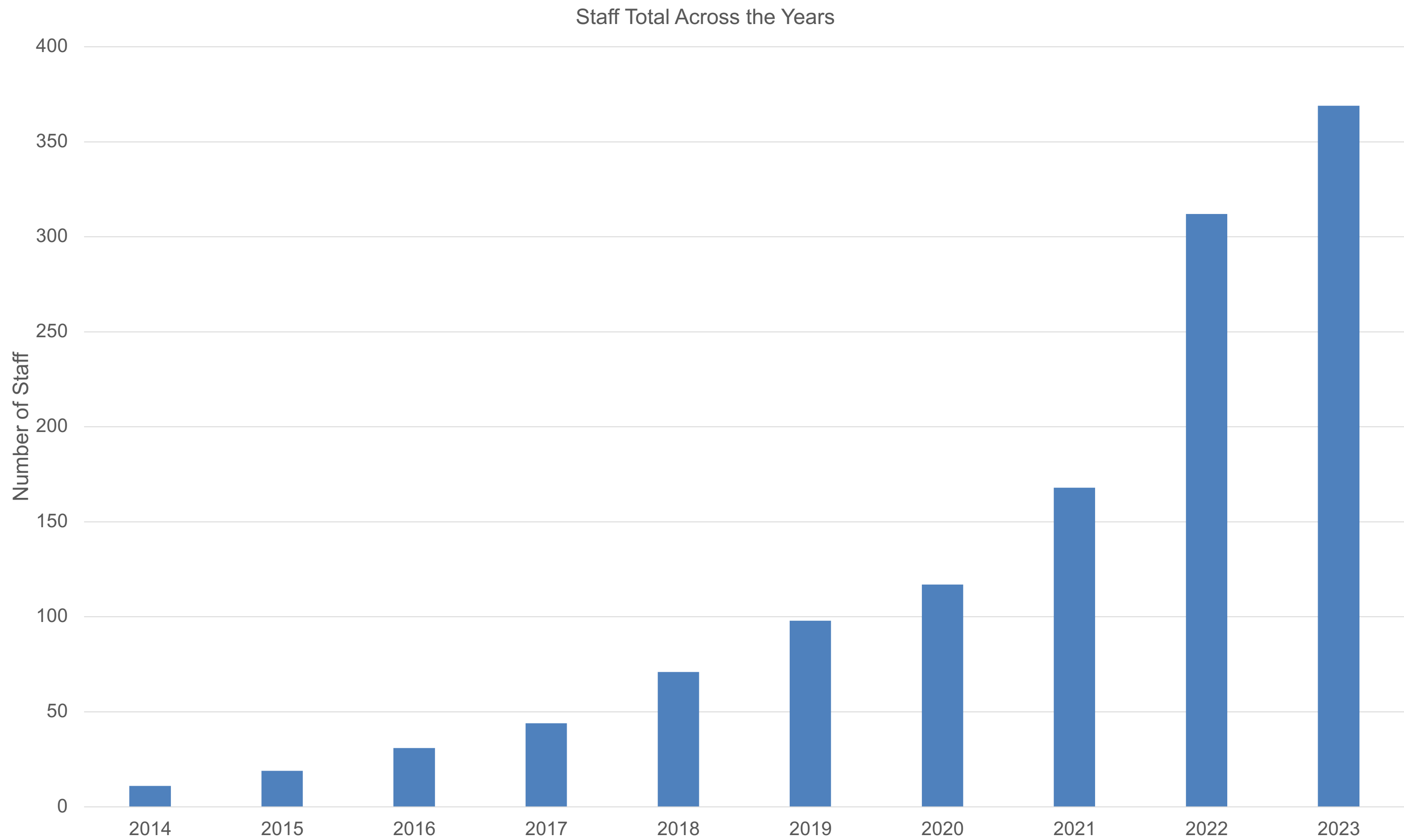
Mahoney Way, Haverhill, MA
12/2023

39 PROGRAMS

Individuals Served Across the Years



STAFF GROWTH



Our Services

Residential Services

The NEEDS Center offers residential services and supports for adults with intellectual and developmental disabilities as well as challenging and at-risk behavior. We currently operate 24 group residences within the following 11 communities: Methuen, Billerica, Tewksbury, Revere, Haverhill, Groveland, Boxford, Topsfield, Marstons Mills, Orleans and Sandwich. In addition to 7 residential homes in the Orange Park FL area. These spacious single-family homes are contracted with the Massachusetts Department of Developmental Disabilities (DDS). Each group residence serves 2-5 adults, has a dedicated Program Coordinator (PC), and features 24-hours per day staffing. The focus of our residential services includes:

- Self-care skills
- Social skills, social competence, and relationship-building
- Opportunities to participate in vacations in ME, NH and FL
- Activities of daily living
- Community-based instruction and support
- Prevention-focused behavior support
- Language and communication skills
- Development of leisure skills

Adults receiving residential services also participate in numerous community activities such as volunteer work opportunities, recreational pursuits, visits with families, and special events. Our Director of Residential Services supervises activities, staff training, program development, and related activities. Further administrative and clinical support is provided by the NEEDS Center President, Vice President of Clinical Services, and Director of Health Care Services through regularly scheduled meetings devoted to operations, peer review, and outcome evaluation.



Our Services

Day Services

Community Based Day Support (CBDS) Programs

The NEEDS Center operates 3 day programs – Rowley, Tewksbury and Beverly MA.

Community Based Day Supports offers a supportive program to adults with Developmental and Intellectual Disabilities which assists individuals to develop, maintain and enhance their ability and confidence in personal, social and community activities. Skill development activities occur in the areas of communication, self-care, socialization, relationship-building, healthy living, self-advocacy and community involvement. A major focus is to become involved in and contribute to the local neighborhood and community, spending time with other people with similar interests. The program supports the person who may have employment as a goal but who needs more support and instruction in order to be ready to obtain a desired job. Volunteer job opportunities are offered where the individuals can try out different types of work and see if it is a good match for them. A job club, which focuses on career exploration, transportation training and job search skills is also offered, enhancing the skills to become gainfully employed.

- Volunteer activities
- Social skills training
- Community integration
- Communication skills development
- Functional living activities
- Behavior management
- Supported employment and training



Our Services

School Consultation Services

School Consultation

The NEEDS Center works with many school districts each year, providing training and consultation services to administrators, teachers, and students. Our consultants work with school staff and family members to coordinate and enhance educational and behavioral services for children and adolescents with:

- Autism spectrum disorder (ASD) and other developmental disabilities
- School adjustment and behavior disorders
- Attention Deficit Hyperactivity Disorder (ADHD)
- Multiple disabilities
- Psychiatric disorders

Our cost-effective school consultation services are based on the most contemporary “best practice” approaches to assessment, education, and treatment. We carefully tailor our services to the specific needs and concerns of each individual, classroom, school, or district, developing highly individualized recommendations and plans for students. Needs Center’s school-based consultation services, offered throughout the country, include:

- Behavior and support plan development and implementation
- Curriculum development
- Collaborative team building
- Transition support
- District and school-wide behavioral support strategies
- Individualized Education Plan (IEP) and Individualized Service Plan (ISP)
- Inclusive educational support
- Educational and behavioral program design
- Staff training
- Parent training

Diagnosis, Assessment and Evaluation

- Functional Behavior Assessment
- Psychoeducational, clinical and behavioral evaluation
- Independent educational evaluation
- Supported employment and training



North East Educational and
Developmental Support Center

Our Services

International Services

The NEEDS Center started providing consultation services in Dubai, UAE in December 2022. These services include regular remote and on-site consultation, training for support teachers and family and consultation with schools and other professionals in the region.

Thank you to our donors!

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- Caryn Navy
- Coast Maintenance Supply Co. Inc
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- Dorothy Wells
- Edward and Kelly Kitfield
- Edward Surette
- Elleni Kassa
- Fred C Church
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- The Doug Flutie Jr. Foundation for Autism inc.
- Ultra Shred Technologies
- Voyager Power (Jamie Terelek)
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Special thanks to our supporters!

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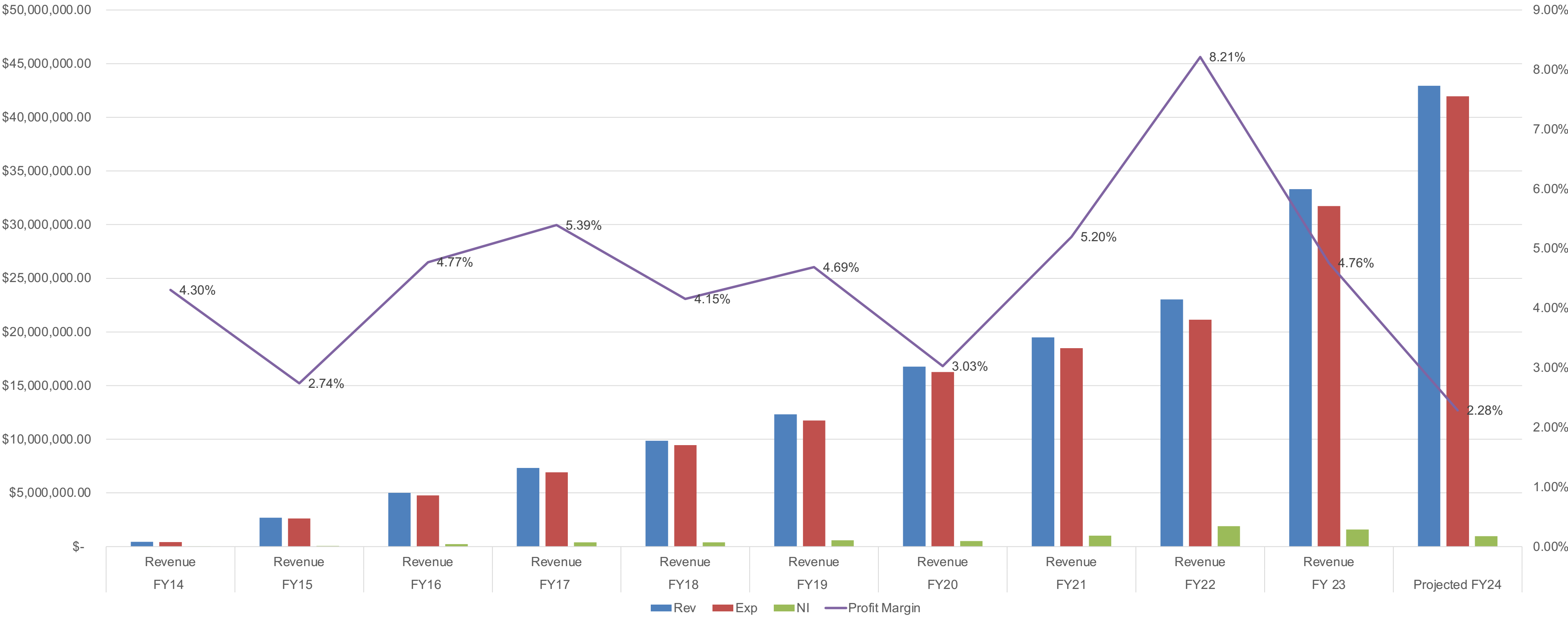
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North East Educational and
Developmental Support Center

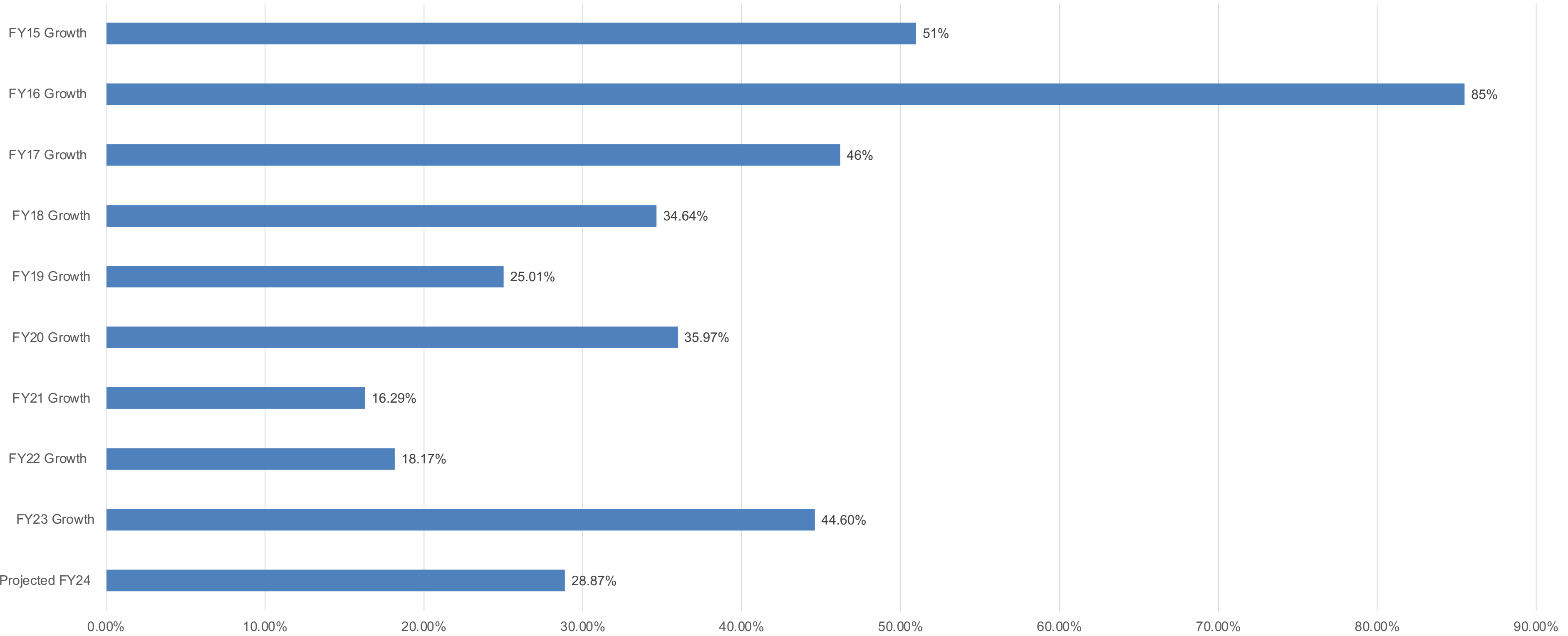
Year – Year Revenue Growth

NEEDS Center Revenue Growth



Our Growth Across Years

NEEDS Growth Across Years



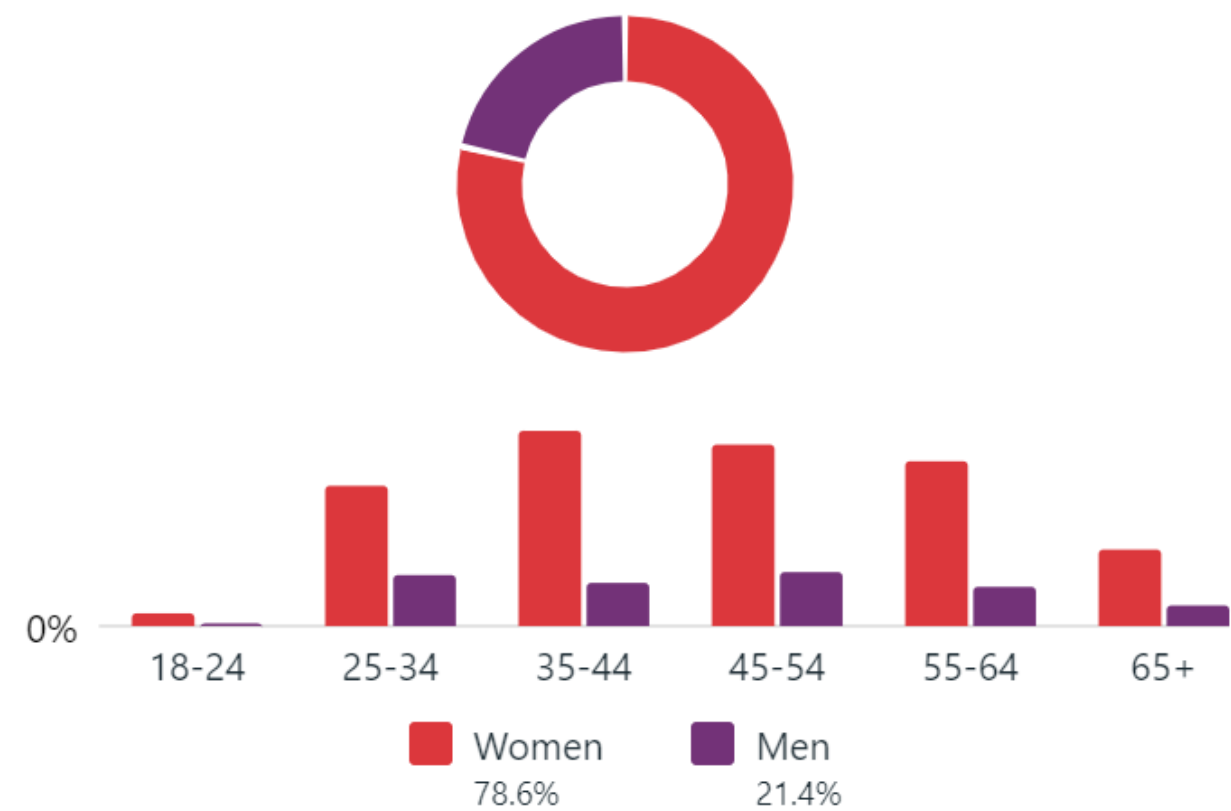
Our Social Media Platforms

Facebook



Total Facebook followers 544

Age & gender ⓘ



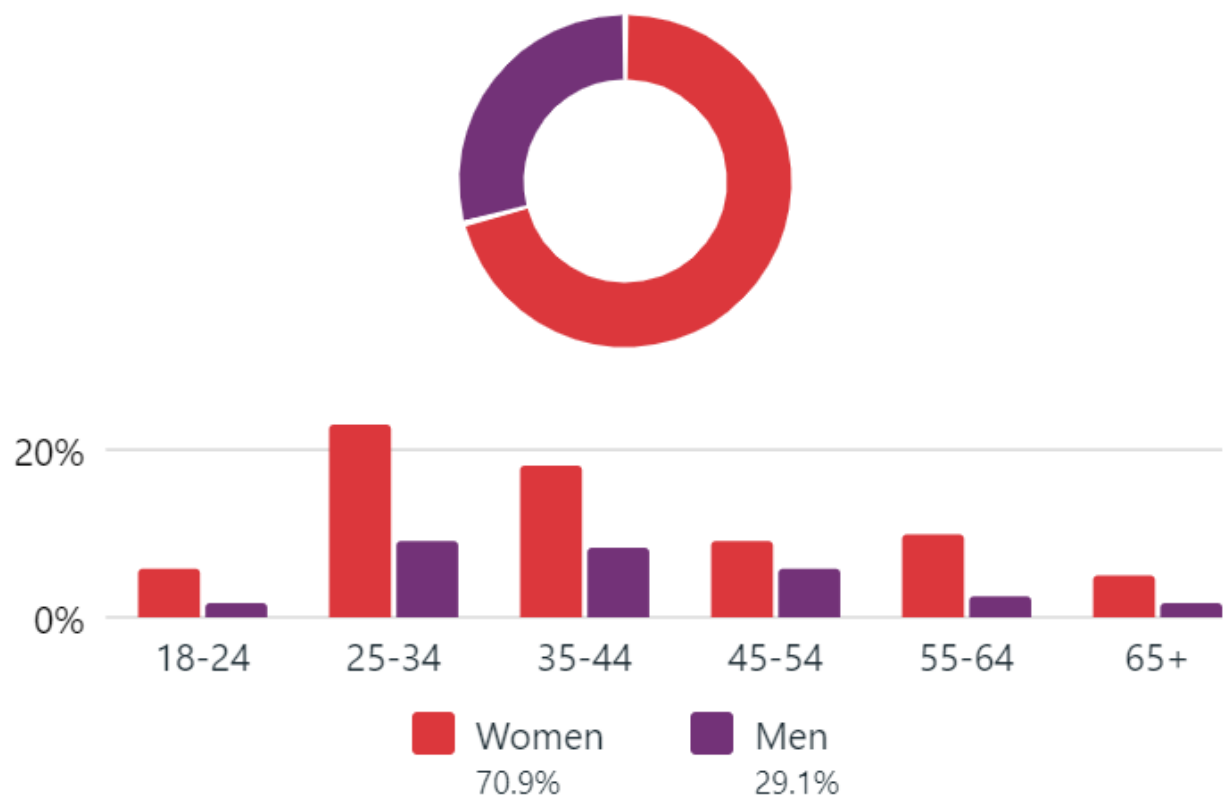
Our Social Media Platforms

Instagram



Total Instagram followers 161

Age & gender ⓘ



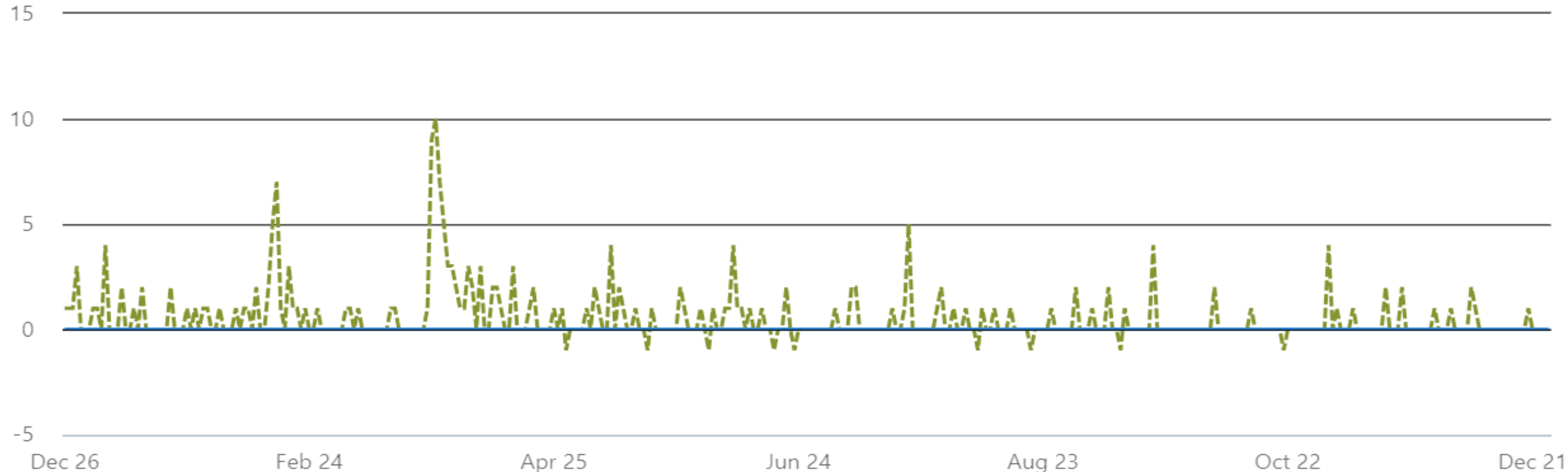
Our Social Media Platforms

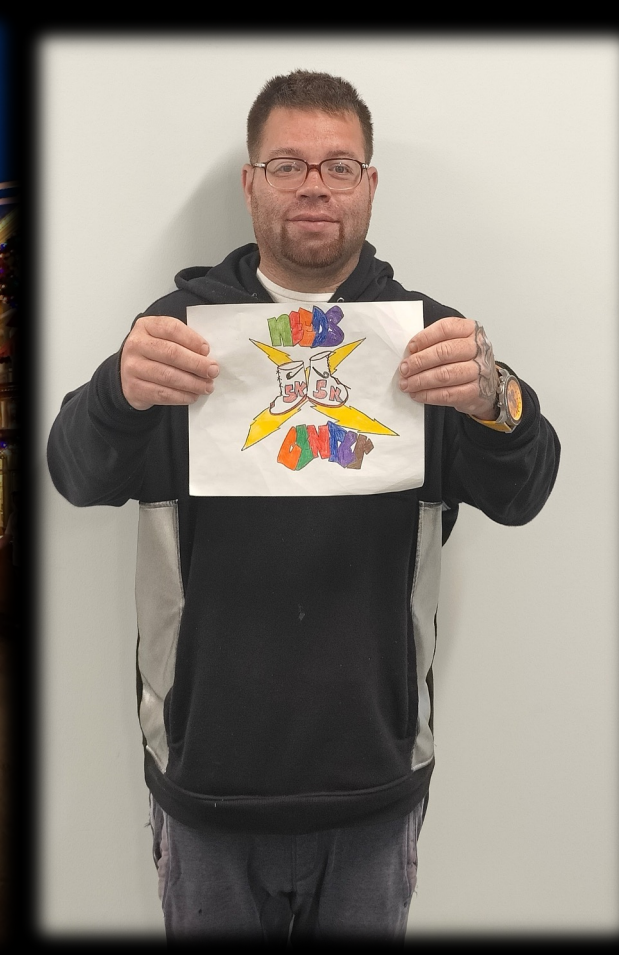
LinkedIn



Follower metrics ?

Total LinkedIn followers 533





Our Mission

NEEDS Center's mission is to provide education, training, and support to individuals with developmental disabilities to assist them to live as independently as possible.

