The mission of Cape Abilities is to serve individuals with disabilities by educating, counseling and providing residential, therapeutic, social and employment supports so as to empower them to achieve meaningful and valued roles in society.

ANNUAL REPORT • OCTOBER 2016
Dear Friend,

What a spectacular year this has been! We have been advancing our work on our strategic priorities and with the development of two new programs and the expansion and enhancement of others, we have set high goals. We committed ourselves to providing an array of community opportunities so that individuals with disabilities can build and maintain friendships, explore their personal interests, and be valued members of their community through work and other meaningful contributions.

As we focus on quality community-based services, we are simultaneously building our expertise so that we can ensure appropriate clinical, therapeutic, educational, and support services for the diverse array of individuals we serve. As you peruse the highlights of our year in review, I hope you will see how we have progressed and how we are truly making our commitment to quality a reality!

None of this happens without the collaborative efforts of all of our staff, partners, and friends like you who share our values and who are willing to assist and sustain us, so that we can transform ordinary services into extraordinary services.

Sincere thanks to our stellar staff (28 of them!), who continually raise the bar by responding professionally and compassionately to each individual’s needs and work hard to ensure that people have interesting and productive lives.

Also, with the winning combination and steadfast support of our community partners, donors, volunteers, and local businesses, we have created many new and unique opportunities to fund staff training, recreational and therapeutic supports, assistive technology, and capital improvements for our homes and businesses.

Your support of Cape Abilities makes a significant difference in the lives of more than 360 people with disabilities on Cape Cod.

Thank you so much for supporting our life-changing work!

Rosalie Edes
President/Executive Director

2016 YEAR IN REVIEW

Cape Abilities Programs

- Introduced a Pre-Employment Transition Services (Pre-ETS) program for school age youth to provide vocational assessment supports and community job experience. In the first six months, 18 students have had paid internships with a range of employers including the Hyannis Harbor Hawk, Heritage Museums & Gardens, Cape Cod Coffee, and Brewster Town Hall.

- Expanded our Community Based Day Supports Program to the Upper Cape with a new site in Falmouth providing community based pre-vocational experiences and opportunities for developing independent living skills.

- Significantly increased competitive community job placements with businesses throughout the Cape.

- Opened a new group home for four adults on the autism spectrum, bringing the total to 14 residences throughout Cape Cod and increased the numbers served in Adult Family Care and Individual Support Services.

- Affiliated with Endicott College’s Van Loan School to become the only Cape Cod site offering Masters’ level courses toward the attainment of a Board Certification in Behavioral Analysis (BCBA).

- Hired a full time Clinical Director and contracted with a nationally recognized licensed psychologist to develop clinical policies and procedures and establish our Positive Behavioral Supports program.

- Received a full two-year license by the Department of Developmental Services, with several noted commendations for all of our Residential and Day/Employment programs.

- Ended our 26th consecutive year with operation and support revenue exceeding expenses, and maintaining administrative costs at or below 10% despite program and entrepreneurial growth.

Community Involvement

- Extended our services to individuals with autism and introduced the Wings for Autism program in partnership with Cape Air, the Transportation Security Administration, and Barnstable Airport.

- Continued our partnership with Chatham Orpheum Theater to produce a free, monthly sensory friendly film series for individuals with disabilities and their families.

- Increased community-based volunteer opportunities for our participants, who took part in the nationwide Kindness Rocks and COASTSWEET initiatives.

Life Skills participants do their volunteer best to keep our shorelines pollution-free.

- Participated in over 80 community engagements, including the Martin Luther King Day of Service and the Cape and Islands United Way Best Night, to introduce and raise awareness of our mission to new audiences.

About Our Cover

Participants from our Community Based Day Supports (CBDS) program are not only changing their lives, but also the lives of those within the community when making volunteer flower deliveries for Flower Angels USA, a local non-profit.

Our Speakers Bureau helps program participants advocate for themselves and for Cape Abilities
Awards/Recognition

- President Rosalie Edes was honored at the Arc of Massachusetts 60th Anniversary celebration as one of 60 leaders throughout the state who have had a significant influence on the development of disability policy and services.
- Participant Richard Maxim, (below, left), received the “Service Above Self” Award at this year’s Meals on Wheels Appreciation Dinner.
- Maria Perillo, Taylor Hill, Agnes Kennedy and Joe Johnson received recognition awards from the MA Dept. of Developmental Services.
- Participant Michael Mancogian, (below, right), was honored for selfless heroism at the American Red Cross Heroes Breakfast.

Cape Abilities Businesses

- We are excited with the expansion and relocation of our brand new Thrift Shop to 316 Rt. 28 in West Yarmouth, which will allow us to highlight more creations from our Rescue and Restore program.
- Cape Cod Vending, which services nearly 100 vending machines throughout the Cape, continued its strong partnership with Coca-Cola New England, generating a $10,000 donation for the fourth year in a row.
- Our Route 6A Farm was the Gold medal “Best Farm Stand - Mid Cape” winner, as voted by the readers of Cape Cod Life Magazine for the 4th year in a row.
- Our Farm to Table Market and Gallery, (below) received the “Best Eclectic Garden” beautification award from the Chatham Village Garden Club.

FINANCIAL SUMMARY

Cape Abilities
Creating Opportunity

Statement of Support, Revenue, and Expenses For the Years Ended June 30

<table>
<thead>
<tr>
<th>REVENUE</th>
<th>2016</th>
<th>2015</th>
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<tbody>
<tr>
<td>Program Services</td>
<td>$14,356,739</td>
<td>$13,442,114</td>
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<tr>
<td>Commercial products and services</td>
<td>1,935,455</td>
<td>1,600,834</td>
</tr>
<tr>
<td>Investment and other revenue</td>
<td>80,723</td>
<td>36,529</td>
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<tr>
<td><strong>TOTAL REVENUE</strong></td>
<td>$16,582,917</td>
<td>$15,079,477</td>
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<table>
<thead>
<tr>
<th>EXPENSES</th>
<th>2016</th>
<th>2015</th>
</tr>
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<tbody>
<tr>
<td>Salaries and related</td>
<td>11,115,667</td>
<td>9,894,812</td>
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<tr>
<td>Occupation</td>
<td>1,195,704</td>
<td>1,165,583</td>
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<tr>
<td>Transportation</td>
<td>407,655</td>
<td>452,001</td>
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<tr>
<td>Depreciation</td>
<td>418,081</td>
<td>350,487</td>
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<tr>
<td>Other program expenses</td>
<td>3,811,767</td>
<td>3,270,740</td>
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<tr>
<td>Legal, Audit and Other</td>
<td>455,566</td>
<td>529,042</td>
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<tr>
<td><strong>TOTAL EXPENSES</strong></td>
<td>$17,494,440</td>
<td>$15,662,665</td>
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<tr>
<th>PROGRAM OPERATIONAL DEFICIT</th>
<th>2016</th>
<th>2015</th>
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<tr>
<td>SUPPORT</td>
<td>$911,523</td>
<td>$583,188</td>
</tr>
<tr>
<td>Contributions, grants &amp; event net proceeds</td>
<td>850,584</td>
<td>574,321</td>
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<tr>
<td>Gift In Kind</td>
<td>91,988</td>
<td>77,337</td>
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<tr>
<td><strong>CHANGE IN NET ASSETS FROM OPERATIONS AND SUPPORT</strong></td>
<td>$30,959</td>
<td>$68,470</td>
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<tr>
<td>Write down on real estate asset **</td>
<td>(574,891)</td>
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<table>
<thead>
<tr>
<th>CHANGE IN ASSETS FOR THE YEAR</th>
<th>2016</th>
<th>2015</th>
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<tr>
<td><strong>($543,932)</strong></td>
<td>$68,470</td>
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**The Board voted in the spring of 2016 to sell a property in Marion, MA in order to use the proceeds to reinvest in the Agency to further enhance its programs. This property was acquired in 2008 and as a result of market fluctuations, a write-down of the asset was required as noted above. However, the sale of the property did not result in any adverse impact to the Agency’s cash position and the Board believes the sale was in the best interest of the Agency going forward.**

People Cape Abilities Supports

Program participants

- Vocational 298
- Life Skills 159
- Residential 151

People with Primary Disabilities of:

- Intellectual/Developmental Disability 147
- Mental Health Condition 69
- Epilepsy 8
- Cerebral Palsy 18
- Prader-Willi Syndrome 11

*Reflected may participate in more than one program.
Another incredible year has come and gone, and we’d like to say thank you to the organizations, businesses and individuals who continue to provide funding and opportunities for our participants to have the jobs they want, experience the joys of volunteerism, and enjoy a range of social experiences that support their meaningful involvement in the Cape Cod community.

THANK YOU for your continued support and extra ordinary generosity. Every opportunity for community involvement helps us carry out our work of supporting people with disabilities across the Cape. And we simply cannot do this work without you.

From all of us at Cape Abilities,
Thank You!

We can always count on local municipalities like the Town of Barnstable for support during our Light It Up Blue campaign during Autism Awareness Month.

The Chatham Bars Inn and many local business partners provide more community-based employment opportunities for the individuals we serve.

Community partners like Pleasant Bay Community Boating enrich the lives of our participants every day.

Guapo’s and Nauset Disposal teamed up to create a very special evening to benefit Cape Abilities!

Our incredible team of volunteers provides a valuable array of experience to support our programs and services.