

unlocking potential



Access Services Annual Report 2021

A Year In Review

A Message from President and CEO, Sue Steege

This year at Access Services, we have so many things to be grateful for. A year of challenge and growth, 2021 gave us the opportunity to look at who we are and where we are heading in this new season at Access Services. It showed us that together we are capable of unlocking potential.

Our dedicated employees are what make us resilient and adaptable as an organization. They are the reason that we continue to succeed. Our strong leaders, at every level throughout the organization, have continued to lead with grace. Our loyal front-line staff faithfully supported those in our programs. No pandemic, natural disaster or worldwide staffing crisis stopped their creativity and determination to meet needs beyond what we imagined.

I am extremely proud, grateful, and humbled to see the level of commitment throughout Access Services.

Part of our growth this year was planning for the future of Access Services. I am pleased to say that we have made strategic moves that will bring long-term benefits. Some examples include re-designing recruitment strategies, rethinking our approach to branding and securing our technological infrastructure. As we move into the upcoming year, we expect to continue moving forward in these and other areas while continuing to be adaptable.

We did all of this during a leadership change.

Rob Reid, previous President & CEO, retired this October from over 40 years of service at Access Services. Rob's careful attention given to succession allowed for a seamless transition. And while the ship is sailing a little differently, Rob set the tone for growth, agility, and planning for the future into the DNA of Access Services. We are grateful for Rob's years of commitment and wish him well in his retirement. Today we operate with a strong leadership team that is committed, authentic, innovative, and talented. I am thankful to be working alongside of them to lead Access Services.

Lastly, we are making an impact in our communities. Access Services supports families struggling to navigate challenging times. We support our neighbors facing housing insecurity and hopelessness. We go into schools and teach 9th graders how to be aware of and have safe conversations about suicide. We support people with intellectual disabilities to fulfill their personal goals of independence and growth. And we work hard to bridge the gaps between needs and services for anyone we can. To do this well, we rely on our incredible teams that prove passionate and willing to do whatever it takes to unlock the potential of everyone we serve.

Sincerely,



Sue Steege



A Light in Our Communities

A Message from Former President and CEO, Rob Reid

What a blessing it has been to work with Access Services all these years. We are taught in social work that there are beginnings, middles, and endings. We were taught that there are different elements and strategies to each phase. My ending with Access Services has come, but I am thankful for the outstanding leadership team that is in place to take the organization into the future.

I am thankful for the Board, management, and staff at Access Services that I served with for over 4 decades. I am proud of what we accomplished together. What better thing than to work with people who were mission minded and who love and care for those we served. That is a formula for success with any human service organization.

I am so humbled to have been a part of this wonderful organization throughout the last 41 years.

The tank is running a little low and the batteries need some juice. So, I leave satisfied and happy for all the years in leadership and what we have accomplished together. I am so proud of Sue. She is a wonderful leader. I am so glad to leave with someone so competent stepping into this role. It makes it so much easier.

Our world is hurting. We always wanted Access Services to be a light in our communities and a refuge for those in need. A place that will change lives for the better. Access Services is and will be making a significant difference in our communities and the world.



Rob Reid



Board of Directors

Victoria C. Tadros
Chairperson

Wakaki Thompson
Vice Chairperson

Cindy Bergvall
Treasurer

Percell Berry, Jr.,
Secretary

Kelvin C. Pittman

Sue Steege

Our Mission

To empower and serve people in need of specialized supports by providing innovative services that improve their ability to live fulfilling lives in the community.



Becoming a Trauma Informed Organization

Access Services is humans helping humans. We believe in people. We believe that each and every individual we serve has the right to decide the life they want to live. We are the privileged humans who are asked to be a part of their journey. While this has been in our DNA and supported by our values, Access has never peeled back the layers and chosen to implement trauma-informed principles at every level of the organization. In 2021, we began this process.

Every single human being brings their history, traumas, experiences and more with them wherever they go. By creating a trauma-informed culture, it invites people to be vulnerable in their healing process because they know they are safe. It invites our employees to be authentic in every aspect of their service with Access.

There is a leadership difference when you ask, "Are we who we say we are?"

Connection is the pathway to healing. By creating a trauma-informed organization, we are actively creating safe opportunities to connect. We are looking at every practice, policy, materials, process, and more through a different lens. We are working closely with our EDI (Equity, Diversity & Inclusion) committee to ensure that everything is inclusive. All of this will help to build resilience in our workforce which will allow for meaningful care and lasting results for those we serve in our communities.



If Not Us, Then Who?

Child and Family Services Story

*name has been changed for privacy

Many families have experienced new struggles this year on top of the struggles they were already trying to navigate. Our teams have gone above and beyond to meet new and unexpected needs that this year has brought. One such story is from Jenny*, a young mother who has been working with our Bucks County LIFE program off and on since 2004. Struggling with mental health issues and trying to support an autistic son, two of our family support specialists, Amy and Denise, have used their own lived experience to help Jenny. They have helped her navigate special education, resources, benefits, treatment recommendations and more over the years. They were able to help her find stability and support.

Then in 2020, things took a rough turn when Jenny's mother, their main support and who they lived with, was admitted to a nursing home unable to return home and her assets were seized by the state. Jenny reached out to the Bucks LIFE program desperately requesting help. This mother no longer had access to funds to pay rent, car insurance, food, or anything. Her son, who is aging out of the children's systems, needed a transition plan for his future. Things were unraveling fast! Adult protective services (APS) were called on behalf of the adult child out of concern for his care and safety. The situation was causing Jenny to experience crippling mental health symptoms. Because of the urgency and severity of the situation, the family support specialists developed a plan to work together with her to prioritize tasks, with eminent homelessness as the most urgent need.

While mental health case manager is outside the scope of the Bucks County LIFE program, Jenny trusted the family support specialists to have her and her son's best interest at heart. It was a 'call to action' moment for our team, "If not us, then who?" The family support specialists partnered with members of housing, legal, adult mental health, APS, natural family, and school systems to develop a plan of care going forward. Over the months, the group worked together, and goals were accomplished to get this family the stability that they needed. Meetings continued with regular frequency with a shift from a leadership role for the Bucks County LIFE staff back to an encouraging family support role now that appropriate adult support is in place. Amy and Denise have undoubtedly gone above and beyond their roles as family support specialists. They have exemplified every single one of our core values in practice with this family. We are grateful for the ongoing partnerships and relationships our teams cultivate with the counties we serve, allowing us to provide excellent support beyond our limitations.

*Trauma is a unifying
experience and
connection is the
pathway forward.*



2021 Child & Family Services Highlights

245 families were served by
Family Support programs

206 youth were mentored
and empowered through the
Rebound program

253 children were served
through Foster Care

Aisha Abdul Eileen Achey-Heimbach Madilyn Acuna Rachel Adebesin Adeola Aina Elvia Alarcon Janay Alford Maysa Alijafari Patricia Allie Hawah Allison Kira Altomari Kimberly Alumasa Zera Amadi Lauren Amato Aurora Anaya Stefanie Anderson Kaitlyn Andrews Joanne Andruchek Wakeelat Anifowoshe Shella Antoine Louis Antoine Amy-Lynn Appello Rashid Asheem Hannah Ashworth Jenny Ault Fatiya Awal Selinah Ayorinde Janin Baez Fatmata Bah Nicole Balseca Samantha Banjary Daniel Bannon Julie Baptiste Suzanne Barker Michael Bayer Kristine Beck Kathleen Beers Malinda Bell Sandra Berger Jennifer Bernard Olivia Best Anita Bielucke Stephanie Bignall Kimberly Billitz Doris Binner Candice Bixler Violet Blue David Blyweiss Tara Boehm Kristen Bogiatzis Jennifer Bollendorf Danielle Bono Mark Boorse Wendy Boris Aisha Bosket Moriah Bourk Isabelle Boyadjian Karen Bozilesky Sydney Braeunig Laura Branon Rogelio Brathwaite Jennifer Breininger Terrence Brennan Troy Brindle Georgean Brinkley Camille Brittain Megan Brodsky Joan Brooks Heather Brown Jason Browne Sandra Brozena Nicholas Buentello Richelle Bunczk Casey Burke Kelley Cameron Camille Campbell Wendy Cangialosi Mayamu Carlon Marguerite Carrelli Yahayra Catalino Natasha Champion Ouidad Chaouf Melissa Chatman Rui Chen Karyn Chillemi Angela Chromiak Jessica Cichocki Casey Ciufu John Clark Louis Cocco Elizabeth Coleman Mohamed Conteh Wendy Conway Sabrina Conyon Barbara Corbe Lidia Cordero Helen Corona Samantha Cortes Susan Cressman Cailey Crusemire Dylan Cuciti Blanca Curiel Debra Curtin Jamie Damiter Collette D'Angelo Hailey Davis Brittany De Leon Deborah DeMedio Olivia Demmers Katie Detweiler Amber Dey Christina Diehl Kristen DiGioia Gina Digirolamo Amy Dizenzo Elaine Doerner Elizabeth Doll Donna Donnelly Hope Donnelly Cynthia Dougherty LaQuanda Douglas Marjorica Ducheine Taylor Dunn Holly Durant Kristy Durham Cynthia Dutil David Eckert Christopher Edwards Gabriella Egan Carly Eldred Ronya Elsayed Liane Elton Jonathan English Carlos Estevez Ashley Ettenger Gizele Fabien Ashley Farhat Kim Farquharson Amanda Farr Samuel Fatta Sue Fatzinger Jeanne Faux Jessica Fenchel Francia Ferreira-Freeman Richard Filson Elizabeth Fleming Abigail Floyd Tiffany Foley Sheryl Forbes Holly Foster Rosemary Fraley Maria Franco Adriana Frangione Mabel Gall Michael Gallagher Nicole Galuppo Lindsey Gauger April Gebelein Charisse Geiger Amy Germick Beverley Gibbons Karen Giesen Kristen Gilbert Paula Gillespie Christina Gilliam Kellie Gleockler Maura Gnias Kathleen Godshall Brooke Goldsmith John Golosky Katherine Goodman Sataya Gordon Madeline Gove Caroline Graham Richard Grande Sheila Grant Savannah Grant Darcijo Grasso Jozette Gray Kyia Green-Davis Burke Griffith Kathleen Grim Tina Grochowski Liza Groetsch Alyssa Groleau Patrice Gross Maria Gustis Alexis Gutierrez Emily Hain Mia Hallowell Jessica Halpin Megan Haney Kirsten Hanson John Harding Linda Haring-Reppert Haxhere Hasani Lumnije Hasani Beatrice Hebling Courtney Hemingway Diamond Henry Victoria Herman Amanda Hernandez Carmen Hernandez-Rosa Amanda Hershock Christina Hicks Tracey Hicks Erika Hill MacKenzie Hiltbold Karen Hmiel Jessicalyn Hoffman Randi Hollenbach Karen Hollenshead Kerri Hoogenhuis Denise Hooper Spencer Hopewell Jillian Horn Winston Horton Michael Hrouda Sandy Hudson Hayley April Johnson Roland Jones Nicole Jones Chiriga Jones Simone Jones Melanie Karnavas Amy Kasopsky Chasie Kearney Masata Keita Eric Kennedy Cole Kennedy Janice Knowlton Joyce Konyk Teta Kortue Danielle Koszarek Denise Kovalovsky Lisa Kathleen Krummenoehl-Rotz Patricia Kumor Marisa Kunkel Amy Kunkle Jennifer Diana LaTorre Nita Laver Jessica Leedom George (Ed) Leight Julie Leininger Jordan Loughlin Jade Love Barbara Luna Torres Ashley Lutteroty Sarah MacDonald Heather Magdamo Olistine Maimie Katherine Maiorano Emily Malachosky Jana Mallis Lisa Marino Christopher Marouchoc Christopher Marquardt Christine Marshall Melanie Matula Allison Maurer Lindsay Mayo Francis McCarroll Carol McCartney Sydnie Kelli McIntyre Michael McKenna Lisa McMonagle Scott McMullan Rebecca McMullan Marco Mesen Maria Mesen Harold Metellus Melissa Meyer Shannon Meyers Mary Sharon Moll Doris Monjes Mai Moore Clear Moore Kristen Morrison Cody Mosely Angela Murray Ann Muschlitz Kaitlin Muzzy Elizabeth Nagle Lora Nailor Isabel Njoroge Lucy Njoroge Ashley Norkus Zawadi Nshimirimana John Nye Michelle Okello James Omieri Destiny Ortiz Tanisha Ortiz Gerson Ortiz-Vergara Sheila Osodo Brenda Overly Brandon Pariser Shirley Parker Leigha Parsons Erin Pasela Kelly Paskill David Pastucka Shushma Patel Palak Patel Jody Pavelko Suzanne Peel Wanda Perez Carla Perla Wendy Perla Carline Perrier Sandra Perrine Jordan Pfister Lisa Pfister Sandra Phillips Margaret Phillips Benjamin Pohronezny Joan Polk Sarah Poore Victoria Potente Todd Powell Lauren Preston Veronica Preudhomme Rachel Previte MoNajha Price Holly Pritiskutch Maisie Prophet Alyssa Prue David Quinn Tammy Quinn Rosa Quintana Michelle Rachko Elizabeth Ragonese Dennise Ramirez Kiera Rasmussen Rob Reid Daniel Reinert Maria Reiss Rosalinda Reiss Melissa Renner Tamika Rhoads Abigail Rider Carolyn Ritter Lillian Riutort Dayanara Rivera Olga Rivera Neyda Rivera Lizardi Jose Rivera Negron Andelyn Robb Leanette Roberts Nicholas Robinson Gail Rocke Walles Rodriguez William Rodriguez Knorree Rogers Alicia Rohrer Tina Roland Sandy Rosa Ivan Rosa Brittany Rosanova Tanya Rosario Sanchez Laura Rosca Justin Rose John Rossi Yashonda Rudolph Sandra Rumbel Thermintus Russell Kemah Sackie Heather Sadusky Natalie Saenz Shannon Salvo Kathleen Sammer Christopher Sandy Rosanna Sankari Eustaquia Santos Lynn-Marie Schickram Nathan Schlesinger Corinne Schnee Heather Schuima Timothy Schumacher Peter Sckupakus Karen Scott Norma Secara Jill Seiders Olivia Seimavula Yesenia Serrano Dianne Sheaffer Todd Shelly Tristan Sieben Stephanie Sikora Joanne Silva Brianna Simon Doron Sims Heather Skripko Madison Skrocki Lois Smarr Preston Smith Cynthia Smith Sally Smith Michaela Smith Nicole Smith Wendy Ann Smith April Smith Courtney Smith J-mee Smith Hugh Smith & Associates Colin Snyder Jacqueline Snyder Nicholas Sorady Kristal Souders Fatoumata Sow Demetrius Spady-McBride Cynthia Startzel Lori Stauffer Sue Steege Michael Stefanik Dorothy Steiner Eveonna Stewart Amanda Stifnell Deanna Stock Christina Stock Drew Strawbridge Sarah Stubbs Miya Suitte Ianca Suriel Alison Sutter Melissa Suveg Jill Svenson Penelope Swingle Mary Swoyer Kato Szabo Katelyn Tamasitis Haronis Tarez Maryanne Telford Kelon Thomas Barbara Thomas Denise Thompson Veronica Tisdale Kayleigh Tizzard Karen Tokarick Gabrielle Toronzi Gloria Torres Gary Traino Giovanni Trizarri Beth Trujillo Kayleigh Trumbore Tymirah Tucker Moira Tumelty Stefan Turner Vaughan Bailey Tye Margaret Uetz Tara Undercoffler Alexia Unger Kimberly Valentine Joanne Vaughn Marisol Vazquez Donna Wade Craig Wagner Kathleen Wahl Jeffrey Walsh Rachel Walsh Donna Walsh Amybeth Walter Andrew Ward Amanda Wargo Lindsay Washington Samantha Watson Melissa Weaver Rachel Weber Jeanne Weiss Karen Weniger Maryann Wickemeyer Samuel Williams Lawrence Williams Tyrone Williams Joanne Williamson Ishara Williford Verian Wilson Erin Wilson Julian Wilson Erica Winter Diane Winters-kachnycz Morgan Wise Andrea Witham Roxene Witkowski Antoinette Woffard Kelly Wojciechowski Maria Wolfe Janiceallison Wood Sheneika Wright Eula Wright Brenda Yeager Sarah Yeagle Oneida Young Angellique Yurick Nishimwe Zayinabu Sarah Zeigler Bing Dao Zhang Judith Zimmerman Coriane Zvolanek

Not showing up wasn't an option for our teams.

We thank them for their commitment to those we serve.

Creating Opportunities, Realizing Goals

Intellectual Disabilities and Autism Story

*name has been changed for privacy

Our programs at Access Services believe fully in allowing the individuals we serve to lead the way on their goal plans. Our In-Home Supports (IHS) and Lifesharing programs continue to exemplify this with those we serve. They came alongside one of our individuals, Tim*, and helped him to realize his goals for independence and community involvement. Our IHS program worked with Tim for two years prior to the pandemic helping him to get connected to community activities and also assisted him with learning to be more independent with financial management, academic skills, and maintaining a healthy lifestyle with cooking and exercise. Tim loves people. Tim enjoys meeting people and conversing, going out to interact in the community and participating in the Special Olympics. The pandemic made all this difficult and frustrating.

At the height of the pandemic, Tim was living with his mother. After watching others move on into independence, Tim really wanted this for himself. His mother wanted this for him as well. IHS saw that things needed to move quickly, and they reached out to Lifesharing to see if there were any providers that Tim could be placed with for a respite (short-term) placement until they could develop a long-term plan. Reasonably enough, many providers were not taking new placements this past year due to the risk of Covid-19 to themselves, their families or their other Lifesharing placements. Working swiftly, Lifesharing produced a list of a few potential providers that may be willing to open their homes. IHS called until they found a family that was willing to take Tim as a respite placement.



The match was perfect for Tim. His Lifesharing family was from a similar cultural background to Tim's family. They were a large family that was regularly active in the community. Respite turned into long-term placement and Tim was able to acclimate to independence while being a respected member of his Lifesharing family. His mother was incredibly happy for him to make this transition. She felt comfortable and confident in the services and support that he got with his Lifesharing provider and her family. IHS was able to provide virtual support while Tim made the transition to a different county and had to get re-connected with support in his new area. Now, Tim shares photos regularly of all the things that he is doing and places he is going. His Lifesharing family helped connect him with a program at Villanova. He is currently going to Villanova University's United Scholars program, a two-year residential certificate program offered through Villanova's College of Professional Studies. The program merges the following four elements: academic knowledge, social and psychological development, independent living skills, and career and vocational skills.

Tim had the desire and ability to grow but needed the opportunities. Tim is living the life he hoped for now. Our Lifesharing program provides a unique opportunity for individuals to leave home and find an independent life while remaining connected to their biological family. Without the collaboration between our programs both internally and externally in the community, needs can go unmet for the individuals we serve. Many stories like Tim's story are possible because of our ID/A service lines' willingness to work together and connect people with what they need to unlock their potential.



Collaboration > Devastation

Behavioral Health Services Story

With reports that Hurricane Ida was headed towards our area, teams all over Montgomery County including many of our Behavioral Health team members, kicked into high gear for storm preparation. Primarily focused on homeless people in the community, the teams worked to help our vulnerable neighbors prepare as best they could. Like the pandemic, Hurricane Ida was about to deal a heavy blow, but the vulnerable people in our communities would feel it the most.

The evening of September 1st, Montgomery County was ravaged by flooding and ripped apart by intense, driving winds from the remnants of Hurricane Ida. The real surprise in this storm was the devastation to housed individuals. Overnight the homeless population doubled as peoples' homes were uninhabitable, flooded out or torn to shreds. The storm decimated lower lying areas which tend to be low-income housing across the region. The phone calls started coming in, and they kept coming. Street Outreach and Mobile Crisis were actively reaching out to emergency personnel with whom we have relationships to check on people known to be at risk.

Our Behavioral Health programs have never shied away from difficult moments. Within a day or two of the storm's damage, conversations were organized between our teams and our community partners who were delivering lifesaving support and resources to people in the community to better coordinate all our efforts. Together, we began to prioritize the most at-risk people and ensure they were in a hotel. Our Mobile Crisis team was asked by law enforcement and emergency responders to support multiple death notifications for families of individuals that died in the floods. There are no words to describe this experience. Yet they faced this with compassion and dignity. Street Outreach spent days and weeks resupplying our homeless neighbors with gear that was lost in the storm. They worked tirelessly to ensure that people had what they needed. Mobile Crisis became the primary contact for individuals known to be struggling, and we provided some in-person support to allow displaced persons the opportunity to decompress from all they had been through. Mobile Crisis also provided trauma debriefing for township employees and supported many families and schools.

There is no quick fix to the devastation Hurricane Ida caused. You can still drive around and see signs of damage throughout the area. The past two years have challenged all of us in the helping field beyond what we thought we could handle. Our staff have continued to serve with grace and determination despite the endless challenges. Our partnerships with other service providers and organizations have made a larger impact possible. Ongoing donations from the community have given us resources to meet needs. And our vulnerable neighbors have allowed us to be part of their rebuilding process. This is an incredible honor. Standing in the gap is part of our DNA and our dedicated staff stayed the course no matter what 2021 brought.

2021 Intellectual Disabilities and Autism Services Highlights

119 people were served by our Lifesharing program

Altec Employment Program joined a Regional Collaboration for Provider Transformation towards enhancing their services

As our DSPs worked tirelessly this year, we made a commitment to do better and raised their wages. We continue to fight for better wages at the state funding level. #SupportMeSupportDSPs

2021 Behavioral Health Services Highlights

82% of individuals served by Starting Point Bucks had a successful plan and resources in place prior to graduating the program

186 youth were mentored in the TIP program with 64% in-person service even in the midst of Covid-19 restrictions

Our IBHS programs have returned to full implementation of in-person BHT services for the approximately 400+ individuals

Intersect Network

Access Services has been at the forefront of meeting needs since the 1970s. But we can only go so far. The support from our communities in the last year has allowed us to stretch and meet some of the ever-growing needs beyond our normal capacity. Pandemics and natural disasters have taken already at-risk populations to levels of desperation.

Our Intersect Network has taken the role of connecting our program's needs with community supporters and faith communities. This has streamlined getting donations into the hands of those in need. So many have struggled. Because of the outpouring of care from our communities, we have been able to meet needs beyond our normal capacity or even what we expected.



Here are a few of our favorite memories:

- Around 5,000 items were donated to create 230 Covid-19 care kits for homeless individuals.
- Altec, a division of Access, which serves adults with intellectual disabilities assembled these Covid-19 care kits. They also regularly support our work by transporting donations to various Access Services offices. This is incredibly meaningful and useful help!
- Over 1,000 personal care items were donated to our men's group home with our JRS program.
- The response after Hurricane Ida was incredible! Grants, gift cards, tents, tarps, sleeping bags and other high quality outdoor gear made life more sustainable for many who were suffering in the aftermath.
- A local church adopted a single mother who is on hospice providing Christmas gifts for her children and ongoing emotional support to the family.
- 7 local churches participated in this year's Giving Tree. Donations to date are \$2,900 in gift cards, 165 socks, 75 gloves, 27 hats, 42 sleeping bags, 13 jackets, and 10 solar power banks.

We are incredibly grateful for all the support we received from each of you! 2021 has shown us what we can do when we all work together to help our communities.

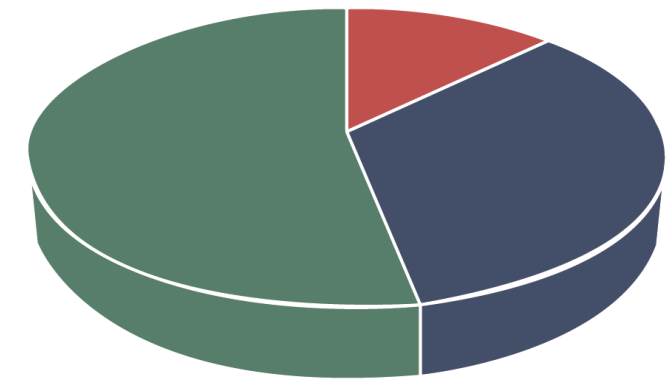
Join our Facebook group "Intersect: Community Needs" to stay up to date on volunteer opportunities, needs in our communities, and more!

You can donate to this important work by visiting <https://accessservices.salsalabs.org/intersectcommunityneeds> or emailing intersectneeds@accessservices.org for drop off info.

Statement of Activities

REVENUE & SUPPORT	FY 2020-2021
State Funding - ODP	\$17,811,264
County Funding - MH/Base	5,700,345
County Funding - CYS	3,653,802
Behavioral Health Funding	9,674,332
Program Fees & Other Income	263,988
Room & Board/Rent Rebate Income	1,151,322
Grants & Contributions	264,548
Other Income	19,196
TOTAL REVENUE & SUPPORT	\$38,538,797
PROGRAM EXPENSES	
Wages	\$17,020,358
Taxes/Benefits/Insurance	4,671,480
Recruitment/Staff Development	241,866
Accounting/Legal/Consultants	547,389
Rent/Mortgages/Utilities	1,249,567
Communications	706,388
Office Supplies	50,978
Food/Household/Habilitation	299,662
Transportation	563,153
Professional Services	7,514,122
Interest Expense	155,409
Equipment	220,542
Repairs	103,401
Depreciation	478,234
Motor Vehicles/Expenses	325,512
Other Expenses	173,507
TOTAL PROGRAM EXPENSES	\$34,321,568
ADMINISTRATIVE EXPENSES	
Admin Wages	\$2,320,374
Taxes/Benefits/Insurance	604,025
Recruitment/Marketing	30,990
Accounting/Consultants	289,775
Depreciation	45,932
Transportation	24,159
Rent/Utilities/Maintenance	382,825
Office Communications	196,805
Office Supplies	32,740
Interest Expense	16,908
Office Equipment	20,479
Staff Development	31,095
TOTAL ADMIN EXPENSES	\$3,996,107
FUNDRAISING	\$80,867
TOTAL EXPENSES	\$38,398,542
NET EARNINGS/(LOSS)	\$140,255
OTHER INCOME	\$253,832
INCREASE IN UNRESTRICTED NET ASSETS	\$394,087

Revenue by Service Line



- Intellectual Disabilities and Autism – 53%
- Adult Behavioral Health – 34%
- Children and Family – 13%

Our biggest and best resource is our people. 84% of every dollar we receive for our programs is used for:

- payroll and benefits costs of full and part-time employees
- payments to our host families who provide foster care, respite care and other services
- contracts with therapists and other professionals

Across the organization, 90% of our total expense is for programs and 10% is for administration.



**ACCESS
SERVICES**

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www.accessservices.org

