

# FY23 ANNUAL REPORT FOR OUR COMMUNITY



versability<sup>SM</sup>  
resources

WHERE ABILITY MEETS OPPORTUNITY



## FY23 SUCCESSES



### Awarded Nationwide Air Force Contract

This 10-year contract marks VersAbility's 3rd nationwide federal contract and entails mail services at 40 bases across 27 states providing employment opportunities for people with disabilities.



### Expanded Reach of Supported Employment

Served over 450 youth and adults with disabilities helping them secure successful employment in diverse businesses across the region.



### Trained Welders through Future of Work

To prepare people with disabilities for high-demand jobs, trained our 5th class of welders.



### Planned Expanded Services on Middle Peninsula

Secured lease for new space to better serve people with disabilities.

## A MESSAGE FROM OUR CEO



We are thrilled to be celebrating 70 years of service for people of all abilities and all ages! VersAbility Resources was founded by a group of parents who believed in a fulfilling life of purpose and belonging for their loved ones. Since then, we have grown to serve over 1,500 people with disabilities annually through programs including early childhood, day support, residential, and various employment opportunities. Our vision was as true 70 years ago as it is today: VersAbility supports people with disabilities in leading productive and fulfilling lives of their choosing as fully accepted members of society.

Our supporters are our biggest champions and advocates for those we serve. Thanks to your generosity, two of our employment programs have grown significantly over the last year. Our Supported Employment program provided vital workforce training, paid internships, and long-term employment to over 450 individuals in our local communities. Employers include Amazon, William & Mary, Sentara, and many more.

Our Future of Work program has trained 21 participants to date in welding, IT, and culinary certification programs. We are grateful to our current training partner, New Horizons, and are ready to expand the program to additional career fields and sites. These include efforts to launch an IT and Cyber Security program and to partner with Hampton University for training for Medical Assistants and Certified Nursing Assistants.

VersAbility continues to innovate, adapt, and create new pathways to a life of independence and prosperity for people of all abilities. With your help and support, we will continue to transform lives for the next 70 years and beyond.

Sincerely,

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

Kasia Grzelkowski  
President/CEO

We are thrilled to be celebrating **70 YEARS** of service for people of all abilities and all ages!



## TOTAL SERVED

Early Childhood  
Services

605

Government  
Contracts

321

Commercial  
Contracts

19

Supported  
Employment

453

Residential

42

Day Support

65

## PROGRAMS AND SERVICES

### Early Childhood

VersAbility's Early Prevention and Intervention for Children program assists infants and toddlers with disabilities ages 0 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, manufacturing eyeglasses, handling mail for the Air Force, 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.

### 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.

### Day Support

VersAbility offers engaging activities and learning experiences for older individuals and those with more significant disabilities at sites in Hampton, 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.



# VERSABILITY'S FY23 BOARD MEMBERS AND LEADERSHIP TEAM

## Leadership



**Kasia Grzelkowski**  
*President/CEO*



**Reneé Rose**  
*Chief Operating Officer*



**Tammy Robbs**  
*Chief Financial Officer*



**Linda Kerns**  
*Chief Community Living Officer*



**Joe Harrow**  
*Chief Development Officer*

## Board Officers

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

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

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

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

## Board Directors

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

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

**Dr. Porter Brannon**  
President, Virginia Peninsula Community College

**Dian Calderone**  
Retired President, Calderone Abbott PC

**Kapua Conley**  
Regional President, Peninsula, Sentara Healthcare

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

**Rick Dwyer**  
Executive Director, Hampton Roads Military & Federal Facilities Alliance

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

**Quentin Kidd**  
Provost, Christopher Newport University

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

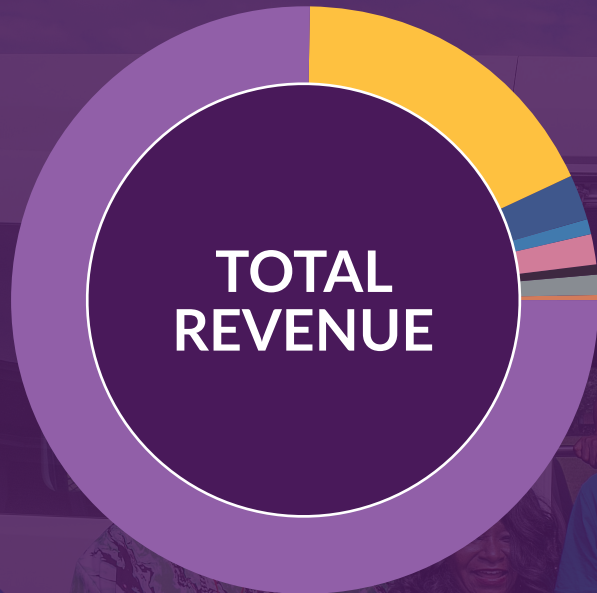
**Lisa Pennyfeather**  
Commercial Lender Senior VP, TowneBank

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

**Karen Velkey**  
Corp. VP, Compensation and Benefits, Huntington Ingalls Industries

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

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



○ Government Contracts	\$44,729,030
○ Medicaid	\$10,514,634
○ Commercial Contracts	\$1,384,364
○ Contributions, Grants and UW	\$582,634
○ DARS	\$943,110
○ Fees	\$270,917
○ Miscellaneous Revenue	\$771,223
○ Lease Income	\$39,481

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Total Revenue **\$59,235,393**



○ Wages	\$34,380,707
○ Business/Subcontractors Expenses	\$12,043,385
○ Program Expenses	\$3,389,386
○ Facilities and Equipment	\$2,751,015
○ Organizational Costs	\$328,669

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Total Expenses **\$52,893,162**





## GET INVOLVED WITH VERSABILITY TODAY!



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



**HIRE** people  
with disabilities



**INVITE** us to  
speak to your group



Include VersAbility in  
your **ESTATE PLAN/  
LEGACY GIVING**



**VOLUNTEER**



Become an  
**ADVOCATE**



SCAN ME

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

## 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

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

### Early Childhood

Dianne Fennell

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

### Residential

Ebonee Atkinson

757.343.8689 | [eatkinson@versability.org](mailto:eatkinson@versability.org)

### Employment at VersAbility

[versability.org](https://www.versability.org) | Click on "Join Our Team"  
[askhr@versability.org](mailto:askhr@versability.org)

### Additional Information

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

Your support changes lives,  
creating opportunities for  
people of all abilities to thrive  
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) |    



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