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Katie Jenner  
Taylor Jesso  
Jamin Jones  
Ken Kudym  
Lynne Kugel  
Jen LaFlam  
Allison Lex  
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Marc Lorah  
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Kristin Macek  
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Nikki Marin  
Alex May  
Jeff Melanson  
Doug Merlin  
Megan Merlin  
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Barry Moir  
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Paul Murphy  
Matt Murrin  
Gyjl Mustafa  
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Jim Noble  
Alyssa O’Keefe  
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THE MISSION OF ACTION INC. IS TO BUILD AN EQUITABLE & RESILIENT COMMUNITY BY CREATING OPPORTUNITIES FOR ALL ON CAPE ANN
Hello Friends,

Entering 2022, the country was facing a more serious strain of the COVID-19 virus, unprecedented inflation, and facing growing concerns of the economy going into a recession.

As we’ve done from the start, Action Inc. helped the residents of Cape Ann navigate economic insecurity and hardship through our programs and services – Rental/Mortgage Assistance, Utility and Fuel Assistance, Energy Efficiency Services, Job Training & Education, and Affordable Housing and Emergency Shelter.

For Action Inc., 2022 was a year of extraordinary growth.

• We provided rental, mortgage, and utility assistance to hundreds of Cape Ann residents.
• We added a Resident Services Case Manager to our Harbor Village affordable housing site to assist residents with paperwork to maintain their tenancy, as well as access community services.
• We celebrated two ribbon cuttings at our new pop-up retail business space which serves as an incubator for women-owned and BIPOC-owned businesses.
• We expanded the number of units in our Housing First program, enabling more chronically homeless individuals to be permanently housed.
• In our Training & Education department, we piloted and then funded our English as a Second Language (ESL) program and expanded our Financial Empowerment and Job Training offerings.
• We provided Fuel Assistance to hundreds of households, ensuring that over 2,700 people had heat through the winter.
• We hosted the graduation of 19 COMPASS students, gathering for the first time since before the pandemic.
• Alongside our partners, we served 1,273 children on Cape Ann for another successful year of the Cape Ann Kids Holiday Fund.
• We expanded our Energy Efficiency program to serve 31 total cities and towns, providing energy efficiency equity to Greater Cape Ann and Essex County – and we opened an office in Peabody to meet those needs.

None of this growth would have been possible without the support of our partners, donors, and dedicated staff and Board. As we look forward to 2023, we will continue growing to meet the needs of our community.

Peggy Hegarty-Steck
Chief Executive Officer

Linda Giamanco
Board Chairperson
HARBOR VILLAGE
More Than Just Housing

After construction finished in July of 2021, Harbor Village quickly became home to 30 individuals, couples, and families. In 2022, we focused on creating shared space for community groups, hiring a Case Manager to support our new residents, and providing a retail spot on Main Street for budding entrepreneurs through Project: Pop-Up.

SHORT TERM RENTAL AND MORTGAGE ASSISTANCE provides temporary financial support to people at risk of losing their homes. Thanks to funding made available in part by the City of Gloucester Community Preservation Act, the Manchester Affordable Housing Trust, the Ipswich Affordable Housing Trust Fund, and the Town of Rockport Community Preservation Act, we helped 457 people living on Cape Ann avoid eviction or foreclosure.

Caryn Clifford, Director of Community Services

COUNTRY SERVICES

As household costs continued to rise throughout 2022, hundreds of people sought support through our Community Services department. Our team of Community Services Navigators helped individuals and families find and maintain safe housing, avoid eviction, access public benefits to stretch their incomes, and connect with the right resources to gain better financial stability.
In July 2022, we were excited to welcome our new Resident Services Case Manager to the Action Inc. team. In addition to coordinating community events and the use of the new program space on Elm Street, Alyssa helps residents of Harbor Village:

- Figure out a plan if they’re behind on rent
- Connect with resources in the community
- Complete benefits paperwork & applications
- Address housing concerns
- Organize social activities in the building

The Harbor Village Program Space offers our community a place to gather, share, and learn. The Massachusetts Rehabilitation Commission uses the space weekly to meet with Cape Ann clients who are looking for training, employment, and educational support. Over the fall, the space hosted community vaccine clinics in conjunction with North Shore Community Health, as well as an overdose prevention training presented by ONE STOP Harm Reduction.

Alyssa meets with Hope, who lives at Harbor Village with her two children

"I absolutely love living here! My apartment is warm, cozy & safe, soundproof & lovely. Every morning as I open my shades my heart is thankful."

- Harbor Village Resident -

**Project: Pop-Up** provides emerging brands with the opportunity to showcase their businesses in a traditional retail space. Created by pop-up company UpNext, the goal is to “revitalize our village centers and commercial hubs as we emerge from the pandemic” while supporting entrepreneurs who are female and/or Black, Indigenous, and people of color. With support from the City of Gloucester, Greater Cape Ann Chamber of Commerce, Brace Cove Foundation, and North Shore CDC, we were excited to provide subsidized rent and welcome this new project to downtown Gloucester.

Businesses ‘DETAIL’ & ‘TEHILLA S’ participate in a ribbon cutting
The addition of several new Housing First participants meant adding more staff as well. Doug Merlin had worked at the Emergency Shelter since 2016 and was well versed in the issues facing unhoused individuals in the community.

Sophia Douglas began her career at Action Inc. in 2016 when she was hired as an Intake Coordinator. In 2018, she joined the Housing First team as a Case Manager. In 2022, Sophia was promoted to manager of the Housing First program.

Sophia Douglas, Housing First Program Manager
Doug Merlin, Housing First Case Manager

Everett has been struggling with substance use disorder, specifically with alcohol, for most of his life. When we met him 10 years ago, he was, “in the midst of losing everything” – specifically his job, his home, and his family. Over the past few years, Everett has bounced between the shelter, the hospital, and jail. He spent a good deal of time sleeping outside and, “drinking spirits with the spirits” in the graveyard, he says with a grin.

Due to his daily alcohol use, he was unable to physically move himself off the street, where he had been sitting for days. It was in that moment that Everett shares he had a serious conversation with himself and said, “enough.” He asked us to call an ambulance and they took him to the hospital.

His health had deteriorated significantly from the drinking, and there was a lot of recovering to do – both physically and mentally. Upon discharge from a short-term rehab facility where he worked on getting stronger, he stayed at our Emergency Shelter and began working with shelter case managers to find permanent housing and recovery supports.

Everett is now in recovery and living in his own apartment with his cat, Kitty. His Housing First Case Manager Anthony meets with him weekly to check in. He often goes to the Cape Ann YMCA to swim, which he says helps him reduce his anxiety and find peace, and he wants to go back to school to finish his liberal arts degree. He has reconnected with family members – including his 18-year-old son. “That’s the biggest thing now – repairing.”

I can’t change the past, but now I’m going forward. I know I’ve hurt a lot of people. That wasn’t me, and I’m here to say: ‘this is me.’
Let’s go have a sandwich.

- Everett, Housing First Participant -
HOUSING FIRST CONTINUES TO GROW IN 2022

The Housing First program provides formerly chronically homeless individuals and families with housing and ongoing case management and support. In 2022, we received additional funding from the Massachusetts Department of Public Health to expand the number of clients supported through our Housing First program. This funding allowed us to move six new individuals and families into safe, permanent housing, growing the Housing First program to a total of 73 individuals and families housed.

Jim Noble
Housing First Case Manager

Jim Noble first connected with Action Inc. over 40 years ago, “I always felt like I could relate to people and wanted to make a difference in their lives.”

Jim was hired at the shelter and worked there for the next 15 years, eventually becoming the Shelter Manager.

“At first, I had some misconceptions about homelessness. I didn’t understand their struggles. But I started seeing things differently as I was working there, including how I saw myself. I used to drink all the time, and I never thought I had a drinking problem until I started seeing and helping people at the shelter deal with their addictions. The shelter gave me a chance to see myself through other people’s eyes … to see what alcohol did to them - and to me. It allowed me to relate to them and it helped me to get sober.”

When the Housing First program began to grow, Jim transitioned from his role at the Shelter to become a Case Manager. He now provides guidance and support to people who have moved into permanent housing after experiencing years of chronic homelessness.

“I’ve learned so much from people in the Shelter and in our Housing First program. The way I see it, I’m a student and the people in our programs are the teachers. I let them guide me.”

“It is a basic right for everybody to have a home. A place to sleep safely and gear up for the next day. In a country as strong as this one, we should do everything in our power to try and help those who are homeless. I truly believe this.

- Jim Noble -
The Emergency Shelter provides more than just a place to sleep for people experiencing homelessness. Shelter guests have access to three meals a day, medical and behavioral health treatment, and a supportive case manager who can help them connect with the right resources.

Kristin, Current Shelter Guest

Remembering Those We’ve Lost

December 21 – the first day of winter and the longest night of the year – is National Homeless Persons’ Memorial Day. On this day, communities across the country remember those who have died without a home and recommit to working toward a world where no life is lived or lost in homelessness.

To help remember the 100 friends, neighbors, and loved ones from our community who have passed away after experiencing homelessness, each person’s name was memorialized in chalk on our Main Street building.

The simple mural illustrated the toll homelessness has taken on our community and helped us reaffirm our commitment to housing for all.
Teodora Lopes visited the US for a summer of fun and self-discovery on a student visa from Romania in 2018. At that time, her English skills were not great. While working at Dunkin’, she would meet her future husband. Unfortunately, she could barely communicate with him.

This was all the motivation Teo needed to start investing time in improving her English skills. She watched YouTube videos, read, and, most importantly, took Adult Education classes at Action Inc. when she returned in 2019. She also got married.

Teo earned her bachelor’s degree in psychology in December 2022 and is planning on going for her master’s degree this year. She currently works at Pathways for Children as a Care Coordinator and at Action Inc. as an Administrative Assistant.

“English as your second language is a difficult journey; with patience and dedication, it is possible.”

“Be kind to yourself in this journey, and don’t forget that knowing another language is like possessing a second soul.”

— Teo Lopes —
COMPASS helps out-of-school youth ages 16–24 earn their high school equivalency diploma. The program offers intensive support services such as one-on-one counseling, tutoring, college and career preparation, and life skills coaching. Students can also connect with paid internships, job shadowing opportunities, training programs, and employment.

Mcaela Chase
2022 COMPASS Graduate

Mcaela began the COMPASS program to get her High School Equivalency diploma, but she ended up gaining much more. “COMPASS is the place I feel the safest. They have opened up a world of possibilities.” Having recently moved back to Gloucester from Ohio, Mcaela needed help finding a place to live, getting a job, and figuring out her next steps.

Once at COMPASS, our staff helped her buy an air mattress and bedding. She connected with our Community Services Navigators to help her pay move-in costs and rent for her new apartment. She met with our Financial Empowerment Coordinator to work on a budget. Our Job Training Coordinator helped her get a job at Applied Materials, and staff connected her to the Gloucester Biotechnology Academy, where she’s currently enrolled.
In September, proud family and friends watched as students from our COMPASS program received their High School Equivalency diplomas during a graduation celebration at the Shalin Liu Performance Center in Rockport. Aiden DeCaro, a 2022 COMPASS Graduate, spoke at the graduation.

“When I was 15, I made the decision to drop out of my sophomore year of high school. My mental health issues and the treatment I was receiving for them became too much to juggle in combination with attending classes.

Though it was a decision I had to make, being out of school at such a young age was terrifying. Even after I had taken the time I needed to focus on my recovery and get back in a position where I could prioritize my education, being out of school left me feeling directionless. I knew I needed to work hard if I wanted the same future I had planned on when I was in school.

There is certainly a misconception that the only people who drop out of high school are those who are too lazy or unmotivated to care about their futures. This could not be further from the truth. Without the guides put in place by the standard education system, everyone standing on stage with me today had to work doubly hard to ensure their futures. I am proud to say that I am now working on applying to art colleges with the hopes of studying animation, a dream that I have always had but was never sure if I would be able to make it to.”

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I firmly believe that the decision to overcome a challenge is not a single choice that is made overnight; it is one that is made every morning when you choose to get out of bed and keep trying.

- Aiden DeCaro -
### 2022 IMPACT & ACHIEVEMENTS

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<thead>
<tr>
<th>Count</th>
<th>Description</th>
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<tbody>
<tr>
<td>457</td>
<td>people received rent or mortgage payments through our Short-Term Mortgage and Rental Assistance program</td>
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<tr>
<td>7,540</td>
<td>housing units across the state were improved through our Multi-Family Energy Efficiency program</td>
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<tr>
<td>62</td>
<td>people lived in safe and affordable homes at Harbor Village throughout 2022</td>
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<tr>
<td>72</td>
<td>people participated in our Adult Education program</td>
</tr>
<tr>
<td>123</td>
<td>people received job readiness training or career coaching</td>
</tr>
<tr>
<td>15</td>
<td>young adults earned their High School Equivalency diploma through the COMPASS program</td>
</tr>
<tr>
<td>144</td>
<td>people received payments toward their utility debt</td>
</tr>
</tbody>
</table>

**Michele Ameno, Adult Education Manager**

Our Adult Education program was once again ranked as one of the top-performing programs in the state by the Department of Elementary and Secondary Education, giving our program 15 out of a possible 15 points in their most recent evaluation.

2022 IMPACT & ACHIEVEMENTS
700 people experienced increased health, safety, & comfort due to energy efficiency improvements made within their home.

95% of graduates in our Financial Empowerment program reported improved credit scores.

100% reported improved financial wellbeing after they completed the program.

Rung McLean, former Adult Education student and HiSET recipient
Barry Danaher, Financial Empowerment Coordinator

360 local people avoided eviction or foreclosure thanks to support from our Community Services program.

170 people had their heating systems repaired or totally replaced.

54 units of affordable housing owned by Action Inc. in 2022.

2,732 Cape Ann residents had help paying their utility bills through the Fuel Assistance (LIHEAP) program.

62 people experiencing homelessness found a safe place to stay at our Emergency Shelter.

Justin, Former Shelter Guest
Michael Hiland, Shelter Manager
Action Inc.’s energy efficiency services have been successfully serving Cape Ann since the 1970s. This year, our Energy Services program grew significantly, now providing home energy efficiency services in 31 cities and towns across Essex County.

Action Inc. worked closely with its sister agencies North Shore Community Action Programs (NSCAP) in Peabody and LEO in Lynn to transition and consolidate their energy efficiency services under Action Inc. As CEO Peggy Hegarty-Steck explains it, “we have always enjoyed strong partnership in the region and consolidation of these services made a lot of sense for all three organizations.”

With a much larger territory to cover, we hired new staff and opened an additional Energy Services office in Peabody to better serve income-eligible households on the North Shore. Also, we launched a user-friendly website, actionincenergy.org, to help provide homeowners, renters, and landlords with more information about our Energy Services program.

**COMMUNITIES SERVED:**

- Amesbury
- Beverly
- Boxford
- Danvers
- Essex
- Georgetown
- Gloucester
- Groveland
- Hamilton
- Haverhill
- Ipswich
- Lynn
- Lynnfield
- Manchester-by-the-Sea
- Marblehead
- Merrimac
- Middleton
- Nahant
- Newbury
- Newburyport
- Peabody
- Rockport
- Rowley
- Salem
- Salisbury
- Saugus
- Swampscott
- Topsfield
- Wakefield
- Wenham
- West Newbury
The next generation of Energy Services leaders at Action Inc. are supporting the growth of our energy efficiency programs. Jon Daley, Brendan Delaney, and Brian Beote head up our energy efficiency programs, focusing on multi-family and single-family housing properties.

**Elliott Jacobson**

*Vice President for Energy Services*

Elliott Jacobson started at Action Inc. at 30 years old as a planner and went on to create the department we now know as Energy Services. Since then, he has developed countless energy efficiency programs, helping income-eligible residents enjoy better health, safety, and comfort in their homes while saving money on their energy bills. Forty-five years later, he is still leading the way.

Recently featured in a Cape Ann Magazine article highlighting his impressive career, Elliott is a pioneer in energy efficiency programming and recognized as a national leader in the energy efficiency space. He has forged lasting relationships with local, state, and national officials, and he has advocated on behalf of his community.

His advocacy has benefitted countless low-income families and seniors over several decades. These programs deliver tens of millions of dollars’ worth of energy efficiency upgrades to homes across the state each year and are a key part of the environmental equity movement.

These upgrades are funded through the utility companies to assist low-income households. Statewide, spending on these energy efficiency programs is about $120 million per year, of which Action Inc.’s programs represent $70 to $80 million for our local work and work we oversee that is completed across the state.

> He was the one who was there from the beginning and really created what we now know as low-income energy affordability. He really is a founder in the whole movement, and he’s helped countless numbers of people by doing that.

> — Peggy Hegarty-Steck, Action Inc.’s CEO —

**Jon Daley,** *Director of Utility Budget & Data Systems*

**Brendan Delaney,** *Residential Energy Director*

**Brian Beote,** *Director of Energy Efficiency Operations*

The next generation of Energy Services leaders at Action Inc. are supporting the growth of our energy efficiency programs. Jon Daley, Brendan Delaney, and Brian Beote head up our energy efficiency programs, focusing on multi-family and single-family housing properties.
When the Energy Services program expanded in the beginning of FY22, we proudly welcomed our first female Building Performance Specialist (BPS) to the team.

Andrea had previously worked as a BPS for two years at LEO, our sister agency located in Lynn. Andrea’s positive attitude and knowledge of the job allowed her to move quickly into the Technical Coordinator role that was available at our new office in Peabody. She now supervises four other Building Performance Specialists and continues to conduct home energy assessments across the North Shore.

In February, Andrea earned her Energy Auditor and Quality Control Inspector certifications from the Building Performance Institute. These certifications now qualify her to perform home energy assessments for the Federal Department of Energy.

“Thank you for having such a great team! Everyone involved from beginning to end genuinely cared about the end results and helping us save money weatherizing our home!”

- Energy Efficiency Customer -

What is a Building Performance Specialist?

Building Performance Specialists (BPS) perform comprehensive energy assessments on homes to identify potential upgrades that would make the home more energy efficient. Once they make recommendations based on their findings, the BPS oversees any work that needs to be done to ensure people receive the highest-quality services and upgrades possible.
Every year, thousands of Cape Ann residents look to our Fuel Assistance program (LIHEAP) to help them pay their home heating bills.

More than half of those who apply are seniors who are living on a fixed income. The financial support provided by Fuel Assistance allows more of their income to be spent on necessities like food and medication. It also keeps them warm and comfortable during the winter.

Marie Sanviti, Director of Energy Advocacy & Benefits Programs  
Jenn Schmorrow, Utilities Advocate

Marie Sanviti has been working at Action Inc. for 34 years. Utilities Advocate Jenn Schmorrow has been with us for the last 17 years. Both Marie and Jenn grew up in Gloucester and have been an integral part of our Fuel Assistance office, working hard to ensure people receive the highest benefit possible.

NEW WATER & SEWER PROGRAM FOR 2022

This year we introduced a new state-funded program to help people who are struggling to pay their water and sewer bills. Local households can now apply for this new assistance through our online portal, at the same time they apply for the Fuel Assistance program.
AccessHealth MA
Acord Food Pantry
Action for Boston Community Development
Addison Gilbert Hospital/Beth Israel Lahey Health
Applied Materials
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
Black Earth Compost
Black Tree Inc.
Breen & Sullivan Mechanical Services
Brookline Bank
Cape Ann Chamber of Commerce
Cape Ann Interfaith Commission
Cape Ann Motor Inn
Cape Ann Museum
Cape Ann Savings Bank
Cape Ann Transit Authority
Catholic Charities
Center for Eco-Technology (CET)
Citizens for Citizens
City of Gloucester
City of Peabody
Community Action of Pioneer Valley
Community Action Programs Inter-City, Inc.
Community Action, Inc.
Community Teamwork, Inc.
Condensed Curriculum International
CORE Peer Recovery & Resource Center
Cornerstone Creative
DF Clark
Disability Resource Center
Element Care
Eliot Community Human Services
Emmaus, Inc.
Essex County Bar Association
Essex County Community Foundation
Essex Housing Authority
Essex North Shore Agricultural & Technical School
Family Promise North Shore
Fenway Health
Food and Fuel Fund
Gloucester Biotechnology Academy
Gloucester Community Preservation Committee
Gloucester Department of Public Health
Gloucester District Court
Gloucester Education Foundation
Gloucester Fire Department
Gloucester Housing Authority
Gloucester Police Department
Gloucester Public Schools
Gloucester Stage Company
Good Friday Walk
Grand Banks
Greater Lawrence Community Action Council
Greater Lawrence Family Health Center
HAWC (Healing Abuse, Working for Change)
Housing Assistance Corporation
Invest in People
Ipswich Affordable Housing Trust Fund Board/
   Ipswich Housing Partnership
Ipswich Aware
Ipswich Caring
Ipswich Housing Authority
Ipswich Public Schools
Ipswich Refugee Program
Ipswich Utilities
JRI/Children’s Friend & Family Services
JRM Hauling & Recycling
Lahey Health Behavioral Services
LEAP for Education
Learn to Cope
LEO Inc.
Lifebridge North Shore
Low-Income Energy Affordability Network
Lynn Community Health Center
Lynn Housing Authority
Lynn Shelter Association
MA Clean Energy Center
MA Department of Children & Families
MA Department of Developmental Disabilities
MA Department of Elementary & Secondary Education
MA Department of Energy and Environmental Affairs
MA Department of Housing & Community Development
MA Department of Mental Health
MA Department of Public Health
MA Department of Transitional Assistance
MA Department of Veterans’ Services
MA Department of Youth Services
MA Energy Director’s Association
Making Opportunity Count
Manchester Affordable Housing Trust
Manchester Essex Regional School District
Manchester Housing Authority
Massachusetts Coalition for the Homeless
Massachusetts Housing & Shelter Alliance
Massachusetts Law Reform Institute
Massachusetts Rehabilitation Commission
MASSCAP
MassHealth
MassHire – North Shore Career Center
Metro Housing - Boston
Mission of Deeds
Moore’s Way
National Association of Regulatory Utility Commissioners
National Association of State Consumer Advocates
National Consumer Law Center
Partnering with other organizations has always been an essential part of Action Inc. Collaborating with community partners allows us to reach a broader range of people, brings diverse perspectives and new insight to our work, and gives us the opportunity to accomplish more than we could alone.

These relationships not only strengthen and support our individual organizations - they strengthen our whole community.
### DONORS & PRIVATE FUNDERS — $1,000 & ABOVE

#### Fiscal Year 2022 (October 1, 2021 - September 30, 2022)

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<td>$2,500</td>
<td>Karina &amp; Gary Roark</td>
</tr>
<tr>
<td>$2,500</td>
<td>Bethany Woods</td>
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<tr>
<td>$2,100</td>
<td>David &amp; Margaret Leeco</td>
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<tr>
<td>$2,100</td>
<td>Temple Ahavat Achim</td>
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<tr>
<td>$2,000</td>
<td>Michael &amp; Kelly Arsenian</td>
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<tr>
<td>$2,000</td>
<td>Kevin Harron</td>
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<tr>
<td>$2,000</td>
<td>Nancy Shorter &amp; David Manley</td>
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<tr>
<td>$2,000</td>
<td>William Newhall &amp; Robert McCrae</td>
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<tr>
<td>$2,000</td>
<td>Carole Sharoff</td>
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<tr>
<td>$1,700</td>
<td>Emmanuel Church</td>
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<tr>
<td>$1,500</td>
<td>Annisquam Sewing Circle</td>
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<tr>
<td>$1,500</td>
<td>Margaret &amp; Anthony Artuso</td>
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<tr>
<td>$1,500</td>
<td>LeahGrace Kayler</td>
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<tr>
<td>$1,500</td>
<td>Patricia Roach &amp; Rob Martin</td>
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<tr>
<td>$1,350</td>
<td>Geoffrey Bayliss</td>
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<tr>
<td>$1,200</td>
<td>Sarah Mellish</td>
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<td>$1,000</td>
<td>Community Helping Hands</td>
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<tr>
<td>$1,000</td>
<td>Diane Faissler</td>
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<tr>
<td>$1,000</td>
<td>Perry Ramsden &amp; Don Gfoerer</td>
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<td>$1,000</td>
<td>Industrial Boiler &amp; Mechanical Services, LLC</td>
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<td>Kanter Kallman Foundation</td>
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<td>Peter Kovner</td>
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<tr>
<td>$1,000</td>
<td>Ronald &amp; Maura LaBarre</td>
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<tr>
<td>$1,000</td>
<td>Gloucester Elks Lodge No. 892</td>
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<tr>
<td>$1,000</td>
<td>Roy &amp; Shelagh McCauley</td>
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<tr>
<td>$1,000</td>
<td>Rebecca R. Gibbs Memorial Charitable Fund</td>
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<tr>
<td>$1,000</td>
<td>Claire Sanford</td>
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<tr>
<td>$1,000</td>
<td>James &amp; Barbara Siergiewicz</td>
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<tr>
<td>$1,000</td>
<td>Sally Smithwick</td>
</tr>
<tr>
<td>$1,000</td>
<td>Wales Family Fund</td>
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</table>
2022 DONORS & PRIVATE FUNDERS — $50 & ABOVE
Fiscal Year 2022 (October 1, 2021 – September 30, 2022)

Stefan Abramo
Jerry Ackerman
Susan Alvey
Amelie, Kat, Kendall, Madeline,
Margaret, Pearl, Piper, and Tessa
Edward and Mary Anderson
Karen and Tony Andrew
Alison Anholt-White
Michael Arnold
Toby Arsenian
Ascension Memorial Church
David and Maryanne Askwyth
Danielle Azzariti
Amanda Babson
Robert Baker
BankGloucester
Peter and Catherine Bartholomew
Betsy Bosch
Baun Scuba, Inc.
Catherine Bayliss
Patrishia Beauchamp
John and Janis Bell
Laura Bergheim
Sally and Nathan Berkowitz
Theodore Bidwell
Cynthia and John Bjorlie
Alden and Dale Blodget
Brandi Bonds
Jay and Kathleen Bothwick
Janice Brand
Julia Brotherton
Jennifer Brown
Buckman Fund
Peter Calkins
Andrew and Margaret Calkins
CB Fisk, Inc. Organ Builders
Kathryn Chamberlain
Claudette Chmura
Kathleen and Kevin Clancy
Chester and Ellen Clark
Cloudsplitter Foundation
Bruce Coates
Maura Coates
William Colby
Coldwell Banker
Debbie Cole
Robin Comer
Commonwealth Charitable Fund
Karen Conant
John and Carol Conlon
James and Norma Cooney
Liz Serpa and Roger Corbin
Robert and Barbara Cornell
William and Louise Cornetta
Cove Hill Fund
Peter Crabtree
Dan Greenbaum and Deborah Cramer
Monica Lawton and Raymond Crane
Bernadette Cruz
Paul Cultierea
Edward Dahlmer
Debra C. Darby
David M. Murphy Plumbing, Heating
and Gas Fitting Inc.
Jean Davis
Ashley Desrosiers
Stephen and Dawn Dexter
Robert and Madeline DiCicco
Michael DiLascio
Charlotte Dodge
Ann Driscoll
Margaret and Steve Driscoll
Nana Dunn
Eck Family
Janet Grover and Dahmen Emerson
Lisa English
Katharine C. Evans
Sidney Faithzik
Ann Febiger
Mitchell Feldman
Erika Ferri
Robert Heineman and Susie Field
Guy and Andrea Fincke
Newton Fink
Ellen Flatley
Frances and John Fleming
Rosaria Giambanco Floyd
Deb Fowler–Wheaton
Kathy Frick
Tim and Holly Frithsen
Marion Frost
James Garrels and Joan Brooks
Paul Gasowski
Lucile Gatchell
Steven Phillips and Amy Gault
Bonnie Sylvester and Jonas Gavelis
Rabbi Myron and Eileen Geller
Rachel Gershaw
Linda Giamanco
Lucy and Clyde Gillard
Steven and Maria Gillespie
Patricia Harrington and Bob Gillis
Jennifer Gillis
Ronald and Jane Gillis
James Gillooly
Yuri Tuvim and Mary-Louise Giuliano
Pamela Gledhill
Gloucester Marina Inc.
John Glovsky
Beth Goldberg
Dale Brown and Curtis Gollrad
James Gutstadt and Nancy Goodman
Goodwin Party Shop
Peter and Janice Goodwin
John and Bonnie Graham
Donald and Janet Greenwood
Garth and Lindsay Greimann
Joyce Griffin
Abbie Lundberg and Anthony Gross
Bonnie Gunn
Stephan and Marion Hall
Susan Halpern
Daniel Halston
Susan and Ed Hand
Bonnie Halston
Laura Harrington
Ann Harrison
JoeAnn Hart
Karl Hemberger
Sandra J. Herdman
Thomas Herron
Richard R. Heuser
Adam Hocherman
Debe and Nick Holland
Peter Hornbeck
Caroline Hovey
Jeff Hunter
Heidi Jackson Dean
Sally Jackson
Edith Jacobs
Elliott and Mary Jacobson
Edward and Janet Jeffries
Harold Jones
Charlotte Kahn
Carin Kale
Marietta Kamin
Thomas and Andrea Kelly
Timothy and Sandra Kirby
Thomas and Mary Ann Klein
Gerhart and Brigitte Klein
Lynn Klotz
John Ktistes
Ullabritt Edvardsson Lam
Heidi Lane
Courtney Lane
Stephen Langer
Jessica Lanier
Henry and Frances Lapham
James Latham
Edward Laubinger
Mary Lavelle Anderson
Paul W. Lee
Lysa Leland
DONORS & PRIVATE FUNDERS — $50 & ABOVE
Fiscal Year 2022 (October 1, 2021 - September 30, 2022) (CONTINUED)

Roberta Lemay
Cindy Gerstl and Mark Lex
Herman and Ann Lilja
Stephen Lindo
Lucy Littlefield
Peter and Kim LoGrasso
Jonathon Long
James and Laura Lowell
Matthew Lundberg
Martin and Barbara Luster
G. Fred and M. Celene Lyon
Peter and Kimberly Macleod
Andrew Mahoney
Donald and Louise Maier
Mathias Collins and Jennifer Mallette
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John and Christine Maney
Gabrielle Mark
Mary Ann Kiely
James and Karen Maslow
Francis Masse
Paul Mastrangelo
Cheryl Mazer
John and Patricia McCarthy
Elton and Constance McCausland
Judith McCulloch
Judy Metcalf
Renee and Bill Metterville
Phil Michel
Robert and Astrida Milgate
Brian and Lauri Miller
Hal and Sue Mindel
William Minigan
John and Alison Miniter
MMRT
Mary Jo Montagnino
Beth and Daniel Morris
Linda Morrissey
Sarah Mowitt
Linda and Edward Murphy
MJ Murphy
Philip Murray
Lindsey Musen
Charles and Stella Nahatis
Scott and Alice Newell
Betty Nicastro
Frank and Leslie Nitkiewicz
Liisa Nogelo-Kerr
Malcolm Noriega
Gregg and Christine Norris
Nxtevent
Gail O'Docherty
Deborah O'Malley
Gerald and Arlene O'Neil
Kathleen O'Neill Dainton
Clive Oram
Bernadette and Brian Orr
Richard F. Ostberg
Robert and Frances Osten
Martha Morgan and Daniel Ottenheimer
Kathleen Palmer
Kieran Parsons
Llewellyn Parsons Smith
Amy and Daniel Pasquarello
Anthony Passanisi
Elizabeth Passmore
Laurent Perreault
Joanne and Frederick Peterson
Brian and Patricia Pike
Penny Pilzer
John Pitner
Geoffrey J. Pope
Michelle Pratt
John and Marjorie Pratt
Elizabeth Prince
George and Kathy Putnam
David Kriebel and Margaret Quinn
John Pelikian and Sara Ratchek
Bonnie Reba
Christine Reif
Douglas Richardson
Scott Richardson
Benjamin and Courtney Richardson
Richardson's Ice Cream
Geoffrey Richon
Richard Ries
Tim and Marilyn Riley
Susan and John Risser
Faith Roebelen
Frank and Carol Rose
Marian Zeles and Andrew Rosenberg
Melvin and Martha Rosenblatt
Rotary Club Of Gloucester
Kristy Rudel
Nicholas Safford
Jim and Sue Cunio Salem
Cynthia Santosuosso
Nancy Schick
Shaw's Supermarket
Jeff and Marlene Shindell
Laura Simon
Gary and Barbara Simundza
Eugene and Kathleen Skrabut
Leigh and Betts Slingluff
Peter Souza
Mary and Thomas Spittle
Anne-Seymour St. John
St. Mary's Episcopal Church
St. Paul Lutheran Church
Stanley Roofing Co., Inc.
Catherine Stanley
Francis Stellato
Steven C. Carhart and Martha C. Farmer Fund
Dawn Stewart
Mark E. Sullivan
Kenneth and Bethany Swanson
Sweeping Heart Zen
Philip and Maureen Swink
Richard Sylvia
Sal and JoAnn Testaverde
Patrick Thomas
Chrisanna Thompson
John and Marilyn Thompson
Susan Thorne
Together Gloucester, Inc.
Claire Tomlinson
David and Helen Tory
Town of Essex
Keith and Janet Trefry
Trinity Congregational Church
Leslie Tufts
Carolyn Turbide
Miranda Updike
Laurie Ure
Peter and Kathleen Van Demark
Anne Hadley and Thomas Vawter
Chris and Ellen Velline
Vista Motel
Jack Vondras
Charles and Louiae Vose
Sylvia Vriesendorp
Amnon and Ann Wachman
Rev. Karin Wade
Dennis Walsh
Peter Walsh
Hazel Watkinson
John Waz
Robert and Lillian Welcome
Elizabeth Maloy Whiteway
Michelle Williams
Victoria Williams
Robert Willwerth
Jonathan Wise
Andrew Withers
Gretchen Wood
Scott and Elizabeth Wood
Antonio and Cheryl Yemma
Carol Ann Zapustas
Keith Zellman
Susan Zimicki
2022 Financial Report

Revenue by Source
$80,052,816

- 88% Private Contracts
- 8% Federal Grants
- 2% State Grants
- 1% Private Grants & Donations
- 1% Other Income

Expenses by Program
$79,334,238

- 90% Energy Services
- 4% Housing Services
- 3% Administration & Fundraising
- 2% Community Services
- 1% Job Training & Education