

MICHAEL ANDRADE
THE ARC OF BRISTOL COUNTY CEO and president



HIGH ARC: In more than two decades, Michael Andrade has grown The Arc of Bristol County from a \$1 million organization with a staff of 25 into a regional agency spanning Massachusetts and Rhode Island approaching \$30 million in operating revenue.
PBN PHOTO/TRACY JENKINS

Leading an organization through change requires courage, vision and staying grounded in what matters most – relationships and equity.

MICHAEL ANDRADE'S PATH into human services and nonprofit leadership wasn't marked by a single moment. Rather, it was through a growing awareness that he wanted to make a difference in people's lives.

Andrade, the CEO and president of **The Arc of Bristol County** for the last 22 years, saw early in his career how systems could either support or fail people. Andrade says he knew he wanted to be part of building something better.

"Over time, I became more focused on the big picture – how we lead, how we fund services, and how we show up for communities. At the end of the day, it's about lifting people up and helping them find their bright light," Andrade said.

Since Andrade became the organization's top executive, The Arc of Bristol County – an organization providing support and services to individuals with intellectual and developmental disabilities and their families – has experienced dynamic growth. It has transitioned from a \$1 million organization with a staff of 25 into a regional agency spanning Massachusetts and Rhode Island approaching \$30 million in operating revenue.

Today, thanks in part to a merger with The Arc of Greater Fall River and The Arc of New Bedford, the organization serves nearly 3,000 individuals annually and employs close to 400 dedicated professionals.

"This sustained growth is the result of strategic vision, operational excellence and a steadfast commitment to person-centered care," said Andrade, who is also earning his doctorate in health care administration at Northeastern University. "These mergers enabled The Arc to scale its impact, leverage shared resources and strengthen its leadership role in advocating for individuals with intellectual and developmental disabilities."

Andrade's leadership efforts have also extended to the academic sector in his role as project director and adjunct faculty at Rhode Island College. There, he has helped expand the nonprofit studies certificate program to serve more than 300 students, building a pipeline of future nonprofit leaders across the region.

"Leading an organization through change requires courage, vision and staying grounded in what matters most – relationships and equity," Andrade said. ■

JOHN A. LAHTINEN
Contributing writer