



Summer 2021 Edition

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HMEA Celebrates 60 Years

Sixty years ago, the Wrentham Research Foundation was incorporated for the purposes of discovering the causes of developmental and intellectual disabilities, and for improving the treatment of individuals living with disabilities at Wrentham State School.

In 1982, the agency relocated to Franklin and was renamed Horace Mann Educational Associates, after the renowned educator, Horace Mann, who said, “Be ashamed to die until you have won some victory for humanity,” a phrase that our Board of Directors thought was appropriate for our organization and the work we do.

In that same period of time, the Consent Decree moved people from institutions and into the community. HMEA responded by opening its first community-based Day Habilitation program in Attleboro and its first two Residential group homes in Mansfield and Attleboro.

HMEA added a focus on services for children, with a primary diagnosis of autism, in 1996. These services were provided in homes and at school, through the collaborative Department of Developmental Services/Department of Education Project. Soon after, family supports were offered through HMEA’s Autism Resource Central and, 10 years later, the Darnell School for Educational and Behavioral Services, named after HMEA’s first CEO Susan Darnell, opened its doors.

Over the past six decades, HMEA has opened many more locations throughout Massachusetts, with two dozen Residential programs, several community Day Habilitation and Employment sites, and an ABA Clinic, as well as establishing our unique Cloud4Causes, offering hosting and IT services for other nonprofits. We also acquired TechACCESS of Rhode Island, which provides assistive technology and training in RI.

HMEA now delivers a lifetime of services to over 5,000 children, adults, and their families in 110 Massachusetts and Rhode Island communities. In our 60th year, HMEA has formed an affiliation with Advocates Inc, a human service agency that provides services to people with developmental disabilities, mental health issues, and other life challenges. This affiliation will help both agencies to grow and provide quality programming to meet the need for the ever-increasing demand for services.

As we look toward the future, HMEA strives to teach, support, and empower people with developmental disabilities and their families to live meaningful lives of their choice.

Find out more about HMEA’s history and services at www.hmea.org.



Jule's Journal

Some of you may know this famous quote from author Vivian Greene: “Life isn’t about waiting for the storm to pass. It’s about learning to dance in the rain.” 2020 was a perfect storm, consisting of a global pandemic, a divisive political climate, and social unrest. This storm has changed our lives in so many ways and it is shaping our future.



At the beginning of the pandemic, HMEA's Executive Team met daily to review volumes of coronavirus information, in order to make informed decisions regarding the health and safety of the people we support and employ. Collaborative crisis response teams, made up of staff from across the agency, were in place to assess, strategize, monitor, and react to the ever-changing situation, keeping health and safety as the top priority. Day programs were closed for months and staff shifted to providing remote services. In-person service models in Children's and Family Supports also moved to telehealth supports. Some staff were furloughed or laid off due to lack of work, while the Residential division continued to provide round-the-clock, daily services to residents, even as these programs, like nearly every community across the globe, saw surges in COVID-19 cases. A team of dedicated, knowledgeable, and experienced HMEA employees conceptualized and actualized a COVID Recovery Center in a matter of days. Here, 14 individuals supported through HMEA's Residential division were nursed to health by skilled and compassionate staff, who put aside their own fears to ensure the safety of the people they support.

There are no words that can fully express the gratitude and utmost admiration I have for all staff at HMEA. Each and every one has gone above and beyond the call of duty to provide services and to keep the HMEA mission alive, during what is probably the most challenging time in our recent history. At every step of the way, staff, the people we support and so many of you in the HMEA community bravely faced unique challenges and suffered significant losses but continued to persevere, to help each other, and to keep moving forward. People found new ways to stay safe and stay connected; they did not wait for the storm to pass, but they learned to dance in the rain. Such resilience is a remarkable tribute to the spirit and strength we have, when we band our diverse selves together in support of one another and a common cause.

Currently, one of the more pressing challenges in the human services industry, as well as so many others, is the workforce crisis. Many staff are not able to return for a wide range of reasons. The environment is highly competitive for every single worker. We continue our advocacy work with trade organizations and legislators, urging for increased funding to support better pay for our essential Direct Support Professionals. We ask all of you to join our efforts: contact your legislators about the importance of the network of services that HMEA staff offers the individuals and families we support.

Despite the challenges of our times, the HMEA community has continued to be innovative with programs and services, like the Neurodiversity @ Work program, where, through four cohorts, 52 people have participated in a unique job coaching, training, and interview process, resulting in 24 people with autism spectrum disorders being hired by Dell Technologies and other major companies. HMEA was honored with a Trailblazer Award from ADDP and was recognized by the Commonwealth of Massachusetts' House of Representatives for our “longstanding commitment to the development and implementation of our agency-wide Diversity, Equity, and Inclusion initiatives for over 20 years.”

Acknowledging our recent affiliation, Advocates is now a part of the HMEA community, and HMEA a part of the Advocates community, and the prospects and possibilities of this partnership grow brighter every day. I am so excited about our affiliation; both organizations have talented staff who care about the people they serve and are passionate about the work they do. Although we are still living in a global pandemic, and there is continued political and social unrest, I see strength in the combined organizations, learning from one another and creating new opportunities for employees across both organizations that will attract and retain talent, continue to drive innovation, and enhance the services we provide.

Sincerely yours,
Jule Gomes Noack
President & CEO



Michael Moloney Workforce Advancement Center



Longtime HMEA CEO and respected advocate for the disability community, Mike Moloney has retired after nearly four decades of innovation, vision, and impact with our agency.

Mike began his distinguished history with HMEA in 1984, working for several years as part of what was then a much smaller staff team. After leaving for a stint in state service, Mike returned to HMEA in 1997, succeeding Susan Darnell in becoming just the second CEO in the agency's history. He served in this role for two decades, guiding HMEA's growth from an organization of 400 employees serving 550 people, to a workforce today of over 750 employees, providing comprehensive services and supports to more than 5,000 children, adults, and families across 110 communities in Massachusetts and Rhode Island.

Under Mike's thoughtful, compassionate, and creative direction, HMEA established itself as a leader in autism services, supporting people of all ages through home- and clinic-based supports, The Darnell School, HMEA's Autism Resource Central, and the HMEA ABA Clinic. Mike was a driver of HMEA's acquisition of TechACCESS of Rhode Island, which has increased availability for, access to, and education around assistive technology for users, care providers, and educators. Mike recognized the importance and potential of technology in the human services space and was deeply involved in

creating a culture of data-driven outcomes to improve care within HMEA and sector-wide. This included the establishment and adoption of an electronic medical record system and a Consortium of providers focused on EMR improvement, HMEA's IT business Cloud4Causes, and the Neurodiversity @ Work initiative. Mike was actively involved with human services trade organizations and advocacy efforts on the local, state, and national level. He served as a long-term Member of the Association of Developmental Disabilities Providers and The Providers' Council Boards of Directors, Chaired The Caring Force for many years, and Chaired the Providers' Council Board of Directors for a term.

In 2020, Mike stepped down as CEO and moved into the position of Executive Vice President for Community and Government Relations, continuing his work to advocate on behalf of the people HMEA supports, those it employs, and the entire HMEA community. This work was especially critical while navigating the Covid-19 pandemic, as human service workers faced increasing obstacles to performing their jobs and people in the intellectual and developmental disabilities (I/DD) community were being negatively impacted by the virus at higher rates than the general population. With The Caring Force, Mike helped bring the Essential Human Service Workers campaign across the state, resulting in more recognition for the extraordinary work being done by staff, prompted discussion and action on the need for equity in healthcare, and saw stronger state funding to support the safety and wellbeing of our communities.

Mike's unwavering dedication and service over the past 40 years has undoubtedly led to a tremendous amount of growth and positive change at HMEA, and in the I/DD field more broadly. To express the deep gratitude and appreciation this agency holds for Mike's leadership and commitment to HMEA's mission, we are pleased to announce the naming of the Michael Moloney Workforce Advancement Center. The Center, located at HMEA's Administrative Offices in Franklin, will serve as a space for effective and engaging staff training and team-building, so that HMEA's staff may continue to improve their abilities to further our mission, and realize the vision of a world where individual differences are appreciated and celebrated, and where everyone contributes. The entire HMEA community wishes Mike well in his next chapter, where he will certainly continue to make positive contributions to the world around him.



HMEA Welcomes New Board Members

HMEA is proud to welcome four new Members to its Board of Directors. Each of these new Members brings a diverse perspective and an invaluable depth of knowledge and experience, and HMEA is privileged to add their service to our Board. Three of the new Members are will serve jointly on HMEA's and Advocates' Boards, having served many years as Advocates Board Members. Likewise, three members of HMEA's Board will now sit on Advocates' Board and serve as active HMEA Board members, as part of the agencies' affiliation. Learn more about Jaya, Michael, Patricia, and Dan below!



Jaya Pandey lives in Franklin with her husband and two sons, one of whom is on the autism spectrum. Jaya grew up in India, holds a master's degree in chemistry, and taught high school before relocating to the US, where she now works as a business analyst for State Street. In 2017, she founded the Desi Moms Network, which connects Indian families with special needs children in a supportive "village." The village today has grown to include over 225 families.



Michael Sheridan joined the Advocates Board of Directors in 1983 and currently serves as Treasurer and Chair of their Finance Committee. Michael holds a master's degree from Babson and has over 30 years in banking, working as an SVP at People's United Bank. As part of HMEA's affiliation with Advocates, Michael will bring his extensive knowledge and experience to his role on the HMEA Board.



Pat Vinter is a Licensed Social Worker who earned a master's degree in Community Organization, Management, and Planning from BU. She has spent her career in the public health sector, working with the Massachusetts Department of Mental Health and State House. Pat joined the Advocates Board in 2011, currently serving as Vice Chair, and will extend her work in advocacy to her role on HMEA's Board.



A former mental health clinician, Advocates' Board Vice Chair Dan Weir now serves as CIO at Noble and Greenough School in Dedham. After earning a bachelor's in psychology from UMass, he went on to earn a master's degree in counseling from Boston State. Dan has spent more than 25 years in high-tech and education and has served on Advocates' Board since 1984. As a member of HMEA's Board, Dan's experience will be invaluable.

HMEA Sees Uptick in Grants for 2021

Fiscal year '21 (July 2020-June 2021) was one of the most challenging in HMEA's 60-year history, as the agency faced the uncertainties of the COVID pandemic. Along with these uncertainties, however, came increased awareness and action among grantors, regarding the needs of our staff and supported I/DD community. In total, nearly \$300,000 in grant funding has been received and redistributed to our programs over the last year, aimed at improving services and supports, providing opportunities and experiences, and supplying health and safety equipment and training to HMEA's workforce and service recipients.

Each and every dollar given by grantors has an impact on HMEA's ability to continue the organization's mission. Significant grants of \$10,000 each were received from the Sophia Romero Trust, Stoddard Trust, Sullivan Family Foundation, and Doug Flutie Jr. Foundation for Autism. These funds were distributed to support Adult Services' Residential, Day Habilitation, and Employment programs, and to Children's Services' In-Home and Clinic-based ABA programs. Notably, HMEA was honored to have been selected as a recipient of a grant from Middlesex Savings Bank Charitable Foundation, who marked their 20th anniversary by bestowing \$20,000 grants to just 20 deserving nonprofits. A generous grant of \$20,000 from the DCU For Kids Foundation will be used to support Children's Services and HMEA's Autism Resource Center. The Center is also the proud recipient of a two-year, \$25,000 grant from the Saint-Gobain North America Foundation, which will support STEM initiatives for children and young adults on the autism spectrum. HMEA's TechACCESS of Rhode Island was chosen from an extremely competitive national pool to receive \$75,000 from the Christopher & Dana Reeve Foundation. These invaluable funds will be used to provide education, training, support, and assistive technology equipment to people impaired by spinal cord injury, with a focus on minority and low-income populations.

HMEA extends sincere gratitude to all FY21 grantors, who helped to sustain this agency over a challenging year and helped position the organization for a bright future ahead.

Middlesex Savings Bank Charitable Foundation
TJX Companies Foundation
Doug Flutie Jr. Foundation for Autism
Bristol County Savings Bank Charitable Foundation
St Mary's Credit Union
DCU for Kids Foundation
Hanover Insurance Group Foundation
Stoddard Charitable Trust
HMP Foundation
Beacon Mutual Foundation
Rockland Trust – Blue Hills Foundation
Price Chopper Golub Foundation
MacPherson Fund Inc
Avidia Charitable Foundation
Saint-Gobain North America Foundation
Sullivan Family Foundation

*Thank
You!*

Christopher & Dana Reeve Foundation
Frederick C Tanner Memorial Fund
Vigneron Memorial Fund
Shriners of Rhode Island Charities Trust
Spectrum Employee Giving
Bessie Pappas Charitable Foundation
Winning Home, Inc.
Rollstone Charitable Foundation
Charles River Bank
Hamilton Charitable Foundation
Robert Lloyd Corkin Charitable Foundation
Dell Foundation Community Grant
Sophia Romero Trust
Schwarz Foundation
Roy T. Morgan Foundation



HMEA's 20th Anniversary incredABLE Day Results

Thanks to everyone who got involved in HMEA's 20th Anniversary incredABLE Day! See who the top solo and team fundraisers were for 2021. Because of generous supporters like you, HMEA surpassed the incredABLE fundraising goal this year. Across 20 years of Celebrating the ABLE in All of Us, incredABLE Day has raised more than \$2.5 million, all of which has funded HMEA's programs and services as we strive every day to teach, support, and empower people with developmental disabilities, and their families, to live meaningful lives of their choice. We'll see you for incredABLE Day 2022 next May!

HMEA's 20th Anniversary incredABLE Day

2021 ★ 20 Years of Celebrating the ABLE in all of us! ★ 2021

Top incredABLE Day Fundraisers

1. Kevin & Jennifer Box
\$2,280.00
2. Stephen Wallace
\$925.00
3. Katie Streeter
\$830.00



HMEA's 20th Anniversary incredABLE Day

2021 ★ 20 Years of Celebrating the ABLE in all of us! ★ 2021

2021 Fundraising Goal
\$100,000

2021 Fundraising Total
\$106,175

Overall incredABLE Day Fundraising
\$2,546,000



HMEA's 20th Anniversary incredABLE Day

2021 ★ 20 Years of Celebrating the ABLE in all of us! ★ 2021

Top incredABLE Day Fundraising Teams

1. Franklin Center Employment
\$7,678.55
2. Plainville Day Hab & Employment
\$6,315.00
3. Residential West
\$3,180.55





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