Novus

TOGETHER, CHANGE HAPPENS.

Connecting Purpose to Possibility

2026 IMPACT REPORT

A MESSAGE FROM SHANNON LEARY

Executive Director

This year, we became Novus. But long before the new name, the new logo, or the new website, we were already living this story.

For years, as Employment Options, our work has centered on a core mission: that people living with mental health conditions deserve more than a job. They deserve purpose, independence, and a place to belong. That idea hasn't changed. What's changed is how clearly we can say it, and how urgently it needs to be said.

Mental health touches every corner of our community. It shows up in the young adult who withdraws from the world before anyone notices. In the family that watches helplessly, not knowing where to turn. In the isolation that's difficult to climb out of. Too many people still face it without support, connection, and a place to belong.

Novus exists to change that through community and the belief that every person has the capacity to grow.

This year, our members, staff and volunteers showed us what that belief looks like in action. In our clubhouses, our kitchens, and locations across the community, they showed up. When government delays disrupted SNAP benefits for families across our state, our community opened an internal food pantry and sent home more than 30 free, nutritious meals a day.

As you read through this report, you'll meet some of the people behind this purposeful work. Like Steve, whose story captures exactly what we mean by "new beginning." We hope you'll see, as we do, that this work belongs to all of us.

Together, Change Happens.

Shannon Leary
Executive Director

A New Name. The Same Heart.

We connect individuals with mental health conditions to purpose, independence, and belonging; and partner with our communities to reduce stigma and build life-changing opportunities.

Our Story

Novus began as Employment Options, built on the belief that meaningful work changes lives. Over time, we realized that people were finding belonging and confidence here. In 2026, we became Novus (meaning new, renewed, and revived) because "us" is at the center of everything we do.

Our Journey

1967

Founded as
Employment Options

1990

The Options Clubhouse
opens in Marlborough, MA

2011

Catering
Options launches

2022

Compass Clubhouse
opens in Fitchburg, MA

2026

Relaunch as Novus at Bloom event

- The Options Clubhouse becomes Lotus: A Novus Clubhouse
- Compass becomes Compass: A Novus Clubhouse

Bloom: A Celebration of New Beginnings

We came together to recognize growth, share stories, and expand opportunity. The evening reminded us what's possible in community.

66 Members participated in Bloom (volunteers, artists)

220 Guests attended Bloom

THE YEAR IN NUMBERS

The data behind the difference.

PEOPLE & COMMUNITY

365
Members served this fiscal year

52
Young adults in the clubhouses

EMPLOYMENT & WORK

117
Members working or in school

103,428
Member work hours logged

BELONGING, EVERY DAY OF THE YEAR

165
Members served on holidays

4,680
Trips transporting disabled individuals to their day programs

CATERING PROGRAM

35,795
AMSA meals served this year

3,900+
Outside catering meals served

CRITICAL NEEDS & COMMUNITY RESPONSE

66
Members supported through critical needs (homelessness, hospitalization, financial or food insecurity)

HIGHLIGHT:

During this year's SNAP benefit disruption, Novus opened an internal food pantry and sent home more than 30 free, nutritious meals every day

STATEWIDE CONTEXT*

1 in 5
Massachusetts adults experience a mental illness each year

330,000
Massachusetts adults have a serious mental illness

1 in 20
Massachusetts adults have serious thoughts of suicide each year

* Source: https://www.nami.org/wp-content/uploads/2025/05/Massachusetts-GRPA-Data-Sheet-8.5-x-11-wide.pdf

A RECIPE FOR BELONGING

Steve's story and the program that made it possible

Today, Steve Savoie serves lunch every day to students at Advanced Math and Science Academy, often hearing that the food is one of the best parts of their day.

It's a long way from rock bottom.

Novus became the place that didn't ask him to have it all figured out, and gave him something he thought he'd lost for good.

"If you're having any issues with mental health, or if you feel like you're losing hope, this is a place where you can find acceptance, camaraderie, and you're going to feel comfortable. And you can grow."

Steve,
Novus Catering Employee & Lotus Clubhouse Member

Scan code to watch Steve's story

NOVUS CATERING

Purpose You Can Taste

Novus Catering is a social enterprise creating purposeful employment for members while serving our community with food that's both delicious and impactful.

WHAT OUR CLIENTS SAY

"Novus Catering has been a fantastic partner for our events. The food is always delicious, the team is professional, and our guests always notice the quality. We love knowing we're supporting an organization doing great work."

Shannon G., Leadership MetroWest

Scan code to learn more and order

COMMUNITY IN ACTION

What belonging looks like, every day.

At the heart of Novus are our clubhouses, Compass and Lotus, places where structure meets belonging. Members arrive as clients and as contributors. Every day brings real work, real connection, and a consistent community that revives confidence.

CLUBHOUSE VOICES

Compass

"When I first got here, Abbey was my first real connection. Making that first step to talk to someone could change your life."

Jen, Compass Clubhouse Member

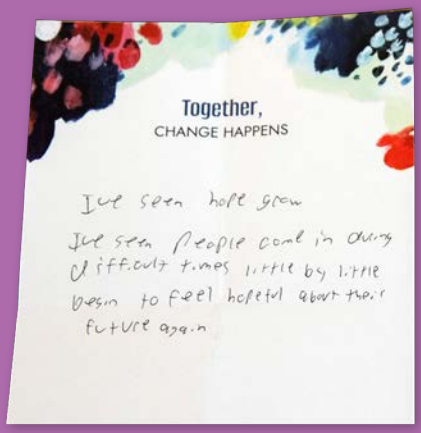
Lotus

"I'm inspired every day to live for the hope of it all."

Lynn, Lotus Clubhouse Director

Glimmers of Growth

These moments, gathered from staff and members across Novus, demonstrate how renewal happens every day.



Glimmers from Compass

- I've seen hope grow — I've seen people come in during difficult times, little by little, begin to feel hopeful about their future again.
- Members welcome someone new, offer a seat, share a smile, make sure they are not alone.
- Members checking in on each other during the snowstorm.

Glimmers from Lotus

- A member independently took on the laundry task and confidently said, "I've got it!" — a meaningful sign of growth and ownership.
- We reconnected with a member who had been hospitalized for an extended period; hearing her voice was truly uplifting.
- Young adults are securing paid employment opportunities.

The Next Chapter, Together

This year reminded us what's possible when a community shows up. Looking ahead, we're building on that momentum to grow.

Novus is Working Toward:

- Growing Corporate Partnerships
  Continue building strong workplace connections
- Expanding Our Social Enterprises
  Growing Novus Catering and expanding mobility.
- Deepening Mental Health & Developmental Services
  Reaching more people through new programming.

Grow Novus with Us

Here's how you can be part of the growth today:

DONATE
Invest in life-changing outcomes.

VOLUNTEER
Show up and strengthen community.

PARTNER
Lunch & Learns, inclusive hiring, sponsorship, board service

Thank You to Our Donors & Partners

Thank you for believing in this community as much as we do, and for helping turn that belief into real, purposeful impact.

Novus

Together,
Change Happens.

CONTACT & CONNECT

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