



EmployAbility

Empowering People, Facilitating Futures

**ANNUAL
REPORT
FY19**

EmployAbility

Empowering People, Facilitating Futures

OUR MISSION

Prepare people with intellectual and developmental disabilities (IDD) for employment and community integration.

OUR VISION

Empower adults with intellectual and developmental disabilities (IDD) to live full, meaningful lives.

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



Dr. Ken Boyd

Executive Director,
EmployAbility

Message from the Executive Director

Dear Friends of EmployAbility,

FY19 has been a journey filled with focus, opportunity, and growth! With exceptional program participants, hard-working staff, a dedicated board, and supportive community partners, **EmployAbility demonstrated to the community this year that people with intellectual and developmental disabilities (IDD) are givers – not “takers” – through work, training, and volunteering.**

Our Community Access Groups (CAG), which focus on daily activities off-site throughout the community, nearly doubled – growing from 24 participants to 42. Recognized as the most successful CAG program in Georgia, more people than ever are engaging in the community and leaving their mark on it through volunteer opportunities such as Meals on Wheels, feeding people experiencing homelessness, and visiting the elderly at nursing homes.

EmployAbility's Pre-Vocational Training Program introduced The Academy, which will provide more structured and rigorous training to program participants whose goal is to transition into Supported Employment Services and to work in the community. An intentional move away from the decades of contract work that program participants have seen in the past, The Academy's curriculum blends in-demand job skills with daily living skills with the goal of program graduates emerging as skilled, confident adults ready to take on the future!

Supported Employment Services continued to help prepare job seekers for employment and connect them with employers who believe that a diverse work environment enhances all aspects of business. Most importantly, Supported Employment is helping people with IDD fulfill lifelong goals of independence – goals that naysayers said would be difficult or impossible to achieve, even as they pressed on with determination.

As we look ahead to FY20, our vision is bright and hopeful for recognizing and creating new opportunities. We are profoundly grateful to our supporters, old and new, who have supported EmployAbility with their gifts of effort, time, and funds. EmployAbility's mission is to create a community that meets people where they are, values who they are, and fully embraces them for the impact they make in the community, and it is possible only through community support.

With Gratitude,

A handwritten signature in blue ink, appearing to read "K. Boyd", written over a white background.

Dr. Ken Boyd
Executive Director
EmployAbility



Kim Bockius-Suwyn

Board President,
EmployAbility

Message from the Board President

Dear Friends,

As I write this year's message to you, it's hard to express how proud I am to be part of EmployAbility. FY19 has been another year of growth and innovation so that EmployAbility can remain among the state's leaders in intellectual and developmental disability (IDD) service providers in Georgia.

FY19 was a busy year with our new identity as EmployAbility. Our new name helped us

create new, positive dialogue to tell our story and spotlight the wonderful capabilities of our program participants, who are often underestimated because of a disability. And with this, we saw a wave of interest from the businesses, volunteers, and donors who loved this new focus and helped us to further expand our reach.

Through its Day Habilitation, Pre-Vocational, and Community Employment programs, EmployAbility continues to empower adults with IDD to confidently go into the community and make a big impact! With our program participants logging hundreds of hours of volunteering and dozens of workers in local businesses, EmployAbility continues illustrating that the community is a richer place when people with IDD have a seat at the table, regarded as valued contributors and as capable citizens.

Our success would not be possible without the decades-long support of our community partners and employers who have watched us grow, but it is made sweeter by the number of new partners and employers we forge relationships with each year. This growth affirms that as EmployAbility continues advocating for community inclusion for people with IDD, people and businesses are listening!

EmployAbility is steadfastly committed to providing services that promote lifelong success, independence, and inclusion for people with IDD so that they can reach and exceed their life goals!

With warm regards,

A handwritten signature in black ink, appearing to read 'Kim Bockius-Suwyn'. The signature is fluid and cursive, written over a light blue background.

Kim Bockius-Suwyn
President, Board of Directors
EmployAbility

“Mollie is a warm and caring person. She makes sure every child in her class feels important and loved!”



***Alina Rickards,
Job Coach***



MOLLIE'S STORY: NURTURING YOUNG LIVES AT THE YMCA

For four years, Mollie has worked at the West Chatham YMCA in Pooler. With her warm, gregarious personality, the toddler room is the perfect place for Mollie. A typical day at Mollie's job includes ushering children to their classrooms in the mornings and assisting in the classrooms in the afternoons. She enjoys doing art projects, playing games, and reading books to the children. "I like working with kids of all ages!" she said.

A coworker said, "Mollie is a caring and a giving person. She makes everybody feels taken care of. She makes sure the children have everything they need. When Mollie walks in the room, all of the children's faces light up! They all run to her, reaching to be picked up."

Mollie's Job Coach, Alina, describes her as a versatile worker and woman who has lots of goals and passions. "Mollie is always eager to go to work whenever she is needed and in any classroom that she is needed. She's a very independent woman. With some of her work earnings she stays busy with crafts, going out with her family, and taking care of her cat."

When asked if she wanted any other job, Mollie tells people, "No! I want to work here until I retire!" And from the sound of it, her coworkers hope so, too.

In Mollie's case and for countless others, a job is not just a revenue stream. A job allows her to actively practice problem solving, adapting to different situations, communicating effectively, and countless other skills that transfer to success in everyday life! Thank you for helping adults with IDD to grow, succeed, and become recognized as a valued part of our community.



\$18⁸³

HIGHEST
HOURLY WAGE



34

INDIVIDUALS IN
JOB DEVELOPMENT



20

COMPANIES WITH
MULTIPLE HIRES



143

UNIQUE
EMPLOYERS



Mollie
Assistant Teacher
since 2015



Craig
Equipment Facilitator
since 2017



Sarah
Daycare Assistant
since 2019

EMPLOYER SPOTLIGHT: WEST CHATHAM YMCA

In FY19, 197 program participants in EmployAbility's Supported Employment Services program worked at 143 unique employers. *The Inclusive Talent Pool: Employing People* showed that in 2019, 81% of adults with intellectual and developmental disabilities (IDD) are unemployed. At the same time, 11% of businesses report that they have staff who can help their business achieve their goals in the next three years, and of that group, only 12% are actively looking to hire employees with IDD to bridge the gap.

The West Chatham YMCA is one of three YMCAs in Chatham and Effingham Counties that – true to their national mission of diversity and inclusion for all – has hired multiple people through EmployAbility. The YMCA staff aren't the only ones seeing the benefit of hiring Mollie, Craig, and Sarah: so do the people who use the YMCA's athletic equipment as well as the organization's childcare services.

Mollie works as an assistant teacher. Her love for children is obvious as she sings, does art projects, and helps them go down for a nap. Craig works in the athletic center. Highly focused, he has a keen eye for detail and makes sure each piece is wiped clean and ready for the next gym-goer. Sarah works in the childcare area of the athletic center, providing a loving space for little ones while parents drop in for a workout.

Alina, a Job Coach from EmployAbility, provides regular visits to them to make sure everything is going smoothly for the three, as well as their supervisors. "Mollie, Craig, and Sarah are all incredible workers," she says. "They love coming to work, they show pride in the work they do, and they aren't afraid of new responsibilities. In fact, I've seen them all rise to challenge when their supervisors have had them try something new!"

To learn more about hiring through EmployAbility, visit www.employabilityga.org/supported-employment or email Renee Floyd at rfloyd@employabilityga.org.



\$9⁶⁶

AVERAGE
HOURLY WAGE



7

FIRST-TIME
EMPLOYERS



197

PEOPLE WORKING
IN THE COMMUNITY



PRE-VOCATIONAL TRAINING: THE ACADEMY

Skill Building for Successful Futures

At EmployAbility, we believe that all people provide valuable contributions to one another and their community. Our programs are designed to help adults with intellectual and developmental disabilities (IDD) to cultivate all the skills necessary to be well-rounded, both in life and in the workplace!

Our pre-vocational curriculum gives program participants the opportunity to learn valuable job and life skills by exploring and being exposed to different concepts through a variety of training tracks.

Participants work in small groups with instructors to gain essential skills to find careers in packaging and logistics, specialized assembly, culinary arts, and custom printing. The Academy offers adults with intellectual and developmental disabilities (IDD) valuable skills and opportunities for career employment so that they can build a career they are proud of and helps them towards a future of independence.

To learn more about how you can support our social enterprise businesses or to view our Annual Outcomes Performance Report detailing the accomplishments of our Pre-Vocational Training, please visit our website at www.employabilityga.org.



4

**SOCIAL
ENTERPRISE
BUSINESSES**



67%

**PARTICIPANT
WORK SKILLS
IMPROVEMENT**



133

**TRAINEES
LEARNING
SKILLS**

***“Our goal is
to strengthen
essential life
and work skills
so people can
be successful
in all arenas!”***



***Brendan Ferrara,
Director of Training and
Supported Employment***



DAY SERVICES: COMMUNITY ACCESS GROUPS

Creating Opportunities through Integration

Participation and engagement in the local community are wonderful ways to break down barriers and to live a more fulfilling and meaningful life, especially for people with intellectual and developmental disabilities (IDD). At EmployAbility, participants in the Community Access Group (CAG) program have the opportunity to enjoy a wide variety of community resources and activities, like attending cultural events, visiting the library, and going to the park.

Additionally, participants have the opportunity to volunteer with partner organizations and learn adaptive skills that promote self-sufficiency and independence. Participants also enjoy developing skill-building and 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:

- | | |
|-------------------------------------|-------------------------------------|
| Emmanuel House | Port City Library |
| Faith Equestrian Therapeutic Center | Riverview Nursing Home |
| Habitat Re-Store | Ruth Byck Adult Daytime Care Center |
| Heroes Horseback | Salvation Army |
| Humane Society | |



18

COMMUNITY
SITES WHERE
INDIVIDUALS
VOLUNTEER



44

INDIVIDUALS
ENGAGING DAILY
IN COMMUNITY
ACTIVITIES

DAY SERVICES: DAY HABILITATION

Expanding Opportunities for Inclusion

The focus of EmployAbility's Day Habilitation program is socialization, education, and enrichment for up to 50 individuals who have significant challenges, including many with both cognitive and physical disabilities. The 1:8 instructor to participant ratio allows for a high quality of care and interaction.

Daily activities are carefully planned to help participants build and maintain dexterity and communication skills; to offer fun and engaging educational opportunities; as well as provide a wide variety of community-based experiences.

Experiences and outings 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 |



6
WEEKLY
OUTINGS &
ACTIVITIES



48
INDIVIDUALS
SERVED

FINANCIALS

| | | |
|-----------------------------|-----------|------------------|
| Income | | |
| Government Contracts | \$ | 3,674,516 |
| Earned Income | \$ | 948,394 |
| Fundraising Income | \$ | 246,356 |
| Other | \$ | 21,982 |
| Total Income | \$ | 4,891,248 |
| Expenses | | |
| Program Expenses | \$ | 3,368,478 |
| Administrative / Facilities | \$ | 1,481,106 |
| Fundraising & Marketing | \$ | 14,624 |
| Other | \$ | 256,989 |
| Total Expenses | \$ | 5,121,197 |

LEADERSHIP

Dr. Ken Boyd

Executive Director

Kendra Boyle

Director of Finance

Michael Calonita

Director of Facilities & Transportation

Brendan Ferrara

Director of Training and Supported Employment

Shenequa Gresham

Director of Day Services

Laura Lane McKinnon

Director for Organizational Advancement

As of June 30, 2019

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Retired, Savannah Book Festival

Michael Owens

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Attorney, John Manly, PC

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Jason Usry

Media Director, WJCL

As of June 30, 2019

Connect with **EmployAbility**

GIVE

Your financial support makes what we do possible.

VOLUNTEER

Share your skills and passion with the people 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 program participants 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