



Cardinal Cushing Centers

Impact Report | 2024



Cardinal Cushing Centers
All ages. All abilities. All together.

Tull, Travis
Ryan, James
Miller, Ann
Moore, Ben
Jensen, Ben
Huffman, Z
Gannon, Z
Gabhawala
Crowley, B
Belknap, Cami



All Ages. All Abilities. All together.



“With over 30 years at Cardinal Cushing Centers, I can confidently say that there is no organization more passionate, engaged and resourceful than Cushing. Our Impact Report proudly demonstrates how dedicated we are to individuals with intellectual disabilities, their families, and our community.”

– Michelle Markowitz, President and CEO



“To those businesses, organizations and private donors who have sponsored a Cushing event, donated a major gift or toward our annual appeal or capital campaign, volunteered their time and talents, or assisted us with our strategic vision for now and beyond, we THANK YOU. What started in 1947 with a small group of exceptional children has grown into a vibrant organization, that has supported thousands of students and adults and become one of the largest employers on the South Shore.”

– Jansi Chandler, Chief Development Officer



Reach and Impact

583
Number of employees

436
Number of participants in Cushing programs

77 Number of years supporting individuals with disabilities



60
Business partners providing employment to participants

\$464,000
Raised for the Opportunity Fund in 2023 – 2024

55
Volunteers providing weekly coverage

14
Group homes across South Shore

67
Students and adults regularly volunteering or working at local businesses

Who We Are

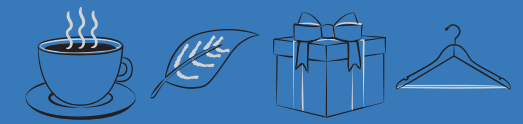
Student Services (ages 6-22)

Academic Day Programs | For students ages 6-22, Cushing provides academics, music, art, recreation, counseling, behavior supports, nursing, OT, PT, speech and language therapy – following a typical school-day schedule.

“Because each student has different skill sets and interests, we create a customized routine that both educates and inspires.” – Meghan Campia, VP of Student Services

Residential Programs | Students have the option to live in the Cushing neighborhood with their classmates, while learning independent living, hygiene, health and wellness, cooking, and laundry skills, as well as participating in after-school community outings.

Transitional and Vocational Services | For students ages 18-22, the focus transitions to vocational skills, community involvement, volunteering, job coach support, and work opportunities in the fields of culinary, business, recycling, industrial arts, gardening and more. This is to prepare the student for adulthood and future employment opportunities.



THE MarketPlace

at Cardinal Cushing Centers

In 2020, as part of Cushing’s strategic vision to blend Cushing participants with people in the greater community and properly train students and adults for future employment, the 20,000 square foot MarketPlace shops and classroom space at Cushing’s Hanover neighborhood opened.

Part state-of-the-art shopping and dining experience for the public, and part training ground for Cushing participants to learn valuable skills in Culinary, Business, and Gardening – the MarketPlace has served thousands of people both with and without disabilities.

MarketPlace Retail shops include: Cushing Café, Unique Boutique gift shop, Take 2 thrift shop, and Cushing Greenhouse & Garden Shop

“Students preparing for adulthood have numerous opportunities to learn new skills, that can turn into a career once they enter adulthood.”
- Vincent DeSilva, Director of Vocational Services

Recreational Programs and Special Olympics

(all ages) | Cushing is so much more than academics, arts and life-skills. The robust Recreation Department offers sports, Special Olympics, summer camps, pool access, field trips, games and more.

School District Add-On Programs: You don’t have to be a Cushing student to benefit from Cushing services and programs. Local school districts can partner with Cushing for students to receive evaluation & consulting services, and become involved in Cushing’s Vacation Exploration camps, Special Olympics, and “Learn-a-Skill” job training programs.

Adult services (ages 22+)

Day Programs | Adults opportunities involve two programs. Program one, South Shore Industries (SSI), is a vocational program teaching skills that could lead to opportunities in the workforce and the community. Program two, Life Opportunities Unlimited (LOU), is a therapeutic day program focused on independent living and good health.

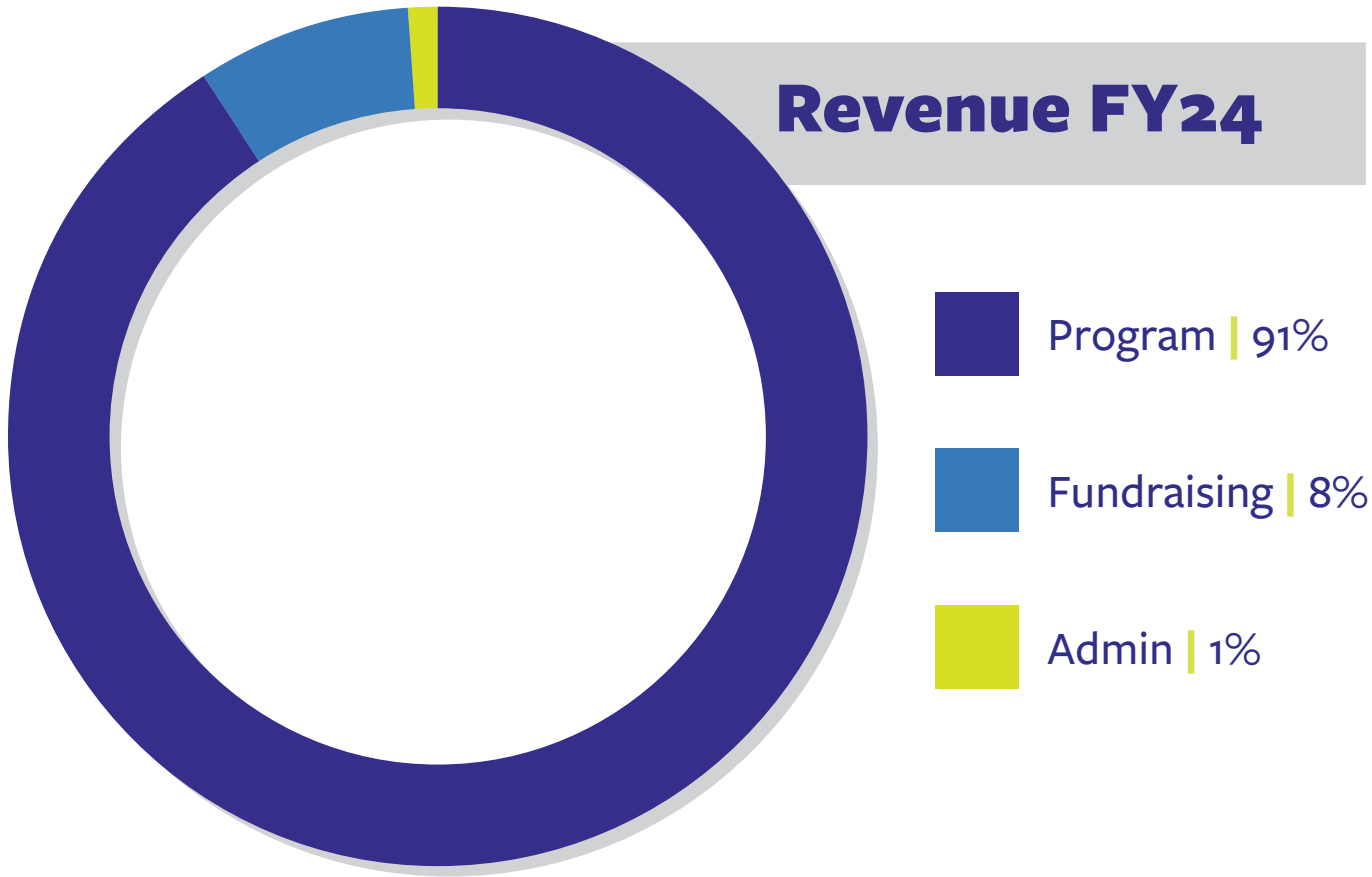
Residential Programs | With 14 group homes across the South Shore, as well as programs available in family-member’s homes, adults in the Residential Care program learn functional and social skills, daily chores, positive relationship-building, pursue recreational, social and spiritual interests, and receive support from adult caregivers (including Adult Family Care, Shared Living Programs).

“My daughter Sophie calls Cushing her home, and is surrounded by her friends, and support, 24/7.”
- Jody Nash, parent

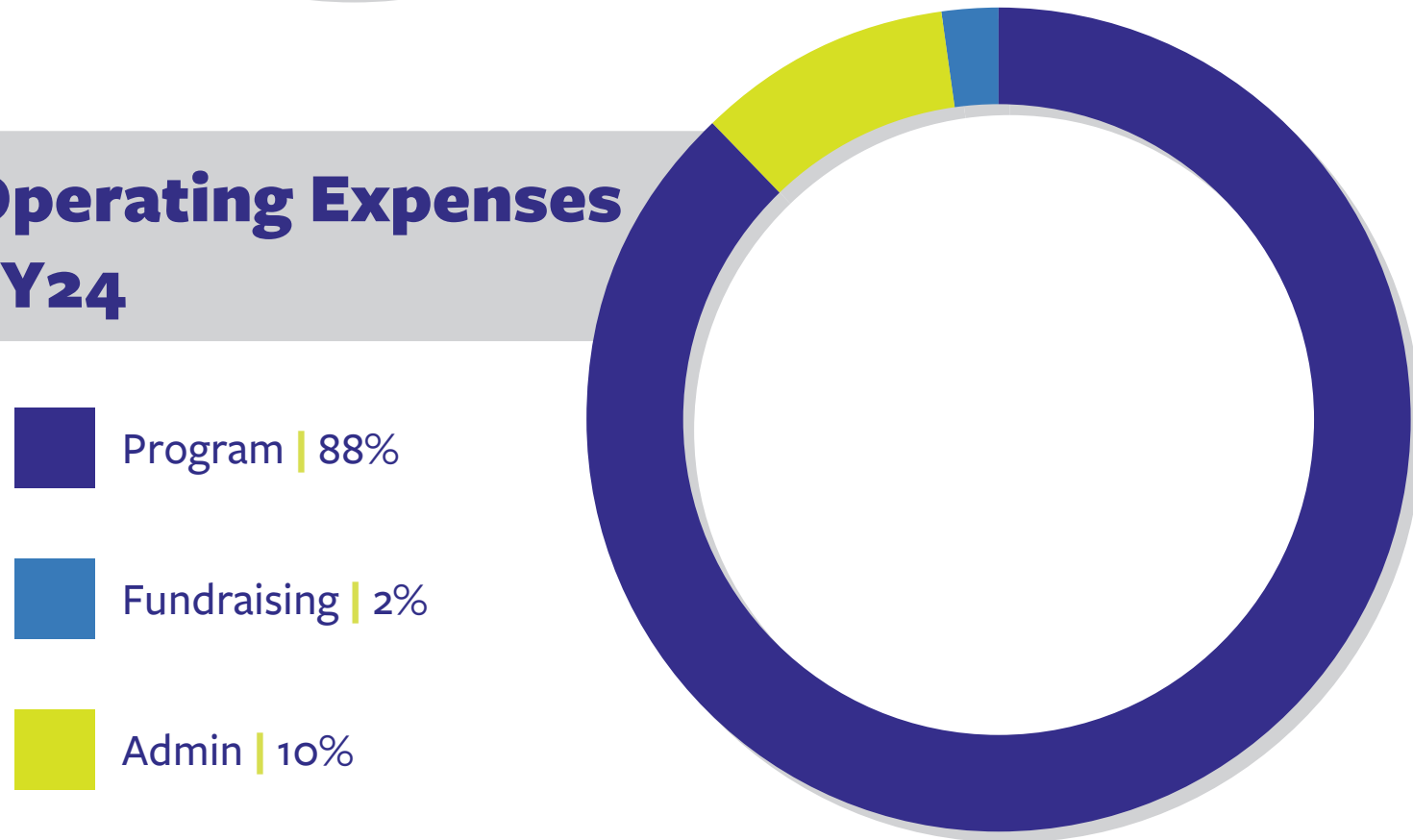


Our Financial Position

Revenue FY24



Operating Expenses FY24



Revenue and Expenses*

*Unaudited Numbers

Revenue

Program	37,874,242
Fundraising**	3,330,118
Admin	407,958

Total	41,612,318
<i>**Contributions and Special Events</i>	

Operating Expenses

Program	34,071,353
Fundraising	745,500
Admin	3,914,248

Total	38,731,101
--------------	-------------------

Investing in Cushing: Recent Renovations Total \$6,000,000

Recent updates to Cushing's Hanover neighborhood include:

- Major auditorium renovation
- New Windows and HVAC system added to the Leonard Florence Education Center School Building
- Renovated adult group homes
- Renovated classrooms
- Repaved parking lots, driveways and track



Growth Worth Investing In

As a non-profit, we operate on a lean budget and consistently innovate to find new ways to grow. By doing so, Cushing continues to be an organization worth investing in.

Fundraisers | Cushing hosts 5 annual fundraising events - with both a stalwart crew of loyal supporters, and a fresh crop of new attendees each year.

Community Outreach | Cushing consistently partners with local businesses, and hosts events in and outside of the Cushing neighborhood, to raise awareness of Cushing and its mission.

Board of Directors & Advisory Board | Cushing's Boards are made up of top business and community leaders, with a collective eye on Cushing: both now, and down the road.

Young Professionals Group | With an eye toward the future, this network raises awareness for the next generation of Cushing supporters.



Hiring an Untapped Market

For business owners, hiring someone with an intellectual disability might initially be intimidating. What if they can't perform the job correctly? Will we be able to communicate with each other effectively?

There is no better time to expand your staffing search to people with non-traditional learning styles. Cushing students and adults have been trained in Cushing's state-of-the-art MarketPlace shops, and are capable, friendly and hard-working. What's more - they are typically accompanied by a Cushing staff member to ensure that the quality of work is on par with your other employees. To learn more, contact Tom Beedle at **781-829-4652** (adults) or Sean Blanchard at **781-826-6371 x2161** (students).

"My son Michael began his journey with Cushing as an adult, training in the culinary program. He's even worked in the kitchen at Davio's, and has cooked alongside Guy Fieri with Best Buddies!" - Joannie Jaxtimer, mom of a Cushing vocational adult participant, Michael Jaxtimer Barry

Vocational Programs by the Numbers:

60

local businesses working with Cushing participants

25

students regularly volunteering or working at local businesses

42

adults regularly volunteering or working at local businesses

TRADER JOE'S

Panera
BREAD®

OLD NAVY

McGee
TOYOTA OF HANOVER

the **Y**
YMCA

T.J. maxx

Ocean State
JOB LOT

Family Spotlight



The Nash Family

The Nash Family received a diagnosis for their daughter, Sophie, back in 2004 – which began the unique and rewarding journey of having a child with special needs. After experiences at other schools, the Nash family visited Cardinal Cushing Centers in Hanover and instantly felt that the Cushing School day program would be a great fit for their then 15-year-old daughter. Two years later, with Sophie thriving in the Day program, Sophie asked to live in the Cushing neighborhood with the rest of her friends and transitioned to the Residential program - with a focus on a functional life-skills curriculum.

At the age of 18, Sophie transitioned to Cushing’s vocational program – which is available for students age 18-22 and designed to meet individual talents, interests, abilities and needs. Among other skills, she learned how to greet customers and clean, and used those skills to work at a local library. At age 22, she transitioned to Cushing’s South Shore Industries (SSI) day program, supported by DDS, where she is thriving today.



Sophie’s family is nearby, and able to support her and visit her Cushing home often. Her mother, Jody, was so impressed with the organization that she got heavily involved in helping to raise awareness and funds for a Capital Campaign in 2020, and serves as Vice Chair of the Cushing Board.

Sophie’s parents consider Cushing to be Sophie’s second home, and believe her experiences have allowed her to thrive and flourish in ways they never thought possible.

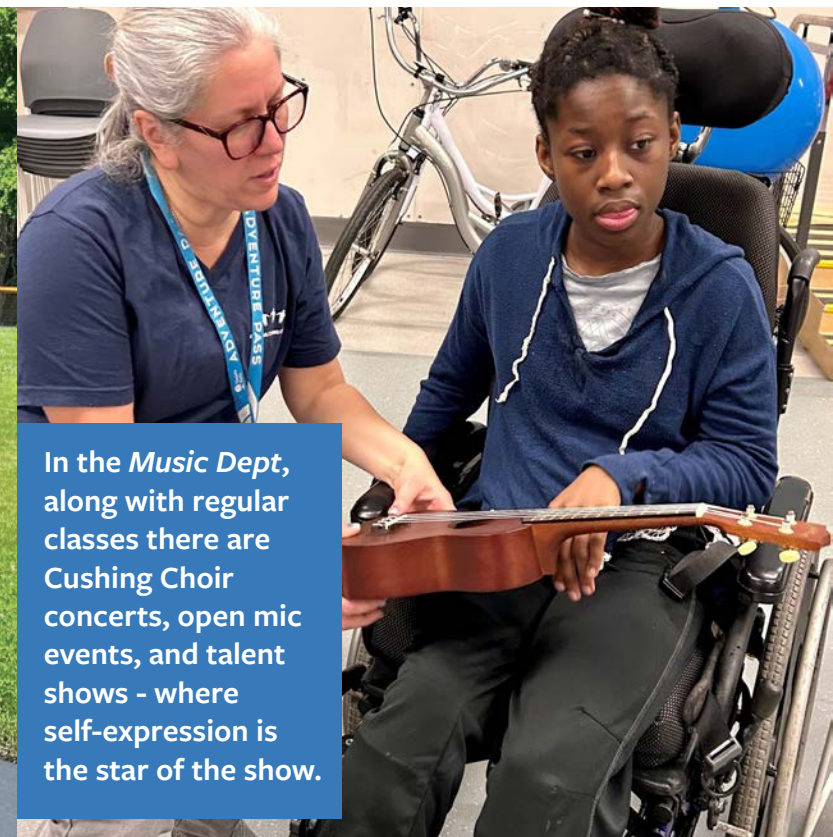


Cushing Differentiator: Creativity

Cushing Creativity is on display in our schools, at our MarketPlace shops and at local events, helping to raise awareness for Cushing’s exemplary Arts, Music, Recreation, and Industrial Arts programs.



In the Rec Dept, there are field trips on a regular basis, along with a wide assortment of options – from football to yoga.



In the Music Dept, along with regular classes there are Cushing Choir concerts, open mic events, and talent shows - where self-expression is the star of the show.



Arts & Crafts are a mainstay at Cushing - painting, coloring, sculpture, ceramics, candle- and soap-making – sold at Unique Boutique and various Cushing events.



Industrial Arts wood creations include lawn ornaments, bird houses, chairs, cutting boards and corn hole sets

Get Involved, Make an Impact

“The more my employees saw me giving back to organizations like Cushing, the more likely they were to give to charities themselves.”
- Eli Florence, Cushing champion, Founder and CEO of Florence Electric

Cushing strives to foster creativity, opportunity and hope for extraordinary people with intellectual disabilities.
Every dollar makes a difference!



Financial | Help extraordinary people live their best, most independent lives. Unrestricted donations, specific project gifts, planned giving, and more.
www.cushingcenters.org/giving, or mail:
Cardinal Cushing Centers – Development
405 Washington St. Hanover, MA 02339

Volunteer | Students, corporate groups, and individuals

- Assist at one of the four MarketPlace shops
- Support teachers in a classroom
- Help keep our neighborhood looking clean and beautiful
- Assist with woodworking, music, art, or cooking classes
- Help to coach a team

www.cushingcenters.org/volunteer, or call 781-829-1247



Attend or Sponsor an Event | Show your employees and the community how philanthropic your organization is by attending and sponsoring a Cushing event.

St. Patrick's Day | this dinner and auction funds the “Trip of a Lifetime” to Disney for graduating students in March at Granite Links Country Club. Follow us on Facebook and Instagram to get updates.

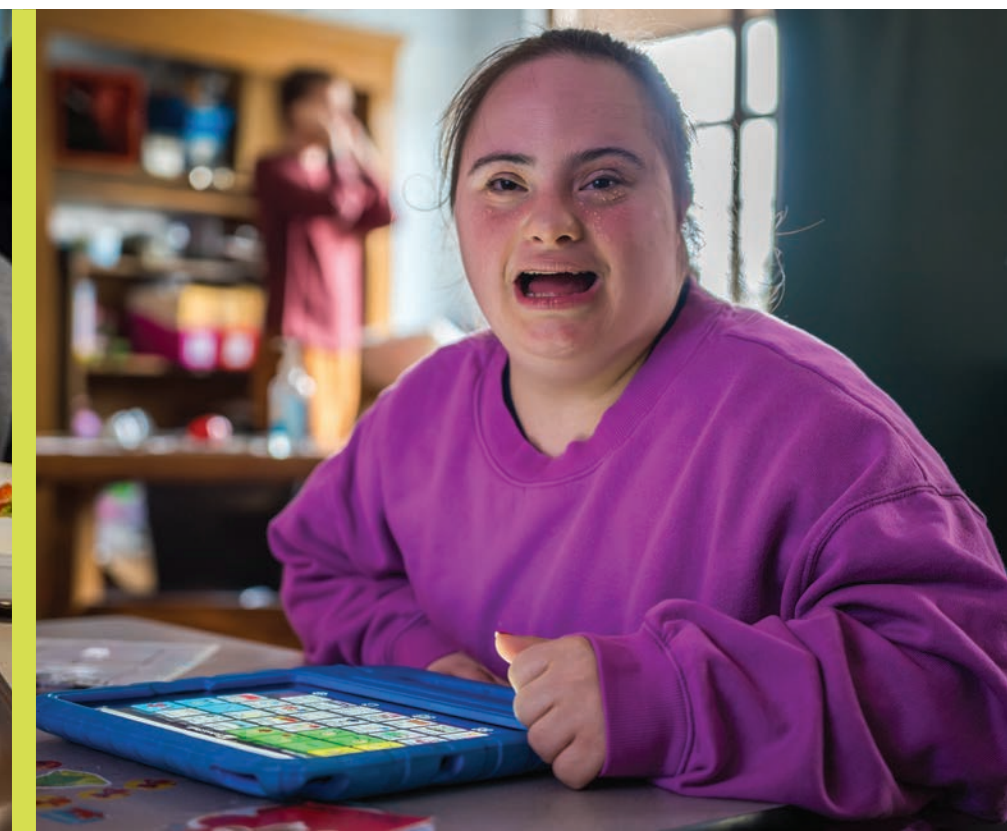
Springtime Gala | Cushing's biggest event of the year, this fundraiser and fashion show is held at the Boston Seaport Hotel in May and is not to be missed. www.springtimegala.org

St. Coletta Classic | this golf tournament is held in September, at Marshfield Country Club. Sponsorship opportunities are available!

Cushing Classic | this golf tournament is held in October, at Black Rock Country Club, Hingham. Become a hole sponsor for elevated brand recognition.

Cushing Fun Run & Harvest Festival | this late October fun run is for all ages, and costumes are encouraged! Go to www.cushingfunrun.org for more details on running, fundraising or business sponsorships.

For sponsorship opportunities, please contact Laurie Maranian, Director of Development, at 781-829-1247





Cardinal Cushing Centers
All ages. All abilities. All together.

A Rich History and Bright Future - Worth Investing In.

www.cushingcenters.org

405 Washington St., Hanover, MA 02339