

FY22 ANNUAL REPORT  
FOR OUR COMMUNITY



versability<sup>SM</sup>  
resources

WHERE ABILITY MEETS OPPORTUNITY

## FY22 Successes



### Expanded U.S. Navy Ship Provisioning Contract

VersAbility has expanded into Kings Bay, Georgia, and San Diego, California, employing 100+ additional people with disabilities.



### Trained Certified Welders

The *Future of Work* initiative, developed to prepare people with disabilities for in-demand jobs, produced its first certified welders from the inaugural class.



### Expanded Jobs Through Supported Employment

Our Job Coaches trained and placed nearly 600 people with disabilities in diverse industries throughout the region, including the Eastern Shore.



### Launched *Project Independence*

VersAbility developed a new service to better support underserved and aging adults with disabilities in mastering life skills to maximize their independence.



## A MESSAGE FROM OUR CEO

Supporting people with disabilities in leading productive and fulfilling lives is the mission that animates everyone, every day at VersAbility. Through the tireless efforts of our talented and dedicated team, we supported over 1,800 children, adults, and seniors of all abilities in

FY22. During tumultuous times, our innovative team

turned challenges into opportunities to evaluate and expand programs that support people with disabilities in realizing their potential and pursuing their dreams throughout life.

Thanks to overwhelming support from our community, foundations, and business partners, we launched VersAbility's *Future of Work* program. To bring all talent into the workforce, this program will prepare people with disabilities for careers in high-demand industries through inclusion in certification programs. One of our first welding graduates has been invited to the Welder Trainee program at Newport News Shipbuilding and is on the path to a prosperous life. We also developed a new service called *Project Independence* to maximize options and independence for underserved and aging adults with disabilities.

These new programs illustrate how VersAbility continues to adapt and grow to best fulfill our mission. We look forward to working together in the coming year to support people of all abilities in leading fulfilling lives of dignity, purpose, and opportunity.

Sincerely,



Kasia Grzelkowski | President/CEO

# VERSABILITY'S FY22 BOARD MEMBERS AND LEADERSHIP

## Leadership



**Kasia Grzelkowski**  
President/CEO



**Reneé Rose**  
Chief Operating  
Officer



**Tammy Robbs**  
Chief Financial  
Officer



**Mike Godwin**  
Chief Human  
Resources Officer



**Linda Kerns**  
Chief Community  
Living Officer

## Board Officers

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

**Joycelyn Spight Roache** | *Vice Chair*  
Senior Vice President,  
Underwriter Manager,  
Old Point National Bank

**Doug Burgoyne** | *Treasurer*  
Retired Executive VP,  
TowneBank

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

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

## Board Directors

**Shawn Avery**  
President/CEO,  
Hampton Roads  
Workforce Council

**Rev. Jerome Barber**  
Pastor,  
Sixth Mount Zion  
Baptist Church

**Cyndie Callaway**  
VP of Institutional  
Advancement,  
Virginia Peninsula  
Community College

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

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

**Jack Ezzell**  
Founder and  
Executive Chairman,  
Zel Technologies,  
LLC

**Rick Gallaer**  
Retired President,  
Pomoco Auto  
Group

**La'Shawn Littles**  
Clinical Dental  
Assistant,  
Virginia Peninsula  
Community College

**Lisa Marston**  
Retired Executive,  
AT&T

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

**Casey Roberts**  
Executive Director,  
New Horizons  
Regional Education  
Centers

**Dr. Jeffery Smith**  
Superintendent,  
Hampton City  
Schools

**Edith White**  
CEO,  
Hampton Roads  
Community Action  
Program

**Jackie White**  
Retired Partner,  
PBMares, LLP

Total Served

**1,833**

Early Childhood Services

**690**

Government Contracts

**310**

Commercial Contracts

**151**

Supported Employment

**592**

Residential

**45**

Day Support

**45**

## PROGRAMS & SERVICES

### Early Childhood Services

VersAbility's Early Prevention and Intervention for Children program assists infants and toddlers with disabilities up to 3 years old by tailoring therapy programs so each child is prepared for success in school, work, and life. The program also educates and supports parents through wrap-around services.

### Government Contracts

VersAbility employees with disabilities provide nationwide, mission-essential services for our nation's military every day. Jobs include loading food on ships for the Navy, global call center operations, manufacturing eyeglasses, handling classified mail, administrative and human resources support, and more.

### Commercial Contracts

VersAbility provides a skilled workforce to perform a variety of contract work for business partners. We support regional and international companies through production, manufacturing, X-ray and paper scanning, logistics, assembly, and more.



## Supported Employment

VersAbility recruits and trains qualified employees with disabilities to work directly for regional businesses. Job Coaches provide ongoing training and support **at no cost** to the employer. Employers benefit from hiring talented, dependable, and engaged employees with low turnover. Our new *Future of Work* initiative prepares people with disabilities for life-long careers by providing support and access to certification programs in high-demand industries.

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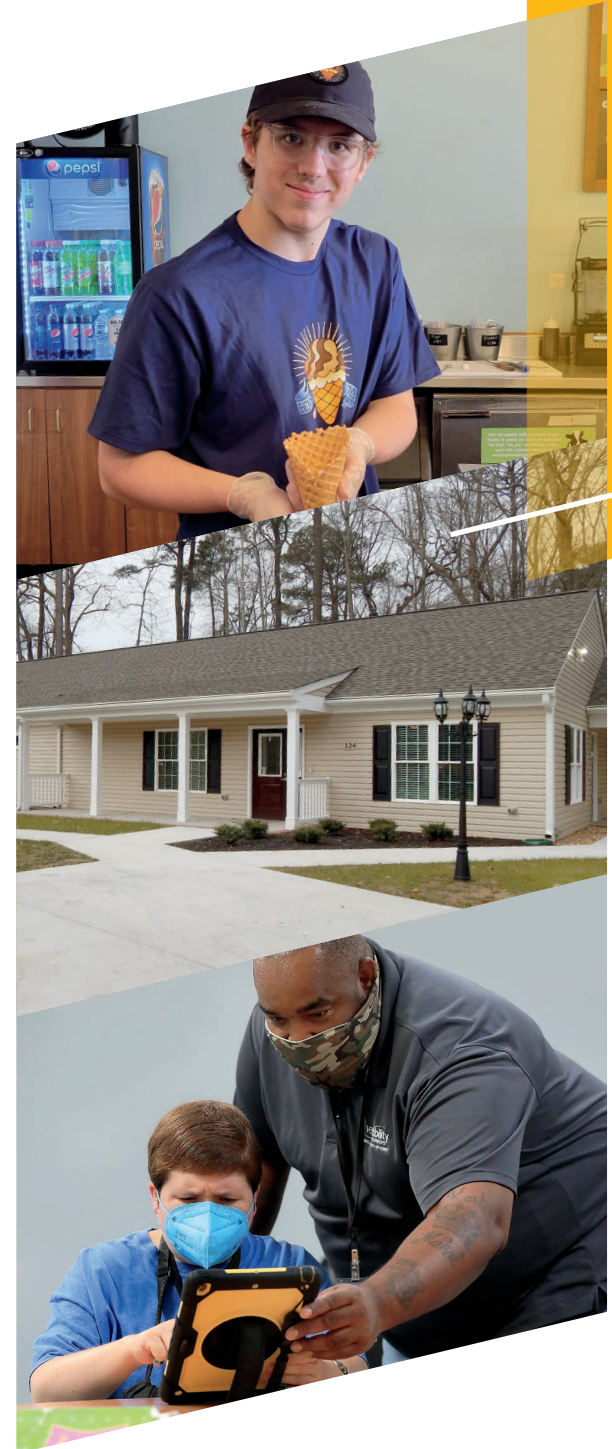
## Residential

Our eight 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 and dieticians are available for both short- and long-term needs.

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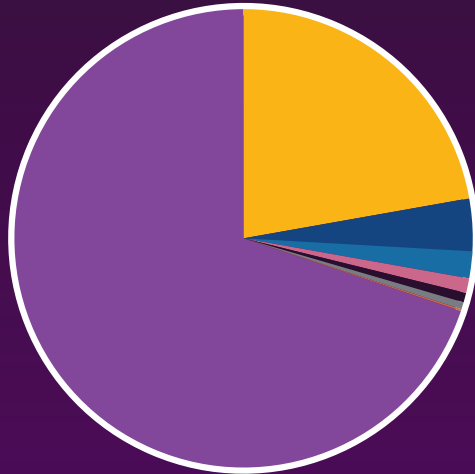
## Day Support

VersAbility offers engaging activities and learning experiences for older individuals and those with more significant disabilities at sites in Newport News, Hampton, 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. Our *Project Independence* program is a new initiative to better support adults and seniors in reaching their highest level of independence and community engagement.

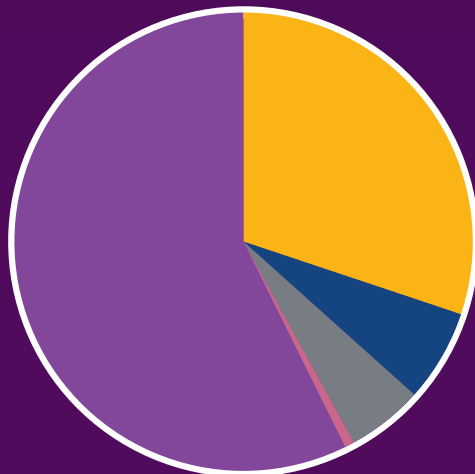


## FISCAL YEAR 2021 FINANCIAL STATEMENTS

July 1, 2021 - June 30, 2022



**TOTAL REVENUE**  
**\$55,954,707**



**TOTAL EXPENSES**  
**\$48,846,414**

Government Contracts	\$41,055,172
Medicaid	\$10,103,417
Commercial Contracts	\$1,931,783
Contributions, Grants and UW	\$1,101,027
DARS	\$946,254
Fees	\$285,775
Miscellaneous Revenue	\$490,238
Lease Income	\$41,041

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Total Revenue	\$55,954,707
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Wages, Benefits & Employee Related	\$29,706,553
Business/Subcontractor Expenses	\$13,024,586
Program Expenses	\$3,135,166
Facilities and Equipment	\$2,698,093
Organizational Costs	\$282,016

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Total Expenses	\$48,846,414
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Net Surplus (Deficit)	\$7,108,293
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## GET INVOLVED WITH VERSABILITY TODAY!



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



**HIRE** people  
with disabilities



**INVITE US TO SPEAK**  
to your group



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



**VOLUNTEER**  
and lend your support



**Become an**  
**ADVOCATE**



SCAN ME

For more information or to donate, contact us at  
[info@versability.org](mailto:info@versability.org) or 757.896.3789.

## 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

Dianne Fennell  
757.896.8457  
[dfennell@versability.org](mailto:dfennell@versability.org)

### Early Childhood

Dianne Fennell  
757.896.8457  
[dfennell@versability.org](mailto:dfennell@versability.org)

### Residential

Linda Kerns  
757.896.8431  
[lkerns@versability.org](mailto:lkerns@versability.org)

### Employment at VersAbility

[tiny.cc/versabilityjobs](https://tiny.cc/versabilityjobs)  
[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 of all abilities  
across Hampton Roads and beyond.*

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757.896.6461 | [info@versability.org](mailto:info@versability.org)  
[versability.org](http://versability.org) |    

