

ACTION INC.

Cape Ann's Community Action Agency since 1965



**2019
ANNUAL
REPORT**

Dear Friends,

Our mission at Action Inc. is to create opportunities that promote a thriving Cape Ann for all. This means all of us coming together, regardless of our economic circumstances, and building a stronger, fairer and more equitable community.

In 2019, Action Inc. continued to make progress by extending opportunities to more and more in our community. We received approval for Harbor Village, our affordable housing development on Main Street, we launched a brand-new financial education and coaching program, and, through a partnership with some of our energy contractors, we installed a brand new HVAC system in our emergency shelter.

With the help and support of this great community, we can weather any storm and come out stronger. By coming together to support one another we can ensure that everyone can access opportunities to build a better life for themselves and their families.

Thank you for joining us in this important mission!



Peggy Hegarty-Steck
Executive Director



Gretchen Wood
Board Chairperson

BOARD OF DIRECTORS

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CAROLE SHAROFF
ELISE SINAGRA
TROY SULLIVAN
REV. KARIN WADE



HARBOR AND HOME *Mural by Jason Burroughs*

Jason Burroughs is by far Action Inc.'s favorite local artist. Jason graduated from our COMPASS Youth Program in 2013 and went on to earn a Bachelor of Fine Arts degree from Montserrat College of Art. In 2017, Jason restored the weather-damaged mural *Harbor and Home*, originally painted by Cole Herbst, that hangs outside of our Emergency Shelter. His natural talent, unique perspective, and love for Cape Ann has earned him recognition by Cape Ann Plein Air, Montserrat College of Art, Sen. Bruce Tarr & the Massachusetts State House, and other artists & art collectors alike. To see more of his work, visit jasonburroughsgallery.com.



HARBOR VILLAGE

In July 2019, Harbor Village, an affordable housing development planned for Gloucester's Main Street, was approved for funding from the Massachusetts Department of Housing and Community Development clearing the way for construction to begin in early 2020.

The project, a partnership between Action Inc. and Salem's North Shore Community Development Coalition, will consist of thirty (30) residential rental units and 2,500 square feet of ground-floor commercial space right in downtown Gloucester. All thirty of the apartments, a mix of 1-, 2- and 3-bed units, located at the former Cameron's Restaurant site, will be set aside as affordable housing.

EXAMPLES OF FAMILIES WHO ARE ELIGIBLE TO LIVE AT HARBOR VILLAGE

Single Adult
1 bd.



Retail Clerk - FT
\$28,000 per year

2 Parents
with 2 Children
3 bd.



Restaurant Manager
\$41,600 per year
Whale Watch Guide
\$15,600 per season

Single Parent
with 1 Child
2 bd.



Teacher's Aide
\$32,000 per year

Single Parent
with 2 Children
2 bd.



Construction
Worker
\$50,000 per year

Cape Ann is in the midst of a housing affordability crisis. More than 40% of Gloucester residents are housing burdened, leaving little left to pay the bills, afford food, or save money for an emergency.

Affordable housing continues to be the most pressing need for low income residents, and a key priority for Action Inc.





EMERGENCY SHELTER

HOW MANY
PEOPLE
WERE HELPED
IN 2019?

“ I was welcomed into a home while dealing with a financial storm in my life. The house was filled with people I had never met, and I came to know their kindness and generosity. I was given a roof over my head, a place to lay my head each night, and daily nourishment. The shelter house experience showed me my own strength and will to survive, but it did not change who I am as a person. I have not been transformed to any degree. I knew who I was when I first entered your doorway, and I left that doorway the same person. I lost none of my gentleness, my gentlemanly manners, my compassion for others, my intelligence, my positive outlook, my belief in the force of goodness in this universe. ”

- letter from former Shelter guest

206

were provided with
temporary shelter

53

received mental health
counseling

37

received substance use
counseling

Action Inc.'s Emergency Shelter provides a safe place to stay and supportive services to individuals experiencing homelessness. In addition to a bed and a safe place to stay, guests received dinner, breakfast and a packed lunch, access to healthcare and behavioral health services, and case management support to help the address the underlying causes of homelessness and work on securing permanent housing.



ENERGY SERVICES

HOW MANY
HOUSEHOLDS
WERE HELPED
IN 2019?

3,160

received utilities assistance through LIHEAP (Low Income Home Energy Assistance Program)

633

received energy efficiency improvements

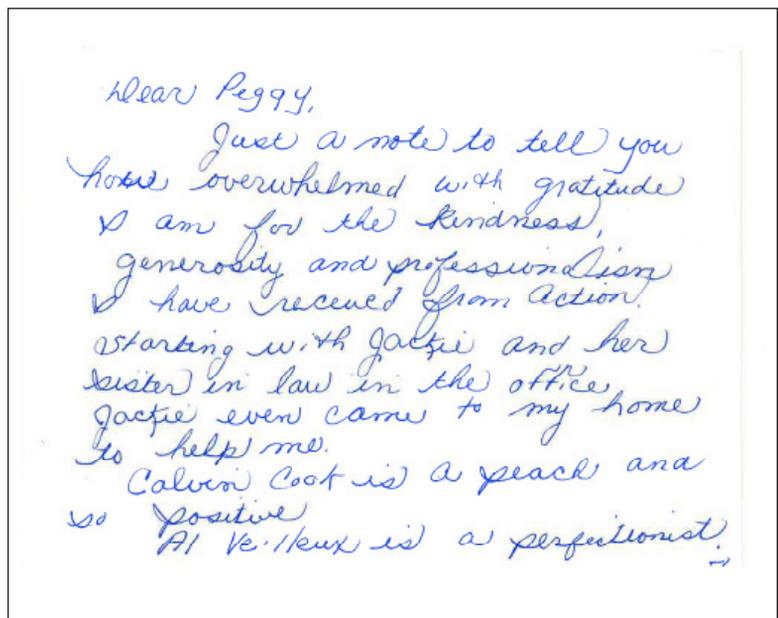
9,757

across the state received energy efficiency improvements through our multi-family program

Action Inc.'s Energy Services team helps thousands of households stay safe and warm through cold New England winters. Our LIHEAP program (commonly known as Fuel Assistance) provides financial assistance for income qualified households, helping them with home heating costs. LIHEAP means local seniors and families do not have to make choices between purchases of food or medication or paying their utility bills, often helping families avoid homelessness.

Our Energy Efficiency programs provide households with efficiency measure including free home energy assessments, weatherization (including insulation and weather-stripping), heating system repairs and replacements, and appliance and lighting replacements. These measures help reduce home heating costs, make homes safer and healthier and reduce energy consumption.

Action Inc. also works with partners across the state to administer National Grid's Low-Income Multifamily Program, providing energy efficiency measure to buildings with 5 units or more, helping maintain safe, healthy and energy efficient housing for thousands of residents across the state.



COMPASS YOUTH PROGRAM

The COMPASS Youth Program connects out-of-school youth with individualized education, intensive career support, and a range of supportive services including access to food and mental health services. The aim of the program is to help each student achieve their High School Equivalency (HiSET), and access living wage employment.

In 2019, 53 young people received services, 42 actively engaged in education and career services, 7 achieved HiSET, and 23 unemployed students gained employment.



WE ♥
SECOND
CHANCES



Evan spoke about his experience attending the COMPASS Program at the 2019 Annual Meeting

“ My journey has been one of ups & downs. As anyone who has been through middle and high school knows, life can be tough, especially for someone who is a little different or who doesn't fit the norm. Growing up, I was bullied – especially in school. This caused a lot of distress and made going to school a daily struggle. As early as the third grade I had an IEP – a special arrangement to get accommodations in class or in school. Although I was academically sound, I struggled in other ways – developing relationships, trusting others, managing panic attacks and anxiety. By the time I was in middle school, while I loved learning, the school environment was really tough for me. Following meeting after meeting with school officials, service providers and my family, it was clear that something wasn't working. At COMPASS, everything was done at a pace that worked for me. This was so important to me, given what I had come from. I was encouraged to do academic work, but was never pushed beyond my own comfort zone. Compass was a safe space for me – somewhere I could come and learn and get work done, and have fun while doing it! ”

- Evan , 2019



Lindy receives a scholarship at the 2019 Annual Meeting



The Fall 2019 CDL Training Program class

Connecting adults with education and employment opportunities has been a core component of Action Inc.'s work since the 1980s. All of these programs are for low-income residents of our service area, and are free to participants.

Today Action Inc. serves more than 100 individuals through our Adult Education and Training Programs. Our Adult Education program connects adult learners with intensive instruction and support as they seek to achieve their high school equivalency, and improve their options for employment or further study.

With living wage employment being a major need in our community, Action Inc. also offers job training programs. Our Commercial Driver's License (CDL) program provides both classroom and behind the wheel instruction for individuals hoping to achieve their CDL Class B, enhancing their employment opportunities. Our Certified Nursing Assistant (CNA) program provides training and clinical experience to prepare individuals to become CNAs, embarking on a career in the healthcare field.

JOB TRAINING & EDUCATION

HOW MANY
PEOPLE
WERE HELPED
IN 2019?

Adult Education

82

CDL Training

22

CNA Training

33



Graduates of the Fall
2019 Nurse Assistant
Training Program



Adam Farber, owner of Mark Adrian Shoes in Gloucester, organized a community shoe donation drive and worked with one of their shoe distributors, Yaleet, to secure 100 brand new pairs of Naot shoes. We then held a private fitting event where staff from the store fitted guests of the shelter and helped them pick out new shoes.



Sue Ellis and employees of Institution for Savings donated hundreds of toiletries to the shelter.



The shelter got a new air conditioning system thanks to the generosity of the Rockport Rotary, Breen and Sullivan, and Emerson Swan.



**VOLUNTEERS
DONATED
469 HOURS**

IN 2019, WE WORKED WITH 257 PUBLIC AND PRIVATE ORGANIZATIONS TO EXPAND OUR RESOURCES AND OPPORTUNITIES FOR THE PEOPLE OF CAPE ANN:

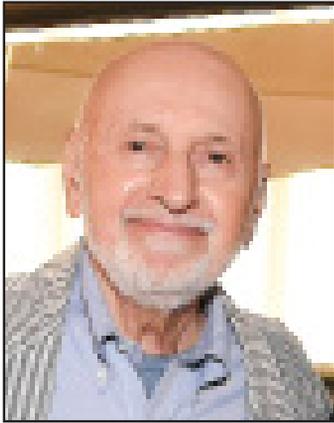
- 107** Non-Profits
- 16** Faith Based Groups
- 15** Local Government Agencies
- 10** State Government Agencies
- 5** Federal Government Agencies
- 52** For-Profit Businesses or Corporations
- 15** Consortia / Collaborations
- 5** School Districts
- 4** Institutions of Post-Secondary Education or Training
- 9** Financial / Banking Institutions
- 16** Health Service Organizations
- 3** Statewide Associations or Collaborations

PUBLIC & PRIVATE PARTNERS

ABC Home Healthcare Professionals
Aberdeen Home Care, Inc.
Accord Food Pantry
Action for Boston Community Development
Addison Gilbert Hospital/Beth Israel Lahey Health
Amelia Peabody Charitable Fund
Amelia Peabody Foundation
American Legion Post 3
Annisquam Village Church
Apple Lane Foundation
Applied Materials
Ascension Memorial Church
Babson-Webber-Mustard Fund
Backyard Growers
BankGloucester
Bass Rocks Golf Club
Bayada Home Health Care
Beauport Ambulance Service
Beauport Financial Services
Beauport Hospitality Group
Berkshire Community Action Council
Beverly Bootstraps
Beverly Housing Authority
Birth to Three
BNI Lighthouse
Breen & Sullivan Mechanical Services
Bruce J. Anderson Foundation (Boston Foundation)
Cape Ann Business Alliance
Cape Ann Chamber of Commerce
Cape Ann Interfaith Commission
Cape Ann Moose Lodge
Cape Ann Motor Inn
Cape Ann Savings Bank
Cape Ann Transit Authority
Carpenter & MacNeille
Catholic Charities
CB Fisk, Inc. Organ Builders
Citizens Bank
Citizens for Citizens
City of Gloucester
CK Pearl
CLEAResult
Coldwell Banker
Community Action of the Franklin, Hampshire, and
North Quabbin Regions
Community Action Programs of Inter-City, Inc.
Community Action, Inc.
Community Research Initiative
Community Teamwork, Inc.
Connected Homecare
Crackerjacks
CrossCountry Mortgage
Den-Mar Health & Rehabilitation Center
Disability Resource Center
Dolce Vita Salon
Dusky Foundation
Edward S. & Winifred G. Moseley Foundation
Element Care
Eliot Community Human Services
Emerson Swan
Emmanuel Church
Emmaus

Essex County Bar Association
Essex County Community Foundation
Essex Elementary School
Essex Housing Authority
Essex Police Department
F.W. Price
Family Promise
Federal Emergency Management Agency
Fenway Health/AIDS Action Committee
First Baptist Church
First Congregational Church of Rockport
First Ipswich Bank
First Parish Church Congregational
Fluid Industrial Associates, Inc.
Food and Fuel Fund
Freudenberg Medical LLC
Gilbert Fund For Indigent Persons
Gloucester Biotech Academy
Gloucester Department of Public Health
Gloucester District Court
Gloucester Family Health Center/North Shore
Community Health
Gloucester Fire Department
Gloucester Healthcare
Gloucester High Risk Task Force
Gloucester House Restaurant (in collaboration
with Salvation Army)
Gloucester Housing Authority
Gloucester Marina Inc.
Gloucester Police Department
Gloucester Pride Stride Committee
Gloucester Public Schools
Gloucester Rotary Club
Gloucester Stage Company
Good Friday Walk
Gorton's of Gloucester
Grace Center
Greater Lawrence Community Action Council
Greater Lawrence Family Health Center
Greater Lynn Senior Services
Happy Valley
HAWC (Healing Abuse, Working for Change)
Healthy Gloucester Collaborative
Herbert B. and Jayne Cohan Fund
High-Tech Electrical Contractors, Inc.
Highwave Hair Design
Holy Family Parish
Housing Assistance Corporation
Institution for Savings
Invest in People
Ipswich Aware
Ipswich Caring
Ipswich Housing Authority
Ipswich Public Library
Ipswich Public Schools
Ipswich Refugee Program
Ipswich Utilities
Island Brand Seafood Imports
JiMary Land Trust, LLC
John J. Walsh Insurance Agency Inc.
JRI/Children's Friend & Family Services
Kanter Kallman Foundation
Lahey Health Behavioral Services
Landmark School
Learn to Cope
Ledgewood Rehabilitation & Nursing Center
Liberty Mutual Group, Inc.
Low-Income Energy Affordability Network

Lynn Community Health Center
 Lynn Economic Opportunity
 Lynn Housing Authority
 Lynn Shelter Association
 MA Clean Energy Center
 MA Department of Developmental Disabilities
 MA Department of Elementary & Secondary Education
 Manchester Essex School District
 Manchester Housing Authority
 Mark & Jackie Nolan Family Fund
 Massachusetts Coalition for the Homeless
 Massachusetts Housing & Shelter Alliance
 Massachusetts Law Reform Institute
 Massachusetts Rehabilitation Commission
 MASSCAP
 MassHealth
 MassHousing
 Max Kagan Family Foundation
 McCarthy Family Foundation
 Menotomy Weatherization/Town of Arlington
 Mission of Deeds – Reading
 MLS Property Information Network
 Montachusett Opportunity Council
 Moore's Way
 Naduse Foundation
 National ABLE Network
 National Association of Regulatory Utility
 Commissioners
 National Association of State Consumer Advocates
 National Energy Assistance Director's Association
 National Grid
 Needy Meds
 New Chelsea Realty
 New England Biolabs
 New England Center and Home for Veterans
 New England ISO
 New England Tractor Trailer Training School
 Nor'East Cleaners
 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 Continuum of Care Homeless Services
 Consortium
 North Shore Health Project
 North Shore Housing Action Group
 North Shore Workforce Investment Board
 Northeast Legal Aid
 Ocean Crest Seafoods
 Open Door Food Pantry
 Orlando & Associates
 Orthodox Congregational Church
 PAARI
 Pathways for Children
 Peter and Elizabeth C. Tower Foundation
 Powderhouse Plumbing
 Quincy Community Action Programs
 Regional Youth Prevention Network
 Richardson's Ice Cream
 RISE Engineering
 Riverdale Methodist Church
 Rockport Community Preservation Committee
 Rockport Council on Aging
 Rockport Housing Authority
 Rockport Music
 Rockport Police Association
 Rockport Police Department
 Rockport Public Library
 Rockport Public Schools
 Rose Baker Senior Center
 Rotary Club of Rockport
 Sailors Snug Harbor of Boston
 Salem State University
 Salvation Army
 Santander Bank
 Scatterday's Driving School
 Sea Meadow Gifts & Gardens
 Seacoast Nursing and Rehabilitation
 Self Help, Inc.
 SeniorCare
 Serenitee Restaurant Group
 Shaw Fund for Mariner's Children
 SJ4 Services, Inc.
 South Bay Community Services
 South Middlesex Opportunity Council
 South Shore Community Action Council
 SPS 50th Reunion Fund
 Springfield Partners for Community Action
 St. John's Episcopal Church
 St. Jude Billiard Resident Care Center
 St. Mary's Episcopal Church
 St. Paul Lutheran Church
 St. Vincent DePaul
 Stanley Roofing Co., Inc.
 Sweeping Heart Zen
 Tarrant Cutler Family Charitable Fund
 Temple Ahavat Achim
 The Caleb Group
 The Farm Bar & Grille
 The Manchester Club, Inc.
 The Portland Group
 Tides Foundation
 TOHP Burnham Library
 Town of Essex
 Town of Manchester
 Town of Rockport
 Tuck's Candy
 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
 VNOG
 Wales Family Fund
 Waring School
 Wellspring House
 Wheelhouse Cowork
 Woodman's Restaurant
 Worcester Community Action Council
 YMCA of the North Shore
 Youths' Friends Association, Inc.



Peter was well loved, and a legend at Action. He was Action's first Shelter Director and for many years was a one person Community and Housing Services Department! Although retired, Peter never stopped supporting Action and its work in the community. He was an advocate through and through.

One of our longtime directors wrote: "Peter was a primary, seminal force in creating Action's approach to not only ameliorating the dire effects of poverty, but also assisting people to find their way out of its clutches..."

Peter was unique in every facet of his being and will be missed in every corner of his and our beloved community, Gloucester..."

REMEMBERING PETER ANASTAS

Peter Anastas' impactful tenure at Action Inc. spanned more than three decades. His lifelong passion and commitment to social justice and his love for the Cape Ann community provided the perfect tool set to lead Action Inc.'s Advocacy and Housing Services Department through those years.

As Advocacy Director, Peter helped clients to navigate the sometimes complicated network of social services to connect with the assistance they needed. Although the focus was often on housing issues, he also provided services relating to family law issues, as well as with needs for food, clothing, and transportation.

Peter engaged with Neighborhood Legal Services Inc. of Lynn to provide weekly housing clinics at Action Inc. that provided legal assistance to families facing evictions or child custody issues.

As funding increased for program development, Peter oversaw the expansion of the client services at Action. He was instrumental in helping to create the city's first food bank, which ultimately led to the creation of the present day Open Door Program, and he became the agency's first Homeless Shelter Director when the program began in the late 1980's.

As Peter's long time friend and fellow staff member, I am saddened by his passing. But I believe that it can clearly be said that Peter loved Action Inc. and the community with distinction; and that he made a difference. His work helped pave the way for many of the valuable services that Action Inc. so ably provides today.

- Tim Riley, former Executive Director, Action Inc.



DONORS

FISCAL YEAR OCT. 2018–SEPT. 2019

\$110,000

Amelia Peabody Charitable Fund

\$50,000

Adele Ervin
Essex County Community Foundation
Happy Valley Ventures Inc.
Sailor's Snug Harbor of Boston

\$40,965

United Way of Massachusetts Bay
& Merrimack Valley

\$24,000

Beverly & Addison Gilbert Hospitals/
Lahey Health

\$20,000

Richard & Anne Rosenfeld

\$15,000

Edward S. & Winifred G.
Moseley Foundation

\$10,000

Brookline Bank
The Peter and Elizabeth C. Tower
Foundation
North Shore Community Health
Network

\$5,000 & above

Applied Materials Foundation
Breen & Sullivan Mechanical Services
Joseph Brooks
Bruce J. Anderson Foundation
(Boston Foundation)
Cape Ann Savings Bank
Andrew Di Pietro's Climate Zone
Emerson Swan
F.W. Webb
Gravoc
Industrial Boiler & Mechanical Services
McCarthy Family Foundation
Paradigm Partners
CAP Electric
Andrew & Miriam Silva Preas
Rob Martin & Patricia Roach
Rotary Club of Rockport
Tarrant Cutler Family Charitable Fund
Youths' Friends Association, Inc.

\$3,000 & above

Anonymous
Daniels Electric
Dusky Foundation of the Essex County
Community Foundation
Institution For Savings Charitable
Foundation
Murphy Plumbing & Heating Co.
Neeeco
Powderhouse Plumbing
Balsam Technologies
Karina & Gary Roark
SJ4 Services, Inc.
Winn Companies, Inc.

DONORS

FISCAL YEAR OCT. 2018–SEPT. 2019

\$2,000 & above

Babson–Webber–Mustard Fund
Mary Kay Dyer
Kevin Harron
High–Tech Electrical Contractors, Inc.
New England Biolabs
Michael Schiavone
The Portland Group

\$1,000 & above

Aberdeen Home Care, Inc.
Apple Lane Foundation
Michael & Kelly Arsenian
Margaret Artuso
Atlantic Weatherization
Geoffrey Bayliss
Building Center
David & Linda Carlson
Emmanuel Church
Diane Faissler
Fluid Industrial Associates, Inc.
G & G Mechanical, Inc.
Herbert B. & Jayne Cohan Fund
Housing Support, Inc.
JIMARY LLC
Kanter Kallman Foundation
Bob Kurtz
David & Peggy Leeco
William Newhall & Robert McCrae
Naduse Foundation
Rotary Club of Gloucester
Nicholas & Martha Safford
Viessmann

\$500 & above

Edward & Mary Anderson
Beauport Financial Services
Mac Bell
James & Carol Cataldo
Barry Corden
First Congregational Church of Rockport
First Parish Church Congregational
Gilbert Fund For Indigent Persons
Gloucester High School Interact Club
Gloucester Pride Stride Committee
Louise Grindrod
Laura Harrington
Sandra Kahn
Joseph Kittredge
Nancy Shorter & David Manley
Andy & Peggy Matlow
Sarah Mellish
Bill & Renee Metterville
Thomas & Diane Mulkern
Craig & Lillian Olmsted
Karen Quillen
Rockport Police Association
Elizabeth Fragola & Nicholas Senzamici
Serenitee Restaurant Group
Michael Stelluto
Steven Law & William Stroud
Philip & Maureen Swink
Town of Essex
Wales Family Fund
Dick Wilson

\$200 & above

Ascension Memorial Church
Danielle Azzariti
Andy & Lauren Bacigalupo
Catherine Bayliss
John & Janis Bell
Nathan & Sally Berkowitz
Bethany Blake
Frances Callahan
Andrew Campbell
Kathryn Chamberlain
Jennifer Mallette & Mathias Collins
Lee Cook
Liz Serpa and Roger Corbin
Terry & Anne Cowman
Mary Ann Nieves & Robert Doyle
Ann Drake
Element Care
Brian Ellis
Guy & Andrea Fincke
Garth & Lindsay Greimann
Tim Greiner
Abbie Lundberg & Tony Gross
Bonnie Gunn
Susan Halpern
Bill and Carol Hayes
Peggy Hegarty-Steck & Rob Steck
Jen Holmgren
Maggie Howard
Marcia Hubbard
Island Brand Seafood Imports
Edward & Janet Jeffries
Harold & Cheryl Jones
Gavin & Josephine Keenan
Thomas & Andrea Kelly
Richard & Susan Leavitt
Steven Lewis
Martin & Barbara Luster
Peter Macleod
Mark & Jackie Nolan Family Fund
Mark Adrian Shoes
Max Kagan Family Foundation
John & Patricia McCarthy
Antoinette Menicocci

Richard Mills
John Minter
Joseph Molnar
Charles & Stella Nahatis
Gregg & Christine Norris
Clive Oram
Martha Morgan & Daniel Ottenheimer
Pathways for Children
Helen Pendleton
Ronald Pierre-Louis
Kate Reed
Richardson's Ice Cream
Carole Sharoff
Christine Sheehan
Joel & Bonnie Shelkrot
Manny & Dorothy Sieradzki
James & Barbara Siergiewicz
Gary & Barbara Simundza
Sally Smithwick
SPHS 50th Reunion Fund
Newton & Judith Spurr
Stanley Roofing Co., Inc.
Troy Sullivan
Sweeping Heart Zen
Patricia Talty
Temple Ahavat Achim
The Manchester Club, Inc.
Christoph & Joan Tschalaer
Tod & Patricia Turner
Miranda Updike
Peter Van Demark
Anne Hadley & Thomas Vawter
Chris & Ellen Veline
Gretchen Wood

\$100 & above

Catherine Allard
Judy Walcott & Peter Anastas
Anthony & Karen Andrew
Toby Arsenian
David & Michelle Baer
Stanton Barrett
Jean Barry
William & Barbara Baumer
Geraldine Beck
Jennifer Beloff
June Berkowitz
John & Cynthia Bjorlie
Jay & Kathleen Bothwick
Len & Maryanne Boucher
R. Billings Bramhall
Janice Brand
Bethany Fritzsche & Peter Herbert Brau
Robert Brophy
David & Jill Buchanan
Steve Budrow
William & Geraldine Butman
CB Fisk, Inc. Organ Builders
Philip Chalmers
James Clark
Robert Coakley
Bruce Coates
Kenneth Collins
Robin Comer
John Conlon
James & Norma Cooney
William & Louise Cornetta
Evelyn Cox
Monica Lawton & Raymond Crane
Patricia D'Alelio
Eugene & Anne D'Angelo
Jean Davis
Christine Day
Adrian Delforge
Walter & Jayne Diehl
Melissa Dimond
Charlotte Dodge
Sarah Dunlap
Nana Dunn

Barbara Burke Dyer & William Dyer
First Baptist Church
Richard & Caroline Fitzpatrick
Ellen Flatley
Howard Frisch
Timothy & Hollis Frithsen
Thomas Furth
Lucile Gatchell
Christopher Gaudet
Bonnie Sylvester & Jonas Gavelis
Erin George
Ronald & Jane Gillis
Bob Gillis
Valerie Gilman
Gloucester Marina Inc.
Lee Marshall & Paul Goldberg
Terence & Diane Golden
Dale Brown & Curtis Gollrad
Sarah Green
Joyce Griffin
Carl & Judy Gustin
Daniel Halston
David & Joan Hayes
William Hellmuth
Ingrid & Michael Hillinger
Stanley & Mary Hilton
Margaret Hollender
Charlotte Jennings
Mary Johnson
Martin & Jean Joyce-Brady
Albert Kalustian
Kenneth & Catherine Kaplan
Denis & Melanie Keenan
Susan King
Edward King
Peter & Karen Koch-Weser
Lise Balch & Victor Koufman
John Ktistes
Ken Kudym
Heidi Lane
Paul & Mary Lee
Roger Lesch
Liberty Mutual Group, Inc.
Lucy Littlefield
Timothy Logue

\$100 & above (continued)

James & Laura Lowell
Marianne Lufkin
G. Fred & M. Celene Lyon
Katherine MacDougall
David & Ann Maclaughlin
Andrew Mahoney
Donald & Louise Maier
Judy Manchester
John & Christine Maney
Mark McEvoy
Paul & Catherine McGeary
Barbara McTighe
Judy Metcalfe
Robert & Astrida Milgate
W. Merritt & Linda Miller
Hal & Sue Mindel
Laila Goodman & Barry Moir
Carl & Shirley Moores
James Muldowney
Edward & Linda Murphy
New Chelsea Realty
Malcolm Noriega
Ocean Crest Seafoods
Margaret O'Malley
Robert & Frances Osten
Thomas & Elizabeth Parsons
Brian & Patricia Pike
Geoffrey Pope
Carole Porter
Christine Reif
Scott Gorke & Susan Rheaume
Douglas Richardson
Tim and Marilyn Riley
Nancy & Martin Robb
Frank & Carol Rose
Bruce Rosenberg
Cliff King & Cat Ryan
Jill Sampson
Norman Seppala
Joseph Short
Laura Simon
Eugene & Kathleen Skrabut
Jay & Georgia Smith

Caroline Spang
Dawn Stewart
Bethany & Kenneth Swanson
Kris Tecce
John & Marilyn Thompson
Susan Thorne
Claire Tomlinson
David & Helen Tory
Kevin Vieira
Charles & Louise Vose
Amnon & Ann Wachman
Karin Wade
Waring School
John Waz
Michael Wheeler
C. Fredric & Judith Young

In-kind & under \$100

Jerry Ackerman
Rebecca Koch & Nubar Alexanian
Michele Ameno
Jen Amero
Gail Anderson
John & Catherine Angelson
Susan Lehr & Jean Appeltofft
David & Nancy Arnott
Peter & Catherine Bartholomew
Joan Benotti
Linda Berard
Judith Bly
John Bond
Brandi Bonds
Paul & Marie Boucher
James & Sharon Bragg
Paula Brancato
Linda Brayton
Jeffrey Bridges
Chester & Anthea Brigham
GerryAnne Brown
Millicent Bruce
Stephanie Buck
Karen Budrow
Robert & Sandra Burbank
Valerie Burr

In-kind & under \$100 (continued)

Wilma Busse
Andrew & Margaret Calkins
Cynthia Carroll
Robert Chadbourne
Baxter & Charlie Chmiel
Angela Ciaramitaro
City of Gloucester Health Department
Debbie Cole
Gordon Como
Edward Conley
Mary Ann Connors
Linda Cook
Judith Cooper
Geraldine Coughlin
Peter Crabtree
James Creamer
Asdrubal & Bernadette Cruz
Damon Cummings
James Destino
Salvatore and Shirley DiMare
Melissa Dimond
Cornelius & Patti Dineen
Laura Dow
Gary Davis & Joanne Drummond
Edith Dulong
Patricia Dumas
Deborah Eason
Laurel Eisenhauer
Dorothy Enos
Kevin Connolly & Family
Shirlee Farina
William Febiger
Erika Ferri
Robert & Cheryl Ferris
Nancy Fisher
Christian & Michele Fisher
Katherine Flynn
Bob & Janet Foote
William & Bonnie Gale
Dorothy Ganick
Jim & Mendy Garron
Gretchen Gasser-Ellis
Myron & Eileen Geller
Page Gentleman
Linda Giamanco
Lucy & Clyde Gillard
James Gillooly
Yuri Tuvim & Mary Louise Giuliano
Eleanor Gleason
Mary Godwin
Beth Goldberg
Jonathan & Sally Golding
Timothy & Eileen Good
Peter & Janice Goodwin
John & Bonnie Graham
Bonnie Gray
Donald & Janet Greenwood
Chris Griffith
Nancy Goodman & James Gutstadt
Myra Hall
Stephen & Marion Hall
Rebecca Kucera & Peter Hartline
Marion Haselgard
HAWC
Colleen Hayes
Dan Hoffstetter
Coreen Howland
Marie Hultin
Hiroko Minori Ishikawa-Nichols
Edith Jacobs
John J. Walsh Insurance Agency Inc.
Bruce & Linda Johnson
Esther Joyce
Howard & Karen Kasper
Marian Keeler
Maria Benotti & Peter Kellerman
Tone Kenney
Lynne Khambaty
Timothy & Sandra Kirby
Sharon Kishida
Lynn Klotz
Jim & Victoria Knowlton
Charles Kreis & Anne Russell Kreis
James & Josephine Lally
Gloria Landy
Leland Lane
Courtney Lane
Lynn Lane

In-kind & under \$100 (continued)

Suzanne Lapine
Stevens Brosnihan & Lara Lepionka
Amy Lew
LifeBloom Massage & Spa
Josephine Linquata
Neil & Elizabeth Linsenmayer
Peter & Kim LoGrasso
Sarah Lonberg-Lew
Paul & Christine Lundberg
Diana Lynch
Magers Products
Donald Manzoli
Adah Marker
Kathleen Marks
Doris Martin
Shannon Mason
Cheryl Mazer
Madeline McCormack
Ann Mears
Joseph Mello
Beverly Melvin
Armand & Elaine Michaud
Brian & Lauri Miller
William Minigan
Montauk Sea Scallops
Cynthia Mosqueda
Mario & Joyce Motta
Sarah Mowitt
Philip Murphy
Philip Murray
Scott & Alice Newell
David & Barbara Norton
Teresa O'Connell
Ally O'Connor
William & Martha O'Dell
Elaine Ohlson
Tracy O'Neil
Gerald & Arlene O'Neil
Kim Pacy
Dawn Paquin
Rosalie Parco
George & Stephanie Parkhurst
Joan Patten

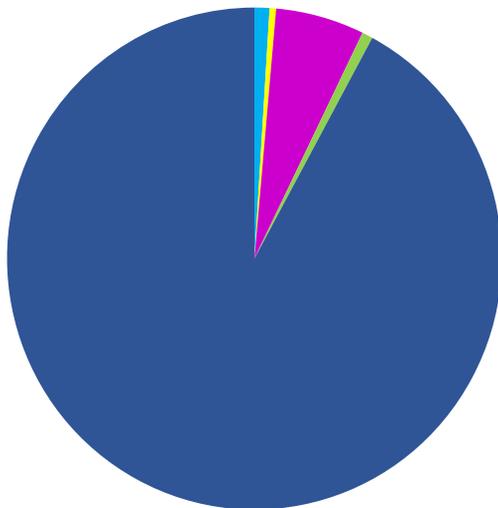
Carl & Fern Patterson
Georgia Pepper
Esther Perkins
Larry Perreault
M.J. Peterman
John & Marjorie Pratt
Robert & Pamela Prichard
George & Kathy Putnam
Larissa Raher
Martin & Kay Ray
Kevin Rich
Heather & Michael Richard
Ann Riedl
Ken Riehl
David Robinson
Sunny Robinson
Tito Rodriguez
Melvin & Martha Rosenblatt
Martin & Margaret Ross
W.T. & Mary Jane Sawyer
Ambrose & Valerie Scola
Stella Seamans
Cristine Sears
Jeffery & Marlene Shindell
Lois Simmonds
Jeffrey Smith
Scott Smith
Nancy Strisik
Bob Sullivan
Ruth & Jeff Taylor
Vincent & Maureen Terrill
David Tower
Keith & Janet Trefry
Cassie Trombley
Lisa Underwood
William Vachon
Maria Valenti
Stephen & Joanne Ventola
Conrad Vitale
Stephen Vosey
Brenda Waslick
James & Lea Watson
David Webster
Christopher & Jonda Weir
Robert & Lillian Welcome

In-kind & under \$100 (continued)

West Newton Dental Associates
Mary Wheeler
Lisa & Lewis Wilkie
Leah Willett
Cristina Willette
Michelle Williams
Victor Williams
Beth Willis

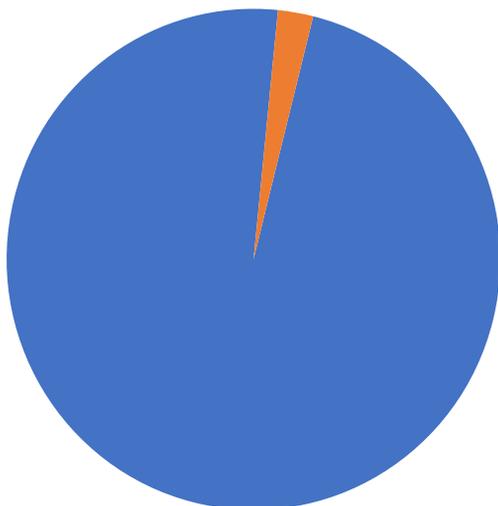
Judson Wilson
Joel & Maria Wilson
David & Enid Wise
June & Jim Wulff
Antonio & Cheryl Yemma
Keith Zellman
Beth Zerilli

2019 FINANCIAL REPORT



INCOME **\$69,949,206**

- Private Contracts - \$64,420,772
- Federal Contracts - \$4,055,786
- Private Grants & Donations - \$684,087
- Other Income - \$493,018
- Community Services Block Grant (CSBG) - \$295,543



EXPENSES **\$67,838,918**

- Programs - \$66,272,650
- Administration - \$1,566,268