Imagine the Possibilities
A MESSAGE FROM OUR CEO

Through the resourcefulness, skill, and dedication of our team, VersAbility has continued to advance our mission and expand opportunities for people with disabilities no matter the challenges. Throughout the pandemic, we have provided vital services from early childhood to residential to employment for people with disabilities of all ages throughout Hampton Roads and beyond.

Our employees are the heart and foundation of VersAbility. Our accomplishments in FY21 are due to their efforts which allow over 1,700 children, adults, and seniors with disabilities to live, work, and thrive in our community.

People with disabilities have proven their capabilities and resilience by going to work every day during this difficult time. Yet they still represent a largely untapped talent pool. As we emerge from the pandemic strengthening our commitment to more inclusive communities, our resolve must extend to people with disabilities. Working together, we can ensure our region benefits from the full potential of all of its citizens while people of all abilities enjoy lives of opportunity and purpose.

Sincerely,

Kasia Grzelkowski | President/CEO
## VERSABILITY’S FY21 BOARD MEMBERS AND LEADERSHIP

<table>
<thead>
<tr>
<th>Directors</th>
<th>Leadership</th>
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| **Ron Murray** | Chair  
VP of Quality and Compliance  
Newport News Shipbuilding | **Doug Burgoyne** | Treasurer  
Executive Vice President, TowneBank |
| **Bob Korroch** | Vice Chair  
Partner, Williams Mullen | **Joycelyn Spight Roache** | Secretary  
Vice President, Relationship Manager  
Old Point National Bank |
| **Bob Baker** |  
VP of Quality  
Engineering and Continuous Improvement  
Howmet Aerospace | **Jim Schloss** | Retired Executive  
Smithfield Foods |
| **Rev. Jerome Barber** |  
Sixth Mount Zion Baptist Temple | **Dr. Jeffery Smith** | Superintendent  
Hampton City Schools |
| **Jeff Clemons** |  
Senior Vice President  
PNC Financial Services Group | **Dr. Jeff Tanner** | Dean, Strome College of Business  
Old Dominion University |
| **Mark Duncan** |  
Director of Government Relations  
Riverside Health System | **Lisa Marston** | Retired Executive  
AT&T |
| **Jack Ezzell** |  
CEO  
Zel Technologies | **La’Shawn Littles** | Clinical Dental Assistant  
Thomas Nelson Community College |
| **Rick Gallaer** |  
Retired President  
Pomoco Auto Group | **Kelly Musick** | Operations Research  
Systems Analyst  
Department of the U.S. Navy |
| **Kasia Grzelkowski** |  
President/CEO | **Tammy Robbs** | Chief Financial Officer |
| **Reneé Rose** |  
Chief Operating Officer | **Renea Banks** | Chief Human Resources Officer |
| **Linda Kerns** |  
Chief Community Living Officer | **Cynthia Callaway** | Immediate Past Chair  
VP of Institutional Advancement  
Thomas Nelson Community College |

**Leadership:**
- **Kasia Grzelkowski**  
President/CEO
- **Tammy Robbs**  
Chief Financial Officer
- **Renea Banks**  
Chief Human Resources Officer
- **Reneé Rose**  
Chief Operating Officer
- **Linda Kerns**  
Chief Community Living Officer
**PROGRAMS & SERVICES**

**Children’s Services**

VersAbility’s Early Prevention and Intervention for Children 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**

VersAbility employees with disabilities provide nationwide mission-essential services for the military every day. VersAbility’s 19 contracts 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.

**Commercial Contracts**

VersAbility provides a skilled workforce to perform a variety of contract work for business partners. This program provides employment, training, and support for those with more significant disabilities. 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 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 and dieticians are available for both short and long-term needs.

**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.
FISCAL YEAR 2021 FINANCIAL STATEMENTS
July 1, 2020 - June 30, 2021

- Government Contracts: $30,585,575
- Medicaid: $9,732,921
- Commercial Contracts: $1,789,488
- Contributions, Grants and UW: $650,911
- DARS: $433,926
- Fees: $294,494
- Miscellaneous Revenue: $223,166
- Lease Income: $30,850

Total Revenue: $43,741,331

- Wages, Benefits & Employee Related: $23,874,041
- Business/Subcontractor Expenses: $12,548,773
- Program Expenses: $2,715,290
- Facilities and Equipment: $2,230,260
- Organizational Costs: $289,796

Total Expenses: $41,658,160

Net Surplus (Deficit): $2,083,171
GET INVOLVED

DONATE at 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

For more information or to donate, contact us at info@versability.org or 757.896.6473.

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.

Service Inquiries
Dianne Fennell
757.896.8457
dfennell@versability.org

Early Childhood
Dianne Fennell
757.896.8457
dfennell@versability.org

Residential
Sheila Patton
757.896.8423
spatton@versability.org

Employment at VersAbility
jobs.versability.org
askhr@versability.org

Additional Information
versability.org/contact
Your support changes lives, creating opportunity and purpose for people with disabilities across Hampton Roads and beyond.

versability resources

2520 58th Street, Hampton, VA 23661
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versability.org |  