

# HELPING ALL ABILITIES SHINE

versability<sup>SM</sup>  
resources

WHERE ABILITY MEETS OPPORTUNITY

FY20 ANNUAL REPORT





***“People with disabilities are only limited by our lack of imagination as to what they can achieve.”***

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## **A MESSAGE FROM OUR CEO**

When we began 2020, we were filled with drive, passion, and excitement about bringing new opportunities to people with disabilities in Hampton Roads and beyond. No one could have predicted the challenges we would face this year due to the global pandemic. As I reflect back, I am most grateful for ongoing staff and community support for VersAbility Resources and our mission. Through the perseverance, resourcefulness, and dedication of our team, we have continued providing vital services and support for people with disabilities of all ages and their families. Services include telehealth and virtual screenings for children with disabilities; activity kits for those isolated at home; jobs that include mission-essential support for our nation’s military; and 24/7/365 care for adults with disabilities living in our homes. As we continue our services, the health, safety, and well-being of the people we serve, our staff, and community remain our top priority.

In the 67 years since our founding in 1953, VersAbility has grown and evolved to meet the changing needs of people with disabilities. The bedrock strength of our organization remains our team of skilled and caring professionals who provide excellent care and quality support so people with disabilities live, work, and thrive in our community.

People with disabilities want to work and be productive, active citizens. As our nation and region deepen our resolve to achieve greater diversity and inclusion, we must include people of all abilities. VersAbility stands ready to work with diverse partners and stakeholders to create deep and broad inclusion of people with disabilities in every aspect of our work and community life. Together, we can support people with disabilities in leading productive, fulfilling lives as fully accepted members of society. People with disabilities are only limited by our lack of imagination as to what they can achieve. Together, let’s imagine and build a community that benefits from the potential of all of its members.

Sincerely,

A handwritten signature in black ink that reads "Kasia Grzelkowski". The signature is written in a cursive, flowing style.

Kasia Grzelkowski | *President/CEO*

## FY20 BOARD MEMBERS AND LEADERSHIP

### Directors

**Ron Murray** | *Chair*  
VP of Quality and Compliance  
Newport News Shipbuilding

**Bob Korroch** | *Vice Chair*  
Partner, Williams Mullen

**Doug Burgoyne** | *Treasurer*  
Executive Vice President, TowneBank

**Jack Ezzell** | *Secretary*  
President/CEO, Zel Technologies

**Cyndie Callaway** | *Immediate Past Chair*  
VP of Institutional Advancement  
Thomas Nelson Community College

**Bob Baker**  
VP of Quality Engineering and  
Continuous Improvement  
Howmet Aerospace

**Rev. Jerome Barber**  
Sixth Mount Zion Baptist Temple

**Jeff Clemons**  
Senior Vice President  
PNC Financial Services Group

**Mark Duncan**  
Director of Government Relations  
Riverside Health System

**Ken Krakaur**  
Retired Executive  
Sentara Healthcare

**La'Shawn Littles**  
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**Dr. Elizabeth Locke, PhD**  
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Rehabilitation Sciences  
Old Dominion University

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Retired Executive  
AT&T

**Kelly Musick**  
Operations Research  
Systems Analyst  
Department of the U.S. Navy

**Jim Schloss**  
Retired Executive  
Smithfield Foods

**Dr. Jeffrey Smith**  
Superintendent  
Hampton City Schools

**Joycelyn Spight Roache**  
Vice President, Relationship  
Manager  
Old Point National Bank

**Dr. Jeff Tanner**  
Dean, Strome College of Business  
Old Dominion University

### Leadership



**Kasia Grzelkowski**  
President/CEO



**Tammy Robbs**  
Chief Financial  
Officer



**Renea Banks**  
Chief Human  
Resources Officer



**Renee Rose**  
Chief Operating  
Officer



**Linda Kerns**  
Chief Community  
Living Officer



Total Served

1,346

Children's Services

731

Government Contracts

230

Business Services

185

Supported Employment

86

Day Support

70

Residential

44

## PROGRAMS & SERVICES



### Children's Services

VersAbility's Early Prevention and Intervention for Children (EPIC) program assists infants and toddlers with disabilities by tailoring therapy programs so each child is prepared for success in school, work, and life. The program also educates parents on the many ways they can support their child's development.



### Government Contracts

People with disabilities provide mission-essential services for our nation's military every day. Jobs include loading food on ships for the Navy, global call center operations for the Air Force, manufacturing eyeglasses, custodial and food services, handling classified mail, and more.



### Business Services

VersAbility provides a skilled and scalable workforce to perform a variety of contract work for business partners. This program also provides employment, training, and support for those with more significant disabilities. We support regional and international companies through warehousing, logistics, production, manufacturing, X-ray and paper scanning, assembly, and more.



## Student Services

We help students with disabilities successfully move from the Special Education classroom to paid employment. Students learn a variety of technical and soft skills, such as resume writing, teamwork, budgeting, and dressing for success.



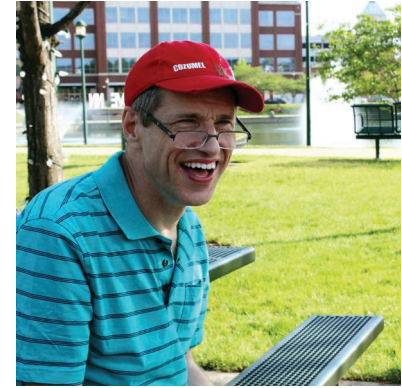
## Supported Employment

VersAbility recruits and trains qualified employees with disabilities to work directly for regional businesses. Employment Specialists provide ongoing coaching and support at no cost to the employer. Employers benefit from hiring talented, dependable, and engaged employees.



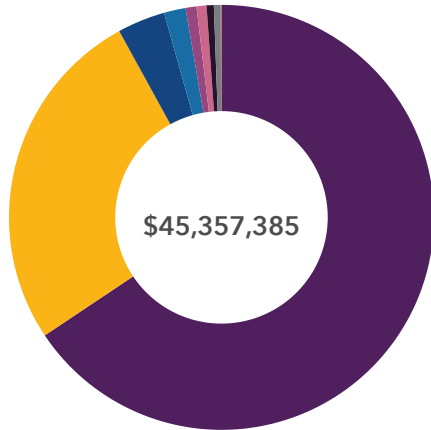
## Day Support

VersAbility offers engaging activities and learning experiences for older individuals and those with more significant disabilities at sites in Newport News and Gloucester. People with disabilities benefit from a range of skill-building activities, enjoy volunteer opportunities, take part in arts and leisure programs, explore parks and museums, and participate in community events.

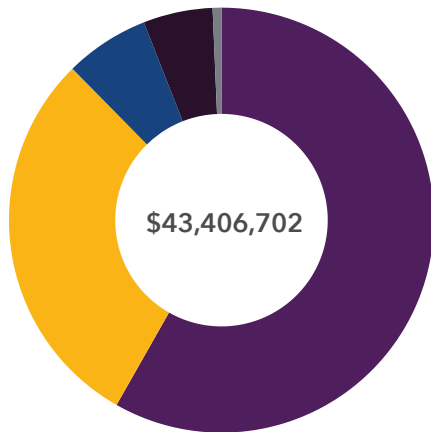


## Residential

Our ten houses in Hampton, Newport News, and York County provide safe, supportive homes for adults with disabilities. Skilled and caring staff provide support 24/7/365 while nurses, dieticians, and a Certified Therapeutic Recreation Specialist are available for both short- and long-term needs.



**TOTAL REVENUE**



**TOTAL EXPENSES**

## FISCAL YEAR 2020 FINANCIAL STATEMENTS

July 1, 2019 - June 30, 2020

● Government Contracts	\$29,766,339
● Medicaid	\$11,966,488
● Commercial Contracts	\$1,647,976
● Contributions, Grants and UW	\$746,581
● EPIC	\$375,831
● DARS	\$345,463
● Miscellaneous Revenue	\$247,685
● Fees	\$235,959
● Lease Income	\$25,063

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Total Revenue	\$45,357,385
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● Wages, Benefits & Employee Related	\$25,271,092
● Business/Subcontractor Expenses	\$12,763,871
● Program Expenses	\$2,788,279
● Facilities and Equipment	\$2,293,050
● Organizational Costs	\$290,410

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Total Expenses	\$43,406,702
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Net Surplus (Deficit)	\$1,950,683
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## GET INVOLVED



**DONATE** at  
[versability.org/donate](https://versability.org/donate)



**HIRE** people  
with disabilities



**INVITE US TO SPEAK**  
to your group



**Include VersAbility**  
in your **ESTATE PLAN**



**VOLUNTEER** and  
lend your support



**Become an**  
**ADVOCATE**

For more information or to give, contact us at 757.896.6461 or [info@versability.org](mailto:info@versability.org).

## Looking for Services?

If you or someone you know needs support or would like additional information about our programs or services, please contact a VersAbility team member today.

### Service Inquiries

Kenita Ricks  
757.896.8430  
[kricks2@versability.org](mailto:kricks2@versability.org)

### Early Childhood

Dianne Fennell  
757.896.8468  
[dfennell@versability.org](mailto:dfennell@versability.org)

### Residential

Sheila Patton  
757.896.8423  
[spatton@versability.org](mailto:spatton@versability.org)

### Employment at VersAbility

[jobs.versability.org](https://jobs.versability.org)  
[askhr@versability.org](mailto:askhr@versability.org)

### Additional Information

[versability.org/contact](https://versability.org/contact)

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*Your support changes lives,  
creating opportunity and purpose  
for people with disabilities  
across Hampton Roads and beyond.*



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2520 58th Street, Hampton, VA 23661 | 757.896.6461 | [info@versability.org](mailto:info@versability.org) | [versability.org](http://versability.org) |    

