



2025 IMPACT REPORT

Together Towards Tomorrow



LETTER *from* THE CHAIR OF THE BOARD AND THE PRESIDENT & CEO

Dear friends,

This past year has been one of meaningful progress, resilience, and renewed purpose for RCAP Solutions. As we reflect on all we have accomplished together, we are reminded of the profound impact that can be made when dedicated people unite around a shared mission. Every step, large or small, strengthens our commitment to the communities we serve and affirms our belief that meaningful change happens when compassion is matched with action. Collectively, **RCAP Solutions positively impacted over 446,000 individuals during FY2025**, serving all six New England states, New York, New Jersey, Pennsylvania, Puerto Rico, and the U.S. Virgin Islands.

Championing Transparency & Trust: We are proud to showcase our Platinum Seal of Transparency with Candid, a recognition that underscores our commitment to openness, accountability, and rigorous financial stewardship. Transparency is more than a standard for us; it reflects our organizational values and our respect for the trust our partners place in our work.

Strengthening Leadership & Vision: The recent completion of our Strategic Plan marks a significant milestone. Developed in collaboration with consultants, staff, and our increasingly engaged Board of Directors, the plan provides a clear and ambitious blueprint for the future. The board's deepening involvement – through fundraising, recruitment, governance, and strategic guidance, has strengthened our foundation and energized our forward momentum. We were honored to welcome two new board members, whose expertise and passion further enrich our leadership.

Building Organizational Momentum: Across the organization, momentum continues to grow. The launch of our new intranet and expanded internal communications has equipped staff with improved tools to collaborate, promote recognition, and celebrate success. We also saw a significant rise in staff participation at community events, a powerful indicator of the dedication and pride our team brings to their work.

Expanding Program Reach & Impact: Our programs reached new levels of influence and visibility this year. We developed public service information and an online resource hub to support Lead Service Line Inventories and participated in key advocacy efforts with our national partner, the Rural Community Assistance Partnership (RCAP), demonstrating our steadfast commitment to amplifying community needs at all levels. Our leadership role in the Coalition for Safe Drinking Water, including our testimony in support of legislation to protect private well water quality, demonstrates our commitment to environmental health and equity.

Advancing National Leadership & Capacity Building: We proudly contributed to national leadership and technical assistance efforts through environmental programs and workshops spanning from Maine to Puerto Rico – as well as our participation in the Washington, D.C. Annual Rural Innovation Summit, where we joined partners across the country to address community resilience. Internally, we united our hardworking teams through our virtual all-staff event, *Together Towards Tomorrow*, where we introduced our newly-discovered organizational values – an inspiring moment of shared identity and purpose.

Strengthening Communities Through Housing: Our housing team achieved essential progress this year, including several successful steps toward long term improvements for the residents who call our communities home. We were also honored to be recognized for our housing support efforts locally, celebrating meaningful partnership and community impact.

Together Towards Tomorrow: As we reflect on the year behind us, we do so with deep gratitude for all that has been accomplished – and with great hope for what lies ahead. RCAP Solutions is more than an organization; it is a collective of people united by a shared belief in the dignity, potential, and strength of the communities we serve. Every milestone reached and every life touched is a testament to the power of partnership, trust, and shared purpose. Together, we are building a future where communities are healthier, safer, and more resilient – and where opportunity is not a privilege, but a promise.

Guided by our values and inspired by those we serve, we move forward with confidence, resolve, and an unwavering commitment to a better tomorrow.

With gratitude,



Tracey Weeden, LCSW/LICSW
Chair of the Board



Brian D. Scales
President & CEO

OUR MISSION



To foster personal and public self-reliance and improve the quality of life for individuals, families, and the communities in which they live.



A world made up of strong and resilient communities and individuals, confident in their potential and with ownership of their success.

OUR VALUES



INTEGRITY

We hold ourselves accountable to our clients, communities, funders, stakeholders, and each other, ensuring transparency in all that we do.

PASSION

We take pride in our work with enthusiasm and dedication to our mission.

EMPATHY

We're here for you, with open minds, compassion, and understanding.

COMMUNITY

We welcome you as part of our community, and through respect, connection, and collaboration, we strive to be a part of yours.

EMPOWERMENT

We create avenues towards growth, resiliency, and self-sufficiency.

COMMITMENT TO A BETTER TOMORROW

We work together today for a stronger and brighter future.

OUR SERVICE AREA & WHO WE SERVE

Community & Environmental Resources Service Area

Northeast & U.S. Caribbean



Community & Environmental

- Water & Wastewater Services
- GIS Utility Mapping
- Solid Waste Technical Assistance
- Private Wells & Septic Systems
- Agua4All & EPA WWIN (clean drinking water in schools)

Economic Development

- Community Facilities Program
- USDOT Thriving Communities Program
- Rural Infrastructure Strengths Evaluation (RISE)

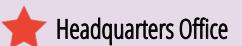
Education & Training

- Community & Environmental Workshops

Serving: Rural and underserved communities/municipalities, water and wastewater operators, schools and children, and private well and septic system owners.

Housing Resources Service Area

Central Massachusetts



Housing Counseling & Financial Services

- Housing Consumer Education Center (HCEC)
- Residential Assistance for Families in Transition (RAFT) Program
- Home Modification Loan Program (HMLP)
- HomeBASE, Secure Jobs, and other transitional programs

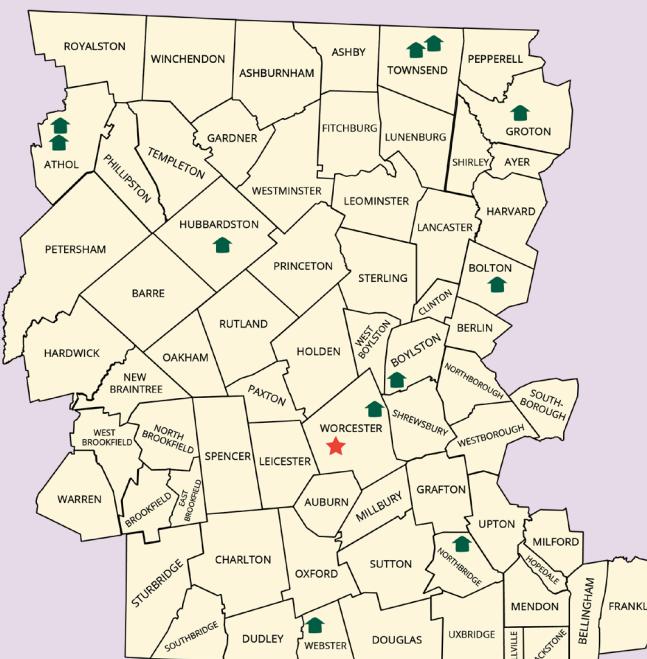


Subsidized Housing & Rental Assistance Programs

- Section 8 Housing Choice Voucher Program (HCVP) and other leased housing programs
- Family Self-Sufficiency (FSS) Program
- FSS Homeownership Programs
- SNO Mass Housing Mobility Program
- MassHire Career Path Program

Affordable Housing Properties: Housing for seniors, families, and individuals with disabilities/mobility impairments. We have units in Athol, Bolton, Boylston, Groton, Hubbardston, Northbridge, Townsend, Webster, and Worcester.

Serving: Low-income individuals and families, seniors and individuals with disabilities/mobility impairments, homeowners, and landlords.



HOUSING RESOURCES

FY2025 IMPACT

Serving tenants, landlords, homebuyers, and homeowners, we offer supportive counseling, financial assistance, and subsidized housing/voucher programs. In addition, we manage several affordable housing properties for seniors, families, and individuals with disabilities/mobility impairments across Central Massachusetts.

OUR SUBSIDIZED HOUSING PROGRAMS SERVED



3,095

HOUSEHOLDS WITH VOUCHERS; INCLUDING FAMILIES WITH CHILDREN, SENIORS, VETERANS, PEOPLE WITH DISABILITIES, THOSE TRANSITIONING OUT OF INCARCERATION, AND MORE

198 FAMILIES WITH VOUCHERS PARTICIPATED IN

OUR WORKFORCE DEVELOPMENT AND ECONOMIC OPPORTUNITY PROGRAMS



7 FAMILIES MOVED TO HIGH-OPPORTUNITY NEIGHBORHOODS VIA THE SNO MASS HOUSING MOBILITY PROGRAM

5 GRADUATES COMPLETED THE FAMILY SELF-SUFFICIENCY PROGRAM; 89 CURRENTLY ENROLLED

4 GRADUATES COMPLETED THE FSS HOMEOWNERSHIP PROGRAM AND PURCHASED THEIR FIRST HOME; 39 CURRENTLY ENROLLED

63 INDIVIDUALS RECEIVED CAREER SUPPORT AND GUIDANCE

145

HOUSEHOLDS RECEIVED ONE-ON-COUNSELING IN THE FORM OF

FINANCIAL CAPABILITY TRAINING, PRE- AND POST-HOMEBUYING SUPPORT, AND FORECLOSURE PREVENTION SERVICES



545 FAMILIES RECEIVED HOUSING SEARCH ASSISTANCE



ENSURING THEY HAD THE NECESSARY SUPPORT TO FIND A SAFE AND AFFORDABLE PLACE TO LIVE

\$2,040,432

IN HOME MODIFICATION LOANS WERE BORROWED BY

62 HOUSEHOLDS

SO AN OLDER ADULT OR FAMILY MEMBER WITH A DISABILITY COULD LIVE MORE INDEPENDENTLY



WE ADMINISTERED

\$11,312,805

IN EMERGENCY FINANCIAL ASSISTANCE (RAFT FUNDS) TO HELP **1,987** FAMILIES AT RISK OF EVICTION

11

HOUSING PROPERTIES MANAGED THROUGHOUT CENTRAL MASSACHUSETTS



365

INDIVIDUALS RECEIVED ENHANCED RESIDENT SERVICES



434 RESIDENTS TOTAL

RESIDENTS INCLUDE; SENIORS, FAMILIES, AND INDIVIDUALS WITH DISABILITIES AND MOBILITY IMPAIRMENTS

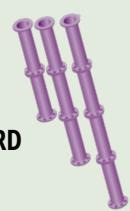
COMMUNITY AND ENVIRONMENTAL FY2025 IMPACT

RCAP Solutions is the Northeast and U.S. Caribbean affiliate of the Rural Community Assistance Partnership (RCAP). We oversee a number of environmental-focused technical assistance programs. Through these efforts, RCAP builds capacity to ensure rural communities have access to safe drinking water, reliable wastewater, solid waste solutions, and more.



39

GEOGRAPHIC INFORMATION SYSTEM (GIS) MAPPING PROJECTS COMPLETED



52

LEAD SERVICE LINE INVENTORIES HELPING WATER SYSTEMS MOVE TOWARD ELIMINATING DANGEROUS LEAD PIPES



91

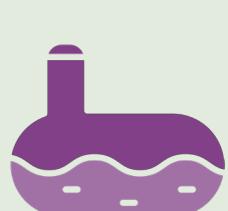
WELL ASSESSMENTS CONDUCTED



84

NO-COST DRINKING WATER TESTS ADMINISTERED

TO ENSURE HOUSEHOLDS WHO RELY ON PRIVATE WELLS HAD SAFE WATER TO CONSUME



35

PRIVATE SEPTIC SYSTEM ASSESSMENTS CONDUCTED



305

MEETINGS WITH, LOCAL, STATE, AND FEDERAL PARTNERS TO CONNECT AND ENSURE EFFECTIVE COORDINATION AROUND STATE AND FEDERAL PRIORITIES FOR RCAP ASSISTANCE



WE HELPED SECURE

\$106,764,934 FOR 49

WATER, WASTEWATER, AND COMMUNITY FACILITY INFRASTRUCTURE PROJECTS



EDUCATION AND TRAINING FY2025 IMPACT

Our diverse education and training curriculum supports many community needs through virtual and in-person housing workshops, environmental education for the water and wastewater sector, and much more.



83

EDUCATIONAL WORKSHOPS HELD



WITH

1,674

TOTAL ATTENDEES



ECONOMIC DEVELOPMENT FY2025 IMPACT

RCAP Solutions works with local officials and municipal leaders to implement comprehensive community and economic development initiatives. We aim to support equitable development that benefits all residents, community-based organizations, small businesses, and local entities with limited access to economic opportunity.

WE SUPPORTED COMMUNITIES IN **4** STATES/TERRITORIES WITH ESSENTIAL COMMUNITY FACILITY PROJECTS



WE SUBMITTED **3** APPLICATIONS FOR PUBLIC WORKS EQUIPMENT, INCLUDING:

- AN EMERGENCY VEHICLE
- A POLICE VEHICLE
- A SNOWPLOW

WE LAUNCHED **4** ECONOMIC RECOVERY CORPS (ERC) PILOT PROJECTS ACROSS NEW ENGLAND, FOCUSED ON COMMUNITY-INFORMED ECONOMIC DEVELOPMENT AND THE RURAL INFRASTRUCTURE STRENGTHS EVALUATION (RISE) PROCESS



115 RESIDENTS TOTAL ENGAGED IN THE PROGRAM

75+ COMMUNITIES IN GARRETT COUNTY, MARYLAND, MAINE'S MIDCOAST, PLUS THE CITY OF ELLSWORTH, MAINE, BENEFITED FROM THE U.S. DEPARTMENT OF TRANSPORTATION'S THRIVING COMMUNITIES PROGRAM

WE SUBMITTED **6** APPLICATIONS FOR TRANSFORMATIVE TRANSPORTATION PROJECTS

TOTALING **\$3.5** MILLION

WITH **\$500,000** AWARDED TO DATE

WE COMPLETED SITE ASSESSMENTS, LEAD REMEDIATION PLANS, AND INSTALLED FILTERED WATER BOTTLE FILLING STATIONS THROUGH THE **EPA** WATER INFRASTRUCTURE IMPROVEMENTS FOR THE NATION (WIIN) PROGRAM, AN INITIATIVE AIMED AT REDUCING LEAD EXPOSURE AMONG YOUTH

4 NEW HAMPSHIRE SCHOOLS ARE CURRENTLY PARTICIPATING



Celebrating Success: Our Highlights & Achievements During 2025

Advocating for Rural Communities: Highlights from the 2025 Washington, D.C. Fly-In

The 2025 Washington, D.C. Fly-In took place on February 24–28, 2025! This annual event is a time for the entire Rural Community Assistance Partnership (RCAP) network to meet with elected officials and ensure effective coordination around federal priorities for RCAP assistance.

Our Community & Environmental Resources team engaged with government representatives about the critical importance of water, wastewater, and solid waste solutions, as well as our ongoing work implementing comprehensive and impactful economic development initiatives.



At 2025 Annual Rural Innovation Summit, Rural Network Addresses Community Capacity Building and Resilience

In April 2025, the National Association of Counties (NACo), the National Cooperative Business Association CLUSA International (NCBA CLUSA), and the Rural Community Assistance Partnership (RCAP) convened the Rural Network – a coalition of organizations working with underserved communities – in Washington, D.C., for the Annual Rural Innovation Summit!

Brian D. Scales, our President & CEO, represented the RCAP network and introduced keynote speaker Senator Amy Klobuchar. Topics included capacity building, infrastructure, housing, small businesses, and more.



Empowering Wastewater Professionals: A Recap of Our Nashua, New Hampshire Training Event

In April 2025, RCAP Solutions, the Rural Community Assistance Partnership (RCAP), and the National Onsite Wastewater Recycling Association (NOWRA) successfully hosted a two-day instructional training focused on Decentralized System Operation and Maintenance in Nashua, New Hampshire.

Attendees gained valuable insights into system management, including operation, maintenance, monitoring, and troubleshooting of decentralized wastewater systems. A special thank you to Team EJP (Everett J. Prescott) for generously sponsoring the first day's lunch.



RCAP Solutions Staff United for “Together Towards Tomorrow” Trainings Kick-Off & Core Values Presentation

The entire RCAP Solutions team came together virtually for our “Together Towards Tomorrow” Trainings Kick-Off, marking a strong start to an exciting new training series.

During the event on April 29, 2025, we proudly introduced our newly discovered core values – principles that will guide our growth, collaboration, and success in the years ahead. We also launched the Annual Staff Awards Nominations process, giving everyone the opportunity to celebrate and recognize the outstanding contributions of their colleagues.



Celebrating One Year of Community Impact: RCAP Solutions Honored for Housing Support at WCAC’s Community Clinics

From 2024–2025, RCAP Solutions has been proud to participate in the Worcester Community Action Council (WCAC)'s “Community Clinics”. These monthly events bring together organizations from across the Central Massachusetts region to connect individuals and families with vital resources and support.

In May 2025, we received a Certificate of Appreciation from WCAC, recognizing our ongoing dedication and celebrating the one-year anniversary of this impactful initiative!



Coalition for Safe Drinking Water Testifies in Support of Bill to Protect Private Well Water Quality in Massachusetts

June 3, 2025 marked the arrival of the highly-anticipated hearing for An Act Protecting Drinking Water Quality in Private Wells (S.585/H.900) – filed by Senator Jamie Eldridge, Representative Natalie Blais, and Representative Meghan Kilcoyne – in front of the Joint Committee on Environment and Natural Resources at the Massachusetts State House!

This legislation aims to provide protections for over 500,000 Massachusetts residents using private wells and provide financial assistance to low-income homeowners to remediate contaminated private wells.



Celebrating Success: Our Highlights & Achievements During 2025

Institute for Rural Leadership (Instituto para el Liderazgo Rural): Educational Series Hosted in Puerto Rico

In the Spring of 2025, RCAP Solutions hosted a series of leadership workshops in Puerto Rico for rural community leaders managing drinking water, wastewater, and solid waste systems. These events brought together professionals committed to improving essential services in their communities.

The sessions focused on practical leadership skills – covering topics like communication, conflict resolution, disaster response, and running effective meetings. Participants exchanged ideas and strategies to address real-world challenges.



Supporting Those Who Served: RCAP Solutions Participates in Veterans Inc.’s Stand Down Event in Worcester, Massachusetts

In June 2025, RCAP Solutions was proud to participate in Veterans Inc.’s Stand Down Event in Worcester, Massachusetts!

Our team provided information about our housing services to the many veterans in attendance; including Subsidized Housing/Section 8, Veterans Affairs Supported Housing (VASH) vouchers, the Housing Consumer Education Center (HCEC), financial assistance for renters (the RAFT program), help with finding housing, home modification loans, and more. *To every one of the nation’s veterans, thank you for your service to our country.*



Celebrating Success: Our Highlights & Achievements During 2025

U.S. Department of Transportation (USDOT)'s Thriving Communities Program Community Site Visits with RCAP Solutions in Maine

In August 2025, RCAP Solutions and the Rural Community Assistance Partnership (RCAP) proudly hosted a series of site visits across coastal Maine as part of the U.S. Department of Transportation (USDOT)'s Thriving Communities Program (TCP). These events brought together local leaders, stakeholders, and residents to explore transformative transportation projects focused on improving mobility, expanding transit access, and driving economic growth.

The visits showcased our work in the Midcoast region and the City of Ellsworth, where we're building more connected communities.



RCAP Solutions Takes Part in United Way of Central Massachusetts' Day of Action

On September 12, 2025, RCAP Solutions team members proudly participated in the United Way of Central Massachusetts' Day of Action – a community-wide initiative that brings together volunteers from across the region to support local non-profits through hands-on service projects.

Our team spent the day at the Worcester ReStore, operated by Habitat for Humanity MetroWest/Greater Worcester, helping stock shelves, organize inventory, and clean the space. The ReStore sells donated furniture and appliances at affordable prices, with all proceeds supporting safe, affordable homes for families in need across Massachusetts.



Raising Dough for a Cause: American Flatbread and RCAP Solutions Host Successful Benefit Bake Fundraising Event in Worcester, Massachusetts

We're so grateful to American Flatbread Worcester for hosting us and supporting our Family Self-Sufficiency (FSS) Program during the Benefit Bake Fundraising Event on September 2, 2025. Their generosity helps us continue empowering families on their journey toward financial stability and long-term success.

A huge shout-out to our raffle prize donors; the Worcester Red Sox, the Worcester Railers, and The Fountain Confections in Clinton, MA.



RCAP Solutions Takes Part in United Way of North Central Massachusetts' Day of Caring

On September 19, 2025 RCAP Solutions team members proudly participated in the United Way of North Central Massachusetts' Day of Caring – a community-wide initiative that brings together volunteers from across the region to support local non-profits through hands-on service projects.

Our team spent the day supporting Habitat for Humanity North Central Massachusetts in constructing an energy-efficient home in Leominster. These affordable homes are sold to low-to-moderate-income families through manageable mortgages and provide them with a safe, stable foundation and a path to long-term financial security.



Celebrating Success: Our Highlights & Achievements During 2025

U.S. Department of Transportation (USDOT)'s Thriving Communities Program Community Site Visits with RCAP Solutions in Maryland

In October 2025, RCAP Solutions and the Rural Community Assistance Partnership (RCAP) proudly hosted a site visit in Garrett County, Maryland as part of the U.S. Department of Transportation's Thriving Communities Program (TCP).

To conclude our visit to The Old Line State, RCAP Solutions, in collaboration with project partner Siera Wigfield, Senior Planner for Garrett County Government, participated in a county-wide meeting with William Pines, Maryland State Highway Administrator, and Samantha Biddle, Acting Secretary of the Maryland Department of Transportation!



RCAP Solutions Spreads Holiday Cheer Throughout the Community

During the 2025 holiday season, RCAP Solutions staff participated in an "Adopt a Child for the Holidays" program. Our team donated, wrapped, and delivered gifts for families with children living at Cottage Street Apartments & Hapgood Apartments – our affordable family housing properties located in Athol, MA!

In addition, gifts, food, and non-perishables were donated to families enrolled in the YWCA Central Massachusetts' housing, shelter, and domestic violence programs, as well as children at the Guild of St. Agnes, a Worcester County childcare non-profit.



RCAP Solutions Proudly Recognizes Winners of the 2025 Inaugural Values Awards

On July 3, 2025, we proudly hosted our First Annual Values Awards Presentation – honoring those who truly embody the spirit of RCAP Solutions. These honorees lead with heart, inspire others, and make a lasting impact. Their stories remind us that values aren't just words – they're lived every day. **Congratulations to our 2025 award winners!**

INTEGRITY



Sue LeBlanc
Accounting Manager

EMPATHY



Wade Hanson
Community Specialist – Maine

EMPOWERMENT



Lovette Chisolm
Director of Housing Counseling & Financial Services

COMMUNITY



Kristi Gillette
Resident Service Coordinator

PASSION



Sally Nieves
Director of Rental Assistance

COMMITMENT TO A BETTER TOMORROW



Vantashia Rodriguez
HomeBASE Processing Manager

LETTER *from* THE TREASURER OF THE BOARD AND THE CHIEF FINANCIAL OFFICER

Dear friends,

RCAP Solutions continued to grow and adapt throughout FY2025. Our consolidated financials reflect a strong year, with annual revenue increasing by more than 16%, rising from approximately \$73 million in FY2024 to approximately \$84.8 million in FY2025. The majority of this growth was driven by Housing Assistance Payments, particularly the significant surge in the HomeBASE program. Overall, Housing Assistance Payments – critical funding that directly supports our clients and furthers our mission – increased by \$9.5 million. In addition, our operating budget grew by \$2.3 million, or 13%, during FY2025.

Our financial position remains solid, with a current ratio that exceeds industry benchmarks and continues to improve year over year. Our administrative-to-program expense ratio stands at 4.8% to 95.2%, meaning that for every dollar earned, more than 95 cents goes directly to supporting our programs. RCAP Solutions strengthened our programs that benefit our communities while successfully managing rapid growth in key areas. We maintained stable operations and increased staffing levels to meet demand.

We also continued building our cash reserves to ensure long-term stability. The annual reserve goal, set by the RCAP Solutions Board of Directors, was met, with reserves growing by 9% during FY2025. In FY2025, we navigated external challenges that impacted cash flow. Through careful monitoring and strategic decision-making, we prioritized the future of the organization.

As we enter FY2026, our focus remains on strengthening the organization's financial foundation while pursuing new opportunities aligned with our strategic plan. Our partnerships with vendors, funders, and financial institutions continue to grow stronger, enabling us to navigate emerging challenges and opportunities together.

Finally, RCAP Solutions underwent eleven financial audits during the year, including those for our corporate entity and those for our affordable housing properties. The FY2025 audit, conducted by CohnReznick LLP, was reviewed and accepted by the RCAP Solutions Board of Directors in November 2025.

Sincerely,



Kenneth D. Reid

Kenneth D. Reid, CAE
Treasurer



Alyssa Glenn

Alyssa Glenn
Vice President & CFO

FY2025 AND FY2024 FINANCIALS

Revenue & Support	FY2025	FY2024
Rental Housing Assistance Payments	\$ 63,738,558	\$ 54,244,083
Program Service Fee Revenue	\$ 10,905,345	\$ 9,325,159
Administration Revenue	\$ 3,975,837	\$ 3,450,831
Rental Revenue	\$ 5,992,812	\$ 5,709,602
Other Contract & Grant Revenue	\$ 139,705	\$ 194,947
Rental Assistance Contracts	\$ 27,531	\$ 7,583
Contributions & In-Kind Donations	\$ 27,820	\$ 28,704
Total Revenue & Support	\$ 84,807,608	\$ 72,960,909

Expenses	FY2025	FY2024
Program Services	\$ 79,481,317	\$ 68,248,814
Administration	\$ 3,706,203	\$ 3,587,436
Depreciation	\$ 1,107,105	\$ 1,099,912
Total Expenses	\$ 84,294,625	\$ 72,936,162

Year	FY2025	FY2024
Change in Net Assets	\$ 512,983	\$ 24,747
Net Assets at Beginning of Year	\$ 1,592,655	\$ 1,567,908
Net Assets at End of Year	\$ 2,105,638	\$ 1,592,655



SOURCES OF SUPPORT

Network Partners



Rural Community Assistance Partnership (RCAP)
Northeast and Caribbean affiliate, covering all six New England states, New York, New Jersey, Pennsylvania, Puerto Rico, and the U.S. Virgin Islands



Regional Housing Network of Massachusetts (RHN)
Worcester County affiliate, covering all of Worcester County and several contiguous communities

Additional Partners

CommonWealth Corporation / Massachusetts Executive Office of Labor & Workforce Development
Community Economic Development Assistance Corporation
Cornerstone Bank
Department of Mental Health Rental Assistance Program
Eastern Research Group
Greater Worcester Community Foundation
Human Powered Solutions
International Economic Development Council
MassAbility
Massachusetts Clean Water State Revolving Fund
Massachusetts Department of Environmental Protection
Massachusetts Department of Transitional Assistance
Massachusetts Division of Banks
Massachusetts Executive Office of Housing & Livable Communities
Massachusetts Housing Partnership
National Community Reinvestment Coalition
NewVue Communities
Rhode Island Infrastructure Bank

Southeast Rural Community Assistance Project
Spanish American Center
Spring Point Partners
Susquehanna River Basin Commission
Syracuse University
The Health Foundation of Central Massachusetts
U.S. Department of Agriculture
U.S. Department of Agriculture Rural Development
U.S. Department of Health & Human Services
U.S. Department of Housing & Urban Development
U.S. Environmental Protection Agency
U.S. Department of Transportation
University of Massachusetts Amherst
University of Southern Maine
Valuing Our Children
Washington University
Webster Five Foundation
Worcester Community Action Council

CANDID PLATINUM SEAL OF TRANSPARENCY



For the second year in a row, RCAP Solutions has earned a Platinum Seal of Transparency with Candid!
By sharing our impact, strategies, and financials, we aim to be transparent about our efforts to support the power and potential of communities. Check out Non-Profit Profile at: <https://bit.ly/RCAPSolutionsCandid>

RCAP Solutions is tax-exempt under section 501(c)(3) of the Internal Revenue Code.

EXECUTIVE TEAM



Brian D. Scales
President & CEO



Alyssa Glennon
Vice President & CFO



Maegen McCaffrey
Vice President of Communications



Josh Bedarian
Chief Housing & Compliance Officer



Jenna Day
Director of Development



Kwame Ofori
Director of Information Technology



Jenn Escobar
Director of Human Resources



Shannon Campaniello
Corporate Counsel

2025 BOARD OF DIRECTORS



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Susan Bachman
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Treasurer



Brian D. Scales
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Carl H. Allen, Jr.
Director



Laxmi Bissoondial**
Director



Julie Carroll*
Director



Jeffrey J. Fox, CPCU, ARM
Director



Joann Marsili
Director

*Retired in November 2025

**Joined in November 2025



Henry Noël, Jr.
Director



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