



EmployAbility

Empowering People, Facilitating Futures

ANNUAL
REPORT
FY 18

EmployAbility

Empowering People, Facilitating Futures

OUR MISSION

Prepare individuals with developmental disabilities for employment and community integration.

OUR VISION

Empower adults with developmental disabilities to live full, meaningful lives.

EmployAbility is a 501(c)3 organization that serves more than 400 individuals with developmental disabilities in Chatham, Effingham, and Bryan Counties.

Message from our Executive Director: *An Exciting Time for New Beginnings*



Dr. Ken Boyd

Executive Director,
EmployAbility

Dear Friends of EmployAbility,

This year has been an amazing journey for our organization. FY2018 was a year of growth, prosperity, and re-branding. Last year, I joined the EmployAbility team, eager to make strides towards achieving our mission and expanding our vision. **We changed our name with the goal of placing the focus on our individuals' abilities, rather than disabilities.** With the help of our committed staff, a dedicated board, and receptive community partners, we

continued to achieve our mission: preparing individuals with developmental disabilities for employment and community integration.

Our Community Employment Services and Pre-Vocational Training programs have worked tirelessly to establish mutually beneficial relationships between adults with developmental disabilities and local businesses seeking hard-working, dedicated, and long-term employees interested in beginning meaningful careers that they can be proud of. **With more than 200 local companies believing in the vision of EmployAbility, we are able to continue to give adults with developmental disabilities the platform to cultivate their talents.**

While our journey has not been perfect, nor is it complete, I am proud when I reflect on what we have accomplished this year. **Our organization exists to spotlight those who have been historically overlooked and underrepresented and provide them equal employment opportunities.**

I am immensely grateful for everyone who has supported our cause through donation of time, funds, and efforts. As we say goodbye to FY2018, I look forward to achieving more integration and tearing down barriers to employment for individuals with developmental disabilities. We're proud of the legacy we're continuing to build and grateful for the support from our local community. Thank you for your unwavering support in FY2018.

With Gratitude,

A handwritten signature in blue ink, appearing to read 'K. Boyd', written over a light blue circular stamp.

Dr. Ken Boyd
Executive Director
EmployAbility

Message from our Board President: *The Impact of Community Support*



Kim Bockius-Suwyn

Board President,
EmployAbility

Dear Friends of EmployAbility,

It is a proud moment as I write to you on behalf of my fellow board members and as the president of the Board of Directors for EmployAbility. **EmployAbility is one of the oldest service providers for adults with developmental disabilities in Georgia.**

Decade after decade, we have continued to successfully advocate for adults with developmental disabilities, promoting equal employment opportunities, and community integration.

We are eternally grateful to our local community partners who continue to provide support through funding, volunteering, and their eagerness to employ adults with developmental disabilities. **Your support means so much to people like Milton, one of our featured success stories, and allows us to continue providing them with the resources they need to succeed.** Your support also makes it possible for wonderful companies, like Leopold's Ice Cream, to experience the benefits of hiring a person with developmental disabilities and for our community to see first-hand how valuable and talented our individuals are.

FY2018 was busy and productive. We strategically planned a re-branding phase that better aligned with our mission, vision, and

community expectations. We are excited say goodbye to FY2018 and hello to FY2019, as we set new goals, tackle new challenges, and grow in all areas of our organization.

The individuals we serve and their families trust us daily with their futures. **We promise to always provide dignified, high-quality services and positive solutions for those who have so much to advocate for, but haven't been afforded the platform to do so.** Although there are many challenges we will face in FY2019, we know with your support, we can continue to promote community employment, integration, and inclusion for adults with developmental disabilities in Chatham, Effingham, and Bryan counties. We sincerely appreciate everything you do for EmployAbility.

With Warm Regards,

A handwritten signature in black ink, appearing to read 'Kim Bockius-Suwyn'. The signature is fluid and cursive.

Kim Bockius-Suwyn
President, Board of Directors
EmployAbility



MILTON'S PATH TO SUCCESS

Independence through Integrated Community Employment

Milton and his family knew the transition from school into Savannah's workforce would be a challenge, but he was determined make the best of any barriers set before him. In 2016, Milton joined the Community Employment Services program at EmployAbility. Working with his job coach, Christy, Milton found a job that complemented his innate organizational skills, strong work ethic, and attention to detail: logistics and distribution. Together, they tracked down open positions in Savannah and began applying.

Michal Herring, Distribution Manager at 3PL Worx, said, "Milton came on board already having the qualities needed to succeed in this industry." Over the past year, Milton worked hard to become one of Herring's most valued hires, including being named Employee of the Month. Excelling and being accepted at a job is something many take for granted, but when asked what the best part of his job is, Milton answered, "It's fun helping my team."

EmployAbility has connected Milton with more than a job – now he has confidence to expand his horizons. He manages his own finances, enjoys taking dancing lessons, competes in competitive horseback riding, and is learning to drive. Today, the sky is the limit for Milton!



“Milton came on board already having the qualities needed to succeed in this industry.”

***Michael Herring,
3PL Worx Manager***



***“We don’t
think of them
as adults with
disabilities, but
rather as vital
members of
our team.”***

***Stratton Leopold,
Owner, Leopold’s Ice Cream***



LEOPOLD'S ICE CREAM

Workplace Diversity Builds a Stronger Team

What do workplace diversity and selling ice cream have in common? It turns out, quite a bit.

Leopold's Ice Cream is a century-old icon in Savannah, known for its delicious desserts as well as for being a leader in supporting the local community. After Stratton Leopold, owner of Leopold's Ice Cream, spoke with an EmployAbility Job Coach about the benefits of hiring an employee who has a developmental disability, the company hired their first staff member, Julius, as an Ambassador in April of 2017. Seeing the value that Julius added to Leopold's, the company added Andrew and Javon to the Leopold's team within a matter of months.

The positive impact of hiring through EmployAbility has made the Leopold's team stronger and more efficient. Two years later, Stratton Leopold says, "We don't think of Julius, Andrew, and Javon as adults with disabilities any longer. They have become so much more to our team than that initial label. They often set the pace for the day. They come to work excited to share with their co-workers, excited to perform the tasks at hand and excited to do their very best work, each and every day. They are truly part of the Leopold's family."

Employment is something that almost all people use to define themselves – it's used to demonstrate to the community that a person has ability and value. Julius, Andrew, and Javon are no different and feel a sense of pride in having a job where they use their abilities each day. Javon, who keeps a steady stream of dishes clean, says, "My mama's so proud of me because I always do a good job at Leopold's...she always comes by to check on me and see how I'm doing, and I say, 'I'm doing good, just working hard.'"

Leopold's Ice Creamery has shown the community and other employers that workplace diversity is, in fact, just like selling ice cream – it's better when it includes a variety of flavors.



Stratton Leopold

Owner, Leopold's Ice Cream
and Community Employer



\$16⁵⁶
HIGHEST
HOURLY WAGE



22
INDIVIDUALS IN
JOB DEVELOPMENT



43
COMPANIES WITH
MULTIPLE HIRES



163
UNIQUE
EMPLOYERS



PRE-VOCATIONAL TRAINING

Skill Building for Successful Futures

It's a simple idea: at EmployAbility we advocate that all people have a valuable contribution to make to each other and to their community.

The Pre-Vocational Training Programs at EmployAbility combine job skills instruction and social mission to address community business needs through market-based initiatives. These social enterprises are businesses that yield social good, in addition to creating revenue. The individuals work in small groups with instructors on a variety of training programs, including packaging and logistics, specialized assembly, culinary arts, and custom printing.

Our training programs offer adults with developmental disabilities valuable skills and opportunities for career employment, so that they can build a career they can be proud of for a future of independence.

To learn more about how you can support our social enterprise businesses, which provide training and job skills to adults with developmental disabilities, please contact Brendan Ferrara at (912) 644-7496 or via email at bferrara@employabilityga.org.

Visit employabilityga.org to view our Annual Outcomes Performance Report detailing the accomplishments of our Pre-Vocational Training Program.



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COMMUNITY
BASED LEARNING
COHORTS



97%

COMMUNITY
PARTNER
SATISFACTION



151

TRAINEES
LEARNING
SKILLS



***“They’ve
grown in
independence,
confidence
and self
esteem. Their
abilities have
no limit!”***

***Chef Angie Real,
EmployAbility Catering***



COMMUNITY ACCESS GROUPS

Creating Opportunities through Integration

EmployAbility supports ongoing community integration for adults with developmental disabilities through the Community Access program. Designed to support skill-building opportunities for those who are not interested in or not yet ready to join the workforce, Community Access gives participants a chance to take advantage of community resources and to become fully engaged community members. By volunteering with partner organizations, participants learn adaptive skills that help promote self-sufficiency and independence. In addition to task-oriented skill-building, participants have the chance to develop their social skills through a combination of group and one-on-one interactions with instructors, other participants, and community partners.

Some of the volunteer partnerships this year included:

America's Second Harvest	Humane Society	Salvation Army
Emmaus House	Meals on Wheels	Union Mission
Faith Equestrian Therapeutic Center	Port City Library	WW Law Library
Habitat Re-Store	Riverview Nursing Home	YMCA Habersham
Heroes Horseback	Ruth Byck Adult Daytime Care Center	YMCA Wilmington Island



10

COMMUNITY
SITES WHERE
INDIVIDUALS
VOLUNTEER



24

INDIVIDUALS
ENGAGING DAILY
IN COMMUNITY
ACTIVITIES

DAY HABILITATION

Expanding Opportunities for Inclusion

Day Habilitation serves approximately 50 individuals with significant disabilities, including those with both cognitive and physical disabilities. The focus of the Day Habilitation program is skill-building and enrichment. The activities are centered on providing critical therapies that build and maintain skills, offering innovative education/training opportunities, and engaging community-based experiences. The program also serves as respite care for families and caregivers, allowing them to work, go to school, and otherwise engage in daily living activities.

Community outings and experiences this year included:

Art Education	Daffin Park	Guest Musicians
American Legion to recycle flags	Dairy Queen	Hull Park
Bethesda	Family Dollar	Humane Society
Botanical Garden	Farmer's Market	Lake Mayer
Bowling	Forsyth Park	Meals on Wheels
Butter Bean Beach	Goodwill	Southside Fire Station
Camp Villa Marie	Grayson Stadium to visit Clydesdale Horses	Strawberry Farm
		Thunderbolt Marina



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COMMUNITY
OUTINGS
PER WEEK



49

INDIVIDUALS
SERVED

FINANCIALS

Income		
Government Contracts	\$	4,178,040
Earned Income	\$	721,689
Fundraising Income	\$	229,096
Other	\$	75,186
Total Income	\$	5,204,011
Expenses		
Program Expenses	\$	2,935,163
Administrative / Facilities	\$	1,935,664
Fundraising & Marketing	\$	10,633
Other	\$	82,037
Total Expenses	\$	5,263,497

LEADERSHIP

Dr. Ken Boyd

Executive Director

Wanda Bohnstedt

Director of Training

Kendra Boyle

Director of Support Services

Cindy Burns

Director of Community Development

Shenequa Gresham

Director of Day Services

Laura Lane McKinnon

Director for Organizational Advancement

Felicia Wentway

Director of Human Resources

As of June 30, 2018

BOARD OF DIRECTORS

Kim Bockius-Suwyn

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COO, *Enriched Business Strategies*

Executive Director, Savannah Book Festival

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Vice President

Retired, LETR & Co.

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Attorney, John Manly PC

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Human Resources Senior Manager,

Mitsubishi Hitachi Power Systems

Michael Owens

President/CEO, Tourism Leadership Council

Aaron Phillips

Retired, Human Resources Executive

Lynda Sueirro

Parent Representative

Jason Usry

Media Director, WJCL News

As of June 30, 2018

Connect with **EmployAbility**

GIVE

Your financial support makes what we do possible.

VOLUNTEER

Share your skills and passion with the individuals we serve and make a difference in their lives.

PARTNER

Join the more than 100 businesses and non-profit partners already benefitting by hiring or collaborating with hard-working individuals who have unique skills and talents.

For more information, visit www.employabilityga.org and connect with us today!

1249 Eisenhower Drive Savannah, GA 31406 (912) 644-7500