

2015-2016 ANNUAL REPORT

A place for belonging



“the fruit of the Spirit is love, joy, peace, patience, kindness, generosity, faithfulness, gentleness, self-control”
Galatians 5:22-23”



Bishop Grady Villas Prayer

Let us pray.

Lord Jesus, as you walked on our earth
you were divine in your
compassion and mercy.

Your hands were healing hands.
You made the lame whole and
fed the hungry.

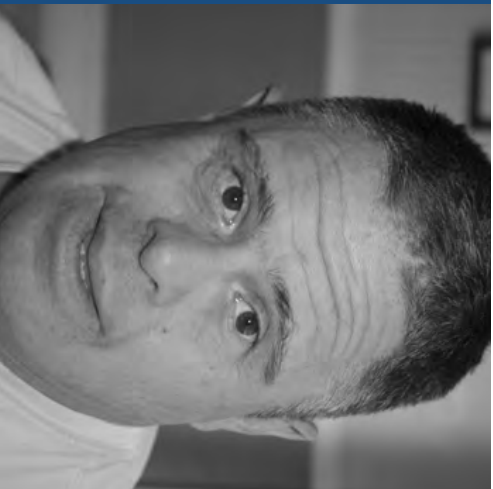
You brought comfort and peace
to those with disabilities.

Dear Lord, we ask you to bless all who
live in these homes and to bless all
those who work and support this place.

May these Villas be under the special
care of the Blessed Virgin Mary and
her Spouse and the guardian angels.

Amen.

Authored by Bishop Thomas J. Grady
- Bishop of the Diocese of Orlando, deceased



OUR MISSION
Bishop Grady Villas supports persons with disabilities to use their God-given gifts to achieve greater independence, physical and emotional well-being, and spiritual growth. We empower these individuals from throughout Central Florida to reach their full potential through Christ-centered, personalized and wholistic residential, vocational and employment services, and community support.



Dear Friends of Bishop Grady Villas,

I was blessed to celebrate 10 years at Bishop Grady Villas

this year. It is hard to believe how many ways our mission has grown and touched even more lives of individuals with disabilities than even our founder, Sr. Elizabeth Marie Stoup originally envisioned. Originally, Bishop Grady Villas' mission was to serve 42 individuals with intellectual disabilities at our beautiful assisted living community in Saint Cloud. Last year, Bishop Grady Villas provided services to more than 155 individuals with disabilities in Central Florida, including 51 individuals who lived at our assisted living community and 105 individuals who live in their own apartments or family homes throughout Orange, Osceola, Polk and Seminole counties through our Vocational Training and Employment Services programs.

In response to the demand for our services, our Board of Directors has established new goals to expand our services so that we can serve even more individuals with disabilities in the future.

In order to accomplish these goals, we need the support of partners like you. One example of such a partnership was through Annunciation Catholic Church's Annual Lenten Appeal. The funds raised during this appeal provided an opportunity for Bishop Grady Villas to hire a new employment specialist who will serve Seminole County. After the initial start-up period, this position will be sustained through contracts with the Florida Division of Vocational Rehabilitation and Florida Agency for Persons with Disabilities.



Although demand for our services continues to increase, we are challenged by a reimbursement system in Florida that is not keeping up with the cost to provide quality services to individuals with disabilities. The rate structure for our services have undergone multiple cuts resulting in 2015 rates averaging 14% lower than rates were in 2003. During this same period the rate of inflation has been 28% and Florida's minimum wage has increase 56%. As a result, we

cannot expand and sustain our services without the generosity of the Central Florida community.

I hope you will enjoy and be inspired by the stories of the individuals we serve. Those of us who have the opportunity to serve these amazing individuals are touched by the beauty of their friendship, strength of their faith and humbled by their spirit of welcome and love. Please continue to pray for them as they continue to grow in the love of God.

Sincerely,

Kevin C. Johnson
Executive Director

Our Programs

Residential Programs

Our Residential Programs provide supportive housing services to individuals with developmental and intellectual disabilities. This includes residential housing at our Assisted Living community in St. Cloud, Florida and individualized support, supervision and training activities. These activities assist individuals to develop independent living skills in areas of personal health and hygiene, homemaking skills and social and adaptive skills.

Our direct support professionals develop individualized plans to assist each resident in reaching his or her potential for personal and spiritual growth and independence. Many of our residents participate in our Life Skills Development program, which provides opportunities for community integration and socialization including volunteer opportunities as well as outings for shopping, recreation, social organizations and religious services.

PROGRAM HIGHLIGHTS

51 Individuals reside at our Assisted Living Community where individuals receive individualized implementation planning to help them achieve independence

70 goals reached • **112** new goals set



Budgeting • Hygiene • Laundry • Exercise • Using Technology to Track Exercise • Reading Nutrition Labels • Safety Skills • Foreign Languages
Emailing • Housekeeping • Journaling • Volunteering • Faith Building • Cooking • Preparing Coffee • Food Safety • Healthy Eating • Cleaning

Vocational Training Programs

Our Vocational Training Program provides on-going educational activities for individuals with intellectual and developmental disabilities. These activities are intended to support individuals to have meaningful, valued roles in the community. Areas of training include self-advocacy, social skills, and vocational development.

These services are scheduled for six hours daily week-days. Activities include volunteer work, workplace job shadowing and tours, guest speakers from local employers, and individualized activities to reach personal goals. These programs are open to both residents of Bishop Grady Villas and those who reside throughout Central Florida.

PROGRAM HIGHLIGHTS

26 recipients received pre-vocational development programming

18 goals reached • 32 new goals set



- Volunteering
- Inventory
- Self Advocacy
- Social Skills
- Money Management
- Computer Skills
- Health
- Exercise
- Vocational
- Job Skills
- Career Exploration
- Job Shadowing
- Community Involvement
- Activities of Daily Living

Our Programs

Employment Services

Our Employment Services assist jobseekers who reside throughout Osceola, Orange, Polk and Seminole counties in gaining employment. Our services begin with a comprehensive person-centered process called “Discovery.” We get to know the jobseeker through conversations, speaking with his or her family, and others who know the person best. We observe the jobseeker in a variety of settings and use this information to develop a profile and employment plan. We then assist individuals in applying and interviewing with employers in the community or the development of a business plan. Once an individual is given an offer of employment we act as a consultant for the employer and provide supplemental on-the-job training support as needed. Finally, after the new

employee is stabilized in his or her job, our employment specialist continues to provide ongoing support to ensure that the employee continues to thrive. This may include periods of increased support during times of transition, changes in responsibility or at opportunities for advancement.



EMPLOYERS WE PARTNERED WITH IN THE LAST YEAR



PROGRAM HIGHLIGHTS

79 Individuals served

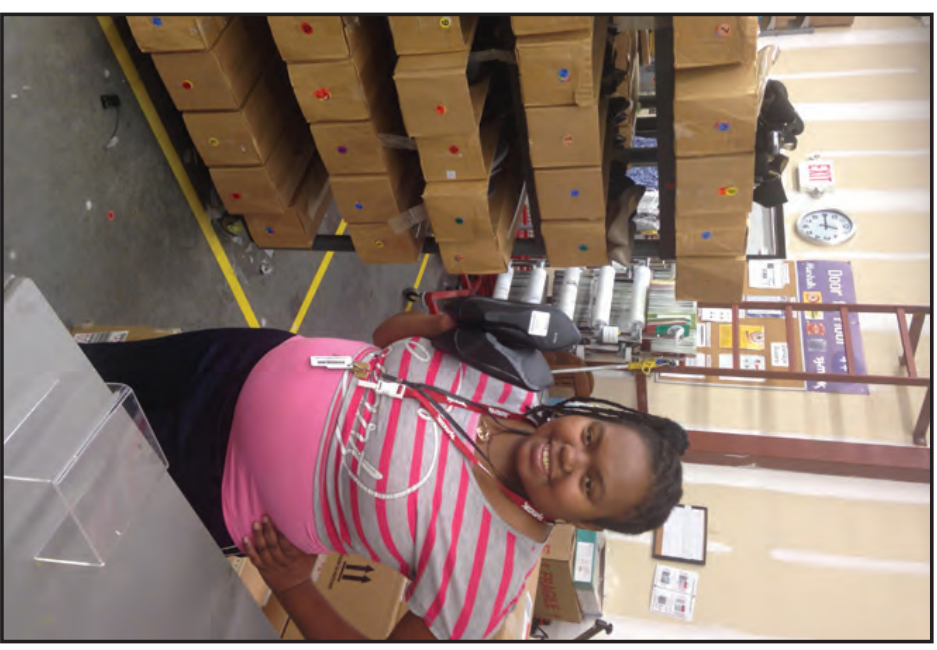
12 individuals were placed in competitive employment

4 individuals participated in a paid on-the-job training opportunity

\$7,689 – Average combined weekly earnings of individuals served

\$399,874 – Average combined annual earnings of individuals served

\$199,937 – Potential reduction in dependence on Social Security benefits



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Walmart

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Resident Spotlight

Laura

When Laura first moved to Bishop Grady Villas she was focused on learning about her new community, making new friends and becoming as independent as possible. Soon she was ready to explore employment opportunities. Laura was worried about people in the community being mean to her, how she would get to work and had anxiety about navigating her workplace safely.

Through participation in Bishop Grady Villas Vocational Training Program and volunteer experiences, Laura began to

build confidence. Laura began working in the Administration Building at Bishop Grady Villas as a housekeeper. Laura learned how to be professional in an office setting, how to navigate relationships with supervisors and how to complete her essential tasks. Soon Laura (and her parents) were ready to explore community employment through our Employment Services. After exploring various job opportunities, she found a job she accepted at Chick-Fil-A.

Laura says at her new job she has used all of the skills she

acquired while learning and working at Bishop Grady Villas. She explains that these past opportunities prepared her for making the jump to community employment. Although she is still adjusting, she loves her new job. She has a great time with her coworkers, who always check on her and truly care about her. She enjoys helping guests and loves that she gets to meet new people every day.

Laura explains that these opportunities have brought her to where she is today, an independent working woman.



Steven & Owen



Steven and Owen are brothers who have recently joined our Vocational Training Program. Their mother was concerned that after high school their lives consisted of playing video games and listening to music and they would not choose to participate in family or community activities on a regular basis. Mrs. Foster turned to Bishop Grady Villas to provide weekday activities to re-engage her sons.

Mrs. Foster says that Owen is now so much more outgoing. Instead of sitting in his room alone all day, he is happier and more social. He now enjoys sharing time with his family and rarely spends time alone. He is willing to try new things, something he avoided previously. Owen describes himself as a “social encourager.” He says that this

means his “job is to cheer people up and help them to feel better.” He says he will do anything to help someone feel better and that the Vocational Training Program has helped him learn more about these social skills and made him a better person. His dream job is to be a disc jockey. He would also like to work at a music store so he could earn more money for his equipment. Owen says that Bishop Grady Villas is the first place that took his goals seriously and helped him learn how to do inventory, money management and to develop customer services skills so he could work towards that goal.

Mrs. Foster says that since joining our program both brothers have learned to focus longer and increased their attention span and social skills.

She even explained that when the brothers are given the option of taking a day off of Vocational Training Program and having a family fun day, that they choose to go to Bishop Grady Villas instead to “learn and see their friends.” Owen and Steven didn’t always get along. However, since joining this program together they have both learned how to better communicate with each other. They now bond over their mutual friends and activities. They continue to work on their friendship and relationship while also developing their own skills and talents. They are grateful to have the opportunity to develop and grow.

Annual Supporters

We wish to acknowledge and thank the following individuals and organizations whose investments are making a difference in lives of the individuals we serve.

Legacy Gifts

The following individuals have made or announced a planned gift to Bishop Grady Villas.

Eugene Boylston

Mark Nothnagle

Mr. & Mrs. Richard Gnaedinger

Gloria E. Rinaldi

Lois Mills

Jeanne Rodriguez

Annual Giving Society

These individuals or organizations have made a sustaining multi-year commitment of financial support to our mission.

Chairman's Circle

\$10,000 a year for five years

Anonymous

Robert Wright and Leida Haddock

Benefactor's Circle

\$5,000 a year for five years

Anonymous

Basilica of the National Shrine of Mary,
Queen of the Universe



Guardian's Circle \$1,000 a year for five years

- AGED, Inc.
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- Linda Manning

- Kelly McCarthy
- Mr. and Mrs. Tim McCarthy
- Charles and Conni Puckett
- Jeanne Moran

- Mr. and Mrs. Donald Smyth, Jr.
- David Sokolowski
- Very Reverend Richard Walsh
- Reverend Thomas Wanitsky



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Received between June 1, 2014 and June 30, 2015

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Carnegie Hall		

Annual Giving

When you support
Bishop Grady Villas

you become part of a community of individuals committed to improving the lives of individuals with disabilities.

As you can see in this report, **our services touch the lives** of our residents and many more who reside throughout Central Florida. Thank you for supporting our life-affirming work.



Events

The Harvest Ball is our premiere gala fundraising event held each October.

Funds raised at the Harvest Ball benefit the Bishop Grady Villas Scholarship Fund, which supports individuals who are waiting for services provided through the Florida Agency for Persons with Disabilities.

The Harvest Ball is a wonderful opportunity for the individuals we serve, their families, donors, volunteers and members of the Central Florida community to gather in a spirit of Thanksgiving.

This celebration highlights the many gifts the individuals we serve are able to share with their communities as a result of our services. This annual event has grown to 650 attendees and includes a live and silent auction, live entertainment and delicious food.



Achieving Their Dreams

Friday, April 8, 2016

Achieving Their Dreams is our annual free one-hour fundraising breakfast held each Spring.

Funds raised at Achieving Their Dreams are designated to our programs that are in most need of funding.

The program for Achieving Their Dreams provides attendees with an overview of our mission and includes testimonials by individuals we serve, their families and volunteers who have been touched by the lives of those we serve. Volunteers act as table captains and recruit 9 other guests to join them to learn more about our mission. Attendees are invited to join our Annual Giving Society of multi-year pledges or to make one-time gifts which are essential to sustaining our important work and bridging our funding gap.

For those of you who also want to participate by serving as a Table Captain by inviting nine of your friends and associates to join you at your table, we will offer Table Captain orientations to make your job as easy as possible. Whether you wish to invite some of the same friends who attended last year or new friends to this special event, our goal is to tell our story to as many people as possible who have an interest in working with and supporting people with disabilities.

We thank you for your generous sustaining support and encourage you to continue to support our mission in the manner that is most convenient for you.



Place for Belonging Tours

All tours start at noon
and end at 1:00 p.m.

October 28, 2015

January 27, 2016

February 24, 2016

March 30, 2016

April 27, 2016

May 25, 2016

June 29, 2016

July 27, 2016

August 31, 2016

September 28, 2016

October 26, 2016

Direct Donations

Make a donation by phone, (407)892-6078, extension 202, or online at www.bishopgradyvillas.org. If you would like to make a memorial or tribute gift, please indicate this at the time of donation so that we can be sure to send an acknowledgement of your gift to your intended recipient.

Planned Giving

If you would like to make a planned gift to Bishop Grady Villas through a bequest in your will, charitable gift annuity, or life insurance designation we can assist you by providing you with standardized bequest language. These gifts can provide lasting support for our mission and may also provide you and your loved ones with significant tax and/or income benefits as well. A bequest in your will is the easiest way to make a gift. One paragraph in your will is all it takes. Charitable gift annuities are an arrangement in which an annual income payment is made to you or a loved one in exchange for a gift. It's a great way to supplement retirement income and may provide favorable tax benefits as well. Life insurance policies offer an easy and effective way for you to leave a legacy. Simply name Bishop Grady Villas as both the owner and beneficiary of a policy that you no longer need.

Place for Belonging Tours – Saint Cloud

We encourage and welcome you to visit our assisted living community in Saint Cloud. We are only 30 minutes from downtown Orlando. During this hour long-lunch tour you will have the opportunity to meet our residents and see our beautiful campus. One of our residents and a member of our management team will be your host. You will have the opportunity to ask our residents questions and learn about new initiatives we are implementing across Central Florida. In addition to scheduled tours, we can accommodate your personal schedule and provide other opportunities to tour our campus. To RSVP or schedule a tour during a different timeframe, please contact Andrea Mayorga, Executive Assistant at (407)892-6078, extension 202 or via email at amayorga@bishopgradyvillas.org.

Other ways you can help us with our mission

Volunteer in our Vocational Training or Residential Programs.

Conduct a work party with your co-workers or members of your service club.

Become a corporate partner with our expanding employment programs. You can provide on-the-job training or employment opportunities to individuals with disabilities throughout Central Florida.

Become a table captain at our annual spring Achieving Their Dreams donor breakfast and recruit 9 friends to hear about lives that have been transformed by our services.

Join our Harvest Ball Committee and lend your time, talent and treasure to our largest special event.

Attend one of our Places for Belonging tours and bring some friends with you! Learn how we are helping adults with intellectual and developmental disabilities become more independent and active members of their community.

Leave your legacy by making a naming a gift in your will to Bishop Grady Villas.

To learn more about charitable or volunteer opportunities, contact David Sokolowski at (407)892-6078 or by email at dsokolowski@bishopgradyvillas.org or visit our website at www.bishopgradyvillas.org.



Financial Highlights

Public Support and Revenue

	Audited 6/30/15	Audited 6/30/14
FINANCIAL HIGHLIGHTS		
PUBLIC SUPPORT AND REVENUE		
PUBLIC SUPPORT		
Contributions	308,695	331,511
Diocesan Support	102,000	108,300
Fundraising	472,218	308,136
REVENUE		
Government	1,106,691	1,069,438
Program Services	766,966	815,666
Interest Income	22,897	22,596
Earned Entrance Fee	2,500	-00
Total	2,781,967	2,655,647
	Audited 6/30/15	Audited 6/30/14
EXPENSES		
PROGRAM SERVICES		
Residential Care	2,040,280	2,037,738
Adult Day Training	56,085	54,926
Supported Employment	81,635	80,023
SUPPORT SERVICES		
General & Administrative	284,526	269,924
Fundraising	87,456	74,476
TOTAL EXPENSES	2,549,982	2,517,087
CHANGE IN NET ASSETS		
BEGINNING OF YEAR	234,562	139,560
END OF YEAR	4,333,537	4,193,977
	4,568,099	4,333,537



A place for belonging



Thank You!
**Your charitable
gifts, support
and prayers are
an investment
in the lives of
individuals with
disabilities in
Central Florida.**

Awards

2015 Bishop Grady Villas Lifetime Legacy Award Very Reverend Richard M. Walsh



Fr. Richard Walsh is the pastor of St. Margaret Mary Catholic Church in Winter Park and Vicar General for the Diocese of Orlando. Fr. Walsh and the St. Margaret Mary community have provided dedicated volunteers throughout the years including board members, committee members, and people involved in direct service to the residents. Their generosity has also been a source of constant financial support to the Bishop Grady Villas community. Fr. Walsh has been supportive of the Bishop Grady Villas' mission since its inception and is an advocate for persons with disabilities.

We are very pleased to honor Fr. Walsh as this year's Bishop Grady Villas Lifetime Legacy Award Recipient.

2015 Community Partner Award St. Cloud Police Department



As shown by the friendships and personal relationships that have developed between the residents and officers, the St. Cloud Police Department has long been supportive of our mission. Officers have shared their time, caring, and compassion through volunteer projects, meet and greets at Bishop Grady Villas, and helping our resident, Kevin to participate in their Citizens Academy.

The St. Cloud Police Department has been advocates for both adults and children with disabilities throughout St. Cloud.



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Diocese of Orlando

Dennis Johnson, Jr.
Diocese of Orlando

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Executive Director:
Kevin C. Johnson





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www.bishopgradyvillas.org

Bishop Grady Villas is licensed by the State of Florida as an Assisted Living Facility, License #AL10398, Certificate #40733, Effective 12/26/2013.
Bishop Grady Villas is a 501(c) exempt organization EIN: 59-3598427.