



I ALWAYS GET

..... the

HELP

..... and

SUPPORT

I need when

I REACH OUT TO



RIPIN

Words From
Our **Executive
Director**



Sam

Sam Salganik
Executive Director

Last year was remarkable for RIPIN's peer professionals and the community we serve, with continued growth and accomplishments while staying true to the peer model that makes RIPIN special. The vast majority of RIPIN's board and staff are parents or caregivers to loved ones with special needs.

In furtherance of our strategic plan, we:

- **Told RIPIN's Story** by reaching 10 times as many Spanish-speakers with capacity-building workshops than ever before;
- **Enhanced our Community Connections** by deepening relationships with partners like Conexion Latina Newport, Progreso Latino, and the Woonsocket Education Department;
- **Remained the Best Employer with the Best Employees** paying all staff at least \$20/hour, enhancing professional development for leaders, and introducing restorative practices into our culture; and
- **Forged Systemic Solutions** at the policy table by advocating for improved IEP processes, protecting the right to critical health care under the Affordable Care Act, and launching a year-long policy initiative focused on access to preschool special education.

It was also a year in which we launched two new significant programs: the **Alliance for Community Health Worker Employers**, a forum for organizations in the sector to share best practices and coordinate advocacy, and our **Self-Directed Support Program** for adults with intellectual and/or developmental disabilities who self-direct their services. RIPIN supported so many of these families when the adults were children, and so many RIPIN staff who had children with disabilities when they joined us now have adult children in this system.

None of this is possible without support from an incredible group of funders, partners, board members, and staff.

Thank you!



Board of Directors

Samuel Salganik, JD Executive Director
Cassandra L. Stockman, PharmD Board Chair
David Lichtenstein, PhD Board Vice Chair
David Brouillard Treasurer
Christine Zanfini Parker Board Secretary
Elizabeth Tobin-Tyler, JD Board Secretary
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George Hardy, MD

Elizabeth Colon
Doris De Los Santos
Ilse Jenouri, MD
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Dana Osowiecki, Ph.D
Troy Peck, JD
Julie Zito

Sponsors

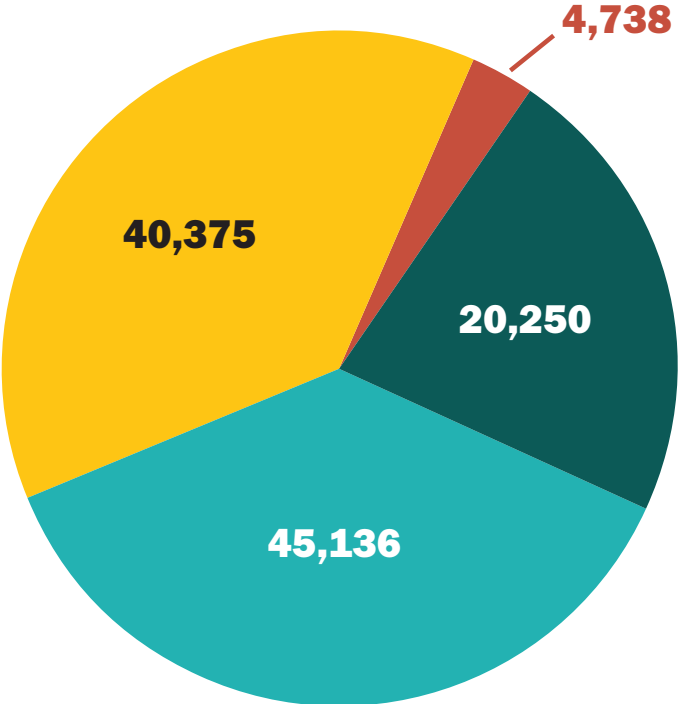
AgeSpan, Inc.
 American Institutes for Research
 Amica (employee donations)
 Blackstone Valley Prevention Coalition
 Blue Cross & Blue Shield of Rhode Island
 Brown University
 Care Transformation Collaborative of Rhode Island
 City of Providence Community Health Office
 Coastal Medical Physicians
 Community Foundation of Howard County
 CVSHealth Foundation
 East Bay Regional Coalition
 Family Voices
 George Hardy, MD
 Governor's Workforce Board
 Horace W. Goldsmith Foundation

Jerome Schaffran & Jeanne Carr (in Memory of Lisa Schaffran)
 John E. Fogarty Foundation
 Kent County Memorial Hospital
 Kent County Regional Coalition
 Lifespan
 Neighborhood Health Plan of Rhode Island
 New England Regional Genetics Network
 Newport County Region Strategic Prevention Partnerships, Inc
 Nicholas Costa
 Papitto Opportunity Connection
 Rhode Island College
 Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals
 Rhode Island Department of Education

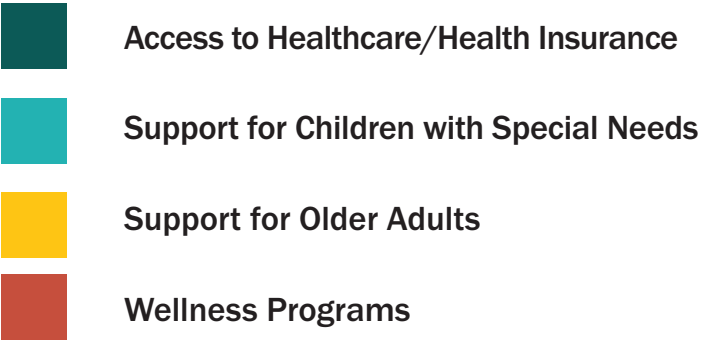
Rhode Island Department of Health
 Rhode Island Executive Office of Health and Human Services
 Rhode Island Foundation
 Rhode Island Health Center Association
 Rhode Island Hospital
 Rhode Island Kids Count Inc.
 Rhode Island Medicaid
 Rhode Island Office of Healthy Aging
 Rhode Island Office of Rehabilitation Services
 Rhode Island Office of the Health Insurance Commissioner
 South County Hospital
 South County Regional Coalition
 Statewide Parent Advocacy Network, Inc. (SPAN)
 The Economic Progress Institute

Tri-County Community Action Agency
 Tufts Health Plan
 United Way of Rhode Island
 UnitedHealthcare
 University of New Hampshire
 US Department of Education
 US Department of Health & Human Services
 • Administration For Community Living
 • Centers for Medicare & Medicaid Services
 • Health Resources and Services Administration
 • National Institutes of Health
 van Beuren Charitable Foundation

2023 by the numbers



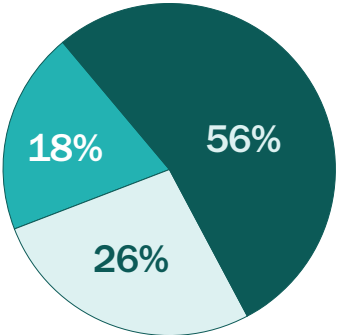
Client Encounters by Program Area



2023 Revenue

- Federal Funds
- State Funds
- Other

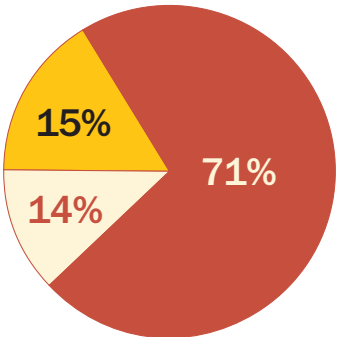
\$8,200,000
Total Revenue



2023 Expenses

- Program Personnel
- Other Program Expenses
- Management, Admin, Overhead

\$8,500,000
Total Expenses



11,556
Workshop Reach
(live and on-demand)

5 CONSECUTIVE YEARS

Named a PBN Best Place to Work

95%

Customer Satisfaction

901

IEP Meetings Attended

\$7.8 MILLION

Saved on Healthcare Costs (2018-2023)

126,452

Social Media Reach

328

Policy & Advocacy Meetings

Strategic Initiatives

Community Health Worker (CHW) Workforce

RIPIN leads in the advancement of the CHW workforce. As the State's largest employer of certified CHWs, we play a lead role in various initiatives building a foundation for the CHW sector, including the CHW Roadmap, RIDOH's CHW Network Strategy Workgroups, and the Alliance for CHW Employers. In 2023, we were proud to support Rhode Island's first CHW Conference, creating a new platform for CHWs to share best practices, build connections, and elevate their impact.



Policy Advocacy

RIPIN is committed to championing for systems that our community needs to thrive. Always centering the voices of people with lived experience, we seek to ensure Rhode Islanders can access special education, health care, and resources for healthy aging. In 2023, our Fall Policy Forum focused on preschool special education, a high-priority need likely to be at the center of our policy agenda for years to come. We're also proud to be advocating for improved policies to foster meaningful parent engagement in the IEP process, increased reimbursement rates for behavioral health and social and human services providers, and making critical financial support available to more low-income Medicare beneficiaries.



New Support for Adults with I/DD

The launch of RIPIN's Self-Directed Support Program in 2023 was a significant step forward in empowering individuals and families who self-direct their services for adults with intellectual and/or developmental disabilities (I/DD). Through workshops, peer support, online resources, and connections to partner organizations, this program increases transparency and consistency while reinforcing the philosophy of self-determination on which the self-directed model is built.



Empowering Spanish-Speaking Communities






In 2023, RIPIN served 250% more Spanish-speaking clients than we did in 2019. This growth was fueled by intentional outreach to and partnership with strategic allies and community leaders. We advertised on Latina Radio in addition to numerous outreach events targeting Spanish speakers. We have a formalized system for compensating multilingual staff, and more than half of our client-facing staff speak Spanish. We offered more Spanish workshops and online resources than ever before. And we are proud of multiple strong partnerships with organizations that specialize in supporting the Spanish-speaking community.

RIPIN helped me 25 years ago with my Bipolar son + now is helping me with my 71 year old husband who has moderate/severe Alzheimer's
Thank you!

Muchas Gracias por brindar su ayuda y Gran Apoyo!

The advocacy of the program helped me tremendously with getting nursing care for the boys I am fostering.



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