



METROWEST
HEALTH
FOUNDATION

ANNUAL REPORT 2022

RISING

TO MEET
WORKFORCE NEEDS

Report finds a ‘workforce crisis’ is behind long waits for mental health care in Massachusetts

WBUR, FEBRUARY 2022

Nonprofits beg for Congress’ help with staffing shortages

POLITICO, SEPTEMBER 2022

Report: More than 5,000 nurses needed in Mass. Hospitals as temp staffing costs skyrocket

BOSTON BUSINESS JOURNAL, JULY 2022

The headlines over the last year are striking.

Health and human service organizations are facing unprecedented difficulty in recruiting and retaining direct care and support staff. The shortage of workers extends across all types of positions from physicians to those who staff group care facilities. And the impact of these shortages can have a profound effect on access to and the quality of care that so many rely on.

Through regular communication with our grantees and community partners, we were able to chart a course over the last year that can help address these needs. As you will see in this, our 22nd report to the community, we have responded by increasing our commitment to the training of health professionals in our region through scholarships, internships, and grants. Through our health equity work, we are also working to ensure a culturally and linguistically competent workforce that can address the needs of all residents.

On behalf of the foundation's board of trustees, we want to thank our many community partners, committee and panel members and other volunteers who support our work. Your efforts allow us to fulfill our mission of ***“improving the health status of the community, its individuals and families.”***

William Graham
Chair, Board of Trustees

Martin Cohen
President/CEO



THE WORKFORCE CHALLENGE

“We have had a hard time recruiting clinicians.” We heard this over and over from grantees this past year. In the summer of 2022, foundation staff conducted interviews with grantees to learn what their top organizational and client needs were. Nearly every single organization indicated that hiring staff was the biggest challenge they were facing. Organizations looking to hire behavioral health staff, particularly those who are bilingual, had the hardest time.

As has been well documented, the COVID pandemic exacerbated the behavioral health workforce shortfall. Demand has increased for mental health and substance use services across all age groups. And clinical staff are leaving their positions at higher rates than before 2020.

Solving the health and human service workforce shortage will require a significant investment by federal and state governments, insurance companies, academic institutions, and philanthropic organizations. In 2022 the foundation devoted significant resources to creating and supporting new and innovative solutions to address this issue.

*“We have
had a
hard time
recruiting
clinicians.”*

The Foundation's Work

- 1 INTERNSHIPS
- 2 SCHOLARSHIPS
- 3 INCREASING THE PIPELINE
- 4 LEADERSHIP TRAINING
- 5 GRANTMAKING

1

INTERNSHIPS

One way the foundation sought to address the behavioral health workforce shortage was through the creation of the MetroWest Health Internship Fund. The fund provides stipends to local agencies to be used to provide paid internships for students engaged in graduate-level educational placements within MetroWest organizations.

The Internship Fund has three goals:

1

Increase staff capacity within local agencies focused on behavioral health and public health.

2

Introduce graduate students to mental health and public health opportunities at MetroWest organizations with the hope they will remain in the region post-graduation.

3

Increase the number of graduate interns of color seeking placements in MetroWest agencies.

In 2022, the foundation approved 28 internships at 11 organizations. Internships ranged from \$2,500 to the maximum amount of \$7,500 per intern. All the interns are currently pursuing master's degrees or Ph.Ds. in social work, mental health counseling, or clinical psychology. Results from the first year of funding revealed that nearly three-quarters of the interns were actively seeking employment in the MetroWest region.

"This stipend not only assists me in meeting my basic needs but also contributes to feeling valued for the work that is accomplished during the learning experience."

"The intern stipends made available because of MWHF allow me to focus on learning and serving our community. Thank you for your investment in students like me."



2

SCHOLARSHIPS

Since its inception, the foundation has offered scholarships to MetroWest residents enrolled in eligible nursing, medical or clinical programs at accredited academic institutions. This past year, the foundation’s board of trustees voted to increase the scholarship maximum from \$2,000 per year to \$4,000 per year. They cited rising tuition costs, limited ability of students to work while undertaking rigorous health profession degree programs and the growing demand for social workers, nurses, and other health professionals.

Applications doubled as a result of this funding increase. Of the 39 scholarships made in June of 2022, a third were for students pursuing degrees in mental health counseling and psychology.



\$2K → \$4K

**SCHOLARSHIP
MAXIMUM**

“...I am passionate about providing culturally compassionate care, bridging disparity gaps, and improving access to mental health services...”

– MEDICAL SCHOOL STUDENT

“I hope to incorporate the values of the foundation into my career and contribute to the betterment of healthcare.”

– PSYCHOLOGY STUDENT



3

INCREASING THE PIPELINE

**We need to
fill a variety
of roles in
community
agencies.**

While having sufficient licensed clinical staff is critical to meeting the immediate needs of residents, there is growing recognition that we need to create a pipeline of talent that can fill a variety of roles in community agencies. With this in mind, the foundation convened a working group of MetroWest behavioral health providers and the leadership of MassBay Community College to assess the interest and feasibility in the college offering certificate and associate degree programs in mental health. There are several options now under consideration and development will help meet potential student and workforce needs in the region.

The foundation is also providing support to MassBay to develop a patient simulation lab as part of its new Center for Health Sciences currently under construction in Framingham. The lab will enable nursing students, emergency medical technicians and others to train using state-of-the-art technology that replicates human conditions and physiological functions.



4

LEADERSHIP TRAINING

Launched in 2006, the MetroWest Health Leadership Program has been increasing the knowledge and skills of our region's health and human service staff. Following a year hiatus due to COVID, the foundation reopened the program for the 2022 year. The class was evenly divided among public health, mental health and human service staff. They met in person for six months and explored topics of health equity, data, strategic thinking, negotiation, and managing conflict. They also worked in two groups to produce policy briefs that built on topics covered in the program and allowed them to practice their team building skills.

“Meeting other leaders in the community and hearing about what was going on in their organizations was inspiring and uplifting.

It was an invigorating experience!”

*“One of the **best professional experiences** I have had as a mid-level manager. Quality of cohort participants, faculty and foundation staff was excellent.”*

5

GRANTMAKING

The foundation continued to direct part of its grantmaking towards addressing workforce issues. Funded efforts include providing increased clinical supervision for clinical staff and direct service workers to develop their skills and boost their clinical confidence; strategic investments in the recruitment and retention of Spanish-speaking clinicians; and, in partnership with the Blue Cross Blue Shield Foundation of Massachusetts and the Charles F. & Beatrice D. Adams Charitable Trust, the development of a comprehensive inventory of incentive programs available for Massachusetts residents wishing to enter or advance their careers in behavioral healthcare.



Grantmaking plays a critical role in addressing workforce issues.



GRANTS

ADOLESCENT HEALTH

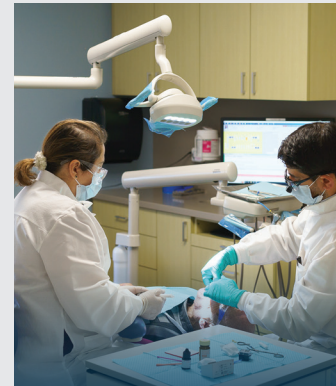
Education Development Center, Inc.

To conduct the 2023 MetroWest Adolescent Health Survey.
\$673,251

BASIC HEALTH NEEDS

MetroWest Free Medical Program

Basic Health Needs—
Primary Care
\$50,000



BEHAVIORAL HEALTH WORKFORCE

Advocates, Inc.

To increase access to behavioral healthcare for Spanish-speaking individuals and families.
\$49,999

De Novo Center for Justice & Healing

To pilot a legal mental health team.
\$55,578

Massachusetts Association for Mental Health, Inc.

To create an inventory of behavioral health workforce incentives.
\$10,769

RIA House Inc.

To support internships for graduate education of mental health clinicians.
\$15,000

CAPACITY BUILDING

Advocates, Inc.

To develop a training curriculum to increase staff retention.
\$25,000

Dignity Matters, Inc.

To purchase a volunteer management system.
\$25,000

Franklin Food Pantry

To provide nutrition training for staff and volunteers.
\$3,900

Holliston Council on Aging

To conduct a comprehensive study of the town's 55+ population.
\$25,000

Holliston Public Schools

To develop a Multi-Tiered System of Support for social emotional learning and mental health services.
\$25,000

Human Relations Service, Inc.

To implement an electronic health record system.
\$50,000

Jewish Family Service of Metrowest

To create a centralized, integrated data collection system.
\$40,276

MetroWest Free Medical Program

To build capacity for behavioral health screenings.
\$24,620

Natick Service Council, Inc.

To purchase a volunteer management system.²
\$25,000

Needham Health and Human Services Department

To enhance clinical supervision of clinicians and direct service workers.
\$4,000

RIA House Inc.

To support staff professional development opportunities.
\$18,050

South Middlesex Opportunity Council, Inc.

To improve the organization's website.
\$50,000

South Middlesex Opportunity Council, Inc.

To integrate agency data systems.
\$40,000

SPARK Kindness, Inc.

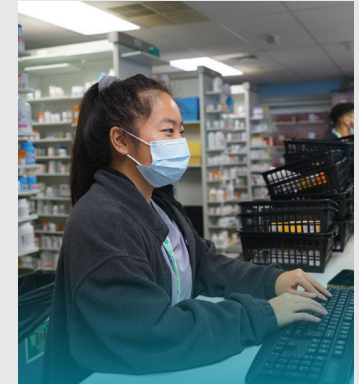
To support a comprehensive strategy to promote volunteer engagement.²
\$49,980

Tri-Valley Elder Services

To hire a clinical care coordinator.
\$25,000

Wayside Youth & Family Support Network, Inc.

To provide racial trauma training.
\$50,000



CAPITAL

A Place To Turn

To support expansion of the food pantry.²
\$150,000

Edward M. Kennedy Community Health Center, Inc.

To support the establishment of a new health center in Milford.
\$500,000

Family Promise MetroWest

To convert the day center into an overnight family shelter.²
\$100,000

COMMUNITY ENGAGEMENT

Advocates, Inc.

Behavioral Health Partners of
MetroWest—Health and Social
Service HUB

\$473,437

MetroWest Nonprofit Network, Inc.

To provide continued support for the
Voices of the Community project.¹

\$234,715

Wayside Youth & Family Support Network, Inc.

To address root causes of
homelessness among Latinx youth
and young adults in MetroWest.

\$50,000

COVID-19 RELATED GRANTS

Hopkinton Health Department

\$68,712

Hudson Health Department

\$250,000

Medfield Health Department

\$5,000

Natick Health Department

\$50,000

Needham Health and Human Services Department

\$50,000

Northborough Health Department

\$50,000

Southborough Health Department

\$49,960

Sudbury Health Department

\$50,000

Wayland Health Department

\$50,000

Wellesley Health Department

\$50,000

Westborough Health Department

\$50,000

FOOD INSECURITY

A Place To Turn

To support the food pantry.²

\$30,000

Natick Service Council, Inc.

To support the food pantry.²

\$30,000

HEALTH & HOUSING STABILITY

Family Promise MetroWest

To support families facing
housing insecurity.²

\$50,000

MetroWest Mediation Services

To prevent evictions and help
tenants avoid homelessness.

\$50,000

Natick Service Council, Inc.

To support health, housing,
and self-sufficiency through
case management.²

\$25,000



HEALTH EQUITY

Health Care For All

To conduct a community outreach campaign in Framingham and Milford to increase vaccination rates.
\$99,125

Wayside Youth & Family Support Network, Inc.

To support a diversity, equity, and inclusion training program.
\$27,528

PUBLIC HEALTH PLANNING

Hudson Health Department

To support regional shared public health services.
\$111,338

RESPONSIVE

Framingham Health Department

To develop a regional rapid response grief outreach program for families of fatal overdose victims.¹
\$20,000

Gaining Ground

To translate nutrition/recipe information.
\$8,000

Jewish Family Service of MetroWest

To resettle and support Afghan evacuees in MetroWest.
\$20,000

MetroWest Legal Services

To support legal assistance for refugees seeking asylum.
\$25,000

MetroWest Regional Transit Authority

To equip paratransit vehicles with AEDs.
\$12,850

Milford Public Schools

To increase immigrant students' access to community health resources.
\$20,000

Needham Public Health Division

To support a facilitated discussion on shared regional public health services.
\$20,000

Northborough and Southborough Public Schools

To support the development and expansion of social and emotional learning programs.
\$8,000

Wayland Police Department

To purchase CPR equipment.
\$1,873

Women Make Movies

To support the local showing of "Recovery City."
\$12,000

WORKFORCE ENHANCEMENT

Internship Stipends (31)

\$220,000

YOUTH MENTAL HEALTH

Advanced Math and Science Academy Charter School

To provide students access to the INTERFACE Referral Service.
\$5,000

Advocates, Inc.

To provide mental health supports in the Marlborough Public Schools.
\$49,889

Bellingham Public Schools

To develop a therapeutic framework for the Keough Memorial Academy.
\$31,700

Chica Project

To enhance supports to Latinx and other women of color in the Framingham Public Schools.¹
\$40,570

Doc Wayne Youth Services, Inc.

To expand group therapy programs at Framingham Public Schools.¹

\$50,000

Framingham Public Schools

To support additional mental health counselors.¹

\$100,000

Hopedale Public Schools

To support a Multi-Tiered System of Support counseling program.

\$48,474

Northborough Public Schools

To expand clinical supports to students.

\$100,000

Westborough Public Schools

To provide universal mental health screening and supports.

\$57,500

SCHOLARSHIPS

Nursing (32)

\$90,000

Medical/Clinical (22)

\$80,000

¹ From the Framingham Union Grants Panel

² From the Leonard Morse Grants Panel

**Demand has increased
for mental health and
substance use services
across all age groups.**



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Rebecca Gallo, *Senior Program Officer*
Cathy Glover, *Grants Management Director*

As of 9/30/22

FINANCIALS

STATEMENT OF FINANCIAL POSITION SEPTEMBER 30, 2022

(with summarized comparative totals as of September 30, 2021)

ASSETS	2022	2021
Cash and cash equivalents	\$2,490,256	\$2,359,462
Investments	\$90,449,507	\$111,641,824
Beneficial interests in perpetual trusts	\$6,732,924	\$8,405,193
Other assets	\$99,540	\$90,598
Total assets	\$99,772,227	\$122,497,077
LIABILITIES & NET ASSETS	2022	2021
Liabilities		
Accrued expenses and other	\$1,868,556	\$1,966,742
Grants payable	\$2,848,435	\$2,859,498
Deferred excise taxes	\$281,619	\$556,441
Total liabilities	\$4,998,610	\$5,382,681
Net Assets		
Without donor restrictions:		
• General purpose funds	\$51,489,680	\$63,642,848
• Grants Panels	\$26,124,321	\$32,654,356
Total without donor restrictions	\$77,614,001	\$96,297,204
With donor restrictions:		
Purpose restricted, including Grants Panel funds:		
• Expendable	\$6,710,229	\$7,929,504
• Endowments	\$3,716,463	\$4,482,495
• Beneficial interests in perpetual trusts	\$6,732,924	\$8,405,193
Total with donor restrictions	\$17,159,616	\$20,817,192
Total net assets	\$94,773,617	\$117,114,396
Total liabilities and net assets	\$99,772,227	\$122,497,077

STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS FOR THE YEAR ENDED SEPTEMBER 30, 2022

(with summarized comparative totals for the year ended September 30, 2021)

REVENUES	2022	2021
Income from outside trusts and other	\$363,718	\$305,108
Net assets released from purpose restrictions	—	—
Net gains (losses) on beneficial interests in perpetual trusts	(\$1,672,269)	\$1,015,180
Investment return, net	(\$14,998,796)	\$20,794,250
Total revenues	(\$16,307,347)	\$22,114,538
OPERATING EXPENSES	2022	2021
Program services		
• Community Education and Advocacy	\$456,711	\$456,138
• Grant and related	\$5,369,945	\$5,934,356
Total program services	\$5,826,656	\$6,390,494
Management and general	\$206,776	\$716,358
Total operating expenses	\$6,033,432	\$7,106,852
Changes in net assets	(\$22,340,779)	\$15,007,686
NET ASSETS	2022	2021
Beginning of year	\$117,114,396	\$102,106,710
End of year	\$94,773,617	\$117,114,396

The Board of Trustees has engaged AAFCPAs of Westborough, Massachusetts to perform the annual audit. A copy of their complete audit report is available for review from the foundation.

GET INVOLVED

APPLYING FOR GRANTS

The MetroWest Health Foundation makes grants to non-profit 501(c)(3) community organizations and governmental entities. Requests for grant proposals are issued at various times throughout the year and address specific health issues and areas of concern to the foundation as identified through community needs assessments.

The foundation also provides scholarships for individuals interested in pursuing formal educational programs in nursing, medicine, and other health professions. Organizations interested in applying for grants should submit a concept paper to the foundation in advance of a full proposal.

For more information on applying for a grant or scholarship, call us at 508.879.7625 or visit our website at www.mwhealth.org.

UNDERSTANDING COMMUNITY HEALTH NEEDS

Since our mission is to address the unmet health needs of the communities in the MetroWest area, we invite individuals and organizations with information or data concerning the current or projected health needs of the area to share them with the foundation. This information will help us shape our grantmaking activities and aid in the development of funding priorities for the foundation and its grants panels.

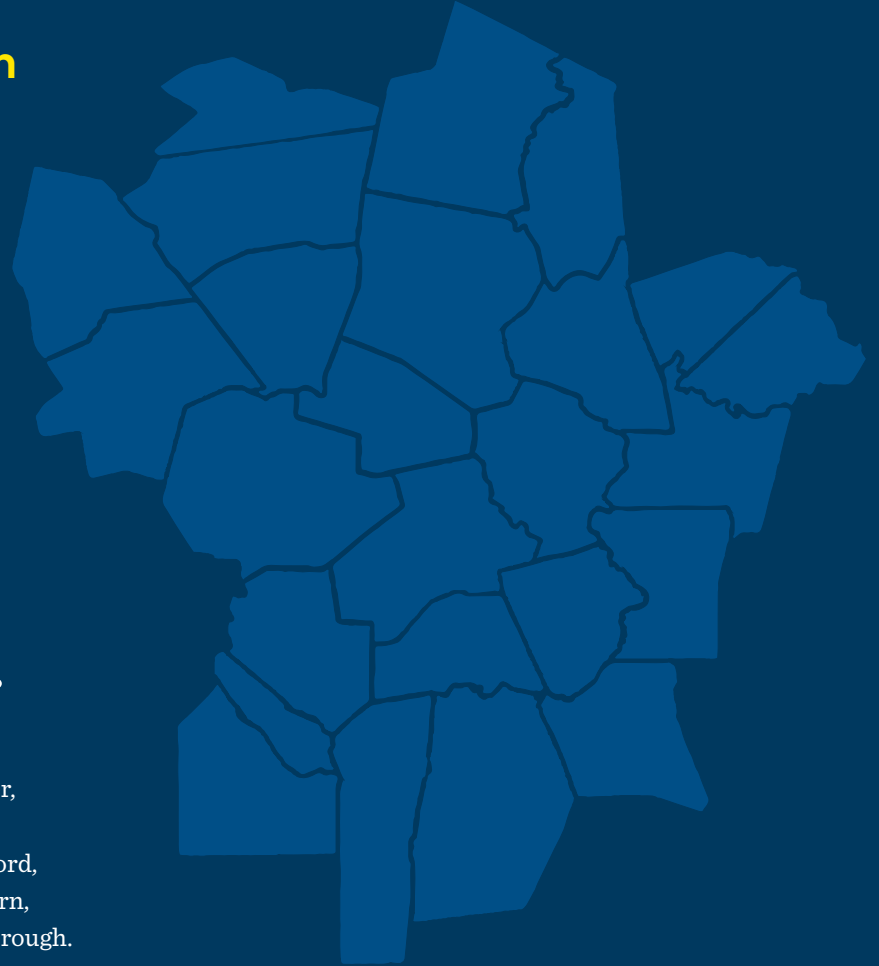
MAKING A GIFT TO THE FOUNDATION

You can support the work of the MetroWest Health Foundation by making a tax-deductible contribution or by including the foundation in your estate planning. The foundation can assist you in planning a bequest or charitable donation to benefit the health needs of your community. For more information or assistance, contact us at 508.879.7625.

MetroWest Health Foundation

Our mission is to improve the health status of the community, its individuals, and families through informed and innovative leadership.

We serve the communities of: Ashland, Bellingham, Dover, Framingham, Franklin, Holliston, Hopedale, Hopkinton, Hudson, Marlborough, Medfield, Medway, Mendon, Milford, Millis, Natick, Needham, Norfolk, Northborough, Sherborn, Southborough, Sudbury, Wayland, Wellesley, and Westborough.



METROWEST HEALTH FOUNDATION

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*Our thanks to the staff and students at MassBay Community College,
Edward M. Kennedy Community Health Center and Jeff's Place.*