Dear Friends,

The ongoing COVID-19 pandemic continued to challenge us in 2021. The housing crisis worsened, demand for behavioral health services increased, and an uneven recovery meant that too many families were in a constant state of economic stress. Through creativity, commitment, and flexibility, we helped our community face its greatest challenges.

With the generosity and support of our funders, and the talent and dedication of our staff, we delivered for our community! We provided more than $750,000 in rental and mortgage assistance. We brightened the holidays for over 1,100 local children. We launched new training programs to get local residents into well-paid, fulfilling jobs. We made it easier to apply for Fuel Assistance and enhanced our bilingual capacity at our Community Services Department.

Despite the pandemic, we will continue to build a more equitable and resilient community. We stand ready to help our friends and neighbors through life’s challenges, whatever the future holds.

Sincerely,

Peggy Hegarty-Steck
Chief Executive Officer

Linda Giamanco
Chairperson

2021 BOARD MEMBERS

Linda Giamanco, Chair
Linda Murphy, Vice Chair
Roger Lesch, Treasurer
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Carole Sharoff
Elise Sinagra
Troy Sullivan
Rev. Karin Wade
Felicia Webb
Gretchen Wood
For more than 55 years, Action Inc. has provided life-changing services that support and empower our community. Like hundreds of other Community Action Agencies across the country, we work to address economic inequality and ensure everyone has access to the tools they need to build a better life.

The Core Values of Community Action

• We believe all people should be treated with dignity and respect and recognize that structural race, gender, and other inequities remain barriers that must be addressed.
• We believe that this nation has the capacity and moral obligation to ensure that no one is forced to endure the hardships of poverty.
• We believe that with hope, adequate resources and opportunities, everyone can reach their fullest potential, and we are committed to achieving that vision.
• We pledge ourselves to creating an environment that pursues innovation and excellence through multi-sector partnership and collaboration.

Action Inc. received nationwide recognition from the National Community Action Partnership when they showcased the Cape Ann Emergency Relief Fund in their 2020 report.

The report illustrated the commitment and responsiveness of Community Action Agencies during the first 90 days of the COVID-19 pandemic.

Due to Action Inc.’s longstanding partnerships and consistent track record, it quickly became a go-to agency in this time of crisis.

– Excerpt from the National Community Action Partnership report COVID-19: Community Action Responded Quickly in the Early Days of the Pandemic
In August we released our 2021 – 2023 Community Assessment Report and Strategic Plan. Created through a comprehensive community-wide assessment process, the report identifies the top needs of our community, establishes goals based on those needs, and outlines actionable steps to help achieve those goals.

**ADVANCING OUR MISSION**

View the Community Assessment Report and Strategic Plan to learn more about our vision for the next three years.
Community Services

While the pandemic limited in-office appointments throughout 2021, our Community Services Navigators continued to meet with people remotely, helping them apply for public benefits to maximize their income, find affordable apartments, pay their rent/mortgage or move-in costs, and more.

In addition to our Community Services Navigators, our Housing Attorney provided expertise on tenant rights, housing court, and provided legal representation when necessary.

Thanks to increased funding from our partners, our tri-lingual Navigator Fatima met with more Spanish and Portuguese speaking clients in 2021 than ever before.

Our rental and mortgage assistance program expanded to help hundreds of Cape Ann residents stay housed during a time of great instability. Through generous private and public partnerships, we raised funds which prevented both evictions for tenants and income loss for property owners.

Funding for rental assistance is provided through major partnerships with Essex County Community Foundation, Tides Foundation, Gloucester Community Preservation Fund, Ipswich Affordable Housing Trust, Town of Manchester Affordable Housing Trust, and Town of Rockport Community Preservation Committee.
Housing First

The premise of Housing First is that people need stable housing to successfully manage their health. Once someone is safely housed, our Case Managers work with them to address health concerns, accomplish self-identified goals, and achieve the stability that improves their quality of life.

This year, our Housing First program expanded to 82 households, allowing 12 additional people to find security, support, and a place to call home.

Our Housing First Case Manager Lacey helps her 18 clients with things like sobriety, mental health, budgeting, reconnecting with family, and reconnecting with themselves. She supports people by validating their feelings, “just like you would do for a friend.”

I’m always in your corner. The good, the bad, the ugly; I’m not going to judge you for it.

Emergency Shelter

Our Emergency Shelter provides a safe place to stay for up to 30 adults without a home. Shelter staff guide guests through tailored “Moving-On Plans” that address their underlying causes of homelessness, identify useful resources, and move them towards permanent housing.

Staff continued to work 24 hours a day, 7 days a week to make sure shelter guests had the support they needed after the pandemic put them at risk.

Services provided:

- Hot meals & bagged lunches
- One-on-One meetings with Case Managers
- Housing search assistance
- Medical services
- Behavioral health & substance use support
- Access to personal care products & clothing
ASSISTING WITH ENERGY BILLS

Fuel Assistance & Utilities Advocacy

Through our Fuel Assistance (LIHEAP) program, we helped people pay their heating expenses and save money on future utility bills. Our Utilities Advocates also helped with arrearage management, shutoff notices, and other utility-related challenges.

This year we launched an online portal so people could more easily apply from home. The new portal was critical to serving as many people as possible in a safe, accessible way. It also allowed more flexibility for working families.

I can’t thank you enough for how understanding, accommodating and thoughtful you have been to me through this entire process. I am so grateful for all the energy conservation improvements your agency has provided for my home. I have had such a positive experience with all the vendors your agency contracted. They were all thorough explaining what the work was that they would be doing. Always were polite and pleasant answering all my questions. They were respectful of my property and always cleared the work area when they left each day.

Sending my heartfelt thank you to all.

– Energy Services Client
Energy Efficiency

Our Energy Efficiency programs kept homes warm and reduced energy bills, while also helping to protect the environment.

Throughout the year, our Energy team provided free in-home energy assessments. Based on the assessment results, we contracted with local companies to perform necessary weatherization measures like air sealing, weather stripping, installing insulation, replacing roofs, and more.

Inefficient or broken heating systems were repaired or replaced.

Old appliances that drive up energy bills were replaced with new energy efficient ones through our Appliance Management Program (AMP).

All of these services were provided at no cost to income-qualified residents.

Our Energy Efficiency work is performed by more than 50 local contractors, helping to support our regional economy.

Multifamily Program

Our Multifamily Energy Efficiency program serves larger residential buildings and housing developments, providing weatherization and heating system upgrades. By partnering with housing authorities, affordable housing developers, and private landlords, we serve thousands of residents across the state each year.
Adult Education

In 2021, students in our Adult Education program found that remote learning made navigating traditional barriers like childcare and travel a little easier. Many had the opportunity to fully engage in their classes and attend more consistently than they would have in a traditional setting.

Adult Education students meet multiple nights a week to work towards their HiSET (High School Equivalency) and receive support for career development. Instructors, students, and their families form tight bonds as they go through the program together, learning about the different cultures represented and sharing in each other’s successes.

The program is funded and accredited by the Massachusetts Department of Elementary and Secondary Education and is one of the highest performing programs in the state.
20 years ago, our COMPASS program began as a homework club. Today, we provide individualized academic instruction to out-of-school youth with a focus on completing the HiSET (formerly called GED). Students also have access to services such as career preparation, mental health support, and enrichment programming.

Throughout 2021, COMPASS students demonstrated grit, determination, and resilience. After a turbulent period caused by the pandemic, enrollment continues to increase as more young people look for support.

My superpowers are being resilient to challenges and rising to any occasion ...

My next step is an internship opportunity at the Dana-Farber Cancer Institute.

- Kayla McKenna, recent COMPASS graduate
ACCESSING NEW OPPORTUNITIES

Trades Gateway Program

Our exciting new Trades Gateway Program launched in 2021 to help people gain access to specialized training and apprenticeship opportunities. We identify programs or trainings that provide accredited certifications to help people begin meaningful and rewarding careers.

Our team provides intensive coaching and job readiness support to ensure students have a successful start to a career in the trades. Additionally, we launched our Trades Employer Network, which works with partners in the community to offer students employment opportunities that are in demand locally.

To bolster our network, gain program direction, and ensure that our efforts are up to date with current trends in trades, we formed a Trades Advisory Committee. This growing group includes the Employer Network along with other institutions such as MassHire, MassRehab, local trades schools, local trades employers, and local nonprofits such as Wellspring House and Cornerstone Creative.

Trainings students are currently enrolled in include:

- Commercial Driver's License
- Construction Labor
- Electrical
- Fire Alarm Systems
- Hoisting
- HVAC
- Marine Technology
- Plumbing
- Welding

The CDL program saved my life.

- 2021 Trades Gateway Student
Katrina Fuller earned her Class B CDL through our Trades Gateway Program. Her favorite part of being a truck driver?

She’s getting paid while fulfilling her passion for travel.

"It gave me the freedom to work and make money. I was also able to see things I had never seen before, like mountain passes. I have been through, like, every desert, in the middle of the Grand Canyon [...] it was really fun. It has taken me on an adventure and I made money while I did it."

- Katrina Fuller, Trades Gateway graduate

9 STUDENTS WHO HAVE COMPLETED A PROGRAM

1 IN 3 STUDENTS IN THE PROGRAM ARE WOMEN

41% OF THE NATIONAL WORKFORCE WILL BE RETIRED BY 2031, AND FOR EVERY NEW WORKER ENTERING THE TRADES WORKFORCE, FIVE LEAVE OR RETIRE.*

*According to an estimate by The National Center for Construction Education & Research.
Harbor Village

In July 2021, Harbor Village opened its doors on historic Main Street in Gloucester. The mixed-use development provides 30 affordable apartment homes for individuals and families. A partnership between Action Inc. and North Shore Community Development Coalition (NSCDC), Harbor Village is part of our commitment to provide more affordable housing in our community.

Harbor Village is unique. It marries affordable housing, cutting edge green building technology, art and placemaking, and high-quality architecture. Not only does the development bring much needed housing, it also helps to revitalize Main Street.

Harbor Village is Gloucester’s first building designed using Passive House technology.

Harbor Village and the designer of the building, ICON Architecture, were featured on the Global Passive House Showcase. Passive Housing results in ultra-high energy efficiency, reducing operating costs and environmental impact.

While we were unable to host a larger celebration due to COVID-19 concerns, we were able to hold a small ribbon cutting ceremony. Watch the video produced in its honor.
Working with NSCDC’s Punto Urban Art Museum, three mural projects were incorporated into the building. This includes two exterior murals, one by renowned muralist JEKS ONE, and another celebrating the history of Gloucester and the city’s 400th anniversary by local artist Grimdrops (Mike Grimaldi). Inside the building, Yenny Hernandez added vibrant wall murals welcoming residents to the space, while Jacob Ginga’s prints hang in the hallways and common spaces.

Artists from the top:
Yenny Hernandez
JEKS ONE
(Brian Lewis)
Grimdrops
(Mike Grimaldi)
Cape Ann Kids Holiday Fund

In 2021, Action Inc. teamed up with Pathways for Children and Wellspring House, Inc. to launch the Cape Ann Kids Holiday Fund. This joint initiative ensured that local kids, already impacted by the challenges of the pandemic, experienced a magical holiday.

In previous years, we operated a holiday store that reduced the financial burden for parents and brought joy to hundreds of children. This year, we pivoted and raised funds for gift cards for families in the community. Gift cards were both easier to distribute, given COVID restrictions, and provided more flexibility for parents to pick out meaningful gifts specific to their own child.

This collaboration served more than 1,100 kids and raised over $130,000 in funds to purchase gift cards.

Cape Ann Kids Holiday Fund Top Donors & Partners

<table>
<thead>
<tr>
<th>Donor</th>
<th>Amount</th>
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<tr>
<td>100 Women Who Care Cape Ann</td>
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<td>Richard D. Wilson</td>
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<td>Community Response Fund,</td>
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<td>Lyon-Waugh Auto Group</td>
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<td>Brace Cove Foundation</td>
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<td>Steven Mersky</td>
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<td>Breen &amp; Sullivan Mechanical Services</td>
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<td>Joseph and Allison Mueller</td>
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<td>Megan Fulford</td>
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<td>LeahGrace Kayler</td>
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<td>Samuel Crocker</td>
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<td>Bonnie Gunn</td>
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<td>Guardino/Whittemore Family</td>
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<td>Jerry and Margaretha Hausman</td>
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<td>Julie Riordan</td>
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<td>Regan Remillard</td>
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<td>Residential Weatherization Inc.</td>
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<td>Thomas Simons</td>
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<tr>
<td>Trinity Congregational Church</td>
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</tbody>
</table>
Cape Ann Kids Holiday Fund Donors & Partners

Marian Linden
Lucy Littlefield
Beth Looper
Sash Ludwig
Paul and Christine Lundberg
Alexandra Lynn
G. Fred and M. Celene Lyon
Joshua MacDonald
David and Ann Maclaughlin
Meghan MacLaughlin
Mindy MacNeill
Joe Maher
The Maids
Donald and Louise Maier
Richard and Madelaine Makin
Susan Malatesta
Jacqueline Maley
Brenda Malloy
Stephanie Maltese
Manchester Police Department
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Lisa McNamara
Joseph Mechem
Megin
Megan Merlin
Melanie Messer
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Renee and Bill Metterville
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Kristin Michel
Thelma Millard
Todd Mills
Connor and Jessica Minnaar
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Joseph Molnar
Tom and Susan Mooney

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Valerie Moore
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Martha Morgan and Daniel Ottenheimer
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Carol Murray
John and Wendy Nasser
Penelope Neal
Scott Noble
North Shore Mini Storage Essex, Inc.

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Melanie Oldeman
Alice and David O’Leary
Meghan O’Leary
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Laura O’Neill
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Erin Quinn
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Nina Randazzo

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Krista Roche
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Newton and Judith Spurr
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Michael and Sandra Staid
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Adrienne Stinson
Richard Stomberg
Ashley Streb
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Joan Sullivan

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Naomi Sullivan-Callender
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Laura Tawater
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Elin Thomas
Emily Thorne
Annemarie Tirella
Sue Todd
Jennifer Tolo
Robin Dagle Towne
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Cheryl Walsh
Dennis Walsh
Andrea Walsh
Michael Walton
Sarah Warren
Robert Webbet
Robert and Lillian Welcome
Rachel Wells
Mark Werner
Laurel Wheeler
Larry Whitten
Anthony Wilbur
Dick Wilson
Windover Construction
Kathryn Withers
Robert and Joan Wogan
Tom Wojcik
Kiersten Wood
Gretchen Wood
Sarah Wood
Colleen Wood-Bell
Ann Woodbury
Lara Wosepka
June and Jim Wulff
Steve Yost
Colleen Zachareas
Kristen and Leo Zerilli
Sheryl Zuidema
Accord Food Pantry
Action for Boston Community Development
Addison Gilbert Hospital/Beth Israel Lahey Health
American Legion Post 3
Annisquam Sewing Circle
Annisquam Village Church
Ascension Memorial Church
Backyard Growers
Balance of State Continuum of Care Homeless Services Consortium
Beauport Ambulance Service
Berkshire Community Action Council
Beverly Bootstraps
Beverly Housing Authority
Budget Buddies
Cape Ann Chamber of Commerce
Cape Ann Interfaith Commission
Cape Ann Motor Inn
Cape Ann Museum
Cape Ann Transit Authority
Gloucester Biotech Academy
Gloucester Community Preservation Committee
Gloucester Department of Public Health
Gloucester District Court
Gloucester Family Health Center/ North Shore Community Health
Gloucester Fire Department
Gloucester House Restaurant (in collaboration with Salvation Army)
Gloucester Housing Authority
Gloucester Police Department
Gloucester Public Schools
Good Friday Walk
Grace Center
Grand Banks
Greater Lawrence Community Action Council
Greater Lawrence Family Health Center
Greater Lynn Senior Services
HAWC (Healing Abuse, Working for Change)
Holy Family Parish
Housing Assistance Corporation
Institution for Savings
Institution for Savings Charitable Foundation
Invest in People
Ipswich Affordable Housing Trust
MetroHousing Boston
Ipswich Aware
Ipswich Caring
Ipswich Housing Authority
Ipswich Public Library
Ipswich Public Schools
Ipswich Refugee Program
Ipswich Utilities
JRI/Children's Friend & Family Services/ Younity Drop-in Center
JRMHauling & Recycling
Knights of Columbus
Lahey Behavioral Services
LEO Inc.
Lifeline
Low-Income Energy Assistance Program
Lynn Community Health Center
Lynn Housing Authority
Lynn Shelter Association
MA Clean Energy Center
MA Department of Developmental Disabilities
MA Department of Elementary & Secondary Education
MA Department of Energy and Environmental Affairs
MA Department of Housing and Community Development
MA Department of Mental Health
MA Department of Public Health
MA Department of Transitional Assistance
MA Department of Veterans' Services
MA Energy Director's Association
Making Opportunity Count
Manitoba Housing Authority
Manchester Affordable Housing Trust
Manchester Essex School District
Manchester Housing Authority
Massachusetts Coalition for the Homeless
Massachusetts Housing & Shelter Alliance
Massachusetts Law Reform Institute
Massachusetts Rehabilitation Commission
MASSCAP
MassHealth
MassHire
MassHousing
Mission of Deeds – Reading
Moore's Way
National ABLE Network
National Association of Regulatory Utility Commissioners
National Association of State Consumer Advocates
National Consumer Law Center
National Energy Assistance Director's Association
National Grid
Needy Meds
New England Center and Home for Veterans
New England ISO
New England Tractor Trailer Training School
North Shore Art Association
North Shore Career Center
North Shore Community Action Programs
North Shore Community College
North Shore Community Development Coalition
North Shore Community Health Network
North Shore Health Project
North Shore HOME Consortium/ City of Peabody
North Shore Housing Action Group
North Shore Workforce Investment Board
Northeast Legal Aid
Orlando & Associates
Lanesville Orthodox Congregational Church
PAARI
Pathways for Children
Peabody Properties
Peter and Elizabeth C. Tower Foundation
Penn Foster
Plumbing Academy
Quincy Community Action Programs
Regional Youth Prevention Network
RISE Engineering
Riverdale Methodist Church
Rockport Community Preservation Committee
Rockport Council on Aging
Rockport Housing Authority
Rockport Public Library
Rockport Public Schools
Salem State University
Salvation Army
Santander Bank
Scatterday's Driving School
Self Help, Inc.
SeniorCare
Share our Strength (Cooking Matters)
Shaw Fund for Mariner's Children
South Bay Community Services
South Middlesex Opportunity Council
South Shore Community Action Council
Springfield Partners for Community Action
St. John's Episcopal Church
St. Mary's Episcopal Church
St. Paul Lutheran Church
St. Vincent DePaul
Sunshine Taxi
Temple Ahavat Achim
The Caleb Group
The Open Door
Triangle, Inc.
UMASS Medical School
United Way of Massachusetts Bay & Merrimack Valley
US Department of Education
US Department of Energy
US Department of Health and Human Services
US Department of Housing and Urban Development
Valley Opportunity Council
VNOC
Wellspiring House
WindRiver Construction
Woodman's Restaurant
Worcester Community Action Council
YMCA of the North Shore
| Essex County Community Foundation          | $171,960.25 | Youths’ Friends Association, Inc.   | $5,000.00 |
| Tides Foundation                        | $150,000.00 | MLS Property Information Network   | $4,250.00 |
| Institution for Savings                | $40,000.00  | Christian and Michele Fisher       | $3,500.00 |
| United Way of Massachusetts Bay and Merrimack Valley | $38,520.00 | Linzee Coolidge                    | $3,000.00 |
| Beverly and Addison Gilbert Hospitals  | $25,000.00  | Dusky Foundation of the Essex County Community Foundation | $3,000.00 |
| Sailors’ Snug Harbor of Boston          | $25,000.00  | Industrial Boiler & Mechanical Services, LLC | $3,000.00 |
| The Applied Materials Foundation        | $25,000.00  | Powderhouse Plumbing               | $2,500.00 |
| Dick and Kathy Berggren                 | $10,000.00  | Karina and Gary Roark              | $2,500.00 |
| John and Mollie Byrnes                  | $10,000.00  | Annisquam Sewing Circle            | $2,000.00 |
| John and Ann De Raismes                 | $10,000.00  | Atlantic Vacation Homes            | $2,000.00 |
| Tower Family Fund                       | $10,000.00  | Kevin Harron                       | $2,000.00 |
| North Shore Community Health Network    | $9,061.00   | David and Margaret Leeco           | $2,000.00 |
| Breen & Sullivan Mechanical Services    | $8,000.00   | Paradigm Partners                  | $2,000.00 |
| Norman MacFarland                      | $7,500.00   | Chrisanna Thompson                 | $1,900.00 |
| McCarthy Family Foundation              | $7,500.00   | AD Sales                           | $1,500.00 |
| David and Linda Carlson                 | $5,000.00   | Margaret and Anthony Artuso        | $1,500.00 |
| The Jebediah Foundation                 | $5,000.00   | LeahGrace Kayler                   | $1,500.00 |
| Stephen Kaloyanides Jr.                 | $5,000.00   | Barry and Nancy Danaher            | $1,211.40 |
| Michael Schiavone                       | $5,000.00   | Sweeping Heart Zen                 | $1,200.00 |
| Cape Ann Cannabis                       | $1,125.23   | Anonymous                          | $1,000.00 |
| Anonymous                               | $1,000.00   | Apple Lane Foundation              | $1,000.00 |
| Michael Badalucco                       | $1,000.00   | Steven Carhart                     | $1,000.00 |
| David M. Murphy Plumbing, Heating and Gas Fitting Inc. | $1,000.00 | John De Raismes                    | $1,000.00 |
| John De Raismes                         | $1,000.00   | Laura Dow                          | $1,000.00 |
| Bonnie Gunn                              | $1,000.00   | Virginia Hughes                    | $1,000.00 |
| Christian Jacqz                         | $1,000.00   | Kanter Kallman Foundation          | $1,000.00 |
| Kanter Kallman Foundation               | $1,000.00   | George and Kathleen Lieser         | $1,000.00 |
| Roy and Shelagh McCauley                | $1,000.00   | Peter Meyer                        | $1,000.00 |
| William Newhall and Robert McCrae       | $1,000.00   | The Portland Group                 | $1,000.00 |
| The Portland Group                      | $1,000.00   | Emily Richey-Stavrand              | $1,000.00 |
| Emily Richey-Stavrand                   | $1,000.00   | Sally Smithwick                    | $1,000.00 |
| Sally Smithwick                         | $1,000.00   |
Applauding Our Donors

James and Laura Lowell
Barry Loy
Marianne Lufkin
Abbie Lundberg and Anthony Gross
Sue Lupo
Martin and Barbara Luster
Diana Lynch
Peggy Maki and Ronald Defino
Stephanie Maltese
John and Christine Maney
Adah Marker
Kathleen Marks
Katy Marques
Lee Marshall and Paul Goldberg
Massachusetts Bankers Association Charitable Foundation Inc.
Andy and Peggy Matlow
Cheryl Mazer
John and Patricia McCarthy
Madeline McCormack
Judith McCulloch
Juliet McDonnell
Joe and Johanna McEvoy
Stephen McGivern
Mercy McMahon
Joseph Mello
W. Merritt
Ann Messenger
Judy Metcalfe
Renee and Bill Metterville
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Glenn and Lisa Wilson
Andrew Withers
Peter Wonson
Gretchen Wood
Daniel Wunschel
June and Jim Wulff
Steve Yost
Diane Young
Susan Zimicki
Every day, across all our programs, knowledgeable and compassionate staff are committed to the pursuit of a common goal: To improve the lives of the people we serve. Here are just a few examples of the countless ways the Action Inc. Staff has gone the extra mile to lend a helping hand in 2021:

- Shelter staff continued to take on extra shifts to serve guests around the clock. The team worked closely to support guests despite the ongoing health risks.
- For most of 2020 our Energy Efficiency work was restricted due to COVID. In 2021, our team worked hard to ensure they could safely return to working in people’s homes. Last year we returned to serving households at pre-pandemic levels, reducing housing costs, and increasing the safety and comfort for more families.
- Our facilities and administrative staff worked diligently to put protocols in place that safely returned staff to their offices. Returning to the office improved staff morale, allowed for better communications, and facilitated increased collaboration.

“Amazing People Work Here”

During her 38 years at Action Inc., Rita Carvalho has been the primary architect and manager of our award-winning statewide energy affordability programs, which currently deliver over $100 million in energy efficiency measures to over 25,000 homes annually.

Rita helped design, build, train, and monitor the network of agencies and contractors that implement this program. Working across the state with this diverse network was a job that required intelligence, compassion, and patience. Fortunately for our clients, staff, and the network, Rita was very successful at it.

– Elliott Jacobson

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– Elliott Jacobson

“This is the most cohesive and caring group I have ever worked with.”

- Action Inc. Employee

Rita’s passion, creativity, and direction helped establish Action Inc. as a leader in energy affordability programs for the State of Massachusetts and beyond. Rita retired in the summer of 2021 and the wisdom, dedication, and humor she brought to her work are missed by all. From all of us here, we wish you a long and happy retirement!
REVENUE

- Federal Contracts $4,391,920.00 7%
- State Contracts $918,998.00 1%
- Private Contracts $54,986,422.00 89%
- Private Grants and Donations $1,159,786.00 2%
- Other Revenue $440,787.00 1%
TOTAL $61,897,913.00 100%

EXPENSES

- Program Expenses $59,106,644.00 97%
- Administration and Other $1,814,150.00 3%
TOTAL $60,920,794.00 100%
Because of friends like you, Action Inc. served 4,946 individuals and families in 2021.

Your contributions helped provide safe housing, better job opportunities, and access to programs that transformed people’s lives.

With your continued support, we can build a more equitable community for everyone.

Thank you for your generosity. Thank you for believing in Cape Ann.

So many times, when people have nowhere else to turn, Action Inc. steps up and has an answer.

- Bruce E. Tarr, Massachusetts Senate Minority Leader

BELIEVE IN CAPE ANN

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Gloucester, MA 01930
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Gloucester, MA 01930
978-283-4125

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December 21st

National Stabilize Peace’s Memorial Day

On the winter solstice, the longest night of the year, we remember those we have lost who had experienced loneliness.

Their feet took their walk as many as if we. We remember their laugh, smile, tears and the impact they had on each of us.

When we are gathered to remember this year we are displaying a light for each life lost. We will be leaving them up through Christmas for friends and family to pay their respects and add a little extra light during these dark times.

We hope that it serves as a reminder they are with us still. Some from sight but not forgotten.
The mission of Action Inc. is to build an equitable and resilient community by creating opportunities for all on Cape Ann.