Our Mission

Tempus Unlimited, Inc. exists to provide a continuum of community-based services that support the efforts of children and adults with disabilities to live as independently as possible in the least restrictive environment. Through personal involvement, individual decision-making is supported and encouraged to enhance the control of a person over his or her own life and to foster self-sufficiency. The agency, through its programs and services, encourages the inclusion of people with disabilities into the mainstream of society, including social, recreational, family and work activities.
Tempus Unlimited, Inc. (formerly Cerebral Palsy of Massachusetts) is pleased to present this report on its operations for Fiscal Year 2018 (FY18).

The agency has successfully transitioned to the new name. The goodwill cultivated by Cerebral Palsy of Massachusetts through years of excellent service in the community is now appropriately associated with the name Tempus Unlimited. “Tempus” is a Latin word for “opportunity” and the agency has grown and expanded programs to allow unlimited opportunities to enhance the lives of the people we serve.

FY18 proved to be another year of extraordinary growth which is a testament to the staff at the agency and the exceptional services we provide. Our staff are dedicated, creative, and caring professionals who strive to provide an unparalleled level of services. Our management team and supervisors help to ensure that we challenge ourselves each and every day to improve the programs we operate. We continue to invest in technology, training, equipment, and our staff to ensure the people we serve receive the best we can provide.

We are very excited to be developing our Frank Bellotti, Jr. Wellness Center Programs. The agency held the Grand Opening in the early spring. Members of the board of directors, Tempus Unlimited staff, funding agency representatives, consumers, and family of Frank Bellotti, Jr. met to enjoy a kick-off for the Center. The number of consumers meeting with our Personal Trainer has increased and we hope do provide more service in the future.

We are also encouraged by the continued growth of our Competitive Integrated Employment Services (CIES) Program and the Pre-Employment Transition Services (Pre-ETS) Program which promotes individualized transition services for students with disabilities leading to successful post-school outcomes in postsecondary education, competitive integrated employment, independent living, and community participation. Our Fiscal Intermediary, Personal Care Management, and Supported Living Programs assist thousands of people to live independently in the community. Our agency-funded programs continue to positively impact numerous members of our community through therapeutic horseback riding, physical & occupational therapies, rowing programs for disabled veterans, iPads as communication devices, and the awarding of college scholarship money to 20 high school graduates with disabilities.

The Compliance Department works to proactively establish policy, procedures, and controls to comply with applicable Federal and State regulatory requirements. With open communication, identification of risk and corrective action, we strive to exceed current standards and enhance our service to our consumers. We safeguard the information that we create, transmit, and store by emphasizing that privacy and security of information is a priority.

As the reports on the following pages will describe, Tempus Unlimited, Inc. directors, managers, supervisors and dedicated staff strive to enthusiastically provide the highest level of service earning the esteem of state leadership throughout the industry. Our goal continues to be the provision of services to assist children and adults with disabilities in their efforts to live independent, rich, and meaningful lives.

Sincerely,

Larry Spencer

Chief Executive Officer

Robert Vincent

President
Our Programs
Community Services Programs

During Fiscal Year 18 the Community Programs of Tempus Unlimited, under the Direction of Linda Andrade, continues to strive to position our services to meet the needs of people with disabilities that are identified through a variety of sources. These sources include those who we serve and their families in our communities. Through our existing contracts with Massachusetts Rehabilitation Commission, Department of Developmental Service, and MassHealth, along with involvement in conferences and associations, Tempus keeps abreast of the identified gaps/needs of those in the community and how we may respond to those needs and how they fit our mission.

This knowledge and awareness have allowed for program expansion and the opportunity to serve more consumers. At the same time, consumers experience a variety of programs and services that our staff carry out on a day to day basis with such great professionalism.

Two recent examples over the past couple of years that continue to be developed to meet a community need are the Frank J. Bellotti, Jr. Wellness Center and Tempus Transportation services. These services have addressed a great need of social determinants of health and well-being to participants of select community programs such as Tempus Supported Living and Employment Services. These accessible opportunities may not otherwise be offered to people with disabilities and each participant has an assigned nationally certified Fitness Trainer for 1:1 instruction.

Staff also facilitate social and recreational activities that consumers select. There are many opportunities for consumers to go out to events of their selection such as sporting, outdoors, or shopping. Tempus believes in community, friendship and fun. Tempus Community Services is about providing that opportunity and we are proud to live our mission.

In Tempus Community Programs the belief of fostering the support to the whole person has become our true interest. Tempus serves those of all ages, disabilities, races, religions, and sexual orientation. We are proud of our diverse staff who represent the cultures of our communities. The integration of programs and services has offered our consumer base opportunities that continue to prove our integrity in the meaning of “opportunities.” Consumers have access to many resources and many have taken advantage of our total array of services while experiencing independent living.

Community Programs Leadership team is a strong team of quality professionals who share a common desire and motivation to provide services with integrity always. Their collaboration is remarkable and this team truly represents the mission of independence for all and will continue our enthusiasm of “opportunities for all” through creative programming and services while at the same time continuing to build our strong company culture of excellence!!
Our Programs

Personal Care Management Services

The Personal Care Management Program (PCM) Administrative Department plays a key administrative role in the referral processes from start to finish while continuing to provide excellent customer service.

Personal Care Management services include but are not limited to:

- Intake and orientation to assess a consumer’s eligibility for the Personal Care Attendant (PCA) program.
- Application for the PCA program.
- Skills training to teach consumers and/or their surrogates how to manage their PCA and understand their rights and responsibilities as a PCA employer.

This consumer-directed program offers individuals with permanent or chronic disabilities the opportunity to recruit and hire their own PCAs to assist them with two or more hands-on personal care needs. From bathing and grooming to helping with household tasks, PCAs provide the assistance that enables consumers to live their lives as independently as possible in their homes.

As one of the largest PCM programs in the state, the program serves individuals across Massachusetts, including the Cape and Islands. To serve such a large and ethnically diverse geographical area, the Community Staff employs members who are fluent in a variety of languages including English, Portuguese, Cape Verdean Creole, Spanish, Haitian Creole, Chinese, and Russian.

Skills Training Department

The Tempus Unlimited, Inc. Skills Training Department’s main mission is to ensure that all consumers and surrogates have a complete understanding of their PCA services. This includes teaching them the appropriate methods for dividing ADL and IADL tasks, and billing accordingly. Skills Trainers educate consumers and surrogates on best practices and they do this with professionalism, respect, and empathy. The Skills Training Department always strives for high quality. Here’s a good example:

“I write to express my sincere gratitude to Mona Pompilus for her excellent customer service to me and my family. Mona has been extremely delightful to work with and she has made this process very smooth for us. She is prompt and responsive which has made communicating with her very easy. She has offered great insight and shown so much compassion during this very new and difficult time. Her care for my mother-in-law, has meant the world to my family because we know it is genuine. There have been numerous occasions where I have called her and asked a million questions and she has been so patient with me. This is the service that families like mine need in order to feel comforted in this process. I enjoy working with her on ensuring that my mother-in-law receives all the necessary services for a better quality of life. We thank Mona for a job well done and hope to work with her again. Thank you a ton!”
Our Programs

Personal Care Management Evaluation Department

The PCM Evaluation Department has worked very hard at establishing their new team with their new supervisor this last fiscal year. Some of the activities included process improvement and policy and procedure changes beyond regular activities of the department.

Administrative staff of 2 employees are in charge of initial assignments and scheduling, facility discharge referrals, adjustment assignments, checking managed care referrals, re-evaluation assignments, consumer/PCP letters (ineligibility, no-contact, complaints), no-contact follow up, mileage tracking, reporting and tracking re-evaluations (submission dates, pending evaluation reports, adjustments, and initials), on hold/no shows communication, database and miscellaneous QA, answering staff’s questions, providing 485 and care plans to the team, mailing and/or faxing any necessary paperwork to consumer/surrogate/PCP as applicable.

Community staff included 2 Occupational Therapists and 8 Registered Nurses in Fiscal Year 2018. Typical activities include: scheduling re-evaluations, conducting initial and re-evaluation visits, conducting adjustments either on the phone or in person as appropriate, conducting ad hoc RN/OT, documenting attempts to contact, no shows/cancellations, fraud and DPPC reporting, PCP communication, challenging visits, and consumer communication.

Accomplishments (projects and process improvement):

- Completed a total of 3416 evaluations (both initial and re-evaluations), and 122 adjustments.
- Successfully transitioned to an electronic file system and utilized electronic folder storage with minimal disruption to the operation of the department.
- Initiated appropriate software updates on staff laptops, started the process of obtaining new laptops and jetpacks for increased connectivity, speed, and efficiency
- Continued to work through technical difficulties with Foxit- blackouts, crashes, etc. with the assistance of the IT department
- Initiated an alternative approach in handing complaints to decrease the level of challenges in responding to consumers/surrogates over the phone due to their inappropriate behavior at times. A new Complaint and Grievance policy has been created by the management team as a result.
- Initiated a new adjustment process in June 2018 - as a result unwarranted adjustments have decreased due to increased screening and collaboration with the Skills Training and Evaluation Departments
- Evaluation Department Supervisor reaffirmed the functional evaluation process for initial evaluations and a comprehensive nursing assessment for re-evaluations to better meet consumer’s needs and support program integrity while working within the MassHealth guidelines. The evaluations have been conducted in a consistent manner based on MassHealth regulations to reflect a consumer’s current medically necessary needs.
- Continued to process the ineligible evaluations by following MassHealth operating standards. With that, clarified the process of obtaining signatures as per Consumer Service Agreement.
- Continued to require documentation in Zuke to be completed by RNs and OTs when applicable to improve communication among departments and directly with MassHealth.
- Continued the process to complete re-evaluations in 4 business days in order for the paperwork to get processed in timely manner.
Our Programs

Adult Foster Care Program

The Adult Foster Care Program provides in-home support to qualified individuals who have a medical or cognitive condition that requires assistance with activities of daily living. The program is funded by MassHealth. Adult Foster Care services have demonstrated a direct correlation between these services and the reduction of hospitalizations, injuries, and stress while promoting dignity and person-centered service delivery.

Programmatically speaking, the process for accreditation has been initiated. This has and will continue to be a collaborative effort across the agency. The process is well underway with a review of policies and procedures in conjunction with the daily operating process. The accreditation is critical to achieve as all AFC providers will be required to have this distinction.

One goal of the program this past year was to establish a caregiver support group which came to fruition. Caregivers met with staff and enjoyed food while having a productive and fulfilling conversation regarding the role of a caregiver including the stressors experienced. Feedback was most positive from the attendees and subsequent groups will be held going forward with varied locations to meet the needs of all who choose to participate.

The program continued to work with other programs at Tempus to utilize additional resources and learn from one another. Transportation continues its support with assisting to get members out into the community. The AFC Program also shared resources with the PCA department. As a result of ongoing conversations between the programs, this type of collaboration is advantageous and will continue going forward into the year to come.

The past year has resulted in continued opportunities for the program to expand and enhance service delivery. Collaborative efforts have been established the ALS Society focusing on AFC service delivery and assistance with transportation needs. Our relationship with Best Buddies, HealthSouth, Harbor Health, and other service providers continues to flourish. Marketing has been an integral part of our goal of expansion with participation in networking conferences, attendance at trainings and meetings with associated providers to discuss Tempus Unlimited, Inc. services. The ALS Society and Alert Sentry provided trainings in their respective areas to enhance staff knowledge and further develop our working relationships. A presentation was conducted by department managers at Partners Healthcare to discuss both AFC and PCA services.

Over the past year many unique and challenging situations have been presented while serving families, creating the need for staff to be creative, resourceful, and supportive in ways outside of the norm. Staff as a result continues to expand their knowledge base to ensure that the program meets its obligation to provide quality, comprehensive services.
Our Programs

Supported Living Program

Services provided by the Supported Living Program remained solid in the fiscal year. The services were provided by a staff consisting of four case coordinators, eight full time and part time staff working as Adult Companions and Home Support Staff. The Adult Supported Living Program at Massachusetts Rehabilitation Commission (MRC), the Statewide Head Injury Program at MRC, The Moving Forward Plan, (previously called Money Follows the Person) and Acquired Brian Injury (MFP/ ABI) waivers and the Department of Developmental Service provided funding for services. Transitional Assistance services are provided through the MFP/ABI Waivers. Additionally, the National MS Society’s Home LINKS program is currently providing funding for 4 individuals in the Supported Living Program.

The program allows for the provision of a myriad of services, including PCA hiring and oversight, surrogacy, medical referrals for care as needed, purchasing of goods, housing search and applications, securement of mobility equipment, and initial and ongoing assessments. Additionally, assistance with transportation, development of effective communication skills, household organization, and recreational activities are included in service delivery and oversight. These noted services are a glimpse of the assistance provided through the Supported Living Program. Each individual served receives an individualized approach and need.

In addition, Tempus provides resources for recreation and continues to be well utilized for the purpose of social and recreational activities, including going out to eat, or to the movies, etc. Group recreational events are also held during the course of the year for SLP consumers including Halloween and other holiday parties.

In the new fiscal year, additional staff will be trained to provide services through the National MS Society Home Links Program to allow for an increase in services. Supported Living maintains a steady flow of referrals with an anticipated result of an expanded service delivery area.

Our Programs

Resource Department

This Department provides information, referrals, and advocacy for those consumers who may not qualify for the Personal Care Attendant Program (PCA) along with maintaining a directory of resources available to a wide range of consumers and agencies. Working in cooperation with all of the Community Staff Programs, Independent Living Centers and other agencies in the Fiscal Year 2017, the Resource Department found appropriate services for more than 4,000 consumers statewide. Some of these services included applications and eligibility for Tempus Unlimited, Inc. Personal Care Attendant Program (PCA) and Adult Foster Care Program (AFC). In addition, for the past nine years the department provides face-to-face advocacy and care management for consumers with Multiple Sclerosis referred to us by the Central New England Chapter of the Multiple Sclerosis Society.
Our Programs

Employment Services Department

The Competitive Integrated Employment Services (CIES) program served 82 consumers last fiscal year and assisted 27 consumers to enter permanent jobs. We have placed consumers in positions in the following industries: food service staff member, cashier, Home Health Aide, customer service, warehouse stocker, Certified Nursing Assistant, and medical technologist. We assist our consumers in job search techniques, mock interviewing, resume creation, and networking. We have learned that many consumers are invested in working with us. We had one consumer who is deaf and exhibited limited writing skills. He met with our career counselors and was hired at a store warehouse in his community. Another consumer struggled with technology and was able to learn job search basics such as searching for positions and applying to jobs online. He put to practice these new skills and found a position on one of the job posting sites, applied, interviewed, and was hired by Gill Metal Fab/Moduline as a Sheet Metal Machine Operator.

We also provide vocational assessments that include career assessments, job tours, community volunteering and job try outs. We have collaborated with local businesses in different fields to give the consumers experience, as well as, an understanding of what their skills are and what they want to pursue in their careers.

The Pre-Employment Transition Services (Pre-ETs) served 25 Pre-ETs consumers in South Shore Massachusetts. Tempus staff serve students in the community, at the Tempus office, and at the students’ high school. The program provided services to a variety of schools including: Duxbury High School, Silver Lake, Oliver Ames, and South Shore Educational Collaborative, to name a few. We work with our high school students in small group settings and practice skills such as goal setting, resume writing, cover letters, job search techniques, mock interviews, how to dress professionally, and soft skills. Once we help the student obtain an internship, the program provides them recognition of accomplishments through celebration activities.

The department has been successful in connecting consumers to internships with seven of them obtaining paid part-time jobs that range from food services, facilities management assistant, customer service, sales clerk, farmer assistant, media production assistant/video editor, and museum curator.

The Statewide Employment Services (SES) program provides ongoing support for 13 consumers who have been successful in obtaining competitive integrated employment. The purpose of having an ongoing job coach is to insure stability is created in the work place, so our consumers have a solid foundation of success.

Employment Services Job Club meets every other week providing mini workshops to our consumers to learn different techniques about skills, job environment, culture, and networking.
**Our Programs**

**Community Activities and Events**

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**Therapeutic Horseback Riding**

Tempus Unlimited Therapeutic Horseback Riding Program continues to thrive and grow throughout FY18. Over the past year; Kevin Eardley, Program Manager has continued relationships with 7 therapeutic riding centers in MA including: Wellspring Farm in Rochester, Greenlock farm in Rehoboth, Friends for Tomorrow in Lincoln, Ironstone Farm in Andover, The Bridge Center in Bridgewater, Papas Rehab in Canton, and Lil’ Folk Farm in Holliston.

Over the course of FY18 Tempus Unlimited has provided funding for 130 children with disabilities to participate in therapeutic riding and equine related programs across the North and South Shore. Tempus Unlimited has also provided funding for school systems that include: Brockton Public Schools, O’Donnell Middle School in Stoughton, Clifford Marshall in Quincy, Middleboro High School, New Bedford High School, and Carver High School. At Ironstone farm, Tempus Unlimited has funded the “TEACH” (Therapeutic Education Assessment Center) program from Lowell, and “Halt” (Haverhill Alternate School) to provide services for children with PDD, anxiety, and behavioral issues. In spring of 2018, Boston Public Schools joined Ironstone farm and 18 students with disabilities participated in TR the remainder of the school year with Tempus funding support.

Horseback riding and equine related therapies use the horse as the therapy tool. The horse’s gait mimics the gait of the human body. When sitting upright on the horse the body receives similar input as it would if the person was physically walking. Therapeutic horseback riding provides physical, cognitive, behavioral, social, and emotional benefits to participants. Participants are taught traditional riding skills using adaptive equipment and teaching methods in a supportive, interactive, and fun atmosphere that does not feel like it is “therapy”. Instructors and therapists can often see improvement in overall core strength, posture, hand-eye coordination, range of motion, decreased behaviors, and increased awareness when engaged with the horse, instructor, and volunteers in the fun and interactive surroundings of the barn.
Our Programs

Community Activities and Events

Scholarship Program

In January of 2018 Tempus Unlimited mailed out scholarship applications to 29 schools for High School Seniors planning to further their education. Out of all 29 schools, 29 students had submitted their essays to be reviewed and considered for scholarship. The scholarship committee including Larry Spencer, Linda Kennedy, Margaret Kern, Rick Iacobucci, Alan LaBatte, Jack Tennant, and Kevin Eardley met on April 30th to review each application. This year 19 applicants were chosen, and the Board of Directors agreed on allocating $57,500 to scholarship reimbursements using funds from the 2018 Golf Tournament.

On May 24th at Pine Hills Golf club, 9 scholarship recipients, along with their parents, grandparents, and siblings attended the scholarship ceremony. At the ceremony each student received their scholarship award and enjoyed a delicious dinner and chance to participate in the silent auction and raffle at the event.
**Our Programs**

**Community Activities and Events**

**Augmentative Communication Support Program**

The Augmentative iPad Communication Support Program continues to expand and grow throughout FY18. This program provides consumers with the opportunity to obtain an iPad device and speech application (recommended by their Speech/Language pathologist) to help with communication. This program supports consumers who are unable to fully communicate by using voice, pictures, animation, and video to help express themselves using an iPad tablet. Tempus Unlimited provides the funding for this program so that consumers are able to obtain this device, a speech recommended application, and protective case free of charge and provided within an average timeline of 4 – 12 weeks.

During FY18, 48 consumers benefitted from the iPad program and received an iPad, speech app, and other approved technology requests that were recommended by the consumers’ speech/language pathologist. Tempus Unlimited continues to support consumers with this need for adaptive speech equipment to better their lives and give consumers the opportunity to express themselves verbally.

**Wednesday Night Recreation Class**

The Wednesday night recreational class is our longest running program. It began in the 1960s and has been evolving ever since. The only requirement to participate in this program is to be over 18 and have a disability. Our class year runs from the beginning of October until the end of May and involves many different components. We always encourage our group to socialize and share stories of their lives and the things they like to do. This program is as beneficial to the staff as it is to the participants. The staff members have the opportunity to work with such a fun, loving group and the direct care is enhanced by seeing the reactions on participant’s faces after a project is completed or when they return to class after a break. Classes are held at the Lincoln Hancock School in Quincy every Wednesday during the school year from 6:00 p.m. to 9:00 p.m.
**Transportation Services Program**

The Transportation Services Program started in February of 2017 as a new program in the Community Services department. The agency purchased 4 new wheelchair accessible vans. Within just a short time, this program has grown in the amount of consumers that have been provided transportation services through Tempus. The staff transports consumers within the program to and from medical, recreation, shopping, personal, and therapeutic appointments within an average 25 mile radius from the main office in Stoughton. The Community Activities and Events department also supports consumers with monthly community social trips including sporting events, cookouts, car shows, holiday events, music festivals, and more.

The Transportation Services Program currently supports consumers who participate in the following programs:

- **Supported Living**
- **PRE-ETs (Pre-Employment Transitional Services)**
- **C.I.E.S. (Competitive Integrated Employment Services)**
- **Transitional Assistance**
- **Tempus Unlimited Wellness Center**
Our Programs

Community Activities and Events

2018 Annual Consumer Holiday Party

The annual Tempus Unlimited Consumer Holiday Party was held Sunday, December 11th, 2017 at Lombardo’s Restaurant in Randolph MA. This year, 700 guests were invited including consumers in the program, their families, PCAs and significant others. Kevin Eardley; Program Manager and his team of Tempus staff welcomed the consumers and showed them to their tables. The consumers enjoyed a luncheon, ornament making, pictures with the Grinch, Olaf, and Elf, and dancing along to music provided by DJ Nate. Santa arrived and all consumers had the opportunity to sit with Santa and have a professional photo.

The holiday party is a tradition that so many Tempus Unlimited consumers look forward to attending year after year! It was a wonderful opportunity to kick off the holiday season, meet the staff and consumers, dance, and mingle with friends. As always a great time was had by all!
Our Programs

Community Activities and Events

19th Annual Golf Classic

Tempus Unlimited hosted its 19th Annual Golf Classic at Pinehills Golf Club located in Plymouth, MA on May 24, 2018. 100 golfers signed up to play and attend the event. Proceeds from this year’s tournament will fund the Scholarship Program supporting tuition for high school graduates continuing their education. Companies who generously supported this event include - HUB International and Atlantic Charter as Co–Title Sponsors. Platinum Sponsors included our friends at Annkissam, and WB Mason, each donating $10,000. Our Gold Sponsor this year was Eastern Bank donating $7,500. Hole-In-One sponsor include Curtis Construction, and Mobility Works. Longest Drive/Closest to the Pin sponsorship included Wellspring Farm Learning Center and South Shore Children's Fund. Our Hole Sponsors include Quality Beverage, Lombardo's Restaurant, Kathleen Morris, and FUN Enterprises. Many thanks to all of our sponsors and supporters for their continued support towards our mission. Year after year this tournament has been a great success all thanks to the generous support from Tempus Unlimited sponsors.
Our Programs

Fiscal Intermediary

The FI Program allows many people with disabilities to remain in the community with supports to assist them with activities of daily living. Fiscal Intermediary Program staff assist consumers by registering them as payroll entities with government agencies; process payrolls, issue payroll checks and direct deposits; deposit taxes and file tax reports with government agencies; process state and federal unemployment payments and reports; and establish worker’s compensation policies for consumers.

Under the direction of the agency’s CEO, Larry Spencer, the FI Program continues to see growth, both in the volume of consumers serviced and in the components that comprise the program. There were many activities that began or were expanded this year, all in the interest of improving services to our consumers or adding robustness to the FI program.

In conjunction with MassHealth, we continue to monitor the Managed Overtime program. This requires overtime approvals for PCAs that work more than 50 hours/week. By managing the number of hours a PCA works, fraud can be significantly reduced and the likelihood of quality care for the consumer increased.

Tempus Unlimited continues to look at ways to go “paperless” across various functions. The efficiencies of utilizing technology and eliminating lost paperwork result in consumers becoming active and able to receive services more quickly. More consumers and their workers are using our electronic timesheet program each payroll period to ensure accurate and reliable processing.

PCAs are now required to receive electronic payment via Direct Deposit, either to a bank account or debit card. This has many benefits as it: reduces fraud by ensuring payment to the proper party; eliminates delays and administration associated with lost/stolen checks; and improves continuity of care to consumers by ensuring timely payment to workers. Over 90% of the payrolls we process are paid through direct deposit.

Tempus has worked closely with our PCM agencies in providing additional means of communications to create a more direct link, ensuring quick responses to questions that ultimately benefit the consumer. We have also conducted a number of training sessions for the agencies, enabling them to take full advantage of system offerings. This “train the trainer” approach will in turn allow consumers to utilize systems such as E-Timesheets and Paperworkr.

As we look to the New Year, we will be very involved in the development and testing of the in-house payroll for the FI Program scheduled to start with checks dated January 1, 2019 and later. This improvement will greatly enhance our reporting and allow for more flexibility in the payment of hours worked.
Financial Report
July 1, 2017 to June 30, 2018

Expenses

Children’s Therapy Program <1%
Employment Services <1%
Supported Living Program and Adult Foster Care <1%
Personal Care Attendant (PCA) Program <1%
Fiscal Intermediary Program 98.33%
Administration and Fundraising <1%

Income

Children’s Therapy Program <1%
Employment Services <1%
Supported Living Program and Adult Foster Care <1%
Personal Care Attendant (PCA) Program <1%
Fiscal Intermediary Program 98.69%
Administration and Fundraising <1%
## Programs Serving the Consumers

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*New category began in FY12

**Total Consumers Served in 2018:** 33,736  
**Total Revenue in 2018:** $501,000,000

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**Your Support is Welcome**

Please consider Tempus Unlimited, Inc. in your long-term financial planning as a means of providing financial security for you, your loved ones and the agency. Everyone can benefit while you maximize your assets. To explore planned giving opportunities, please contact the agency at (781) 297-5400 x1201.