

Cambridge Family & Children's Service

2017

ANNUAL REPORT



DEAR FRIENDS,

I'm happy to present the fiscal year 2017 annual report for Cambridge Family and Children's Service and highlight for you some of the key information and statistics that illustrate how CFCS is having a significant impact on the lives of hundreds of individuals and families throughout Greater Boston. It's also an opportunity for me to say thank you to our remarkably dedicated and talented staff, our active and engaged board of directors, and so many committed supporters, like you. Every day it is my great honor to see the difference our staff makes in the lives of the people we serve.

With your support and encouragement, we work to ensure that children are in safe and nurturing home environments, that older youth are prepared to take on the responsibilities and opportunities of adulthood, and that individuals with developmental challenges receive the in-home support that will enable them to reach their full potential. Every day we strive to build strong and supportive families for each individual we have the privilege to work with.

This year's report illustrates how CFCS continues to fulfill its original mission of working with children dealing with difficult family settings, and yet adapts and changes to meet the challenges of today. The work that we do continues to focus on helping families remain intact. To that end, our family stabilization and support staff provide intensive in-home services for families facing immediate and challenging circumstances. When remaining in their original homes is not an option, we find safe alternatives for them. Thanks to a wonderful group of foster families, we help children move from unsafe settings into safe, nurturing homes that may be a temporary placement for them or may be the place from which they transition into independent living. For young adults, our group homes provide the life skills they will need to be successful as they move from state supported care into adulthood. Families with members facing developmental disabilities rely on our in-home supportive services for their loved ones, and we work with extraordinary adoptive families who provide permanent, loving homes for children of all ages. Our relentless focus on permanence and stability as a goal for each child and family has led us to create new programs, increase our staff capacity, foster new collaborative partnerships, and invest in training. These efforts have already started to produce positive results including new "forever" families and life-long connections for the children in our care.

Each of you, through your generous contributions, volunteer efforts, and unwavering support, help make our work possible. With your partnership, CFCS will continue to be a beacon of hope for the most vulnerable among us. Working together, we strengthen individuals, families and communities.

Thank you so much for your ongoing commitment and support.

Sincerely,



Robert Gittens
Executive Director



Our Vision, Values & Beliefs

WHO WE SERVE

Cambridge Family and Children's Service (CFCS) believes that every child should be raised in a loving family that will provide a lifetime of support. CFCS provides a continuum of services to strengthen families to ensure that children can be raised safely in their home.

The children we serve have been or are at risk of being removed from their families due to abuse, neglect, behavioral needs or developmental disabilities.

Our clients represent a wide diversity of ethnicities, races, ages, religions, and beliefs. The majority of our clients live in Cambridge, Boston, Somerville, Malden, Medford and other nearby communities.

Agency Highlights

In 2017, CFCS continued to provide exceptional services to clients, supporting youth, individuals and families as they worked to achieve their goals. In addition we continued to develop and expand our services in several areas. With the support of Eastern Bank, the Family Support and Stabilization program included the *Parenting in America* and *Parenting Journey* programs for families, with CFCS staff certified as trainers. Our Developmental Disabilities Program was able to reach more families and individuals than ever before through the CFCS Family Support Center and the new monthly Memory Cafe. An expanded number of trainings and events were held to support the unique needs and interests of all we serve.

The CFCS Permanency Initiative was launched adding new and exciting opportunities for positive permanency outcomes for the youth we serve. Our collaboration with The Walker School in Needham began in March, and six Walker youth are currently working with a CFCS Permanency Planning Specialist to streamline their adoption process. We were also thrilled to be one of 100 organizations to receive a Cummings Foundation grant, which will be used to enhance our permanency work with transition age youth.

We also doubled the number of Independent Living program participants. The program supervisor worked closely with the Life Skills Case manager to prepare and launch young adults at our residential programs for teens in transition from foster care, to living on their own.

All programming at CFCS is based on the concept of permanency.

Our mission is to provide high quality support and advocacy for children, adults and families, to develop and nurture safe, permanent relationships and maximize individual growth.

Our vision is a world in which all children are able to reach their full potential.

We believe that children deserve to live and grow within a family—if not with their birth family, then with one that will embrace them and make a permanent, life-long commitment to love and care for them.

Our goal is to ensure that every child develops a sense of belonging and the continuity of family connections to support and sustain them throughout their lives.

Our focus is to provide support to children who have been or are at risk of being removed from their families due to abuse, neglect, behavioral health needs or developmental disabilities.

We honor the extraordinary generosity of families who open their hearts and their homes to children in need.

We work to nurture and support strong healthy families, in the context of strong, healthy communities.





ADOPTION SERVICES

2017 was a year of rebuilding and expanding our efforts to ensure that every child and teen has a permanent family connection. New initiatives and partnerships have added to the range of services provided by the Adoption Program this year. Our work through the Adoption Management Services contract with the Department of Children and Families has remained steady, and despite some significant challenges beyond our agency's control we achieved the goals for our fiscal year and have established exciting new goals for FY18. Additionally, in March we launched a pilot program in partnership with The Walker School, which is designed to find adoptive families for children residing in Walker's residential treatment programs. At the conclusion of the fiscal year the agency was awarded a \$100,000 grant from the Cummings Foundation to initiate permanency planning work with the youth in our group homes. Given the expertise of the adoption team, the program will have a significant role to play in this work in FY18, which promises to be a year characterized by learning, positive changes and, most importantly, new hope and opportunities for all of the children and families served by the agency.

Child Case Management

Fifteen children were referred to the program for adoption case management services, a significant increase since FY16, during which only five children were referred. This increase follows a year in which the Department of Children and Families (DCF) prioritized the licensing of new foster families over adoption services. As the Department has begun to refocus efforts on adoption and permanency, we've seen a return to the robust collaboration that CFCS and DCF have long enjoyed in serving children with a goal of adoption. Eight adoptions, comprised of four sibling pairs, were finalized in FY17.

Waiting Families

Thirty-seven new prospective adoptive families applied to the program this year. We offered three 30-hour MAPP trainings in FY17, and all were at capacity. Thirty families (51 individuals) successfully completed MAPP training. Seventeen families were home-studied and approved to adopt and eighteen approved families accepted child placements, with several more transitioning children to their homes at the close of the fiscal year.

Permanency Collaboration Project

In March, we launched the Permanency Collaboration Project with our partners at Walker, a residential treatment facility in Needham serving children between the ages of 5 and 13. The project is designed to identify permanent families for children who have historically faced the greatest barriers to adoption, as their significant emotional and behavioral needs present serious

"We are truly thankful for the information, support, and guidance we received. We recommend CFCS to all our friends who are looking into adoption."



"The team gave me guidance and helped me realize that it is okay to need help and ask for help. I will never forget the strength they gave me to keep going even when I felt hopeless."

challenges. Partnering closely with Walker's team, we are working to find adoptive families for referred children through specialized efforts. By the end of the fiscal year, six children had been referred to the program. The response from the DCF has been very positive, and we look forward to continuing our efforts on behalf of this wonderful population of children.

FAMILY SUPPORT AND STABILIZATION

The Family Support and Stabilization (FSS) program is designed to help prevent out-of-home placement or to support families during reunification from placement. The program currently provides in-home Family Support and Stabilization services and Supervised Family Visitation. Our FSS team has multi-lingual capacity and serves families in the Greater Boston area.

FSS provides a range of highly focused, in-home services to aid in resolving conflicts and promote a safe, stable home life. Through twice-weekly face to face, intensive clinical support, parent support, conflict resolution and behavior management, our team works closely with parents and children to find creative solutions to their problems. FSS assists parents in navigating other systems, such as school or the courts, and provides information and referral for connections to long-term community resources and supports.

The Parenting Journey is a 12-week curriculum that offers an opportunity for parents to develop themselves as nurtured and nurturing people, capable of making responsible and informed choices in rearing their children. Thanks to the generous support of Eastern Bank Foundation, the entire FSS staff has been trained to provide this program to our families, in English and in Spanish.

DEVELOPMENTAL DISABILITIES

Through contracts with the Department of Developmental Disabilities (DDS) CFCS provides intensive support services to individuals and their families to help them remain in their homes and communities including referral and guidance in child development, behavioral support, parenting support, and special needs.

CFCS is also the *DDS Family Support Center for the Charles River West Area* (Cambridge, Somerville, Waltham, Watertown and Belmont) providing a variety of support to families including a resource reading library, home visits, life skill-building programs and family activities. Through the Specialized Home Care Program, we provide case management and support services for developmentally disabled adults who are unable to live in their own homes. Training sessions provided include Guardianship & Trust, Stress Management & Relaxation for Caregivers, and Action and Awareness.

The **Adult Social Group** continues to be active and vibrant. What began a few years ago as a group of individuals who had little connection with each other has grown into a group of friends. Social activities are combined with skill-building activities that provide the opportunity for each person to gain confidence in themselves and their abilities. The commitment of our extremely dedicated staff results in clients receiving professional and respectful support.

The **CFCS Neighborhood Memory Café** continues to meet on the second Saturday of each month at CFCS, serving the citizens of Cambridge and the surrounding communities. The Café is a place for individuals with memory loss issues to meet, to socialize and to feel comfortable with others who have memory loss. DDS renewed the Café grant this year with additional funding from Cambridge Community Foundation and Neville Place.

INTENSIVE FOSTER CARE

Intensive Foster Care (IFC) provides transitional, therapeutic foster care for children referred by the Department of Children and Families (DCF). The IFC team of foster parents and social workers provides specialized, round-the-clock care, support and guidance for the children placed in the program. IFC supports each child's successful transition into permanent placement: reunification with their birth family, guardianship, kinship care, adoption, or independent living.

Due to sweeping changes to DCF last year, the foster care system continues to adjust and settle and this impacts the work that we do. CFCS staff members continue to focus on delivering high-quality case management and crisis intervention as well as

"The most helpful thing about Career Day? Hearing never to give up on what we want to do."

918
INDIVIDUALS SERVED
INCLUDING
472
FAMILIES

1904
PLACEMENT REFERRALS
RECEIVED FOR
CHILDREN NEEDING
FOSTER CARE

"Every time I call, you are so helpful. It is so easy to talk to you all. I am truly grateful."

securing more opportunities for foster parents to develop the skills crucial for a youth's success. With a shift in program demographics to younger youth, program activities for families have been a focus and have been scheduled when it is most convenient for them, including larger activities hosted by the IFC team. The IFC team also hosted quarterly groups for teens, primarily during school vacation time, offering a structured day to learn varying aspects of independent living skills and develop their own community of support, including a career day.

Foster Parent Training continued to be a focus, including sessions for new applicants and current foster parents. The *Massachusetts Approaches to Partnership in Parenting (MAPP)* series where participants are able to learn from each other and develop a community of support, and the *Resource Parent Curriculum*, developed by the National Child Traumatic Stress Network, an immersive experience that creates a more tangible understanding of a youth's experience of trauma and also develops a foster parent's skill, are examples.

The **2017 Vivienne Campbell Award** was given to an exceptional foster parent, Audanette David. A page has been added to the CFCS website to highlight this award and each of the recipients.





RESIDENTIAL PROGRAMS FOR ADOLESCENTS

Putnam Place and Teens Learning Choices (TLC) are group homes for youth aged 16-21 that provide a range of services and supports to assist in the transition to successful adulthood. Residents live in a diverse community where they are valued and given personalized attention according to their needs and abilities.

The program provides a healthy space to develop confidence and become contributing members of the community. There is an emphasis on lifelong connections to supportive family members and friends, education, vocational skills, and personal responsibility.

We continued to grow our relationship with Ascentria (formerly Lutheran Services) and strengthened our Life Skills program for all young adults residing in Putnam Place and TLC, thanks to the support of Liberty Mutual Foundation, State Street Foundation, and other donors.

Independent Living

When graduating from the group home programs, many of the residents aspire to enter the CFCS Independent Living (IL) program. The Independent Living Program doubled in size this past year serving 7 clients with more potential clients preparing to enroll. The increase in clientele was achieved by the supervisor's ability to communicate consistently with multiple real estate agents and home owner landlords, despite obstacles such as a high rental cost spike. We are grateful to our landlords who have given our clients an opportunity to rent, and they have shared positive feedback in return. The IL youth have proved to be capable of maintaining employment, staying clean from substance use, and maintaining a clean space, yet they still often struggle emotionally from their past traumatic experiences.

The residents of Independent Living are typically only 18 when they move in to their IL apartment. The supervisor and case manager are consistent in supporting their clients with decisions that can have long term effects, now that they are legal adults. The staff uses strengths-based interventions and trauma-informed techniques to maintain a high quality relationship in order for these tenacious young people to respond to their influence.

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YOUNG ADULTS IN
OUR RESIDENTIAL
PROGRAMS
ENROLLED
IN COLLEGE

"The staff help me live on my own and if it wasn't for them I would be living [in] an unhealthy environment."

CFCS SPECIAL EVENTS

ANNUAL CIRCLE OF FRIENDS GALA

Held in May, the Annual Circle of Friends Gala and Auction is CFCS's largest single fundraising effort and 2017 marked the 24th anniversary of this signature event. The critical success of our gala is made possible with the generous support of corporate and private sponsors and more than 400 attendees. Proceeds from the evening directly support our programs, helping us provide the children and families we serve in more than 100 Massachusetts communities with the opportunities they deserve throughout the year.

The evening includes a cocktail hour, silent and live auctions, and a delicious dinner where we honor an individual from the community who has impacted our organization. In 2017 the Avon Children's Friend Award was presented to Steve Marsh of MIT, a long standing CFCS partner in the community. We invite you to join our circle of friends by attending the feel-good event of the year. The 2018 Gala is scheduled for Thursday, May 10, so hold the date!

CFCS YOUNG PROFESSIONALS COUNCIL

The CFCS Young Professionals Council (YPC) connects millennial-aged professionals to the community through social, service, and professional networking opportunities. YPC members are philanthropic-minded young professionals between the ages of 21 and 40. Members represent a range of backgrounds and professions, and contribute a variety of skillsets and perspectives, essential to the growing success of our YPC. While individually diverse, all members are unified in their commitment to helping our communities' most vulnerable youth. YPC members share the core beliefs of CFCS' mission and actively work to connect others through networking and social events. The YPC is free to join! For more information: ypc@cfcs.org or sign up for the YPC newsletter at cfcs.org.



Other Ways to Give

- **Leave a lasting legacy**—include CFCS in your estate planning
- **Double your donation to CFCS**—ask your employer if they provide matching gifts
- Donate to CFCS directly from your Donor Advised Fund
- Let us know about foundations who would support the mission of CFCS

For more information, please call the Advancement office at CFCS at 617-876-4210 or donate@helpfamilies.org

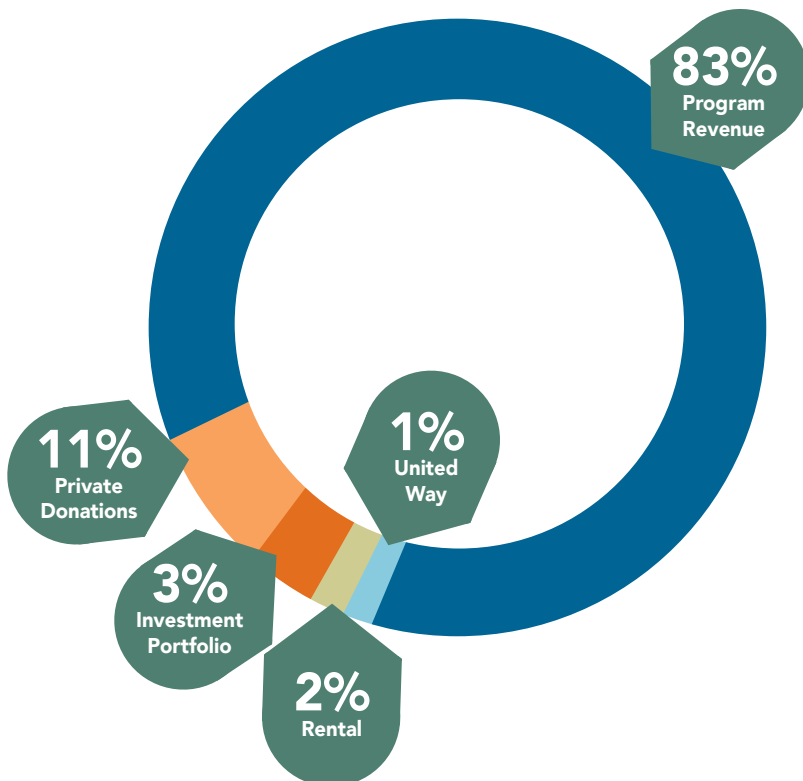
2017 FINANCIALS

Income & Expenses for the Year Ending June 30, 2017

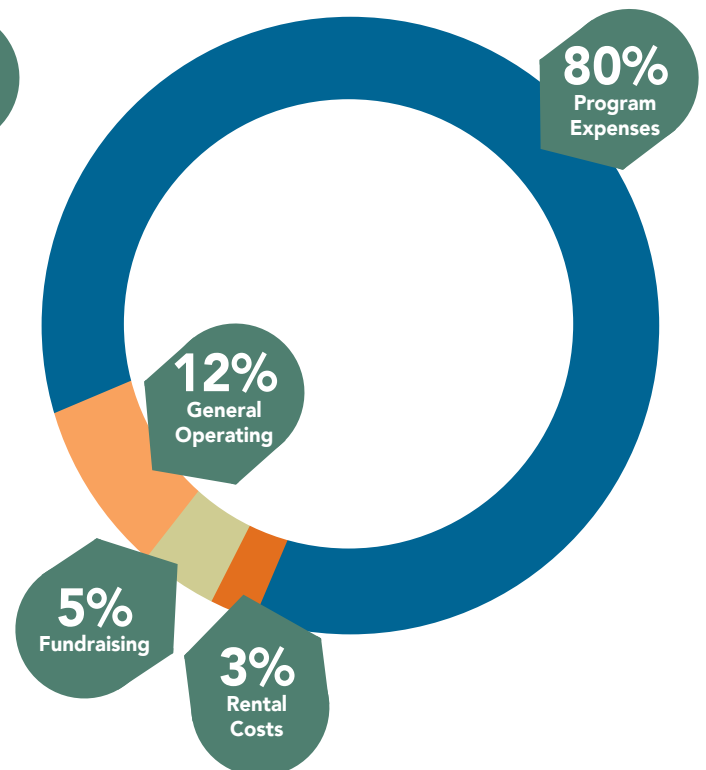
| Income | |
|---------------------------------|--------------------|
| Program Revenue | \$5,334,500 |
| United Way of Massachusetts Bay | 60,000 |
| Investment Portfolio* | 181,000 |
| Private Donations** | 714,000 |
| Rental | 120,000 |
| Total Revenue | \$6,409,500 |
| Expenses | |
| Program Expenses | \$5,116,000 |
| General Operating | 784,000 |
| Fundraising | 327,000 |
| Rental Costs | 188,000 |
| Total Expenses | \$6,415,000 |

* The agency maintains funds in an investment portfolio with an annual draw down of 5% of the previous 3 years balance. ** An additional \$110,000 of private donations were restricted for program specific initiatives. An annual audit report is available upon request.

2017 Revenue



2017 Expenses



2017 Report on Giving

Includes gifts received in CFCS Fiscal 2017: July 1, 2016 through June 30, 2017.

\$20,000 and over

Cambridge 5K
Cambridge Savings Bank
Consigli Construction Co., Inc.
Cummings Foundation
Liberty Mutual Insurance Co.
John R. Scheide
United Way of Mass Bay
& Merrimack Valley

\$10,000 - \$19,999

Eastdil Secured
Eastern Bank Charitable Foundation
Elkus Manfredi Architects
Gerald Fine and L. Victoria LeFevre
Family Fund
Give with Liberty
Harvard University
Jones Lang LaSalle
Tom and Kate Lakin
Leggat McCall Properties
MIT
Newmark Grubb Knight Frank
Novartis Institute for BioMedical
Research, Inc.
Redgate Real Estate Advisors, LLC
Transwestern RBJ
Turner Construction Company
Vanasse Hangen Brustlin, Inc.

\$5,000 - \$9,999

Alexandria Real Estate Equities, Inc.
Anonymous
Boston Properties
Divco West
Richard Gioiosa and Simon Jones
Goulston & Storrs PC
Greenhouse Mission Church
Noor Hasan
John Moriarty & Associates
Maria Mossaides and Rev. Nicholas
Apostola
Suzanne Morris
Adam and Gina Nebesar
Novitex Enterprise Solutions
Dennis Scannell and Jane Kamensky
Siena Construction Corporation
Small Can Be Big
Spagnolo Gisness & Associates, Inc.
The TJX Foundation, Inc.
UG2

\$1000 - \$4,999

Allegheny Contract Flooring, Inc.
Amy Apfelbaum
Eric and Sally Bacon
Biogen
Black Diamond Real Estate Advisors
Charles O. Wood, III and
Miriam M. Wood Foundation
Claudia Davidoff and Joseph Kahan
Giving Account
Dale Blank and Thomas Fox
Barry Bluestone
Lynn M. Margherio and
Brian E. Burke Charitable Fund
Cakewalk Bakery
Cambridge Landscape
Company, Inc.
Cambridge Savings Charitable
Foundation
Cambridge Trust Company
Amanda Littell-Clark and David Clark
Paul Clark
Classic 5K Races
Comcast NBC Universal
Peter and Lori Cote

CVS Caremark
Michael G. Donovan
Molly Downer
East Cambridge Savings Bank
Elizabeth Cabot Lyman 2002
Charitable Lead Annuity Trust
Luise Erdmann
Erika Eurkus
First Republic Bank
Flannelly-King Family Fund
Fresh Pond Market
Full Contact
Gilbert F. Curtis and Sonia F. Turek
Charitable Fund
Robert P. Gittens
The Charlotte Fund
Timothy J. Groves
Hampton Inn Boston/Cambridge
Harvard University Employees
Credit Union
Jo-An Rolfe Heileman
Irene M. Herman
Timothy Hilton
Julie Ingelfinger
Beth and Jeff Kreidenweis
Sarah LaGosh
Susan Lapiere
Tim Leek and Jill Lepore
Jay Lorsch
Patricia Lorsch
Ruth Whitney
Nagesh K. Mahanthappa
Steven and Susan Marsh
Martin Family Fund
Martin Fund
Roxanne and Michael Martinez
Susan and James McGlennon
Christopher and Patricia McGovern
McPhail Associates, LLC
Milliken & Company
MIT Federal Credit Union
William and Sandee Mostyn
Mount Auburn Hospital
Dean Murphy and Laura Kubzansky
John S. Murphy
Gilda M. Nogueira
Office Depot
Opus Prize Foundation
OutReach Foundation
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Dr. Suzanne L. Palitz
Wayne F. Patenaude
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Pfizer, Inc.
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Bradley Richardson
Patrick Rowe
Roberta L. Rubin and
Donald Bruce-Abrams
Ellen Semonoff
Eric Sheffels
Lindsay Leigh Smith
Art and Mary Spears
Streetwear, Inc.
The Christmas Charitable Trust
The Louis Foundation
The Richmond Group
The Sarah Hancock Fund
The Woods and Gil
Family Foundation
Thomas G. Shapiro Charitable Fund
TIAA
Sidney Topol
Trinity Property Management, Inc.
United Way of Greater Atlanta
W.T. Phelan & Co. Insurance
Agency, Inc.
Nan Sirna Waldstein
Paris Wallace
Debra Wekstein and David Kravitz
YPC Revenue

\$250 - \$999

Nathan Abramson and
Sara S. Ontiveros
Adobe
Alewife Co., Inc.
Glenn Allin
Gary Amberick
Andrew Anisimov and Nancy Gold
Anne Holtzworth Family Giving
Anonymous (3)
Darren Baird
Paul Barringer and
Joyce Porter Barringer
Tod Beaty
Sylvia Beaulieu
Benevity Community Impact Fund
Alfred B. Bigelow
Nicholas Boivin
John N. Borders
The Boston Foundation
Daniel Boyd
Joel and Cynthia Bradley
Kathryn Brown
Colby Brunt
Bernice Buresh
Ruth A. Butler
Betsy Cabot
Patricia Caldwell
Louis Capozzi
Joseph Carney
CARU Associates
Charles River Associates International
Sharon Chown and
Michael Huguenin
John Clark and Elizabeth P. Barringer
Erika Clarke
Cleanco Maintenance Corp.
Clifton Larson Allen
Jeanette Clough
John F. Cogan, Jr.
Charles and Andrea Cope
John Correia
Barbara and Richard Currier
Ophelia Dahl and Lisa Frantzis
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Tom Delong and
Vineeta Vijayaraghavan
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Noreen and Brendan Dolan
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Chris M. Erikson
David and Elisabeth Eurkus
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Fresh Pond Trust
Lauren and Bill Gabovitch
Dana and Clare Gallup
Gap Foundation
Susan Glassman
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Catherine Griffin
Mildred G. Grosser
H. Family Fund
Andrew Hall
Dr. Susan Hall and Dr. David Bass
Helen and DuWayne Sayles Gift Fund
David Herder
Joanne Hilferty
David Hirsh and Allison Cook
John and Hilary Hopkins
Isaacson Family Fund
Jenkins Nominee Trust
Mark Jungmans
Lois Kamensky
Hunter Kass
Charles Katz
Kristen Keefe
Jennifer Kennedy and Justin Mills
Robert Lakin
Michael Levine

Jeffrey and Laura Lockwood
Kenneth B. Loman
Colleen MacRae
Denise Maguire and P. Haridas
Laura Maltby
Lisa Mandel
Allan and Suzanne Mann
William and Irene Marsh
Brian Martin
Eric Mattern
Lisa K. Matthews
Alan Mayer and Patricia Brennan
John Mayer and Ellen Sarkisian
Maureen McCaffrey
Thomas and Emily McClintock
Cathy McDermott-Tingle
Laura McLaughlin
John P. McQuaid
Heli and Michael Meltsner
Daniel Mercurio
Frank and Christine Monaco
Peter Montalto
Kerri Mooney
Alice B. Morrish
Robert and Jane Morse
Robert and Joan Murray
Natalie Zinn Haar Foundation
Cecilia O'Keefe
Robert Peck and Brenda Beaton
Theodore A. Peck, III
Mark A. Perra
Charlie and Jacqui Pesko
Robert H. Quigley, Jr.
Robert P. and Joan K. Reardon
Richard G. Jacobus
Family Foundation
Abby Rockefeller and Lee Halprin
Lisa A. Rodericks
Bridget Rodriguez and
George Anderson
Emily Rooney
Meredith Rosenthal
Douglas Rosner and Erin Higgins
Ross N. Hoffman and
Dorothy D. Crawford
Charitable Giving Fund
Ted Scholnick
Melissa Schrock
Carol Sexton
SKR Realty, LLC
Niels Sokol
Susan Stendahl
Gary Stirgwort
Stop & Shop Supermarket
Patricia and David Straus
Amanda Strong
David and Catherine Sullivan
The Appraisers Group
Thomas E. Reilly, Jr. and
Elizabeth A. Palmer Gift Fund
Mark Thurber and Susan Galli
Michael Tilford
Greg Tompkins
Paul Toner
The Honorable Timothy Toomey, Jr.
Mark Trumble and Mary Maher
Mr. William Tsoules
United Way of Greater
Plymouth County, Inc.
Uno Chicago Grill
John Viola
Dr. Kyle Walker
Jason Scott Wallace, Esq.
Eoin Walsh
Sarah and Eric Ward
Jacob Wasserman
Douglas and Judy Weinstock
Gordon and Susan Weir
Sarah Linds Wetmore
Wirth-Myers Family Fund
John and Linda Wolfe
Milt Yanofsky
William Zielinski and Karen Sobol

Up to \$249

Kathy Abbott
Ned Abelson
Andy Adler
Aequitas Investment Advisors, LLC
Mr. and Mrs. Harry Agritha
Shelly-Ann Ali
Amy M. Almeida
Godfrey W. & Dr. Janet W. Amphlett
Cheryl Anderson
Anonymous (13)
Robyn Arruda
Dr. Maria Louise Ascher
Steven Ascher
Flora Athanas
Jameelah Aziz
Kenneth and Marian Barron
Karen Batt
Joshua J. Bawer
Bean Rhoads Charitable Fund
Fern Beck
Kevin Belanger
Charles Bering
Lawrence and Sara Mae Berman-
Peter Bernett
Jerry M. Bernhard
Robert Binstock
Joan G. Blackett
Hollis A. Bodman
Honorable and
Mrs. Stephen G. Breyer
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Hilary and Phil Burling
Katharine Fox Burnett
Laura A Buso
David and Aleta Cane
Elizabeth E. Caney
Toni Lee Capossela
Dennis Carlone
Carmella M. Carney
Alfred Carroll, Jr.
Nathan Carter and Beth Newbold
Victoria J. Carter
Mark and Ann Cason-Snow
Linda Chadwick and Bill Byrn
Joseph and Susan Chin
Kathy and Bob Clark
Jean Clements
Polyxane S. Cobb
Ava-Robin Cohen
Michael Cohen
Dennis F. Collins
Community Dispute Settlement
Center, Inc.
Mary P. Cormier
Kara Courmoyer
Cathy and Mike Cressy-Russo
Fran Cronin
Barbara Crystal
Patricia and Joseph Cucinotti
Jessica Daniels and
Paul Blackborrow
Olive Darragh
Nathan A. Dastoli
Norma Davenport
John and Alice Davies
Boudewijn de Jonge
Mary-Catherine Deibel
Phitsinee Detklarharn
Lauren Devoe
Marguerite I. DiBlasio
Anthony DiCarlo
Susan Diclemente
Nancy Dignan
Joan Dimond
Linda Dittmar
Deborah Dobbins
Dr. David N. Dobrin
Megan Dolan
Donald W. (Pond) Sharp, Jr.
Charitable Fund
Richard Donovan
Michelle Drolsbaugh
Margaret Drury
Ridgely Duvall
E. Pluribus II
Norma Elias
Mary K. Eliot

Ellen G. Moot Charitable
Giving Fund
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Robert Emslie
Brenda Engel
Mario Esposito
Keir Evans
Eventbrite
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Lansing and Julia Fair
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Christine Ficula
Beckey Fischer
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Brian Flaherty
D. Anthony Flanders and
Carla Procaskey
Ella B. Fossum
Jeri Foutter
Clifford and Amy Fowler
Peter Freck
Geoffry Fried and
Joanna Bodenweber
Professor Gerald Frug
Michele Furst and Stephen Marx
Marc Gabriel
Peter Galison and Caroline Jones
Steve Gallant
Gallup Landscape Co., Inc.
Leo R. Gayne
GE United Way Campaign
Dr. Gary Geissler
Susan Geller
Merrily S. Gerrish
Michael Giardina
Joe Gibbons
Arthur L. Gilman
Migdalia Gomez
Heron Greenesmith
Michael and Aileen Grunder
Srishti Gupta
Edythe C. Haber
Easley and Suzanne Hamner
Daniel and Gertrude Harkins
Ross J. Harris
Christopher Harris
Harvard Medical School
Mary Heath
Greg Heiges
Stephanie Henderson
James Henle
Ann and Philip Heymann
Barbara Hirsh
Lawrence Holder and Harriet Bering
Jill Honor and Yo-Yo Ma
Jacqueline Hubbard
Nancy L. Hubert
Keith and Catherine Hughes
Carol Hulsizer
Margaret D. Hutaff
Ipswich, Town of
Harry Irwin
George W. Jackson
Stanislawa Janowska
Jean Kwo and Javier De Luis
Keane Johnson
Winston K. Jones
Herbert and Elinore Kagan
Ann Kamensky and Steven Taub
Joan Karp
Susan Keane and Richard Griffin
James and Elizabeth Keegan
Peter Kelsey and Ginger Ryan
David Kessler
David Kiely, Jr.
Jay Kiely
Janet Kinasewich
William and Sheila King
Lee G. King
Toby Klebenov
James and Mary Kloppenberg
Dr. Thomas and Vera Kreilkamp
Amy Kremer and Taylor McNeil
Ilise Krieger
Kathryn Kubie and William Winkler
Anne Larkin
Lawrence Kotin Fund
Nora LeBlanc
Judith Leff

Leonardi Aray Architects
David and Clare Leslie
Leston L. Havens Trust
Bob Rifkin and Jane Levin
Howard Forbes Little
Cynthia H. Livingston
Donna P. Lopez
Margaret A. Lourie
Emily Lufkin
Bridget Lynn
Emily Lyons and David Albert
Marjorie Macevitt
Richard and Wanda Macnair
Janet Magenheim and
George Adams
Scott J. Magin
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