

Finding Your Open Sky
Annual Report 2022



Message from the President and Chair of the Board

Open Sky means many things to many people.

For someone experiencing mental health or substance use challenges, it may be a place to seek services or live with peers, for individuals with developmental and intellectual disabilities it is place to find connections and valued roles in the community, for LGBTQIA+ youth, it is a source of acceptance, self-esteem and belonging, and for others it is a vital lifeline to secure housing, behavioral health care, recovery coaching, nutritional supports, employment assistance and much more.

We sometimes struggle with an “elevator speech” or simple way to describe Open Sky because our services and our geography are so broad.

We do know that what we offer for people is a promise.

For everyone who sees a closed door, we help them find open sky. *Their open sky. Whatever they define as opportunities, wellness and relationships that define a fulfilling life.*

We know that many people experience barriers, challenges and closed doors. Open Sky does everything we can and whatever it takes to help, to overcome those barriers, to address those challenges and open those closed doors.

You will see in this Annual Report a mixture of stories where people have found their open sky—a future beyond a seemingly closed door with the help of our deeply committed and talented workforce.

We could not be any prouder of our team’s persistence, dedication and commitment.

We also want to thank you for all that you do to help others find their open sky. With your help, the sky is the limit!

Warm Regards,

David Przesiek
Board Chair

Ken Bates
President and CEO



Ken Bates, President & CEO



David Przesiek, Chair

Acceptance
Community
Connections Values Roles
Recovery Coaching Self-Esteem
LGBTQIA+ Belonging
Secure Housing Behavioral Healthcare
Nutritional Supports
Employment Assistance

Open Sky's Race Equity Journey

Like many organizations, we were galvanized by the events of 2020—most notably the murder of George Floyd, to examine our culture, our practices, our knowledge and our aspirations. Ken Bates, President and CEO, held a number of Listening Sessions on Zoom to hear from staff throughout the agency. From these sessions, a group of employees stepped forward and said, we want to continue these dialogues and to bring this conversation agency wide. This was the beginning of the CARE Team – Committee Advancing Race Equity – at Open Sky.

Since that time, many things have been accomplished, but the journey is not over and our efforts are not perfect. What is clear, is that this work is real and authentic, and that Open Sky is striving for sustained transformation.

There have been successes, lessons learned and unresolved challenges.



Ken Bates, President & CEO, and staff gather at a multi-cultural celebration to recognize and celebrate the diverse cultures of Open Sky staff.



Open Sky Staff attend the Stand Against Racism Breakfast in April 2022.

The more we learn, the more clear it becomes how racism and privilege are systemic and deeply rooted in our agency, in the community and in the country.

Our accomplishments to date:

- CARE Team
- Hiring of Race Equity Manager, now Director of Diversity, Equity, Inclusion and Belonging (Stephen Osei Bonsu)
- CARE Chats (held on Zoom monthly, educational one-hour lunchtime sessions)
- Learning Together sessions at the Board and at Leadership team meetings
- Board-level Race Equity Committee
- Race Equity Assessment, Goals and Implementation Plan
- Modified Extended Leave Policy
- Changed Hiring Policy to require CARE team involvement and BIPOC candidates for all director positions and above
- Implemented SPEAK UP – system for staff to report racist incidents
- Developed and posted a Race Equity Statement at all offices that clearly states our goal of being anti-racist and welcoming to all.

For the future, the goal is to continue building a culture of respect and belonging, and to embed diversity, equity, inclusion and belonging throughout our structures, policies and culture.

In the meantime, Open Sky is also continuing to support anti-racist efforts in the community as an active member of the Race Equity Workgroup for the Healthy Greater Worcester Coalition, working with the Equity and Trauma Training Institute, partnering with African Community Education (ACE) and supporting events such as the YWCA Stand Against Racism, QCC's Martin Luther King Breakfast, Hispanic Heritage events and more.

Events/Fundraising

Valley Friendship Tour

The 2022 Valley Friendship Tour was very successful, raising over \$137,000. Over 220 participants enjoyed the beautiful day by walking, running or cycling through the Blackstone Valley. Lisa from Brave Yoga for All led a stretching warm up on the Plaza, Far from Eden provided music for the day, and Flippo added to the fun with balloon animals.



Valley Bag Toss

The 2022 Valley Bag Toss was a great day on the Plaza at the Alternatives' Whitin Mill. The annual cornhole tournament included over 70 teams and raised nearly \$30,000 for Open Sky's health and wellness programs. Congratulations to our 2x champions, the Wixtead Wonders!



United Way

Once again the Open Sky community showed incredible support for our partners at the United Ways of Central Mass and South Central Mass raising a total of \$10,018.43. We are proud to support the United Way through our employee campaign and grateful for their support of our programs including South County Housing Assistance, Safe Homes, and the Sowing Seeds of Hope Shelter.



\$10,018.43 raised

Holiday Gifts

Thanks to our generous donors, we were able to provide gift cards to a record 1,250 individuals served by Open Sky in



December 2022. This included individuals at the Sowing Seeds of Hope Shelter. In total, \$22,715 was raised to ensure everyone had something to celebrate during the holiday season.

Safe Homes Gala

The 2023 Safe Homes Gala was incredibly successful, raising over \$160,000 for the youth served by Open Sky's LGBTQIA+ drop-in center, Safe Homes. Seven individuals and organizations were recognized for their contribution to the LGBTQIA+ community with People of Courage Awards. The event was held in person for the first time since 2019, welcoming 300 guests – the largest crowd ever.



Veronica Jay

The PLACE for Empowerment – *A little help goes a long way*

Sometimes things that seem small can make the biggest difference in someone's life, like accessing new clothing, having a safe place to go after school, or getting a state-issued ID. The PLACE For Empowerment Young Adult Access Center provides a number of supportive services for youth ages 16-26 in Worcester and surrounding towns, making a huge difference for those they serve. PLACE stands for "Program for Learning, Activities, Care and Encouragement," but the Center does much more than the name would suggest.

Will B. came to The PLACE on August 22, 2022. He needed housing, clothing, and was seeking employment, but he faced many obstacles. For one, he didn't have a copy of his birth certificate, and without that he was unable to get a Mass ID or a job.

His case manager and Will worked together to create a plan. First he obtained clothing from Andy's Attic, a nonprofit at South High Community School in Worcester. A peer mentor then helped him obtain his birth certificate from his hometown several hours away. With his birth certificate in hand, Will's caseworker helped him get a Massachusetts ID, which The PLACE paid for.

By November, Will had everything he needed to apply for jobs, including one at Denny's. A peer mentor gave him a ride to the interview, and he got the job! During his time at The PLACE, Will also engaged in arts, music and sports. He made friends and developed the language needed to rebuild his relationship with his mother. After several months, he and his mother now communicate daily.

Will's story is not unique. Young Adults, many who are unhoused or in unstable living situations, are coming to The PLACE weekly with needs like these.



Anthony H. was living in a homeless shelter and in need of substance use help. After coming to The PLACE in November 2022, a transition plan was created with goals to detox, find employment, and secure housing. One day he came to the center while high and asked for help. Peer mentors brought him to the hospital for detox, and a few weeks later he returned home to his mother, now sober. Several months later he reported he was still sober and employed.

For some people, getting an ID or accessing substance use treatment sound like simple things to do, but the systems in place are challenging to navigate, and exponentially more difficult for those with unstable housing. The PLACE provides support for young adults in need of a helping hand, whether it's a safe place to go after school, or help accessing housing or treatment. The Center also offers a food pantry, access to technology, peer mentoring, career counseling, and opportunities to socialize like movie nights. Learn more about The PLACE at theplaceforempowerment.org.

Health and Wellness



Kickball

The Open Sky Kickball Tournament returned in June 2022, this year at Fitton Field, generously made possible by our friends at the Worcester Bravehearts. 14 teams participated in this inclusive competition on a beautiful and warm day. It was a great way to get programs from all different parts of the Agency together as well as a chance to get to know our community partners like the Worcester Railers, who took home the trophy!



Health and Wellness Fair

Another first since the pandemic, the Health and Wellness Fair returned in September 2022. Dozens of vendors with a health or wellness focus filled the Singh Performance Center in Whitinsville, while a chili cookoff and activities out on the plaza made for a full day of fun.



Plantapalooza

Open Sky provides residential programs the opportunity to start their own gardens through the Plantapalooza initiative. Programs apply in the spring and receive seedlings and supplies to work on their gardens throughout the growing season. This is a great way to ensure programs have fresh vegetables, and an opportunity to get outside and learn a new skill.

Highlights



Pathways to Friendship

In July 2022, the ARC of Massachusetts presented Open Sky with a plaque and banner recognizing their involvement in the Pathways to Friendship Program. This program is a collaborative effort between the ARC of Massachusetts and the Department of Developmental Services (DDS) to promote community inclusion for people with disabilities. Open Sky, and formerly Alternatives, was a founding partner in this program and we are proud to be recognized as the program comes to a close. Four Open Sky programs participated most recently, Southold, West Brookfield Downstairs, Metrowest Individual Supports and Saunders St., and help individuals participate in community opportunities of their choosing like horseback riding, singing in a choir or attending a gym.

Boxes of Hope

Open Sky participated in "Boxes of Hope," an initiative by MAPFRE Insurance and United Way of South Central MA to distribute toys, games, toiletries and clothing boxes. The gift boxes were given to individuals served by Open Sky and other organizations to help them with the holiday season.



Rapid Response HUB and 288 Grove Street Project

In 2022, Open Sky began work on renovating two floors (34,374 square feet) of a new building at 288 Grove Street in Worcester. The purpose of the renovation was to accommodate the co-location of a number of community-based services of Open Sky along with the Rapid Response HUB/Outpatient Services to enhance our ability to provide Whole Person Care.

The project is close to completion with most services moved into the new space. Funding for the renovation has been supported by financing and capital gifts from the Board, community foundations and executive team members.

Services now located in the new space in addition to the HUB and outpatient counseling, include Adult Community Clinical Services (ACCS), Assertive Community Treatment (ACT/PACT team), Youth, Young Adult and Family Services, Career Services, Central Community Health Partnership (CCHP), Autism Support Program, Behavioral Health for Justice Involved, Community Support Services (housing/homeless) and the Crisis Intervention Team Training and Technical Assistance Center (CIT-TTAC).



The Rapid Response HUB is designed to provide quick referral, assessment, medical screening, and connect to general HUB services, Specialized youth and family services, Assertive Community Treatment (ACT) and/ or the Integrated Dual Disorders Treatment team. The overall goal is to improve the timeliness of access to services, increase pathways to needed referrals, offer increased access to a comprehensive array of behavioral health services and help with health-related social needs such as housing, nutrition, employment, safety, benefits and more.

The Rapid Response HUB, ACT and the IDDT team are funded primarily through SAMHSA – Substance Abuse and Mental Health Services Administration – and third-party insurers. For more information, please contact the Rapid Response HUB at 508-318-7600 (Select option 2). For general information, please contact info@openskycs.org.

PACT Team Making A Difference

Open Sky Community Service's PACT team uses the evidence based Assertive Community Treatment model to support individuals who have serious and persistent mental illness and who have not been fully helped through traditional service models.

The service provides an intense level of wraparound supports and a multi-disciplinary approach including psychiatry, nursing, clinical and peer supports and case management. The team strives to meet the whole person needs of the individuals including social determinants such as housing, nutrition, employment and more.

PACT is designed for people who have chronic mental health challenges such as schizophrenia, schizo-affective disorder or Bipolar I with psychosis, and who experience other challenges such as substance use, frequent hospitalizations, difficulty with daily living, homelessness, involvement with the legal system, to name a few.



PACT director, Ryan Zenevitch, Psychiatrist Sarah Langenfeld, MD, and Karen DUBY, LICSW, Vice President of Behavioral Health recently shared insights about the program.

"What I enjoy about PACT is being able to work with a multi-disciplinary team in creative ways to truly meet the needs of the individuals we are serving," said Langenfeld. She has been working on PACT teams since 2008, and with the Open Sky team since January of 2022. "The key is building the relationship," she added.

Continued on page 11

Housing and Homeless Services

Winter Shelter at Blessed Sacrament Church

Open Sky operated a **60-bed** temporary winter shelter for homeless individuals from **December, 2022 to March, 2023**, serving **over 240 people**. A total of **83 people** were no longer homeless at the end of the shelter service period, with **27** connected to permanent supported housing.

Sowing Seeds of Hope Housing Outcomes:

Permanent Supportive Housing: 27

Private Rental: 3

Public Housing: 2

Purchased Home: 2

Sober House: 2

Added to Lease: 13

Moved in with family/friends: 36



“This was an incredible outcome from this work,” said Open Sky President and CEO Ken Bates. “We are very grateful for the many partners and supporters who helped make these results possible.”



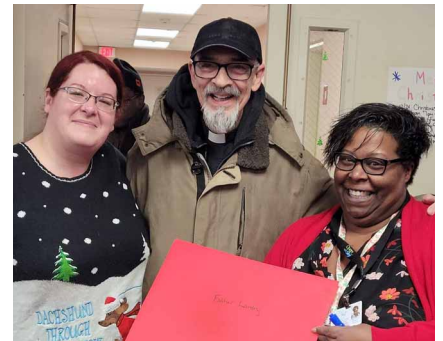
Open Sky, the City of Worcester and other partners were awarded the Ted Coughlin Community Service Award by the United Way of Central MA for the shelter work at their annual meeting in May, 2023.

Housing Outcomes for All Open Sky Programs

In total for the period of **December 1 to March 31**, Open Sky helped **186 people** to exit homelessness for stable housing. Direct financial assistance was provided for **59 households**, and another **127 were aided** in obtaining housing vouchers or other assistance. Open Sky’s Behavioral Health for Justice Involved (BHJI) program connected **22 returning citizens** to stable housing, and another **22 people** were housed through the Flexible Supports program through ACO’s (Accountable Care Organizations). **Eight people** received assistance to stabilize their housing, and **26 people** were housed through Community Supports and the Integrated Dual Diagnosis Team (IDDT). As noted above, another **83 people** exited homelessness through the winter shelter.

“Our Community Services team and winter shelter team have clearly shown that rapid rehousing and housing first are evidence-based approaches that are effective. Connecting people with stable housing is the first and often most important step towards long-term recovery and stability. I am very proud of the work these teams have accomplished,” said Mr. Bates.

Pictured are Nahani Meuse, Shelter Operations Manager, Father Thomas Landry of Blessed Sacrament Church and Maydee Morales, Shelter Director. Shelter team members were presenting Father Landry with a special thank you gift for the holidays.



Fallon Health donated \$80,000 to support with shelter operations including meals and other needs. Representatives visited the shelter to serve meals to guests.



Partnering with Others for Behavioral Health/Human Services Career Pathway Collaborative

Open Sky has partnered with Seven Hills Foundation, Healthy Greater Worcester Coalition, the City of Worcester, UMass Chan Medical School and others to develop innovative models to address workforce shortages, increase employee retention, improve race equity, strengthen access to services and create opportunities for youth, immigrants and refugees.

The work began in 2019 with a feasibility study under the guidance of consultant Maya Townsend of Partnering Resources, and evolved to include four program models.

Human Services Career Support Program

A 5-month training and internship model for immigrants and refugees leading to job placement at one of five organizations – Open Sky, Seven Hills, Legendary Legacies, LIFT (Living in Freedom Together) and the Hector Reyes House.

The model includes navigators from African Community Education, Ascentria Care Alliance, Southeast Asian Coalition (SEAC), and partner agencies, as well as language fluency training, wraparound supports, mentoring and other supports.

Over two cohorts, a total of 39 people graduated with 36 (92%) remaining employed following program completion.



Clinical and Leadership Pathway

An 8-week program for incumbent BIPOC staff at Open Sky and Seven Hills who are seeking career advancement into leadership or clinical careers. 26 people completed the first cohort in May, 2023.



Higher Education Clinical Pathway

Beginning this summer, 20 staff who wish to pursue a Master's in Counseling at Framingham State University, will enter a specializing Higher Education pathway to prepare for enrollment in January, 2024. The program will provide three years of on-site classes at Seven Hills at no cost to participants, culminating in LMHC (Licensed Mental Health Counselor) licensure.

Dynamic Futures

A Youth Behavioral Health Career Pathway – developed and operated by UMass Chan Medical School and the City of Worcester, the

program will host 25 high school juniors for a four-week program (with two weeks in residency at Worcester State University) this summer. The program exposes young people to the possibilities of a career in behavioral health or human services.



**YOUTH CAREER PATHWAYS
IN BEHAVIORAL HEALTH**

The Career Collaborative Work has been funded by Commonwealth Corporation, Mass Hire, RIZE Foundation, Mass Health, Fairlawn Foundation of Greater Worcester Community Foundation, Executive Office of Health and Human Services and Reliant Foundation.

Community Membership



Furniture ART Program

The Furniture ART (Adaptive, Recovery, Teaching) pilot program, sponsored by Open Sky's Community Membership Department, ran during the fall of 2022 and encouraged self-restoration as participants learned to restore furniture. The program used an adaptive curriculum based on recovery, customized to individual needs, and teaching using the 3 main learning styles (audio, visual and tactile).



Bravehearts Pen Pal and Open Sky Day at the Bravehearts

Open Sky's partnership with the Worcester Bravehearts baseball team continued with the Pen Pal program where individuals served by Open Sky write back and forth with their Bravehearts "pen pals" throughout the season. New this year was Open Sky Day at the Bravehearts where Open Sky staff, their families, and individuals served were invited to enjoy a game free of charge!



Family Fun Fishing Day

Open Sky once again partnered with Blackstone River National Heritage Corridor Volunteers-in-Parks Program, Blackstone River Watershed Association, Massachusetts Department of Conservation & Recreation, and Massachusetts Division of Fisheries & Wildlife to host an inclusive day of fishing and fun at Riverbend Farm!



Night to Shine Feb. 2023

Open Sky's Community Membership department volunteered as "buddies" for the Night to Shine Event in February 2023, which is a prom style dance for individuals with intellectual/developmental disabilities.



Valentine's Day Cards (Special "Delivery" for Local Seniors)

Individuals in the Webster/Southbridge area made Valentine's Day cards for residents at local Senior Centers for Valentine's Day.



Take Down the Wall Open Mics

The Take Down the Wall Open Mic series continued throughout 2022 and into 2023 with a theme and a featured artist each month. Everyone is invited to attend or perform!

ValleyCAST



Summer Concert Series

Each week during the summer, ValleyCAST hosts a free Summer Concert Series on the Dennis H. Rice Community Plaza. This series features musicians from around the area, ranging from country to orchestral music, and is open to the community as well as Open Sky staff and individuals served.



Inside & Out Sculpture Exhibit

ValleyCAST welcomed back the New England Sculptors Association for a beautiful and unique exhibit of sculpture inside the gallery, out on the Community Plaza, and around the grounds of the Whitin Mill Complex. Prizes for favorites were awarded by people's choice for first, second, and third place.

Art Palette Contest

Artists of all ages from the community, Open Sky staff, and individuals served in our programs creatively transformed art palettes



for another year of the much anticipated Art Palette Contest. This community event features artists of all ages and abilities who transformed ordinary wooden art palettes into unique works of art. They were displayed together on the gallery walls for all to enjoy! A special thank you goes out to Jerry's Artarama for sponsoring the Art Palette Contest!

Advocating for Our Workforce

Formed in 2020, the Advocacy Team at Open Sky is a group of staff, managers and individuals served who come together monthly to discuss topics and plans related to advocacy for our mission with legislators and other officials. During the past three years, the team has met with over a dozen legislators to share stories and examples to illustrate the challenges faced by our direct care staff due to inadequate state contract rates.

The legislators we've met with have been very receptive and they know our industry is struggling. As a result of these efforts and those of other agencies across the Commonwealth, the legislature this year included increases for staff through the Chapter 257 rate reserve.



Tim Landry meets Gov. Maura Healey at The Caring Force Rally in May 2023.

Personal stories told by staff have been great to make connections with the legislators and they have reminded us that they especially need to hear from those on the front lines.

In addition to meeting with legislators, the team has also attended events such as the Provider Council's Caring Force Rally at the Statehouse, Chamber of Commerce Legislative Breakfasts, and the Center of Hope Foundation's Central MA Providers Legislative Breakfast, held recently at the College of Holy Cross.



The Open Sky Family Support Center was honored at a Legislative Breakfast in May 2023.

Clubhouses – Support to Achieve Your Goals

Open Sky's two clubhouses, Crystal House and Tradewinds, are members of the Massachusetts Clubhouse Coalition and dedicated to the rehabilitation of adults recovering from mental illness. Members visit the Clubhouse to make friends, learn employment skills, get help with education, and receive support to achieve personal goals like learning to clean or handle finances. Clubhouse staff assist members to find their open sky.



Crystal House Clubhouse – Megan

Megan is a familiar face at Crystal House Clubhouse in Gardner as she's been a member since 2010.

Over the past decade Megan has gained social skills and made many friends. She loves hanging out at the Clubhouse just to see everyone. She also receives support with her education. She is currently attending Penn Foster College online to become a Medical Assistant. It is something she has always wanted to do, and now that her son is older, she has time. With the support of the staff at Crystal House she is doing her school work on top of working at Blue Moon Diner in Gardner.

Her position at the diner is through Crystal House's Transitional Employment (TE) program. Transitional Employment is employment with support from a placement manager. At the diner, Megan helps out wherever needed, whether that is washing dishes or waiting tables. Once her time ends at the diner, she is considering working at CVS. After doing an externship at CVS, she completed their certification program which certifies her to work there in the future. Whatever comes next for her, she knows she has the support the Crystal House staff to be successful.



Tradewinds Clubhouse – Emma

Emma worked as a nursing assistant for 10 years before a disability changed her course. Thanks to help from Tradewinds Clubhouse in Southbridge, she's getting back on track. Emma

joined Tradewinds in March 2022 after moving from another town where she attended a different Clubhouse.

After just three months of job searching and skill building at Tradewinds, she landed an independent employment position at the YMCA. She has now been there for a year working in maintenance, housekeeping, and janitorial services. Independent employment means that with some support from job coaches to apply for positions, the member is solely responsible for working their shifts and completing all assigned tasks.

Meanwhile, Emma is taking steps to regain her licensure for nursing which expired during the pandemic. She has been accepted into the practical nursing program at Quinsigamond Community College, got her driver's license, and is in the process of getting a car.

With the support of Tradewinds staff, Emma identified her goals and is taking the steps to achieve them!

PACT Team Making A Difference Continued from page 6

Zenevitch has been in the field for close to 15 years, previously holding roles in program management, crisis, community based and inpatient care. "I am drawn to this work in the community. It is both challenging and rewarding," he said.

The model provides flexibility in how to engage individuals, and meetings can take place anywhere the individual chooses. According to Duby, the team is currently serving 37 people and has capacity for 50. "Ultimately, we hope to serve 80," she said. "What is most notable about this team's work is the kind of outcomes they have achieved."

The team has assisted tenuously housed individuals in stabilizing their housing and assisted with transitions to more independence from supervised settings such as group living environments or respite. PACT nursing is actively connecting individuals with their medical providers and providing one on one follow up to help people improve their health. Individuals served by PACT have found work and others are actively engaged in job seeking or education. The team meets daily to focus their collaboration on the goals and needs of the individuals they serve.

Autism Support Program – *The Power of Belonging*

It's a great feeling to find something you're passionate about. It's even better when you find others whom you can share that passion and excitement with. On a Thursday afternoon in March, Chris, Derek, and Kaylyn were hanging out at Open Sky's Autism Support office on Grove Street in Worcester. Between brainstorming for what they would like in an apartment – laundry in the building, storage, outdoor space – a topic that often came up in conversation was anime and their upcoming trip to Anime Boston.

Social belonging is an important piece of whole person health, and one that the Autism Support Program understands well. Last year a group of individuals from



the program took a trip to the anime convention, held annually at the Hynes Convention Center in Boston. Many of them dressed in cosplay, or costumes meant to represent their favorite characters, often homemade. This year the excitement grew and the ASD program teamed up with Open Sky's Family Support Center to give individuals a chance to work on their costumes together. Making the costumes and going to Boston for the convention is a great way for individuals to gain social skills while doing something they're passionate about. As Chris explained, "It's nice to meet other nerds."



Derek works on his cosplay costume for Comic Con, Vash the Stampede, a character in a Manga series.



Derek's completed costume at Anime Boston.

The Autism Support Program provides these kinds of social opportunities often, starting with virtual groups during the pandemic, but now in person. The groups are related to specific interests and chosen by individuals in the program. The topics include a true crime group where they discuss both solved and unsolved cases, an Anime watch group, and a movie watch group. They are also offering weekly in person groups dedicated to art projects, board games, video games, Dungeons and Dragons, and even a lunch and walk group for folks to hang out in the space with staff and peers. They also have an LGBTQIA+ group that meets both virtually and in person.

"We're all different but we come together. It's nice to have someone who understands us," said Derek.

Although social opportunities are important, each person is also working on individual goals with their case workers. The program provides individual support to adults diagnosed with Autism Spectrum Disorder (ASD) by fostering growth and progress towards their life plans. The foundation of the program is built on supporting individuals to live independently and develop a sense of community.

Derek started attending the program just before the pandemic began in 2020. He is working towards finding a job involving animals, like rescue dogs. His caseworker is helping him navigate applications and find opportunities in the community like the K-9 nose work event in February, hosted by Open Sky's Community Membership Department and Debbie Kiernan, a Certified Nose Work Instructor.

Kaylyn has been attending the program for four years and is working on American Sign Language classes and math with her caseworker. Her goal is to be a teacher's aid for preschool students. Chris is working toward getting his passport renewed, so he can travel. He would also like to get a car.

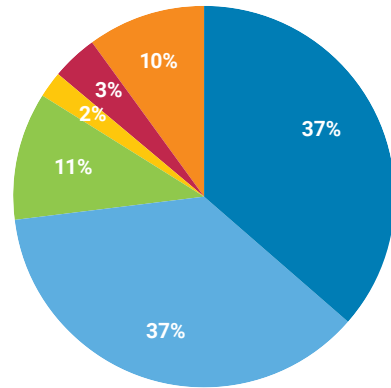
Through the program, individuals are empowered to flourish in the life they want to live, while being simultaneously liberated with information and knowledge of their rights, increase education in the community at large, and break down stigmas and barriers around living with ASD.

Learn more about Open Sky's Autism Support program at openskycs.org/autismsupports.

Financial Report

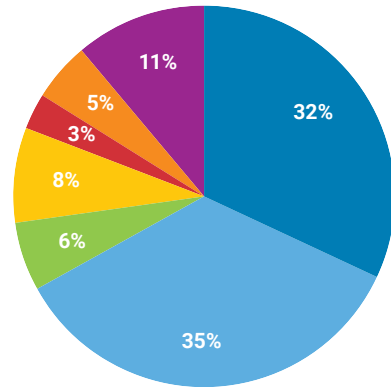
Revenues

Mental Health	37%	35,138,329
Developmental Services	37%	34,400,109
Medicare / Medicaid / Mass Health	11%	10,407,524
3rd Party Insurance	2%	1,483,475
Client Fees & Rent Subsidies	3%	3,354,348
Other	10%	9,151,134
Total	100%	\$93,934,919



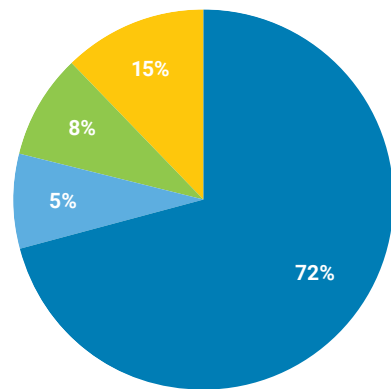
Operating Expenses

Mental Health	32%	29,705,880
Developmental Services	35%	32,251,334
Outpatient Services	6%	5,321,953
Shared Living and Adult Foster Care	8%	7,866,103
Children and Families	3%	2,690,638
Other	5%	5,149,730
General & Administrative	11%	9,839,083
Total	100%	\$92,824,721



Expenses by Function

Personnel	72%	66,714,900
Program Support	5%	4,370,142
Occupancy	8%	7,560,329
Direct Program Expenses	15%	14,179,350
Total	100%	\$92,824,721



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