



2021-22 Annual Report

www.bridgewell.org



“

Lisa has been sober for over a year. For close to 20 years, she struggled with substance use and was in and out of the court system. She didn't understand what recovery was until she came to Bridgewell. Through group support, case management and building healthy relationships in the community, she now has the tools to fight every day. She's reconnecting with her family, working, and she wants to be a positive role model for others. "Trust the process," said Lisa. "Recovery is real. It's an opportunity to see something better and experience life."

LISA, RECOVERY SERVICES



Mission, Vision & Values

Mission

Bridgewell inspires hope and empowers people experiencing life challenges to achieve their fullest potential.

Vision

To be unwavering in the pursuit of dignity and opportunity for all who face life challenges.

Values

Caring

Dignity

Integrity

Respect

Safety

Wellness



2022 Board of Directors

Robert Hallett, *Retired VA Executive, Chair*

Kerry Ann Hayon, *Vice President, Operations, Integrated Medical Group, Covenant Health, Vice Chair*

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Christopher Vaccaro, *Partner, Dalton & Finegold, L.L.P.*

Connecting People with Possibilities

About Bridgewell

Bridgewell strengthens communities by providing an unmatched range of social and human services that empower people with disabilities and other life challenges to live safe, self-directed and productive lives. With the support of government, foundation, corporate and community partners, Bridgewell delivers community housing, day programs, outpatient treatment, recovery services, education and employment training. We're committed to helping people in need, from those with autism to people with substance use disorders, become engaged members of their communities. Bridgewell is also the industry leader in developing innovative offerings in response to unmet or emerging needs.

“

Samon, a native of Cambodia, has been a resident of Pathfinder Supportive Housing since March 2019. His goal was to become an American citizen and with the help of residential manager, Tamioka Thomas, he worked hard to fulfill his dream.

When Samon took the Citizenship test, he passed it on his first try. A proud moment for him and the Pathfinder program. The residents and staff held a celebration in his honor!

SAMON, SUPPORTIVE HOUSING



Connecting People with Possibilities

Bridgewell Services

Autism: As a leader of autism services, we specialize in helping young adults who are transitioning from the educational system to adult services through day programs, community housing, outpatient treatment, education and employment training.

Recovery: Each person with substance use disorders requires a different mix of services; counseling, community and recovery housing and job placement. We work in coordination with area hospitals, the criminal justice system and community agencies to identify people in need and help them on the path to recovery.

Behavioral Health: Comprehensive treatment for children and adults challenged with psychiatric and sometimes developmental disabilities. Services include outpatient treatment, medication management, counseling, education, evaluation, along with other support.

Community Housing, Day Programs and Employment:

Supporting people with intellectual, mental and physical disabilities through community housing, day programs, employment services and other offerings aimed at empowering them to live safe, self-directed and productive lives.

Housing: Housing programs include counseling focused on helping people who are homeless begin the process of reentry into mainstream society.

Specialized: Deliver individualized support and develop programming for people with extensive medical and/or behavioral challenges in addition to their other disabilities as unmet or emerging needs evolve, such as early-onset dementia.

Professional Development: Continuing education and professional development for mental health and healthcare professionals and educators across New England, through workshops and conferences on a variety of clinical and management topics.

Ways to Support Bridgewell

Tribute Gifts

Honor the special people in your life by dedicating a gift in someone's honor or memory.

Matching Gifts

Double, or even triple the impact of your gift to Bridgewell by participating in a matching gift program offered by your employer. Check with your employer's benefit office.

Planned Giving

Make a legacy gift in your will or trust to provide long-term support to the people we serve.

Give a Gift as a Gift

Honor someone special in your life with a gift in their name to recognize birthdays, anniversaries, graduations, and more – and it will make a real difference in the lives of the people we care for each day.

Empower Monthly Giving

Empower hope and make a lasting impact with a monthly gift to Bridgewell. Bridgewell Empower Members are a special group of valued partners dedicated to helping empower people with life challenges to live safe, self-directed and productive lives.

As an Empower Member, you will:

- Help sustain Bridgewell's vital programming and enable us to innovate to address unmet needs.
- Support our mission conveniently, with a monthly donation that's manageable for your budget.
- See the long-term impact of your donations with regular updates on how our programs are empowering people to reach their fullest potential.
- Become part of a community of committed donors strengthening communities by helping those in need.

Year in Review

Employment Moves to Dearborn Headquarters

Bridgewell's Kelly J. Martin Employment Support program moved to our headquarters at 10 Dearborn Road in Peabody this year. Bridgewell's Employment program operates out of three different location sites, and serves close to 100 people. Approximately 50 participants will be working out of the new site in Peabody.

"Being centrally located near Lynn, Saugus and other communities we serve will provide significant job opportunities for the employment program participants and staff," said Darren Goad, Career Specialist. "Route 1 alone has several businesses that we can partner with on employment opportunities. Additionally, the professional atmosphere of being in a corporate office will add value and experience while increasing professionalism – it will serve as a good stepping stone into community employment."

Bridgewell's Employment Program works on employment skills, job

placement and coaching services for adults with developmental disabilities, including those with an autism spectrum disorder. Also part of the employment support program is Community Based Day Supports (CBDS), which provides a variety of community and center-based experiences to develop and improve personal, social and life skills while focusing on employment.

Each participant in the Employment Program works with Bridgewell staff to create a personalized career or volunteer plan and goals based on their individual interests and abilities," said Goad

The program is designed to be as community-based as possible, so the physical program site is really a home base for learning opportunities, skills-based training, and applying for jobs. For instance, program participants may come to the Dearborn site for an activity or to attend a morning meeting, but then head out to work at an employment site, volunteer, or engage in some other activity in the community."



Year in Review

Counseling Services in Amesbury

In March, Bridgewell expanded its behavioral health services in the Merrimack Valley area and opened Bridgewell Counseling Services, Amesbury at 24 Morrill Place.

"With the opening of Bridgewell Counseling Services (BCS) in Amesbury, we have a unique opportunity to expand our range of vital services to individuals and families in the Merrimack Valley," Christopher Tuttle, Bridgewell's President and CEO, stated.

Bridgewell has been providing behavioral health services in Lowell for more than two decades through its Bridgewell Counseling Services, Lowell. The organization also provides behavioral health services at its Sovner Center clinic in Danvers and BCS Lynn.

"We understand the importance of access to quality behavioral health care," said Kimberley Haley, Bridgewell's Vice President of Behavioral Health.

"In keeping with our mission, Bridgewell's clinical team intends to be responsive to the needs of the community for those living in Amesbury and surrounding areas, ensuring that behavioral health services are readily available."

BCS Amesbury will employ a multi-disciplinary team of clinicians to provide a full range of behavioral health services for children, adolescents and adults including individual, family and group treatment, addiction services, and services for people with intellectual and developmental disabilities.



Bridgewell Counseling Services, Amesbury serves over **800** clients annually. Through all behavioral health programming, Bridgewell serves over **4,225** people annually at all clinical locations.



Year in Review

2021 Day of Giving

In October, Bridgewell held its annual Day of Giving, a community movement of generosity and a time to spread awareness of what we do, how we serve the community, and an opportunity for the community to support Bridgewell. Through an American Red Cross Blood Drive at our headquarters and a service project with Newhall Fields Community Farm (NFCF) in Peabody, Bridgewell partnered with local nonprofits in the spirit of giving back.

The Day of Giving was a success! Thirty-four people from Bridgewell, neighboring company JEOL USA, and members of the Peabody community donated blood at the drive and more than half were first time blood donors. The service project at NFCF was a busy day of volunteering, with more than 40 people from our day programs and recovery programs joined by Bridgewell staff. Projects included harvesting kale, collard greens and herbs while others separated wildflower seeds, cleaned onions and weeded and prepped the field for winter.

Thank you to the committed group of volunteers from Newhall Fields Community Farm and the staff from the Peabody Parks & Rec Department for your partnership on this project, and thank you to Senator Joan Lovely and City Councilor Peter McGinn for swinging by to say hello at the farm!

Thank You to Partners:



Year in Review

2022 Legislative Breakfast

In April, Bridgewell and six other Massachusetts human services organizations held the annual Northeast Human Services Advocacy Breakfast at the Black Box Theatre in Peabody.

The theme of the breakfast was “It’s No Joke” as the event was held on April Fools Day. As in past years, the breakfast focused on advocacy and policy changes to address the workforce crisis in the state’s human services industry.

Bridgewell CEO Chris Tuttle spoke, among others, to the crowd in support of fair pay for human service workers.

More than 100 people attended the breakfast and speakers included

Senator Joan Lovely, Peabody Mayor Ted Bettencourt, Incompass CEO Jean Phelps, Centerboard program director Martina Campbell, and Northeast Arc family member Carol McGee – whose sister receives services from the Northeast Arc.

The breakfast was co-sponsored by a consortium of human services providers:

- Bridgewell
- Centerboard
- Key Program, Inc.
- Incompass Human Services
- Northeast Arc
- NFI Massachusetts
- Wayside Youth & Family



This crisis is as life-threatening as the crumbling bridges in our country. And the needs are great. This staffing shortage has led to the closure of programs, significant growth of waitlists to access services, and the inability to open vital programs to address unmet or emerging needs.

CHRISTOPHER TUTTLE, PRESIDENT & CEO OF BRIDGEWELL

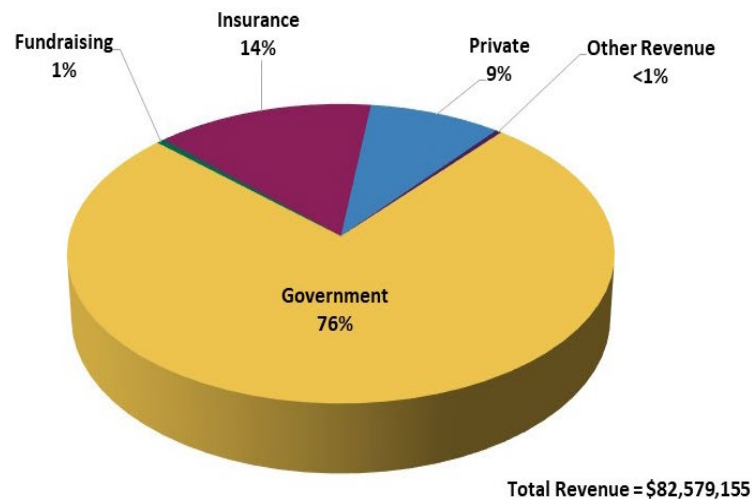


Lowell Sun, May 15, 2022:
‘This is tragic’: Mass exodus of human services workers leaves industry in shambles

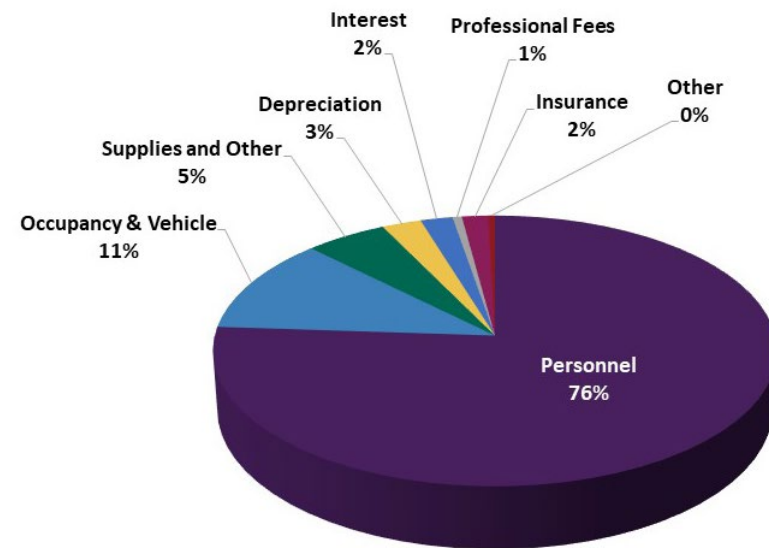
Lynn Daily Item, April 5, 2022
Opinion: Christopher Tuttle
America’s Crumbling Human Service Sector Will Cost Lives

Financials

2022 Revenue Sources



2022 Expenses



Bridgewell's programs and services are primarily funded through state and federal agencies including U.S. Department of Housing and Urban Development and Massachusetts' Department of Disability Services, Department of Public Health and Department of Mental Health. Private contributions from generous individual, corporate and foundation donors provide much needed support for innovative and enhanced quality of life initiatives for the people in our services.

Thank You to Our 2021-2022 Donors!

Foundation Support

Cell Signaling
Essex County Community Foundation,
The Women's Fund
Institution for Savings Charitable
Foundation
Jeanne D'Arc Credit Union
Mass Housing & Shelter Alliance
Nutter, McClennan and Fish
The Charles Mastronardi Foundation
The Doug Flutie Jr. Foundation
United Way

General Donations

\$1000+

Analog
ePay Business Solutions
Ladouceur-McHugh Family Trust
Michael Murray
Over The Top Roofing LLC
Antonio Tollis

\$999 - \$500

Robert J. Devereaux Corp.
Sandra Heaphy
Louise Lazare
MKL Stone
Jane Puffer
Mark Robbins
Smith College
Mindy Spitz

\$499 - \$100

Abrams Family Fund
Ascendus Lodge, A.F. & A.M.
Elizabeth Aitken
Leonardo Anthony
C. Fazio Family Fund
Frank DiTucci
John Durkin
Pastor Pius Ejins
Gardner Mattress Corp
Ghary Gappelberg
Susan Giovino
Grand Lodge of Masons in
Massachusetts
Hinckley Family Charitable Fund
Cheryle Lee
Joseph MacKay
Michael Manson
John McBrine
McCormick Family Charitable Fund
William McDonald
Ellen McEleney
Harriett Perley
Kerri Perullo
Jeanne D'Arc Credit Union
Jean Phelps
Richard Soll
Stop & Shop Supermarket Company
Robin Sutherland
Thomas Teehan
Dorothy Tucker
United Way of Mass Bay and
Merrimack Valley

\$99 and Below

Amazon Smile
Stefanie Albert
Theresa Bursey
Richard Cataldo
Arthur Flanagan
Celeste Goyette
Nancy Gramolini
Tracy Grant
Gail Griffin
Richard Hanson
Mary Ellen Holleran
Hope Jones
Katie Ladouceur
Robert LaDow
Bernice MacDonald
Joan Mooney
Christine Neenan
Network for Good
Annie O'Connell
Andrew Previte
Linda Rossi
Carl Russo
Raymond Shih
Stop & Shop Supermarket Company

Gifts In Kind

Edible Arrangements
Kettle Cuisine
ServPro
In & Out Automatic Doors, Inc.

Memorial Gifts

In Memory of Bernadette T. McHugh

Marion McGhee
Jon Lunt
Judith Howe

In Memory of Bernadette T. McHugh and Jacqueline McHugh

Maura Sweetnam

In Memory of George Bedard

Marlene Bedard

In Memory of Richard McHugh

Beverly McHugh

In Memory of Shelly Draper

Robert Draper

In Memory of Yvonne Gattineri

Linda Morrill
John Reppucci
Mary Connors

In Memory of Ann Cohen

Beth Miaoulis

Your Support Makes a Difference

2022 Gala Sponsors

Advocate

OneDigital Health & Benefits

Wellness

AA Maintenance Solutions
Blue Cross Blue Shield
Citizens Bank
Fisher & George Electrical Company
Lancelot Janitorial & Paper Products
Long Term Pharmacy Solutions
MacDonald & Vaccaro Insurance
Agency

Partnership

Bernie & Phyl's Furniture
Cornerstone Construction Co.
East Boston Savings Bank
ePay Business Solutions
Morgan, Brown & Joy, LLP
Point 32 Health
Stefano's Landscaping, Design &
Construction Co. Inc.
Swampscott Refrigeration
SteadyCare, LLC

Supporter Sponsors

AAFCPAs
Bridgeton Properties
The Boston Foundation
TimeScale Financial
Fire Pump Testing Company
Old Neighborhood Foods
Unum

Friend

Belfort Group
BioStrategics Consulting Ltd.
Casella Waste Systems
Cason's Equipment
Charm Medical Supply
Cigna
Corporation for Independent Living
Columbia Insurance Agency
Eastern Bank Charitable Foundation
Enterprise Fleet Management
GraVoc
Newhall Real Estate
Philadelphia Insurance



President & CEO Christopher Tuttle with honoree George Sonia and COO Elaine White.

2022 *Imagine the Possibilities* Gala

What an evening! With close to 300 people in the ballroom, we're happy to announce we've raised over \$327,000 to support our vital mission.

Congratulations to our Visionary Award Recipient:

George Sonia, Lancelot Janitorial & Paper Products

Over the years, George Sonia and his team at Lancelot Janitorial & Paper Products have been instrumental to Bridgewell's efforts in providing the highest level of care to the people in our services. George has shown a deep commitment and contribution to our mission, and he and his team truly went above and beyond to help us operate as safely as possible through the pandemic. This award recognizes outstanding persons for excellence to a community, social cause, or to Bridgewell.

The *Imagine the Possibilities* Gala provides critical financial support for this important work.

Your Support Makes a Difference

Gala Donations up to \$2,000

Steve Agganis
Darren Ambler
Eric Andersen
Michelle Anzivino
Jason Bazinet
Jeffrey Bickford
BioStrategics Consulting Ltd
Ed Bleiler
Joanne Bleiler
Kevin Bresnahan
Debora Burley
Daniubia Camargos Silva
Patricia Capano
Jeff Cicolini
Casey Clem
Linda Coffman
Michael Cole
Doris Connors
Tricia Dandrow
Deer Hill Architects, LLC
Jaclyn Devine
Teresa DiFabio
Frank DiTucci
Aimee Drew
Jonathan Driscoll
Claudia Dunigan
Carolyn Dunn
Dale Esdale
Kathy Estrella
Steven Feinstein
Josh Finlay
Joseph Fodera

Karl-Henry Francois
Robert Frazier
Hailey Gallagher
Paul Gasparro
Steven Geoffroy
Sean Gibbons
Jan Goldstein
Luis Gonzalez
Brad Gosselin
Nancy Gramolini
GraVoc
Anne Marie Haley
Ken Halkin
Robert Hallett
Kerry Ann Hayon
Korey Hofmann
Joanna Huntington
Matthew Hutt
Vicki Isman
Kristen Janjar
Catherine Johnson
Kevin Johnson
Nikki Kachinski
Dana Karas
Lilian Kauma
Jim Keighley
Elliott Koch
Krokidas & Bluestein, LLP
Lancelot Janitorial & Paper Products
Chris Lander
Erik Langhoff
Law Office of Michele Holovak-
Harrison
Stacey Leibowitz

Empower Monthly Giving

Empower hope and make a lasting impact with a monthly gift to Bridgewell. Empower Members make budget-friendly automatic donations every month, which enables Bridgewell to plan long-term and offer vital, innovative programming to those in need. You can choose how much to give and for how long, and you can change your amount or cancel at any time.

Become a Bridgewell Empower Member today and your monthly gifts will help us deliver support through community housing, day programs, outpatient treatment, recovery services, education and employment training. It's an easy way to give regularly and feel great about the real, positive impact you are making on those we serve.

As an Empower Member, you will:

- Help sustain Bridgewell's vital programming and enable us to innovate to address unmet needs.
- Support our mission conveniently, with a monthly donation that's manageable for your budget.
- See the long-term impact of your donations with regular updates on how our programs are empowering people to reach their fullest potential.
- Become part of a community of committed donors strengthening communities by helping those in need.

\$15 PER MONTH	\$25 PER MONTH	\$50 PER MONTH	\$100 PER MONTH
Provides fitness activities and equipment to help individuals in our residential programs stay physically active.	Provides workshops to help those in our substance use disorder treatment programs enhance their life skills and self-confidence.	Provides care packages to new individuals in our low income housing units to help them get established.	Provides sensory equipment for people with autism in our day habilitation programs to help them develop their skills.

Your Support Makes a Difference

Gala Donations up to \$2,000, continued.

Anthony Leonardo
Kevin Lombardi
Mabel Luther
Robert MacDonald
Mary Magner
Anubhav Maini
Rita Mansfield
Mark Margiotta
Patricia Marrin
Don Martelli
Darryl Matvichuk
Kathleen McCoy
Timothy McQuown
Scott Meehan
Kevin Moriarty
Elizabeth Munoz
Ryan Newhall
Jeffrey Newton
Maureen O'Connell
Nicole O'Brien
Brit O'Neil
Peter O'Toole
Mike Ouellet
Bhuren Patel
Thomas Perls
Christine Pierce
Jane Puffer
Karen Redfearn
Erica Richard
Patrick Robinson



The Power of Connection premiered at the 2022 Imagine the Possibilities Gala. This video highlighted Employment Services, Recovery Services and Affordable Housing as well as Bridgewell's Family Support Center and Bridgewell Counseling Services.

Nancy Rodriguez
Angela Rogers
Ann Rose
Kevin Rose
Peter Rossetti
Jeffrey Roy
Jessica Ryan
Jessica Schroeder
Jack Sharkey
Michelle Shears
Peter Sheckman

Stacie Shippey
Stephanie Sonia
Susan Sozek
Mindy Spitz
Kathy Sprague
Gorham Stacy
William Stone
Sarah Swanson
Georgana Tocco
Gina Turcketta
Christopher Tuttle

Randall Tuttle
Pat Tuttle
Christopher Vaccaro
Eva Veilleux
Michael Ward
Susan Warning
Ted Werth
Elaine White

Your Support Makes a Difference

2022 Fund a Need Donors

Expanding Horizons

Paulette Geoffroy
Mr Robert B. MacDonald
Bhuren Patel
Stephanie Sonia

Be Well at Bridgewell

Rena Agganis
Darren J Ambler
Kevin Bresnahan
Jonathan Driscoll
Carolyn Dunn
Kerry Ann Hayon
Robert Hallett
Samuel Hoff
Matthew Luther
Stephanie Sonia
Michael Ward

Basic Necessities Package

Joanna Huntington
Kevin Moriarty
Eric Anderson
Mario C. Capano
Aimee Drew
Vicki Isman
Steve Johnson
John Nerich
Thomas Perls
Patrick Robinson

Jessica Ryan
Stephanie Sonia
Mindy F Spitz
Michelle Shears
Maryanne Sheckman
Dr Peter Sheckman
Mike Sonia
Tracy Tuttle
Randall James Tuttle
Kathleen Vaccaro

Dreams Come True

Michelle Anzivino
Ashley Bennett
Ed Bleiler
Kerri Bozarjian
Patricia M. Capano
Jeff Cicolini
John Crowell
Tricia A Dandrow
Jaime Darce
Frank DiTucci
Mrs. Kathy Estrella
Josh Finley
Katie Frazier
Niovi Gkolemi
Stacy Gorham
Kristin Guido
Max Guillois
Matthew Hutt
Brian Hurd
Dana Karas
Jim Keighley
Chris Lander

Paula Margareci
Scott Meehan
Maureen O'Connell
Mike Ouellet
Charles Pecevich
Kristina Powers
Mr. Bob Puffer
Erica Richard
Sit Sak
Linda Sharkey
Stephanie Sonia
Bill Stone
Ted Werth

The Power of Connection

Luz Baez
Kerri Bozarjian
Mary Cole
Nick Capano
Mark Carlson
Jennifer Duplessis
Mrs. Kathy Estrella
George Fitzgerald
Joseph Fodera
Yazmin Francois
Karl-Henry Francois
Lisa Fulchino
Brad Gosselin
Kristin Guido
Shaun Jafarzadeh
Marcia Karas
Lilian Kauma
Robin Keighley
Jim Keighley

Eliott Koch
Anubhav Maini
Don Martelli
Julie Moran
Brit O'Neil
Leann Pich-Sak
Christine Pierce
Erica Richard
Rebecca Robinson
Angela Rogers
Kevin Rose
Jack Sharkey
Ginny Sheldon
Danubia Camargos Silva
Mike Sonia
Stephanie Sonia
Kathy Sprague



Your Support Makes a Difference

Gifts In-Kind

Agganis Arena at Boston University
Angela Rogers
Boston Bruins
Boston Celtics
Boston Crawling
Boston Red Sox Foundation
Bridgewell Development Dept.
Bridgewell's Board of Directors
Business Copy Associates
Camp Fire North Shore
Cape Air
Charles Riverboat Company
Citizens Bank
Cornerstone Construction Company
Create & Escaspe
Daniel Doke Fine Arts Portraits
Dr Peter Sheckman
Essex Street Inn
Fairmont Copley Hotel
Flowers by Lorraine
Gary LaPierre
Great American Restaurants
Hawthorne Hotel
Hobo Brewery
Home Decor Group
In the Game
Ipswich Country Club
Kappy's Fine Wine & Liquor
Kendra Scott

Kowloon
Lazy Dog Sports Bar
Lighthouse Preservation Society
Loretta Restaurant
Lynn Auditorium
Lynnepesaukee Four Winds Pub & Grill
Mahi Harbor Cruises
Maine Forest Yurts
Mallory Portraits
Margate Resort
Mike Ward
MKL Stone - Matthew & Mabel Luther
Mohegan Sun Hotel
North Country Rivers
Patriots Foundation
Pattie Marrin
Peabody Essex Museum
Rena Agganis
Rolly's Tavern
Salem Waterfront Hotel
Sam Adams Boston Brewery
Secret Stash Sweets
SharkNinja
Solimine Funeral Home
Steve Agganis
Steve Geoffroy
The Mooring
The Newhall Family
Tony's Pub & Grill
Wine Country

An Eye to the Future: Strategic Planning

As one of the largest human service organizations in Massachusetts, Bridgewell is focused on the needs of our community and how to adapt, change and grow to better fit those ever-changing needs. With this in mind, Bridgewell is embarking on a three-year strategic planning process.

Working with Imbue Partners, the strategic planning committee has identified three main goals for our organization: growth in services, diversity in funding sources and strengthening our workforce.

The planning phase has already begun and will continue through 2025. More than 50 employees are participating in these planning groups, including direct support staff, management and leadership.

The groups are conducting comprehensive reviews of current practices and exploring ways to expand and improve in the areas of workforce planning, diversity, equity and inclusion, culture and values, fiscal trends and technology and infrastructure.

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*Bridgewell residents pose with Recreation
Director Shannon Dullea in Peabody.*

