



# Living our Values

ANNUAL REPORT 2024

# Message from the President and Chair of the Board

While the landscape has shifted dramatically over the past six months, Open Sky's commitment to what we believe has not. Everyone deserves the chance to pursue their path towards a more fulfilling life, whether individual served or employee or community member. We strive to create a safe, trauma-informed and belonging environment for everyone.

We also follow the law and comply with all applicable regulations. We do not discriminate in our hiring, we open all of our employee trust groups to everyone, we offer opportunities for career advancement for all who wish to pursue them.

And we continue to work towards a diverse, equitable, inclusive environment where everyone can feel a sense of belonging.

As an organization serving individuals with developmental disabilities, brain injury, autism, mental health challenges, homelessness, justice involvement and more, we were founded on principles of equity and inclusion. Building an inclusive community is not just about what happens at Open Sky, it's also about transforming our communities to be welcoming and important places of acceptance for recovery and support.

We also embrace person-centered care with individuals served at the center of their care. We seek innovation and creativity to expand our knowledge and our effectiveness. We embrace data and science to help us use tools that have been proven to work. We approach our work in a trauma-informed way, recognizing that nearly everyone has experienced some form of trauma in their lives. We strive to find new and responsive ways to serve our employees and build our strength as a great employer. And we work to meet the whole-person needs of the people we serve – supporting them to build meaningful lives through access to safe housing, employment, community connection, lifelong learning, and supports that reflect their individual goals and strengths. Empowerment and resiliency are goals of our support for individuals.

These are a few of the values that we live out together every day at Open Sky, as a united team committed to the people and communities we serve. You will see examples of these values at work throughout these pages. And you will see why we cannot afford to retreat from these values. They form the core of who we are, who we have been and who we want to be.

Thank you for supporting Open Sky yesterday, today and tomorrow.

Warm Regards,



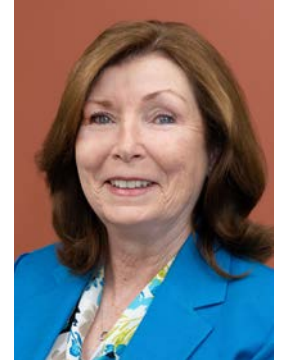
Mary Ellen Larkin  
Board Chair



Ken Bates  
President and CEO



Ken Bates, President & CEO



Mary Ellen Larkin, Chair

See our...  
**Mission,**  
**Values,**  
**& Approach**  
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# Building a Culture of **Belonging**

Open Sky's journey in diversity, equity, inclusion and belonging began with listening. President and CEO Ken Bates and Executive VP, Chief Quality and Compliance Officer Liz Olivera-Mustard hosted a series of listening sessions to hear from staff following the murder of George Floyd in 2020. Employees who were part of these sessions said, we want to keep this up, forming the start of the CARE Team (Committee Advancing Race Equity). We want to continue listening, learning and sharing together. Since that time, our collective goal has been to maintain our focus on an environment where all feel a sense of belonging.

From the outset, our Board of Directors has demonstrated steadfast commitment and active participation in shaping and supporting Open Sky's DEIB journey, reinforcing its importance at every level of the organization.

Initiatives such as monthly CARE Chats, Diversity Champions, Employee Trust Groups, CLAS standards implementation, SPEAK

UP process, educational sessions, a Diversity Advisory Committee and more have formed the underpinning of these efforts.

As we look to understand and respond to changing government directives, we have formed groups focused on Immigration, LGBTQ+, DEIB, Funding and Advocacy.

Recently, Stephen Osei-Bonsu, Director of Diversity, announced his departure for a new role in another agency. His leadership has been an extraordinary part of Open Sky's success thus far, and he will be missed. The response of our CEO and our teams, led by Kelley Gamble, VP of Community Engagement, has been, once again, to listen and learn. What have we accomplished? What are the critical attributes of the next DEIB leader? What do we want to change or re-evaluate?

The cultural shift we are seeking is not a destination, it's a journey. And listening is an important step.

To learn more, visit [openskycs.org/deib](https://openskycs.org/deib).

## From **Vision to Impact:** The DEIB Journey at Open Sky

### 2020 Launch of CARE Team



### 2021

- ▶ Developed Race Equity Strategic Goals & Implementation Plan.
- ▶ Hired Race Equity Manager & established Board-level Racial Equity Committee.
- ▶ Integrated DEIB into the organization's Strategic Plan.

### 2022-2023

- ▶ Introduced CARE Chats: Collaborative discussions on racial justice to promote inclusivity and understanding.
- ▶ Developed a Racial Equity Statement, Speak Up Process, Equitable Hiring Policy, and Extended Vacation Policy.
- ▶ Launch of DEIB Practitioners Support Group for internal and external professionals.



### 2025

**Reflect. Re-evaluate. Listen. Learn.**  
*Continuing our journey toward equity and understanding.*

# Addressing the Workforce Crisis and Fostering Opportunity

The Career Pipeline Program, which is a collaboration with Open Sky, Seven Hills, African Community Education, Southeast Asian Coalition, Mass Hire, Commonwealth Corporation, UMass Chan Medical School and others, continues to forge ahead with the creation of a comprehensive career pathway for behavioral health and human services.

A core part of the work is the Human Services Career Support program which provides training, wraparound supports, job rotations and a job placement for immigrants, refugees and other underserved populations. To date, six cohorts, totaling 161 people have graduated, and 145 have remained employed at Open Sky or Seven Hills – a remarkable 90% retention rate.

The Higher Education initiative has now enrolled 60 employees from Open Sky and Seven Hills in a free Master's degree program through Framingham State University, leading to

LMHC licensure, with the first cohort set to graduate next year. Work continues on the development of an apprenticeship/ associates degree program with Mass Bay Community College. And the Dynamic Futures program led by UMass Chan Medical School and the City of Worcester is set to welcome their fourth cohort of 25 high school students this summer at Worcester State University in a unique model to expose youth to behavioral health careers.

These efforts are funded through grants and support from Commonwealth Corporation, the Executive Office of Economics and Workforce Development, Accelerate the Future, Reliant Foundation, the Fairlawn Foundation of Greater Worcester Community Foundation and the employer partners, Open Sky and Seven Hills.

To learn more, visit [centralmasscareerpipeline.org](http://centralmasscareerpipeline.org).



Cohort 6 of the Human Services Career Support Program graduated in April, 2025.



# The Power of Sharing Your Story

If you meet Hank, you'll quickly find that he's a nice guy who cares deeply about others. He's also a poet, and a great public speaker.

What you might not realize is that he spent 44 years, most of his life, in prison. Sentenced in 1976, Hank was incarcerated until DNA evidence exonerated him four decades later and he was released in 2021.

Upon release, his attorney quickly connected him with Ben, a navigator from Open Sky's Behavioral Health Justice Involved (BH-JI) program, who helped him re-start his life in the community.

The BH-JI program connects individuals with a navigator up to six months before their release to begin accessing resources and planning for re-entry. Upon release, navigators will work one on one with individuals to assist them in accessing long term community resources that will promote successful re-integration. This is done through connections to providers, employment services, exploring housing options, acquiring necessary documentation and navigating any remaining justice involvement, just to name a few.

Due to issues with drugs and alcohol in the 1970s, Hank's license had been revoked. Ben helped him to leap over every obstacle placed in his way so that he could re-obtain his license and get reliable transportation. Ben also helped Hank apply for Social Security benefits, get a cell phone, and become more familiar with today's digital world of online forms and apps.

When Community Compass opened in June 2023, Hank took on a new role as the leader of a peer support group. Using his lived experience, he mentors and supports individuals who have been involved with the criminal justice system.

Compass is a free, voluntary drop-in program that provides a warm, welcoming community and support services for individuals who have been incarcerated in the State of Massachusetts. Community Compass offers resources surrounding nutrition, housing, employment, education, recovery and substance use as well as mental and behavioral health supports. The Worcester-based drop-in center is a grant-funded program that works in collaboration with the



I credit all of this to BH-JI, Community Compass and Open Sky. I wouldn't be where I am without them.

Department of Correction and UMass Chan Medical School's ForHealth Consulting Group. They currently have over 1,400 eligible and enrolled members.

Hank explains that many people who have been in the criminal justice system are very private or distrustful. He tells others, "Don't imprison yourself. The county or state already did that. Open yourself up to help."

Thanks to the support and encouragement he has received through Open Sky programs, he is now a frequent public speaker, speaking with police departments, medical students at UMass Chan Medical School, and youth programs. He is also very involved with the First Congregational Church in Chicopee, Recovery Center for Hope in Ware, and various other support groups and taskforces.

"I credit all of this to BH-JI, Community Compass and Open Sky," he said. "I wouldn't be where I am without them."

**To learn more, visit [openskycs.org/bhji](https://openskycs.org/bhji) and [openskycs.org/communitycompass](https://openskycs.org/communitycompass).**

# Program Highlights



## Baldwinville Rd Program

Each year, individuals and staff from our Baldwinville Rd program volunteer to help the United Post Office with their food drive. With Baldwinville being such a small town, they don't have many mail carriers, so they hop in the van and go collect food. They make it a game on who can spot the blue bags first and also get to see their friends when they drop the food off at the senior center. The Postmaster nominated them for a stamp dedication ceremony, and they received a beautiful tulip stamp plaque.



## Respite Program

In July 2024, Open Sky opened a respite program in Worcester, in partnership with the Department of Mental Health. This program is staffed 24/7 and serves 7 people on site, and 13 people living in their own homes. Respite programs are designed to help people with mental health challenges transition from one level of care or service to another, or to receive additional support.

## Tradewinds Club House Celebrates 35 Years

Tradewinds Clubhouse celebrated their 35th anniversary with a dinner, speaking program and music on Thursday, May 8 in Southbridge. Speakers included Beth Lucas from the Department of Mental Health, Ken Bates, President and CEO of Open Sky, Brenda Vezina, Executive Director of KIVA Centers and founder of Tradewinds, Christine Regan, Program Manager of Tradewinds, Amelia Dillon, Service Director for Clubhouses and Employment Services and a number of clubhouse members.



## Edward's Ride for Mental Health Awareness Raises over \$11,000 for Crystal House Clubhouse

Developmental Disabilities Service Director Tim Landry lost his son Edward a year ago. In an effort to create a fitting tribute for him, Tim and his wife, Lisa, put together the First Annual Edward's Ride for Mental Health Awareness. The event was held Saturday, May 10 at the Gardner Elks and raised over \$11,000 to benefit the Crystal House Clubhouse. A large group of motorcycle riders participated in the pouring rain in support of their friends and fellow Elks Riders, Tim and Lisa Landry.



## Caring Force Rally

Close to 20 Open Sky staff traveled by bus to the Statehouse on May 8 for the Annual Caring Force Rally to advocate for a living wage and loan repayment, as well as other priorities for Open Sky such as mental health clinic rates and the Community Compass program. The group split into three teams and visited a number of legislative offices.



# Mission..Values...Approach

## Open Sky's Mission

Blending best practices with the power of community, we partner with individuals and families to see beyond and live beyond perceived limitations to pursue fulfilling lives!

## Open Sky's Approach



## Open Sky's Values

Diversity, Equity, Inclusion & Belonging

Person-Centered Support

Support for Employees

Innovation

Collaboration

Building, Supporting & Connecting Community

Driven by Data

Doing Whatever it Takes

Holding Hope

Whole-Person Health

Trauma-Informed Care

Transparency

Empowerment

Compassion

Resilience

## Fun For A Cause



### Valley Friendship Tour

The 39th Valley Friendship Tour took place on a beautiful June 1, 2024, with over 300 people in attendance. Together we raised over \$118,000 so that we can provide individuals we serve with the opportunity to live fulfilling lives.



### Valley Bag Toss

We celebrated the 10th anniversary of the Valley Bag Toss on October 19th, raising over \$22,000. The annual cornhole tournament supports Open Sky's health and wellness initiatives which support healthy eating and active lifestyles. Congratulations to the winners, The Wixtead Wonders!



### Safe Homes Gala

Nearly 400 guests attended the 2025 Safe Homes Gala on April 4th at Mechanics Hall, the agency's largest event yet. Featuring remarks from Governor Maura Healey and Senator Robyn Kennedy, the evening honored eight People of Courage and raised over \$200,000 for Open Sky's Safe Homes drop-in center for LGBTQIA+ youth, celebrating the program's 30th anniversary.



# Home is where the Heart is

No one knows that better than families served by Open Sky's Adult Family Care (AFC) and Shared Living programs.

Cynthia and Rich Bissell first connected with the AFC program in 2013, then part of Alternatives' Unlimited, when going through the guardianship process for their sons.

The family has four children with disabilities and medical challenges. There was no way they could manage to take care of their whole family at home, with both parents working as well. Thanks to AFC, they receive financial support, as well as practical support, with a case manager and nurse visiting regularly.

"Every month the nurse and case manager come out and check on us. They do a training when they are here, talk about any problems. They put a focus on caring for the caregiver," Rich and Cynthia explained.

During a stressful guardianship call, their case manager was on the call to help keep them on track and remind them of things it was easy to forget in the moment. Just having that support meant a lot to them.

The Bissell's furry friend, Xena Warrior Princess, is also a part of the family thanks to Open Sky. Their case manager helped them get on a list for "fabulous flunkies," or dogs who did not qualify as NEADS service dogs, but would be great companions.

"Xena was a fabulous flunky with a heart of gold, and we knew right when we met her that she was the therapy dog for us," Rich shared.

The extra support is what has made it possible for their family to all stay together and at home.

Another Open Sky program putting a focus on home is Shared Living. Different from AFC, the program pairs Shared Living providers with individuals with disabilities who would benefit from a home environment, an alternative to group living.



Every month the nurse and case manager come out and check on us. They do a training when they are here, talk about any problems. They put a focus on caring for the caregiver.

Ibrahim Mustafa and his family have been Shared Living providers for over 10 years. They have supported three individuals in that time, providing them with the care and support they need.

Open Sky staff visit the home regularly and attend appointments with the individuals when needed. If there is something the providers are unfamiliar with, the staff provide training or resources to be sure everyone has what they need.

"The staff that come to my home are so wonderful and experienced," Ibrahim said. He emphasized that it's not just one person who is great, but it's the people who work at Open Sky that make it a great experience.

**To learn more, visit [openskycs.org/afc](https://openskycs.org/afc) and [openskycs.org/sharedliving](https://openskycs.org/sharedliving).**



The Bissell family (from back to front): Aaron, Rich, Cynthia, Natasha, Anthony, Eric, Xena.

# Someone Who Understands



There are many reasons why Open Sky's Adult Community Clinical Services is so impactful, but one of the most crucial is the Peer Support program.

Peer support can mean different things depending on the individual and needs. SAMHSA defines peer support as "a range of activities and interactions between people who share similar experiences of being diagnosed with mental health conditions, substance use disorders, or both."

This support provides a level of acceptance and understanding not found in traditional treatment settings. Peer support workers can provide non-clinical support by using their own lived experience. They can break down barriers and help without judgement or expectations.

As one individual served by Open Sky shared of their peer support worker, "She has great insight and has a way of supporting me and also helping me laugh while giving me the confidence to get my goals accomplished."



It can feel isolating, but peer support bridges that gap for me and helps me to be social and have companionship when it's hard to form meaningful relationships.

Ethan has received services from Open Sky and the Peer Support team for about 5 years and says it has been the most consistent part of his treatment, particularly at times when he is in and out of the hospital.

"It can feel isolating, but peer support bridges that gap for me and helps me to be social and have companionship when it's hard to form meaningful relationships," he said. "It's been a game changer for me."

Ethan also explained that it provides him with a role model and someone who can relate to what he's going through, even if it's not the exact same situation.

This isn't just an isolated result – there is research on this impact. According to SAMHSA, peer support can increase

self-esteem, sense of control, and sense of hope. Psychotic symptoms and substance use may also be reduced, as well as reduced hospital admissions.

Many individuals who receive peer support are motivated to get into the field themselves. They also benefit from the continued support they receive from colleagues and build those connections through group activities like planting yellow tulips in honor of mental health awareness, or holding peer picnics.

Indica Abbott has been a Peer Coordinator and Certified Addiction Recovery Coach for three years at Open Sky. She had received peer support during her own recovery journey which led her to where she is today.

Early in her journey, while in a residential program through another agency, she received support from another mother in recovery and was finally able to open up and talk about the hard stuff. Once she started looking into becoming a recovery coach herself, she remembered seeing signs for Open Sky and was excited to be hired.

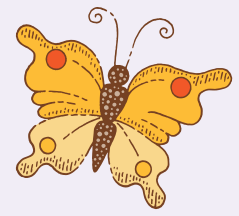
"Peer support is so important in the work we do," Indica said. "Being with someone who has been through a similar situation just sit with you giving you hope when you don't have it yourself can make a world of difference."

**Learn more about Adult Community Clinical Services, visit [openskycs.org/accs](https://openskycs.org/accs).**



Peer support workers Kristen and Laura planting yellow tulips.

# A Place to Be Yourself



Open Sky is committed to supporting youth facing a variety of complex needs and challenges through two drop-in centers, The PLACE, for youth ages 16-26, and Safe Homes, for LGBTQIA+ youth ages 14-23.

Both programs share a common goal of wanting to provide youth and young adults with a place where they can feel comfortable being themselves, while also learning useful skills. Their community meals are one example of this. Participants from both programs are encouraged to bring a dish, or join with staff to cook, spend time together, and share a meal, while sharing about their culture and traditions as well.

For some youth these cultural meals are recipes passed down through generations or inspired by their heritage. For others, it's what they eat with their friends or what they like to cook.



"Youth that are used to being rejected are less likely to share the things that bring them strength such as their culture or values. It doesn't necessarily need to be family-based but even with friends", Oscar shared.

Cooking may also be a new skill for some participants so having a chance to learn in a safe, supportive, fun environment is important.

"We like to collaborate because food brings people together," Tiana said. "Everyone is different and outside these walls, not everyone is accepted. It's great to see how everyone interacts together."

**Safe Homes** is celebrating 30 years in 2025. The program has adjusted and broadened programming over the years to ensure they meet the needs of queer youth. This includes virtual programming throughout the pandemic, as well as virtual

support groups via Discord that continue for youth who prefer to meet online or are unable to attend in person. The program also offers a wide array of harm reduction supplies including fentanyl test strips and Narcan, as well as safer sex supplies. They also offer a food and toiletries pantry.

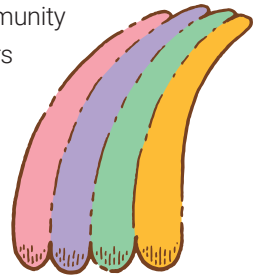
To meet the interests of the youth participants, the program offers workshops on topics like art and writing, as well as day-trips to the New England Botanic Garden at Tower Hill, and local events. To meet the needs of transgender and non-binary youth, the Transgender Resource Center is filled with gender affirming supplies such as clothing, makeup and binders.

**To learn more, visit [safehomesma.org](https://safehomesma.org).**

**The PLACE for Empowerment**, opened in 2022, is the perfect spot for young adults looking for connection, support, and fun while navigating life's challenges. Whether a youth is dealing with mental health struggles, overcoming substance use, working through trauma, or just needs a place to belong, The PLACE is here for them. The services are completely free for youth and funded by the Department of Mental Health. No matter what a youth's needs are, staff will work with them to try to remove barriers and find the resources they need. The program offers a gym, showers, a food pantry, toiletries closet, and more.

Born from the peer movement, The PLACE knows that healing is personal – but having a supportive community makes all the difference! The program offers activities including journaling, culinary workshops, resume-building sessions, and creative outlets like resin art. The PLACE also offers educational trips, like a recent visit to the Boston Museum of Science.

**To learn more, visit [openskycs.org/theplace](https://openskycs.org/theplace).**



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# Helping DREAMS Become a REALITY

A few years ago, Zack Adams didn't know where he would be. He didn't even know if he would still be alive.

Homeless during a snow storm, he hit rock bottom.

The next day he went to a crisis stabilization unit, which led to his admission to a substance use program. After almost a year living in the program, and sober, he got the call he had been waiting for – an apartment had opened up for him through Open Sky.

With the help of Open Sky's Aggressive Treatment and Relapse Prevention Program (ATARP), Zack started putting his life back together. He worked overnight shifts for a trash company among other jobs, stayed clean, and 13 years after graduating high school decided to go back to school.

Now he is a Communications major at Quinsigamond Community College with a 3.4 GPA and is working on getting his driver's license.

He plans on someday getting his bachelor's degree and pursue a career in journalism or as an analyst. Zack also enjoys his marketing classes and a recent multi-cultural criminal justice class.

While working part-time and going to school, he's able to stay on track thanks to Open Sky staff, and particularly his housing specialist Henry.

"I look at [Henry] like a brother. He genuinely cares and understands my struggles," Zack said. "And he always answers his phone."

Henry will often drive Zack to appointments, take him shopping, or just genuinely be there. In addition to Henry, Zack is also supported by his clinician Brittany.

The ATARP program is a housing-first program to help individuals like Zack who have co-occurring mental health challenges and substance use disorders. The program, which requires a referral through the Department of Mental Health, helps individuals find housing, receive benefits, access medical care, and find employment and education, among other supports.

The key is the wraparound services that individuals receive. Rather than only treating a mental health or substance use disorder, they receive housing, and ongoing support in many areas of life to avoid relapse.

In November 2024, Zack received an achievement award from Open Sky to recognize the progress he has made and his commitment to education and future goals.

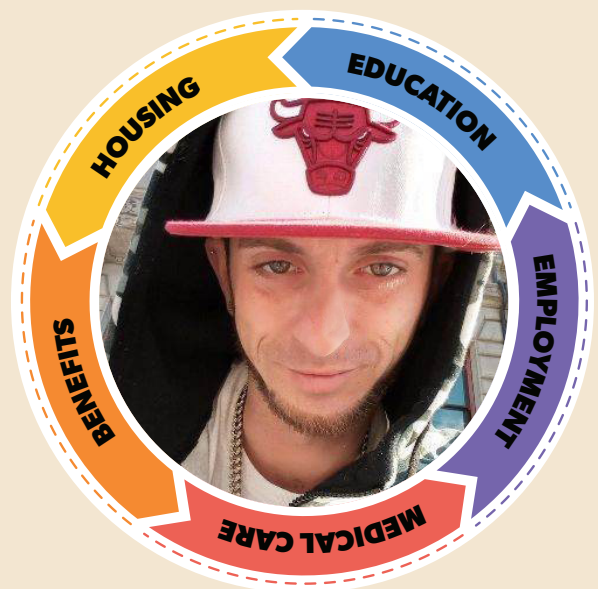
"I'm the only one in my circle who made it out. Without this program I don't know if I would be alive," Zack said. "I'm still semi-young and have lots of time to see where life takes me."

**To learn more, visit [openskycs.org/housing](https://openskycs.org/housing).**



**I'm the only one in my circle who made it out. Without this program I don't know if I would be alive. I'm still semi-young and have lots of time to see where life takes me.**

*Zack explains about the Aggressive Treatment and Relapse Prevention Program (ATARP).*



# Employee Wellness



One of the biggest themes of the Employee Wellness volunteer workgroup is taking the time to have open discussions that incorporate principles of Diversity, Equity, Inclusion, and Trauma-Informed Care. How do we help employees across the organization to find space in their days to make space to take care of themselves? Wellness is a large part of the Open Sky Approach and our committee aims to support our employees as we navigate challenges at work, home, and in our society.

The committee partners with Human Resources on promotion of the Calm app, a meditation and mindfulness app offered to employees.

Employee wellbeing is an integral session within the newly updated Employee Orientation. This session focuses on compassion satisfaction, wellness, and self-care. New employees gain information, share their strategies, and are encouraged to consider various ways to apply these principles as they establish themselves in their new roles.

What's next? The Employee Wellness Committee is using results of an Employee Wellness survey to determine what supervisors need and want for themselves and in supporting their teams.

## Various groups throughout the agency are prioritizing employee wellness. These initiatives include:

Employee Wellness newsletter and supports to help teams find ways to include mindfulness practices.

The themes of wellness and self-care are promoted at the Health and Wellness fair held each fall at Open Sky.

Employee Drop-in sessions have been held at various sites around mindfulness, gratitude, self-care, art activities, coloring and other themes.

A weekly Walking Group has been held at the Whitin Mill.

The Grief and Loss Committee hosted a Day of Remembrance virtual event.

A taskforce committed to providing Domestic Violence resources created and distributed to all teams to support staff going through challenging situations.

Employees are invited to help create Spotify playlists with the themes of joy and comfort.

A "Feel Good Friday" email is sent weekly where employees can share anonymous feel good moments they had throughout the week, or recognize colleagues.

## Building Community Through

# Arts & Inclusion



ValleyCAST has been building Inclusive Community Engagement through Arts & Cultures for over 16 years!

ValleyCAST, the arts and culture arm of Open Sky Community Services, was established in 2007 to provide community-based arts and culture programs for, and with, people of all abilities to deepen community engagement and build whole-person health – and it's working! Through creative collaborations with artists, arts organizations, creators, and other nonprofits, as well as high-quality arts events offered year-round, ValleyCAST brings people together in fun and meaningful ways.

Every summer, ValleyCAST offers a Free Summer Concert Series on Thursday nights from the end of June to the first week in September. Hundreds of people of all ages and abilities are drawn to the Community Plaza at the Whitin Mill

*Continued on next page*

# Connecting Through Community

Open Sky's Community Membership department is crucial to our value of inclusion, and the Open Sky Approach – wellness, relationships, and opportunities. Staff connect individuals served in our programs with opportunities to not just participate in activities, but to play meaningful roles in their communities.

Each spring, Open Sky partners with several other organizations to host the annual "Family Fun Fishing Day" in Uxbridge. This provides individuals served with the opportunity to not just fish and attend the event, but to be a part of the planning committee, and volunteer. The department also holds the monthly "Take Down the Wall Presents: Open Mic Night" where individuals can perform, and help with set design, planning, and volunteer

work. Opportunities like these offer individuals a way to be creative, enhance skills, and have fun while engaging and building relationships in their community.

A large part of Community Membership work involves connecting with community partners, such as the Worcester Bravehearts, who facilitate opportunities for individuals served by Open Sky to connect with players through the Pen Pal Club. Individuals may also be connected with other local organizations where they may get to know their neighbors and explore their passions.

**Learn more about how you can build community with us at [openskycs.org/communitymembership](https://openskycs.org/communitymembership).**



Participants at Family Fun Fishing Day at River Bend Farm



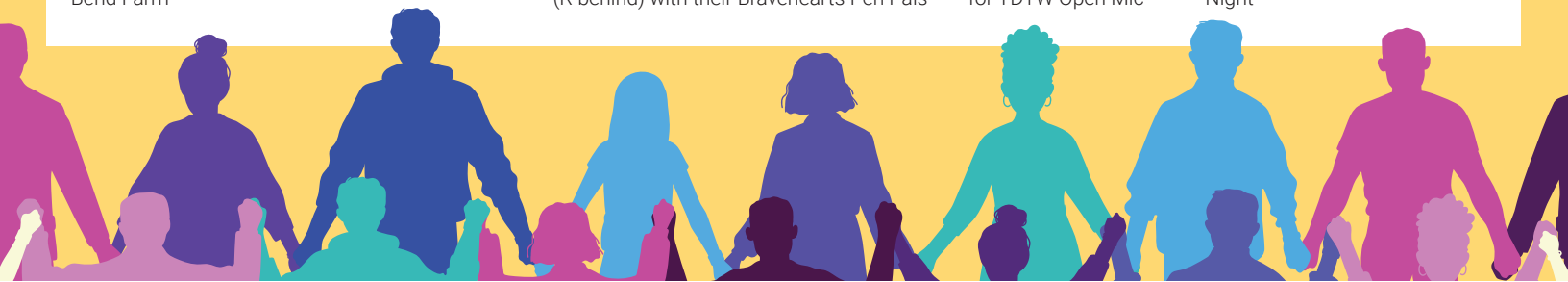
(R) Casey Burgoyne and Steven Toscano (R behind) with their Bravehearts Pen Pals



Working on set pieces for TDTW Open Mic



Take Down the Wall Open Mic Night



## *Building Community continued*

for 10 weeks to enjoy live, local talent and build community. "Community members come back year after year to dance and sing with the folks we serve," says Lisa Shea, President of the Blackstone Valley Art Association and volunteer ValleyCAST Board Clerk. "There is a real sense of community and it's heartwarming."

Another ValleyCAST hallmark program is the Annual Art Palette Contest, now in its 12th year in the Heritage Gallery at the Whitin Mill. A favorite inclusive community exhibit, the Art Palette Contest features artists of all ages and abilities who transform ordinary wooden art palettes into unique works of art. The ingenuity, creativity, and inclusivity displayed together on the gallery walls is remarkable. This event attracts more than 80 participating artists and hundreds of visitors to the gallery each year for the sense of community it provides.

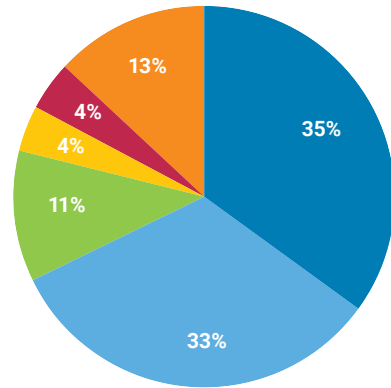


**Learn more at [openskycs.org/valleycast](https://openskycs.org/valleycast).**

# Financial Report (FY 2024)

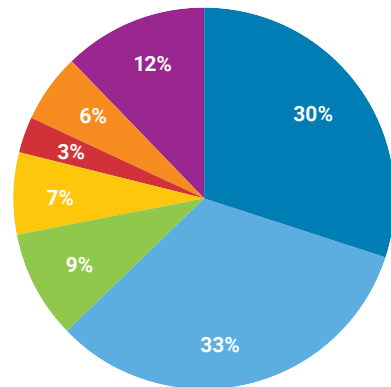
## Revenues

Mental Health	35%	39,565,658
Developmental Services	33%	37,704,729
Medicare / Medicaid / Mass Health	11%	12,577,841
3rd Party Insurance	4%	4,678,098
Client Fees & Rent Subsidies	4%	4,164,897
Other	13%	15,532,603
<b>Total</b>	<b>100%</b>	<b>\$114,223,826</b>



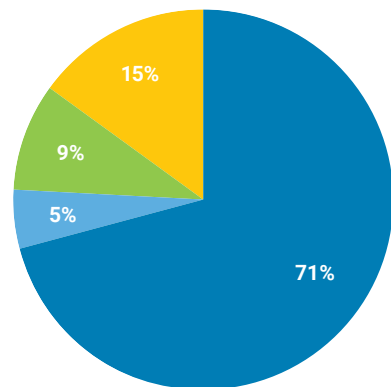
## Operating Expenses

Mental Health	30%	33,957,062
Developmental Services	33%	36,821,328
Outpatient Services	9%	9,735,337
Shared Living and Adult Foster Care	7%	8,164,789
Children and Families	3%	2,971,057
Other	6%	6,399,645
General & Administrative	12%	14,027,521
<b>Total</b>	<b>100%</b>	<b>\$112,076,739</b>



## Expenses by Function

Personnel	71%	80,027,090
Program Support	5%	5,179,733
Occupancy	9%	9,884,566
Direct Program Expenses	15%	16,985,350
<b>Total</b>	<b>100%</b>	<b>\$112,076,739</b>



## Corporators (As of June 2024)

Jay Bry	Jane Cullen	Michael Lyons	Charley O'Neill	Jack Ross
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4 Mann Street, Worcester, MA 01602

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(As of June 2024)

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