

2023 Annual Results

Maximizing Independence



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A LETTER FROM THE CHAIR & THE EXECUTIVE DIRECTOR

The PLUS Company staff, clients, families, volunteers, and community supporters have one very important thing in common. We all believe that people with disabilities can become full, productive members of the community if given the proper tools. This certainty inspires everything we do, from our adult education classes, vocational training programs, enrichment activities, and volunteer opportunities. Every client served by The PLUS Company deserves the chance to learn the skills necessary to become as independent as possible. How and when they learn those skills may be different depending on the individual, but our staff remains steadfast in the idea that with creativity, flexibility, and ingenuity, programs and opportunities can and will be created that can change each client's life for the better.



The clients featured in this annual report are all working towards different goals. Mike is learning the skills necessary to take care of his home and family, while Peter is engaging in vocational training to find his dream job. Chelsea not only works and participates in PLUS Company activities every day, but has trained to be one of the best female Special Olympics power lifters in the world, traveling all the way to Germany to show off her hard work. The clients who are part of our "Veggie Courier" program have a goal not to just improve their own lives, but to help those in the community facing food insecurity. They are all working to maximize their independence, setting their own goals, and relying on PLUS Company staff to be there when help is needed.

Maximizing independence is not something that occurs over one night, one week, one month, or even one year. It is an ongoing process for each of our clients that only occurs through hard work and support. It is also not something that can be achieved alone. The PLUS Company owes all of our success to the dedication of our staff who live our mission "empower individuals with disabilities to maximize their independence" each and every day. We are grateful for the support of our families, community partners, and volunteers that allow PLUS to provide activities, classes, and enrichment activities for clients and demonstrating how important it is for all of us to work as a team. We need to thank our sponsors and business partners, who donate time and money to ensure PLUS can provide quality services to individuals with disabilities. Most of all, we need to recognize our clients. The individuals we work with strive to be their best every day. They are excited to learn, to improve their skills, to find jobs, and to live as independently as possible. You are the reason we do what we do.

Thank you all for a wonderful year. We look forward to working with you all to maximize independence for many more.



Kim Shottes
Executive Director

Donnalee Lozeau
Chair, Board of Directors

STAFF SPOTLIGHT: SHANNON CALABRO



Shannon Calabro has been with The PLUS Company for 5 and a half years and is well-known for her positivity and creativity. In addition to her duties helping clients get to and from work and appointments, she spends a lot of her time working with clients on their personal goals. Those goals could include everything from cleaning and organizing their homes, keeping track of appointments, grocery

shopping, and ways to relieve stress and feel good about their accomplishments. If that wasn't enough, Shannon also teaches cooking, stitching, assists with art and craft projects, leads book club, and recently started a drama class. "I absolutely LOVE my time with the clients when I get to work on their goals and help them participate in activities they enjoy. I am truly blessed to be able to do so much with them," Shannon says. "The reason I love my job is very simple. I get to make a difference in an amazing individual's life every single day." When it comes to the mission of The PLUS Company, Shannon says empowering individuals to maximize independence means letting them do as much as they can without intervention, while recognizing when she is needed. "It's a balance. You need to be in tune with the individual you are working with. You need to pay attention and be present. Many times, an individual thinks they cannot do something simply because they never have. Watching them overcome self-doubt and accomplish new things is why I do this job." Thank you, Shannon, for being such an important member of The PLUS Company team!

EMPLOYER SPOTLIGHT: PREMIER REHAB AND HEALTHCARE



Premier Rehab and Healthcare currently employs six PLUS Company clients in a variety of roles within the Laundry Department. They receive excellent natural support there from Rita Topple, Supervisor of Environmental Services. During the hiring process, Rita is fully engaged with each individual to learn their skills, interests, comfort levels, and areas of concerns. Rita's priority is not only to make sure the employees are comfortable, but

to also ensure that each individual is working to their full potential. Her ability and willingness to work with the client, identifying areas where they can slowly maximize their abilities within the facility shows her dedication, flexibility, and understanding of the amazing work that can be done by individuals with disabilities when given the opportunity to excel.

Besides the tasks each one is charged with while working at Premiere, the clients are also working on maximizing their independence outside of the building. Quinn is one PLUS company client who works at Premier, who is proud to maximize her independence by driving herself to and from work, while Bailey and Shane are learning to utilize the bus to get to and from their jobs.



AGGIE AND ALEX CREATE A HOME OF INCLUSION, ACCEPTANCE, AND SUPPORT



The PLUS Company has been fortunate with many Home Care Providers that have enriched the lives of our clients by sharing their homes. Agnes (Aggie) and Alex Vlahos are shining examples of a caring couple who have blended their family with PLUS Company clients, Erica and Brian.

Aggie welcomed Erica into her home as a “short term” respite situation. 18 years later, Erica continues to live with the Vlahos’ in her “forever”

home. Aggie and Erica have shared many adventures including camping and shopping. They love exercising and dancing together, and sitting in Erica’s favorite place – the backyard swing. Despite Erica’s challenges, Aggie’s caring nature provides her with a stable environment that has allowed her to experience the world and thrive in her community.

In 2015, the couple agreed to welcome Brian, who is very different than Erica and loves to be busy. Aggie and Alex have incorporated his skills into meaningful job tasks and hobbies that they do together. Painting, gardening, and repairing and working on Alex’s vintage car have all given Brian a profound sense of productivity and enjoyment.

Aggie says, “I feel honored that I have been able to be a home care provider,” but it is truly The PLUS Company and our clients who are honored to have Aggie and Alex as part of the PLUS family. Their shared partnership and commitment to balancing the varied needs and interests of both Erica and Brian have created a beautiful atmosphere of acceptance, inclusion, and loving support.



PETER WORKS TOWARDS INDEPENDENCE



Peter Early has been a client of The PLUS Company in Massachusetts for over ten years. During this time he has demonstrated significant growth along his journey towards independence. Peter was anxious about meeting new people at first, but he was able to balance those feelings with his desire to learn new skills and find employment. He completed both the S.T.R.I.D.E. Hospitality Training internship at Lowell General

Hospital and the Retail Training internship at Marshalls in Tewksbury. He found a part-time position at Marshalls with support from PLUS Company staff. Peter enjoyed his job for four years, before he decided to step back from employment for a period of time and focus on other aspects of his life.

During this time, Peter gradually transitioned out of living in his parent’s home to a new apartment. During the Covid-19 shutdown, Peter began exploring his creativity and imagination by writing superhero stories in the evenings, which he would share with his fellow PLUS clients, helping them to explore their own creativity. Later, he decided he was ready for a new employment challenge and enrolled in the CVS Abilities in Abundance Training Program, graduating in October of 2023.

Peter has always shown himself to be someone willing to do what is necessary to overcome obstacles and achieve his goals. He is proud to work with PLUS to accomplish his dreams and become independent saying “PLUS is a great place! I have made life-long friends here and appreciate the staff.”

CHELSEA TAKES ON THE WORLD



Chelsea Schultz has had a year she will never forget. Chelsea is an independent woman who lives with her cat and is always busy between her job at Hannaford, her schedule of activities, PLUS Pride Special Olympics, and classes with The PLUS Company. The past year has been particularly eventful, as Chelsea trained for and attended the Special Olympics World Games in

Germany as the first-ever female powerlifter representing New Hampshire. PLUS Company staff helped her prepare to travel by taking a lot of small steps, from getting a passport, to packing, to navigating travel with her teammates. While in Germany, Chelsea won three silver medals and returned home to cheers from her co-workers, friends, and PLUS clients and staff.

Chelsea has also been going through the process of having her apartment redone. This can be stressful for anyone but with support from staff she has been able to make lists, organize and process through the frustrations. She also continued to compete in PLUS Pride Special Olympics Softball and assisted with the Track and Field team.

When asked about her time with The PLUS Company, Chelsea raves about the staff, especially Direct Support Professional, Tom, who she has been working with for four years. "Tom is a caring, amazing, and outgoing DSP. He cares about his clients and always help with my goals. We also play sports and go on hikes. He is very comfortable to be around and easy to talk to and a very hard worker."

MIKE MAXIMIZES HIS INDEPENDENCE AT HOME AND ON THE JOB



Michael Smith is known as an incredibly kind man who loves sports, works hard, and is always striving to be more independent. Over his past 20 years with The PLUS Company, he has shown a true dedication to learning new skills that help him support not only himself, but his friends and family. Mike worked for Brevan Electronics for 15 years with the support of his PLUS staff. When changes in the

electronics industry necessitated a career change, he started a new job at Market Basket. His first position was as a bagger, but Mike decided he wanted more of a challenge and began to training to work in the bakery. He says he loves both positions, and enjoys the encouragement he receives from his co-workers.

Mike lives in an apartment with his brother. He considers himself the primary household caretaker and takes it upon himself to keep his kitchen and bedroom clean, while occasionally asking his PLUS staff for assistance when he is feeling a bit overwhelmed with his chores. One of his goals for the coming year is to do a better job planning, shopping for, and prepping healthy meals for himself and his brother. If that isn't enough, Mike is also working hard to improve his reading skills by participating in PLUS Company's Rivier Literacy Program, competes in PLUS Pride Special Olympics, and engages with his peers through The PLUS Company self-advocacy group. Mike says he is proud of how well he is able to focus on and complete tasks, and looks forward to becoming even more independent over the next few years.

PLUS CLIENTS DELIVER FOR THOSE IN NEED



Special (veggie) delivery! Rising food costs have made it more and more difficult for our low-income neighbors to purchase fresh fruits and vegetables, and The PLUS Company is doing our part to help. Clients volunteered to assist those in need by acting as “Veggie Couriers” for Grow Nashua over the summer. Vegetables were picked up from 7 donation stations where fresh fruits and vegetables from gardens

and grocery stores have been dropped off. The donations were then brought to Grow Nashua, to be distributed to families in the community who need a little extra help.

“We are so grateful for your clients and staff that have been part of making the Lil’ Free Farmstands a possibility in 2023!” says Justin Monroe, Director of Urban & Environmental Projects at Grow Nashua. “We averaged 21 shifts each week of picking and distributing and would never have been able to keep up with this without the Plus Company’s wonderful team of individuals!” With The PLUS Company’s help, Grow Nashua was able to bring 16,000 pounds of veggies to the dinner tables of families in need in the community. Once the program concluded for the year, 3 PLUS Company volunteers, Siobhan, Mike, and Scott, were recognized at a special Grow Nashua volunteer luncheon for their hard work and dedication. We are incredibly proud of all of the clients who participated in this program and all of our clients who volunteer in the community.

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USI Insurance Services
Valicenti Pasta Farm
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Wachusett Mountain Ski Area
WBS / Hub International
Worthen Industries, Inc.
YMCA of Greater Nashua
Zoo New England

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in honor of Jordan Carson
Jackson Carson

in memory of Haig, Verna and Susan DerManoogian
Debra DerManoogian
Jeanne Mithen

in memory of Sally Dionne
Constance Carter
Edward Carter
Jerry Dionne
Joseph Giangrasso
Peter Johnson
Sandra Ray
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in memory of Thomas Dionne
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Michael & Lisa Dionne

in memory of Ken Erikson
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Kristen Barr
Sara Bartlett
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Timothy CSontos
Mathew DiPilato
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The Berrigan Family
Robert Connolly
Philip Dwyer

in memory of Susan Galli
Rebecca Landon

in honor of Richard Hewitt
Margaret Bosse

in memory of Robert Hooper
Charlene Hooper

in memory of Sandy Mattis
Kathleen Orshak
Basile Panoutsopoulos
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Katherine Thomas

in memory of Irene Moisan
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in memory of Mike Monks
Hirsch & Company

in honor of Terry & Linda Robinson
Mike & Mary Quinn

in memory of Josephine Roebuck
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in memory of Richard Stanley
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Funding Sources

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Bishop's Charitable Assistance Fund, Inc.
Bob's Discount Furniture Charitable Foundation, Inc.
Boston Billiard Club - Charity
Charities Aid Foundation America
City of Nashua - Community Fund
Club National Inc.
Eversource Energy Foundation Inc.
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John Flatley Charitable Foundation
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New England Patriots Foundation
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TD Bank
TJX Foundation
We Share a Common Thread Foundation

In Kind Donations

Cupcakes 101
Fortin Gage Flowers & Gifts
Gate City Electric

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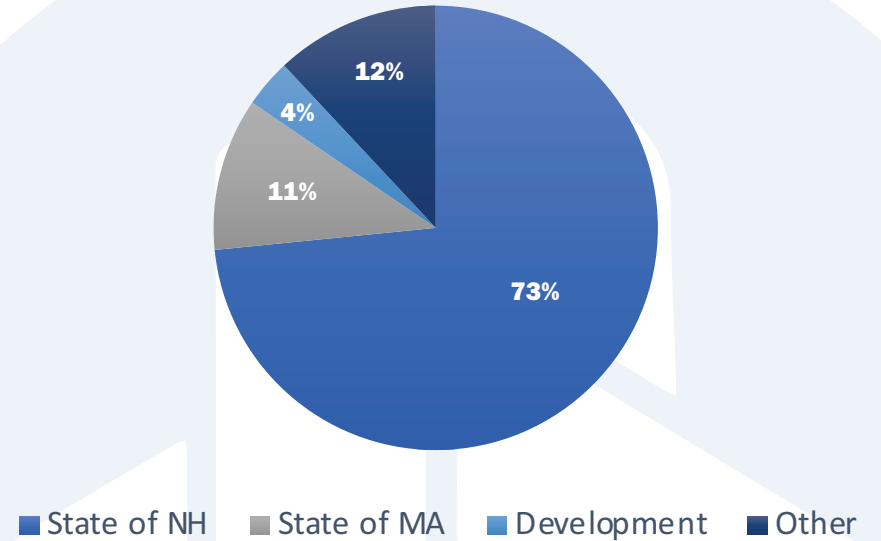
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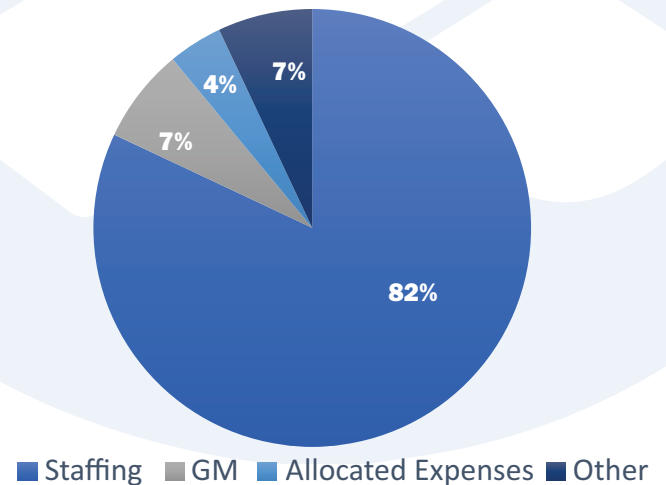
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2023 FINANCES

PLUS Company Funding Sources



PLUS Company Expenses





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