

# 2021 ANNUAL REPORT



# VIABILITY

BETTER TOGETHER



For Viability, 2021 was a year that many of our program members grew in their lives, community care from our programs to our communities blossomed, and we spread more seeds of cultural inclusion. Our services grew and employer partners thanked their lucky stars that they were already on the road to diversifying their workforces through Viability. With huge thanks to our staff team, and thanks to our caregivers and partners, we weren't the little engine that could - we were the mission that delivered.

- Colleen Holmes, President & CEO



## EMPLOYER PARTNERS

*We love Viability and what they do for the community to support individuals with disabilities to become employed. It wouldn't work if we didn't have their support.*

- Craig White, Owner, Hillside Pizza



## WHAT IS VIABILITY?

Viability is a network of services that promote equity and inclusion for individuals with disabilities and other disadvantages. Our proven programs connect an individual's choices, strengths, and goals with options for employment, job training, skill-building, and supported living. The result is a community of connection that is richer for all.

## VISION

Be a community of program participants and staff making inclusion and access of individuals with disabilities or disadvantages a way for people, businesses, and communities to succeed together.

## MISSION

Our mission is to build a world in which individuals with disabilities and other disadvantages realize acceptance, inclusion, and access.

## STATS AT A GLANCE



# BOARD OF DIRECTORS



In 2021, the Viability team continued to grow and evolve making an unmistakable mission impact in more ways than we can count, but which we see evident in our program members’ lives. Viability is proud to collaborate alongside our program members and partners to build a more inclusive world. We continue being in the vanguard for promoting access and acceptance and will strive towards ever-greater diversity, equity and inclusion. On behalf of the Board of Directors, thank you for your ongoing support.

– Frank Fitzgerald, Board Chair

**CHAIR-** Frank Fitzgerald

**VICE CHAIR-** Steve Dean

**CLERK/SECRETARY-** Donald Miner

**TREASURER-** Charlene Smolkowicz

Timothy Marini

Patrick Leary

Paul Lagasse

Thomas Bienkowski

Albert Lognin

Gregory M. Schmidt

Kara Ogonji



## PROGRAM PARTICIPANTS

*It has made me be a leader. I don't waste time and look forward to getting up for work. I get to be a better person and father.*

– Elijah Merced

*What has been great with the people at The Lighthouse is the aura of positivity in the building. With the encouragement of the staff and friends, things turned around. I have become a three time published novelist and an intern for Getty Images, who runs two of his own photo websites.*

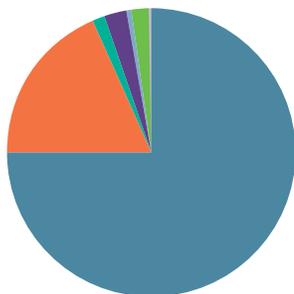
– Mike Maloni

## 2021 HIGHLIGHTS

Our 2-person Rhode Island team placed and supported over 50 students for a total of 5000 hours of paid work in the community. In Oklahoma, staff increased employment opportunities with new contracts. Employment increased 46% at two of our CT sites. In MA our Olympus program increased membership 200% and our NY team served the highest number of Pre-ETS students in the state (Employment Transition Services). At our MA Interstate Drive site, members now have options to communicate in Spanish, English and Sign Language. Employer partnerships remained strong with 91% of Employer Survey respondents rating Viability’s employment services highly satisfactory or satisfactory. Our program members’ overall satisfaction with Viability’s services was 96%.

### FY 2021 OPERATING REVENUE BY SOURCE

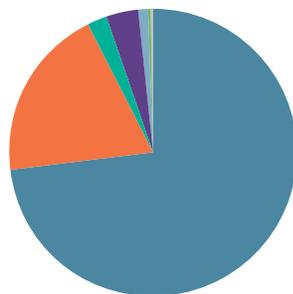
\$34,180,825



- Program Services: MA
- Program Services: CT/RI
- Program Services: NY

### FY 2021 OPERATING EXPENSE BY SOURCE

\$28,760,368



- Program Services: OK
- Business Development
- Fundraising
- Management & General

### VIABILITY TOTAL REVENUE HISTORY

