OUR MISSION

The Children’s Center for Communication/Beverly School for the Deaf seeks to enhance the lives of Deaf and Hearing children and their families living with communication and developmental challenges by providing comprehensive educational and communication-rich programs.
Dear Parents, Families, Alumni, Friends, and Supporters of CCCBSD,

At CCCBSD our students continue to be our primary focus - every day, every minute. In accomplishing our goals to serve every child, we have embraced the entire community around us. Parents, alumni, businesses, foundations, and donors have all stepped up as we meet the needs of our resilient students. Thank you.

One group that has continued to stand out as a key driver for our success and the success of our students has been MAAPS - The Massachusetts Association of Approved Private Schools. As the collective trade association of 80 special education schools and 6,800 students in Massachusetts, MAAPS has been strongly advocating for CCCBSD students and our 145 year old Beverly institution. Amid the pandemic and evolving pressures of delivering an exceptional education, MAAPS has ensured our schools have a voice with legislators and the financial and physical resources to work through these difficult times.

The pandemic has created a singular force from this collective of 80 schools, all laser-focused on meeting the needs of the most vulnerable children of the Commonwealth. The daily frustrations of increased workloads, continued health and safety protocols, burnout, and personnel need are common issues among our schools. MAAPS has unified our missions and has been our compass to advance each school and each student forward.

This year, our thanks and appreciation go to the leadership of MAAPS, the collaboration of member schools, and the individuals driving these programs through the pandemic. The entire CCCBSD community is succeeding because of your support and the support of MAAPS.

With Deep Gratitude,

Dr. Mark Carlson
STUDENT LIFE

- **Activities** – Students at CCCBSD participate in a variety of activities such as the Harvest Festival, Fun Fridays, Awareness Days (Rhett Syndrome Day, World Cerebral Palsy Day, etc), Field Day and more.

- **Community Outings** – Transition students, (ages 14- 22) get to experience outings off campus. These often include trips to Whole Foods, the Beverly Public Library, Stop and Shop, North Shore Mall, Beverly Boot Straps and many other locations.

- Aside from academic classes, students participate in music, art, STEAM, cooking, vocational training and have access to workout equipment and a sensory friendly room.

- CCCBSD students come from many towns in both Massachusetts and New Hampshire. These towns include:
  - **New Hampshire:** Danville, Farmington, Kensington, Wolfeboro Falls.

- **Miracle League** – A free baseball program for children with a range of cognitive and physical abilities. Games are played on the Douglas Marino Community Field in the spring (May and June) and fall (September and October). Information on the program and volunteer opportunities can be found at cccbsd.org.
STAFF

• CCCBSD employs: 20 Teachers, 37 Teaching Assistants, 9 Speech Language Therapists, 4 Physical Therapists, 5 Occupational Therapists, 4 Nurses, 48 Support Staff (including Admin, Education Teams, Support, Development, Interpreting, Specialist, Transition, Clinical, Curriculum, IT, AT, Audiology, Parent Infant, Business Office and Consult).

• Many staff are presently in higher education programs or have received their Master’s or Doctorate degrees.

• Employment opportunities remain open for Teachers and Teaching Assistants.

• In the spring of 2021, CCCBSD welcomed Alena McSweeney as its new Chief Financial Officer.

CAMPUS UPDATES

• The Spring Soiree was held outside on the CCCBSD Campus and honored the staff of MAAPS (Massachusetts Association of Approved Private Schools) and Brown-Smith Law Firm. Food for the evening was provided by the Vibe Food Truck with beverages and appetizers from Burnhams Clambake. Proceeds from the evening supported the programs at the school.

• The Lone Gull 10K was held remotely in September 2020. Runners could run, roll or walk at a location of their choice, but many returned to Good Harbor Beach to enjoy the beautiful course. Proceeds from this event help with the ongoing costs of PPE.

• The CCCBSD Board of Trustees welcomed Aidan Murphy, an attorney with Scalli Murphy Law, P.C., to the board.

• The CCCBSD Board of Trustees consists of 21 members from a variety of local towns and occupations.
CCCBSD is sincerely grateful to all the very generous foundations and corporations listed below that have supported us this past year. We are truly honored by your generosity.

**$10,000 - $50,000**
- Amelia Peabody Charitable Fund
- Essex County Community Foundation
- George P. Bishop Foundation, Inc.
- Institution for Savings
- People’s United Community Foundation of Eastern
- The Peabody Foundation
- Van Otterloo Family Foundation

**$500 - $999**
- The Bill and Melinda Gates Foundation
- The Home for Little Wanderers

**$1,000 - $9,999**
- Mr. and Mrs. Timothy Ingraham
- Mr. and Mrs. Andrew Sutherland
- Lucia and Don Greenough
- Mr. and Mrs. Jeff Kane
- Mr. and Mrs. Darby Kopp
- Mr. and Mrs. Robert Marshall
- Mr. and Mrs. Robert Maunus
- Mr. and Mrs. Kevin McGillivray
- Mr. and Mrs. Steve Nelson

**$250 - $499**
- Mr. and Mrs. Alfred Carlson
- Mr. Peter Corbett
- Mr. and Mrs. Len Femino

**$250 and Under**
- American Lazer Services, Inc.
- Blometh Chiropractic
- Clarke School for the Deaf
- Cornell Orthotics and Prosthetics
- Devereux Advanced Behavioral Health
- Gregg, Hunt, Ahern & Embry
- Hayden Systems, Inc.
- Hillcrest Educational Centers, Inc.
- James F. Farr Academy
- M.B.T. Electricians Inc.
- Merrimac Heights Academy
- Montserrat College of Art
- The Edge
- Tri-City Sales Inc.
- Triple T Foundation

CCCBSD is humbled by the continued support of our individual donors over the years. Your commitment to our mission is vital and your donation has made a lasting impression on our school.

**$10,000-$50,000**
- Mr. and Mrs. Timothy Ingraham
- Mr. and Mrs. Andrew Sutherland

**$5,000-$9,999**
- Mr. and Mrs. Jeff Kane
- Mr. and Mrs. Darby Kopp
- Mr. and Mrs. Robert Marshall
- Mr. and Mrs. Robert Maunus
- Mr. and Mrs. Kevin McGillivray
- Mr. and Mrs. Steve Nelson

**$1,000-$2499**
- Mr. and Mrs. Amory Aldrich
- Ms. Elizabeth Becker
- Ms. Janine Brown-Smith
- Dr. and Mrs. Mark Carlson
- Mr. Joe Cronin
- Mr. Mark Doyle
- Ms. Ellen Finneran
- Dr. and Mrs. Paul Freedberg
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- Mr. and Mrs. Matthew Gibbs

**$249 and Under**
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- Mr. and Mrs. John Hall
- Mr. and Mrs. Paul Harrington
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- Mr. Michael Kelly
- Mr. and Mrs. Randall Kromm
- Mr. and Mrs. Michael Lindsay
- Mr. and Mrs. David Loring
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- Ms. Jane McNally
- Mr. and Mrs. John McSweeney
- Mr. and Mrs. Martin O’Toole
- Mr. and Mrs. Scott Price
- Mr. and Mrs. James Strawn
- Mr.& Mrs. Iyue Sung
- Mrs. Cyndi White
INDIVIDUALS (continued)

$500-$999
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Mr. Jim Doyle
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Ms. Kristen Humber
Mrs. Ellen Kallman
Ms. Peggy Lee
Ms. Susan Lindsay
Ms. Colleen Maguire
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Mr. and Mrs. Tom Gately
Mr. and Mrs. Alex Harrington
Ms. Kristen Humber
Mrs. Ellen Kallman
Ms. Peggy Lee
Ms. Susan Lindsay
Ms. Colleen Maguire
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Mr. and Mrs. Alex Harrington
Ms. Kristen Humber
Mrs. Ellen Kallman
Ms. Peggy Lee
Ms. Susan Lindsay

$250-$499
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Mr. and Mrs. Richard Booth
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Mr. Henry Clark
Mr. and Mrs. Tim Collins
Mr. Jim Daiute
Mrs. Carol Dempsey
Ms. Abby Martien and Matt Dow
Mrs. Jean Downer
Mr. Justin Doyle
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Patti and Tracy Ford
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Mr. and Mrs. Andy Gabriel
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Mr. and Mrs. Anthony Glovsky
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Ms. Marion Mahoney
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Mr. and Mrs. Steve Martwichuck
Mrs. Stella Nahatis
Ms. Barbara Nelson
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Mrs. Stefani Timmons
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Mr. Richard Weiss and Barbara McLaughlin
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Mr. and Mrs. Winchester
Dr. William Woods

$100-$249
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Mr. and Mrs. Steve Agganis
Ms. Geraldine Atkins
Mr. and Mrs. Andrew Benjamin
Ms. Jennifer Berry
Ms. Deborah Bickoff
Mr. and Mrs. Danny Cambra
Mr. Alan Chick
Mr. Sean Clark
Mr. and Mrs. David Collamore
Ms. Janice Coughlin
Mr. Conley Cummings
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Ms. Janet Mendes-Duquette
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Mr. Henry Hammond
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Ms. Nina LaBonte
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Ms. Jean Marie Leydon
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Mr. and Mrs. McCarthy
Ms. Caroline McCoy
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Mr. William McGloughlin
Mr. and Mrs. Glen McLeod
Ms. Megan McNeill
Ms. Carmela Mercier
Mr. Taylor Reseive
Ms. Linda Morris
Ms. Mackenzie Newell
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Ms. Margaret Sullivan
Ms. Talia Szymanski
Ms. Tracee Tilton
Mrs. Eileen Tran
Ms. Ashley Vance
Mrs. Leslie Ward
Mrs. Jean Koulack-Young
COMMUNITY PARTNERS

Thank you to all of the companies and individuals who have made an in-kind donation, such as gift baskets, mobility equipment, assistive technology and special treats for staff.

VOLUNTEERS, INTERNS AND FIRST JOBS

CCCBSD has a long history of individuals and organizations who give back to the school by giving their time and talent to a project or event.

The Board of Trustees has the ultimate responsibility for the well-being of the organization. A member’s presence requires an investment of time, of thoughtful deliberation, study and discussion of issues and matters of particular concern to the school. We are grateful for the time they donate so unselfishly.

Volunteers from other organizations often ‘give back’ by working on specific project or event that needs additional help to complete.

Interns often come to the school to work as part of their educational requirements. Depending on their concentration, we match their skills with the appropriate job.

First Jobs employees are individuals embarking on their first employment opportunity. The funds to support their salary come from a grant from Essex County Community Foundation.

Thank you to those who have given their time in the following ways:

• Beverly Rotary Club washed cars and cleaned PT equipment on Employee Appreciation Day.
• The Endicott College basketball and St. Johns Prep Water Polo teams volunteer every year at the Lone Gull 10K.
• Copyright Clearance Center employees have done landscaping, painting, and PT equipment cleaning.
• Endicott College hockey team and ASL Sports have served as “buddies”, outfielders and “high fivers” for the Miracle League.
• Parents volunteer frequently at events such as the Lone Gull 10K, Harvest Festival, Prom, Spring Soiree and so much more. We greatly appreciate their time and support.
FINANCIALS

REVENUE

• CCCBSD is primarily funded by student tuition. The cities and towns where the CCCBSD students live pay the program tuition for each student. In the school year ending in June 2021 tuition revenue was 73% of CCCBSD’s income (93% excluding PPP Loan & COVID support from the Government).

• Fortunately, CCCBSD has additional funding sources including other program revenue, rental property income, fundraising events, general donations, and grants.

• Fundraising and grant revenue is vital to the school and helps pay for many special additional items such as lifts or technology which are not covered by student tuition. These items help us provide our students with the richest educational experience possible!

EXPENSES

• The Faculty and Staff make CCCBSD what it is! They are also the school’s largest expense, comprising 84% of the school’s budget in the school year ending in June 2021.

• In 2021 CCCBSD spent over $186,000 on PPE and cleaning supplies to keep our staff and students safe during the COVID-19 Pandemic.

SUMMARY

With revenues over $10.9M and expenses of $9.4M we were able to close out the year with a $1.5M surplus. The surplus is primarily due to the forgiveness of CCCBSD’s PPP Loan. This has helped CCCBSD improve its balance sheet and put us in a strong position for future years.

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<table>
<thead>
<tr>
<th>Income Source</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Tuition</td>
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<tr>
<td>Donations</td>
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<td>Other Programs</td>
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<td>Investment, Rental Income and Other</td>
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<tr>
<td>Salaries, Benefits, Payroll Taxes</td>
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<tr>
<td>Building Costs</td>
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<tr>
<td>Supplies, Trainings, Subscriptions and Vehicles</td>
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<tr>
<td>COVID Supplies</td>
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<tr>
<td>Other</td>
<td>2%</td>
</tr>
<tr>
<td>Legal, Insurance, Regulatory</td>
<td>1%</td>
</tr>
</tbody>
</table>
OUR THANKS TO OUR 2020 LONE GULL SPONSORS!

Event Sponsor: Institution for Savings

Cape Ann Savings Bank
Coast Maintenance
EBSCO
Mr. and Mrs. Len Femino
Glovsky
Salem Five
The Law Office of Don Greenough
Mr. and Mrs. Peter Tremblay
The Wiedenman Family

SPRING SOIREE 2020

OUR THANKS TO THE 2021 SOIREE SPONSORS!

Event Sponsors: Institution for Savings and Mr. and Mrs. Timothy Ingraham

Amplified/Telamon
Blue Horizon
CIC
Coast Maintenance
Cutchins School
EBSCO
Endicott College
Glovsky
Groom Construction
James J. Welch & Co., Inc.
Pete and Joan Johnson
Kanes Flower World
Landmark School
The Law Office of Don Greenough
Mr. and Mrs. David Loring
Mr. and Mrs. Robert Lynch
Meeting Street School
Mr. and Mrs. Steve Nelson
New England Homes for the Deaf
North Shore Bank
Mr. and Mrs. Martin O'Toole
Peterman Architects
Salem Five
St. Ann's Home and School
Sentinel Benefits
Mr. and Mrs. Iyue Sung
The Gifford School
The Home for Little Wanderers
The Wiedenman Family
PARENT-INFANT/TODDLER PROGRAM (PIP)

• An early intervention and education service for families of children from birth to three.
• Serves children diagnosed with Deafness, hearing loss and other physical, developmental, or communication based disabilities.
• Home visits create a solid foundation for families in their own environment
• On-campus playgroups for babies, toddlers, and preschoolers are fun and designed to build and strengthen language and communication through play, music and activities.
• Educates parents on how to advocate for their children as they enter the educational system.
• For more information on the program and class times check our website at cccbsd.org or contact Robin Hough at robinhough@cccbsd.org.

THE INSTITUTE

The Institute tackled many initiatives during the fiscal year. In addition to providing professional development for the CCCBSD staff, the Institute collaborated on projects such as:

• Complex Communicators
• Bilingual Learning
• Disability Advocacy
• Diversity, Equity and Social Justice
• Wellness

Opportunities for community involvement were also offered through:

• Distinguished Speaker Series
• Fostering Joy program

THE CLINIC

The Clinic at CCCBSD provides direct and support services, including assessment, therapy, training, and consultation, to deaf and hearing children with complex needs. Following foundational work, clients were welcomed starting in December 2020. In the last year, The Clinic has:

• Expanded available services to include Assistive Technology assessments
• Streamlined processes for client and practice management
• Pursued insurance credentialing for additional clinicians, now totaling 4
• Redesigned website for prospective clients
• Welcomed 12 new clients
MAKING MUSIC ACCESSIBLE

A music class in a “typical” school environment might include a teacher, students, sheet music, and instruments. At CCCBSD, each class is catered to an individual group of students. During a recent class, Music teacher, Frank Barbaro, was teaching a lesson on the xylophone. He demonstrated how the collaboration of verbal instruction, technology, ASL interpreters, vibration, and instruments can make music accessible for all students. Students at CCCBSD require a variety of accommodations, such as an iPad to bring the smartboard content closer, a vibrating pillow to feel the sounds, an ASL interpreter to communicate, and instruments adapted for simplified instruction.
OFFICERS, EXECUTIVE COMMITTEE, AND TRUSTEES FISCAL YEAR 2021

EXECUTIVE COMMITTEE AND OFFICERS

Anthony Fusco, President • Partner/Attorney, Glovsky & Glovsky
David Carlson, Vice-President • Investment Broker, UBS Financial Services
David Morency, Treasurer • Vice President, The Druker Company, Ltd.
Sharon Clark, Secretary • Retired BSD Principal
Erik Majeskey • Alumnus
Scott Price • Managing Director, First Republic Securities Company, LLC

TRUSTEES

Jay Duchin • Owner, Duchin Productions, Inc.
Leonard Femino • Partner/Attorney, Alexander & Femino
Thomas Gately • Attorney, The Danvers Law Offices
John Hall • Retired, Salem Five Bank
Alex Harrington • Attorney, Morrison Mahoney
Bill Harrington • Owner, Coast Maintenance Supply
Robin Hough • Program Coordinator, Parent-Infant/Toddler Program
Dr. Timothy Hough • Owner, Commonwealth Radiology
Jeff Kane • Owner, Kane’s Flower World
Alison Kenney • Owner, KPR Communications
Rebecca Lindsay • CCC Parent, Gordon College Ambassador
Robert Maunus • Retired, NE Biolabs
Joel Monell • Retired Educator
Aidan Murphy • Attorney, Scalli Murphy Law
Martin L. O’Toole • Retired Teacher, Andover High School
Richard G. Powers • Retired Insurance Agent

SENIOR STAFF

Dr. Mark Carlson • President/Executive Director
Alena McSweeney • Chief Financial Officer
Stefani Timmons • Chief Operating Officer
Peggy Lee • Chief Program Officer
Jessica Fox • BSD Program Director
Kristen Humber • CCC Program Director
Robin Hough • Program Coordinator, Parent-Infant/Toddler Program
Jocelyn Clark • BSD Education Director
Rachel Barstow • CCC Education Director
Jane McNally • Director of Development
WE ARE HIRING!

CCCBSD is hiring for:

**BSD**
- Teaching Assistants
- Licensed Teacher of the Deaf or ASL Fluent Special Education Teacher

**CCC**
- Teaching Assistant
- Special Needs Classroom Teacher - Intensive Special Needs

**Teacher of The Visually Impaired (TVI) and (O/M)**

To apply now, visit cccbsd.org/about-cccbsd/careers

The Greater Beverly Chamber of Commerce honored the faculty and staff of CCCBSD under the category of Educators, during their “Celebrating the Inspiring Stories and Heroes of 2020” event. The school was one of three who were recognized for “leading the efforts to educate our students beyond the physical walls of the school”. The award was accepted by our nursing team.
DEVELOPMENT DEPARTMENT

Fundraising at CCCBSD is made of several components and enables us to share the story of our students and our school. Each of these components are designed to raise funds for the ‘extras’ that are not included in our yearly budget. We are grateful for the support we receive from our donors. Also, please follow our stories and posts on our social media sites, which includes Facebook, Instagram, and LinkedIn.

Our yearly fundraising opportunities include:
• Annual Fund (November)
• Annual Report (December)
• Spring Soiree (April)
• Lone Gull 10K Road Race (September)
• Foundation (Grant) Support (Yearly)

MONTHLY GIVING
An Easy Way to Support Our Students!

You can make a difference every month! Go to cccbsd.org and click on the DONATE NOW button and choose an amount and frequency that fits best within your budget and goals. CCCBSD offers the opportunity to make contributions automatically through a credit card and every donation is tax-deductible.

OPTIONS TO DONATE

CCCBSD is a 501(c)(3) not-for-profit institution

• Make a donation by check (payable to CCCBSD).
• Use our secure online service to charge your donation to your credit card at cccbsd.org/donate.
• Make a donation of stocks or securities.
  Please call the Development Office for more information.
• Double your gift through your employer’s Matching Gift Program.
  Check with your Human Resources Department for guidelines.
• Naming opportunities are available at various giving levels.
  (Pledges can be made and paid over 4 years)
• For many alumni and friends of CCCBSD, a charitable bequest is the easiest and best way to make a gift to the school. Please call the Development Office to discuss these options.

To contact the Development Office, call 978-927-7070 x244 or email Jane McNally at janemcnally@cccbsd.org.