

A place for belonging

2016-2017 ANNUAL REPORT

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



Dear Friends of Bishop Grady Villas,

As we continue to carry out our mission and vision now in our thirteenth year of operation, I am reminded more than ever to be thankful. Starting with our first residents in 2004 to forty-eight today, our growth and success would not be possible without the generosity of our volunteers, benefactors, community partners, and friends. I am thankful that Bishop Grady Villas not only provides a safe and nurturing residence for adults with developmental and intellectual

disabilities, but also helps those beyond our St. Cloud campus by providing invaluable employment and vocational services to those throughout Central Florida. I am thankful for those who give their time, talent, and resources to help us continue to make a difference in the lives of those we serve. And I am thankful, more than ever, to be a part of the Bishop Grady Villas family. To share in the lives, hopes, and aspirations of our extraordinary staff, residents, and clients is truly a blessing.

During the past year, Bishop Grady Villas' services impacted the lives of more than 150 individuals with disabilities through our Residential, Vocational

Developmental, and Employment Services programs. We are proud of our capacity to provide comprehensive services to these individuals with disabilities in Central Florida; however, our impact is not only felt by those who benefit directly from our services. When the individuals we serve have the opportunity to live as independently as possible, to receive comprehensive vocational development during weekdays or work in employment opportunities in the community, this in turn has a significant impact on the lives of many others. Families who

provided 24 hour care have the opportunity to go back to work themselves. Organizations, employers, and workers are touched by the special gifts of those we serve at their job or volunteer sites and are inspired by their commitment and passion. Local businesses that our residents frequent are enriched by the opportunity to know these amazing individuals.



We continue to develop new opportunities to expand the reach of our programs. In partnership with Osceola and Orange County School Districts, we are looking for new ways to broaden transition services, to provide transition age students (15-22 year olds) Discovery services, vocational development opportunities, and work experiences before high school graduation. This is an exciting opportunity to help prepare these students at an early age to enter the workforce so that they are prepared to share their skills and talents with their communities.

I invite you to "let the peace of Christ control your heart" and join Bishop Grady Villas in our mission.

Whether that be through prayer, volunteerism, or monetary resources, we are truly thankful for the kindness, generosity, and love of all who support these extraordinary individuals.

Kevin C. Johnson, Executive Director

And let the peace of Christ control your hearts, the peace into which you were also called in one body. And be thankful.

- Colossians 3:15

Residential Programs

Our Residential Programs provide housing, individualized support, and supervision and training services to individuals with developmental and intellectual disabilities at our assisted living community in St. Cloud, Florida.

With activities assisting our residents to develop, maintain, and improve independent living skills such as personal health and hygiene, social and adaptive skills, and household management, each resident is encouraged in reaching his or her potential for personal and spiritual growth and independence. Our direct support professionals develop individual life skills plans, which provide opportunities for community integration and socialization including volunteer opportunities, shopping, recreation, social outings, and religious services.

Programs Highlights



Budgeting • Hygiene • Laundry • Exercise • Using Technology to Track Exercise • Reading Nutrition Labels • Safety Skills • Foreign Languages







Vocational Training Programs Programs Highlights

Our Vocational Training Programs are open to both residents of Bishop Grady Villas as well as those who reside throughout Central Florida, providing on-going educational activities for individuals with developmental and intellectual disabilities.

This program supports individuals to have meaningful and valued roles in the community and include topics in vocational development, social skills, physical fitness, and self-advocacy. These services are scheduled for six hours a day during the week, with activities including volunteer work, workplace job shadowing and tours, guest speakers from local employers, guest community instructors in art, etiquette, and exercise, and individualized activities to attain personal goals.





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





Employment Services



Our Employment Services Programs assists Osceola, Orange, Polk, and Seminole County jobseekers with disabilities in gaining employment. Our process consists of four components: Discovery, Preparation, Employment, and Follow-Along Support.

In the Discovery phase, we get to know the jobseeker through

conversations with family, friends, and the jobseeker as well as various observational settings. Through this crucial first step in the process, we are able to develop a job skills and interest profile and resulting employment plan.

During Preparation, we assist individuals in applying for jobs and interviewing with employers in the community as well as the development of an employment strategy.

Once an individual is given an offer of employment, we act as a consultant for the employer and provide supplemental on-the-job-training as needed. Finally, after the new employee is stable in his or her job, our employment specialist continues to provide ongoing support to ensure that the employer and employee continue to flourish in their new partnership.

Program Highlights

88 Individuals served

\$4,159 - Average combined weekly earnings of individuals served

\$216,287 - Average combined annual earnings of individuals served

\$108,143 - Potential reduction in dependence on Social Security benefits























































Natasha

Natasha Fritz grew up dreaming of working in a school. Although her kind heart, loving spirit, and sense of humor endeared her to her teachers and classmates, her intellectual disabilities were always seen as a roadblock to competitive employment after graduation from high school. "There are not enough agencies to help people with cognitive disabilities find employment," says Natasha's mother, Anna Ruth Worten-Fritz. "We have been so blessed to have Bishop Grady Villas help us find the perfect job for Natasha, one where she can flourish and use her talents to the best of her abilities. I am so grateful for Bishop Grady Villas because I know someone is looking out for Natasha's best interests."

Bishop Grady Villas started working with Natasha on her employment goals in December of 2015, helping to identify



her personal and vocational strengths as well as creating an employment plan and strategy. Within weeks Natasha was participating in a paid on-the-job training opportunity at Harmony High School, where she trained in the cafeteria learning food preparation, labeling, inventory, storage, and baking. As Natasha was set to graduate from high

school in December of 2015, Bishop Grady Villas negotiated the job training for a smooth transition from high school to paid training, with the goal of permanent employment. As a result, her self-confidence soared as she experienced the respect and camaraderie of co-workers for the very first time.

Bishop Grady Villas works with Osceola and Orange County schools, as well as the Division of Vocational Rehabilitation, to establish employment partnerships, internships, and paid on-the-job training opportunities for individuals with intellectual disabilities transitioning out of high school.

"I love working in the kitchen, slicing the cheese, and helping with the dishes," says Natasha. "My coworkers are nice to me and I do a good job."

In the spring of 2016, Natasha's childhood dream came true. Her training ended in April 2016 and she was hired permanently in May 2016 at Harmony High School as a food service assistant. Natasha takes great pride in her duties of food preparation, keeping the cafeteria and kitchen orderly and neat, interacting with students, faculty, and staff, and maintaining a sanitary environment. "Natasha is a kind young woman who gets along with all her coworkers," says Donna Meyers, Natasha's supervisor. "She offers to help, does a good job, and is always willing to learn new things."

Carolina

Carolina was raised by a single mother in Colombia. She couldn't read or write and her mother, Olga, was frustrated that the local schools had failed her special-needs daughter. When Carolina was 11, mother and daughter decided to move to the United States to access better services and quality of life. Even though she didn't speak English or know a soul in the U.S., Olga felt confident that this is where God wanted them to be. Upon moving to Florida and enrolling Carolina in school, Carolina began to flourish. She learned to read, write, and speak English and quickly grew in her Catholic faith.

After Carolina graduated from high school, Olga was diagnosed with cancer. While her mom was fighting for her life, Carolina grew lonely and depressed, missing school and her friends and she became increasingly worried about her mother.



Upon touring Bishop Grady
Villas, both Carolina and her
mother knew immediately that
it was the place where Carolina
would be able to take her next
step toward independence.

Because Bishop Grady Villas had a waitlist, Carolina couldn't move in immediately so she moved to a group home where she became even more unhappy. Finally, in June of 2015, Carolina moved to Bishop Grady Villas. She was thrilled! Carolina now has a great group of friends and they make plans like other young adults to go out to dinner or the movies. She joined Special Olympics and does her own shopping and chores. She is responsible for her own room and loves to take care of it with the assistance of the staff. Carolina's mom states that this is the first time in her daughter's life that she doesn't worry about her care or safety.

Most recently, Carolina became a team member at the Chick-fil-A in Celebration. Due to a new level of independence and vocational skills she has learned at Bishop Grady Villas, Carolina impresses her supervisor and co-workers every day. Her gorgeous smile is the brightest it's ever been.

Zack



One of our newest and youngest residents, Zack, came to Bishop Grady Villas with a goal of working at Universal Studios. Motivated to find a job since his first day on campus, Zack was thrilled to be able to attend Adult Day Training (ADT) classes, learning not only vocational skills, social etiquette, and independent living skills, but also job interview techniques and how to work as part of a team.

Zack practiced his interviewing skills daily both at ADT as well as with his job coach. In class, he learned about the responsibility required to hold down a job as well as the importance of hard work, integrity, and honesty in the workplace.

In addition to class time, Zack also went on several practice interviews sponsored by the Kissimmee Chamber of Commerce and the Osceola School District. After each interview, Zack learned a little more and invested more in the job seeking process.

In January 2017, Zack was hired as a busser at Universal Studios' Mel's Drive-In and his mother has noticed a marked difference in his maturity and sense of responsibility. Meanwhile, Zack is grateful for the preparation and guidance offered to him through ADT. Due to the care and instruction from his teachers and encouragement from his classmates, his Universal dream came true.

When asked by his new supervisor what his hometown was to be listed on his Universal nametag, Zack, whose family lives in Jupiter, Florida, eagerly insisted on St. Cloud.

"Bishop Grady Villas is my home," says Zack. "I don't want to be anywhere else." When you support Bishop Grady Villas, you become part of a growing family dedicated to improving the lives of individuals with disabilities. Gifts bolster our residents' scholarship fund, technology upgrades and acquisitions, vocational and employment services, general operations, and facilities maintenance.

There are many ways personal philanthropy can help to ensure Bishop Grady Villas continues to focus on its mission and vision:

Annual Gifts

Through making a sustained, multi-year commitment of financial support, either to a specific area or where need is greatest, you are providing a consistent flow of revenue crucial to the continued quality of our programming and care of our residents and clients.

Named Gifts

Establishing a named, endowed fund can ensure your philanthropic wishes remain in perpetuity at Bishop Grady Villas.

Planned Gifts

By including Bishop Grady Villas in your estate plans, you are ensuring the future stability of Bishop Grady Villas and helping us sustain a long term, consistent funding stream.

Charitable Gift Annuities

One gift that allows you to support Bishop Grady Villas while receiving fixed payments for life is through a charitable gift annuity. Not only does this gift provide you with regular payments and allow us to further our work, but when you create a Charitable Gift Annuity with Bishop Grady Villas you can receive a variety of tax benefits, including a federal income tax charitable deduction.

Charitable Remainder Trusts

If you have built up a sizeable estate and are looking for ways to receive reliable payments, a Charitable Remainder Trust (CRT) is a great way to support our mission and vision. Benefits of CRT include a partial charitable income tax deduction, potential for increased income, and up-front capital gains tax avoidance. An annuity trust pays you, each year, the same dollar amount you chose at the start. Your payments stay the same, regardless of fluctuations in trust investments.

Beneficiary Designations

Passionate about supporting Bishop Grady Villas even after your lifetime? It's easy to do with a beneficiary designation. Just name Bishop Grady Villas as a beneficiary to receive assets such as retirement plans or life insurance policies.

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 Mr. & Mrs. Richard Gnaedinger Lois Mills Gloria E. Rinaldi Amelia Funk Fr. John McCormick Mark Nothnagle 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. Mr. and Mrs. Don Alford

Ms. Carol Brinati and Mr. Randy Means

Mr. and Mrs. Chris Brockman Mr. and Mrs. Matt Brown

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Mr. Gerard Glynn and Ms. Angela Halladay

Mr. and Mrs. Manuel Gomez

Mr. David Gray

Mr. and Mrs. Paul Holmes Mr. and Mrs. Kevin Johnson Mr. and Mrs. Eugene Klausman

Mr. and Mrs. John Lee Mr. and Mrs. Donald LeFils

Ms. Linda Manning Ms. Kelly McCarthy

Mr. and Mrs. Tim McCarthy Most Reverend John Noonan Mr. and Mrs. Charles Puckett

Ms. Jeanne Moran

Mr. and Mrs. Donald Smyth, Jr.

Ms. Amber Thomas

Very Reverend Richard Walsh Reverend Thomas Walden



Contributions

Received between July 1, 2015 and June 30, 2016

\$25,000 - \$49,999

Mr. Robert Wright and Ms. Leida Haddock

\$10,000 - \$24,999

Anonymous

Ms. Carol Brinati and Mr. Randy Means

Queen of Peace Catholic Church

St. James Catholic Cathedral

St. Thomas Aquinas Catholic Church, St. Cloud

St. Timothy Catholic Church

\$5,000 - \$9,999

Mr. Paul Atanasio

Basilica of the National Shrine of Mary,

Queen of the Universe

Bishop Moore Catholic High School

Corpus Christi Catholic Church

Diocese of Orlando

Edyth Bush Charitable Foundation

Mr. Gerard F. Glynn and Ms. Angela K. Halladay

St. Charles Borromeo Catholic Church

The Very Reverend Richard M. Walsh

Mr. and Mrs. David Willis

\$1,000 - \$4,999

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Catholic Foundation of Central Florida

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Mr. and Mrs. Collin Clark Mr. and Mrs. Steve Davis

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Holy Family Catholic Church

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	Mr. Tom Massa and Ms. Carol Kahle	Mr. and Mrs. John Brinati	Dr. Elizabeth Fulmer and Mr. Frank Fulmer
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\$500 - \$999	The Reverend Ivan Olmo	Loren Buckley	Ms. Anita Gilmore
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Ms. Mary Kelly	Our Lady of Lourdes Catholic Church,	Spanish National Honor Society,
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Ms. Tamara White Ms. Kimberly Willard Mr. and Mrs. Bernard Yandura

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Giffs In-Kind

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Buca di Beppo

The Capital Grille

Cairo Marriott Hotel & Omar Khayyam Casino

Cason Photography Mrs. Birgit Catalan Cathee Brady Catering Celebration Golf Club

The Cheesecake Factory
Chick-fil-A

Club Sevilla

Columbia Restaurant Group

Crayola Experience DeNeff Gallery

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Enzian Theater

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The Florida Aquarium Ms. Shirley Ford

Mr. and Mrs. David Geva Hammock Beach Resort

Hampton Inn and Suites Orlando South/Lake

Buena Vista

Mr. and Mrs. Ned Heath

Hiawassee Veterinary Clinic

House of Blues

Howl At The Moon

Indulgences by Mary Ashton

Mr. Jack Jensen

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Kings - The Classy Bowling Joint

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Orlando Improv Comedy Club

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Ms. Lauren Sherod

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Special Olympics Florida, Inc.

Splitsville Luxury Lanes - Downtown Disney

St. Joseph Catholic Church, Orlando

Starbucks

The Tap Room at Dubsdread Timothy's Gallery, Winter Park

Todd's Truck Gear, Inc.
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Tupperware

Universal Orlando Walt Disney World

Walt Disney World Swan and Dolphin

WESH 2 News

Westgate Resorts Foundation

Judy Wimbish

WonderWorks Orlando

Yellow Dog Eats

Mr. and Mrs. Jonathan Young

Youth Basketball of America

Harvest Ball

The Harvest Ball is our premiere gala fundraising event held every October, benefitting the Bishop Grady Villas Scholarship Fund, which supports individuals who are waiting for services provided through the Florida Agency for Persons with Disabilities.



Averaging more than 650 attendees, this much-anticipated event includes a silent and live auction, dinner, and dancing.

Now in its 14th year, the Harvest Ball has raised more than \$2.4 million to help

ensure that no families or individuals feel they must decline a spot at Bishop Grady Villas due to financial concern. The Harvest Ball is essential in helping us to guarantee that all those we serve receive the care, respect, and dignity we all deserve.



2017 Harvest Ball

When: Saturday, October 21, 2017

Where: Rosen Shingle Creek
Info: www.bidpal.net/harvestball





Achieving Their Dreams

Achieving Their Dreams is our annual, free, one-hour fundraising breakfast held each spring benefiting our programs most in need of support.

Attendees are invited to join our Annual Giving Society or make one-time gifts which are essential to sustaining our important work and bridging our funding gap. Volunteers act as table captains and recruit nine other guests to join them to learn more about our mission. 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 as possible who have an interest in working with and supporting people with disabilities.

The generosity of our donors and friends is more important than ever to help bridge the gap between state contracts and the cost to provide quality service.

2017 Achieving Their Dreams Breakfast

When: Friday, March 31, 2017

Where: Doubletree by Hilton Downtown Orlando

Info: Please contact Laurel Hayward at (407) 892-6078 ext. 201 or

lhayward@bishopgradyvillas.org for more information

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. on the last Wednesday of the month

January 25, 2017

February 22, 2017

March 29, 2017

April 26, 2017

May 24, 2017

June 28, 2017

July 26, 2017

August 30, 2017

September 27, 2017

October 25, 2017

Other Ways to Help:

Volunteer in our Vocational Training or Residential programs.

Become a corporate partner with our expanding employment programs. You can provide onthe-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. Recruit nine friends to hear about the lives that have been transformed by our services.

Join our Harvest Ball Committee and lend your time, talent, and resources to our largest fundraising event.

Attend one of our Places for Belonging tours and bring some friends with you!

Leave your legacy by making a gift in your estate plans to Bishop Grady Villas.

To learn more about charitable or volunteer opportunities at Bishop Grady Villas, please contact Laurel Hayward at (407) 892-6078 ext. 201 or lhayward@bishopgradyvillas.org.

Place for Belonging Tours

Our residents and staff encourage and welcome you to visit our assisted living community in St. Cloud. During this hour-long lunch tour, you will have the opportunity to meet our residents and see our beautiful campus, located only 30 minutes from downtown Orlando. One of our residents and a member of our management team will be your hosts.

In addition to scheduled tours, we can easily accommodate your personal schedule. To RSVP or schedule a tour during a different timeframe, please contact Andrea Mayorga at (407) 892-6078, 202 or amayorga@bishopgradyvillas.org.



Public Support and Revenue

FINANCIAL HIGHLIGHTS	A	A 37 - 17 (00 /15
PUBLIC SUPPORT AND REVENUE	Audited 6/30/16	Audited 6/30/15
PUBLIC SUPPORT		
Contributions	221,697	308,695
Diocesan Support	101,250	102,000
Fundraising	418,564	472,218
REVENUE		
Government	1,204,087	1,106,691
Program Services	741,984	766,966
Interest Income	22,592	22,897
Earned Entrance Fee	17,500	2,500
Total	2,727,674	2,781,967
	Audited 6/30/16	Audited 6/30/15
EXPENSES	· · ·	, , , , , , , , , , , , , , , , , , , ,
EXPENSES PROGRAM SERVICES	Audited 6/30/16	Audited 6/30/15
EXPENSES PROGRAM SERVICES Residential Care	Audited 6/30/16 2,168,516	Audited 6/30/15 2,040,280
EXPENSES PROGRAM SERVICES	Audited 6/30/16	Audited 6/30/15
EXPENSES PROGRAM SERVICES Residential Care Adult Day Training	2,168,516 62,622	2,040,280 56,085
EXPENSES PROGRAM SERVICES Residential Care Adult Day Training Supported Employment	2,168,516 62,622	2,040,280 56,085
EXPENSES PROGRAM SERVICES Residential Care Adult Day Training Supported Employment SUPPORT SERVICES	2,168,516 62,622 96,075	2,040,280 56,085 81,635
EXPENSES PROGRAM SERVICES Residential Care Adult Day Training Supported Employment SUPPORT SERVICES General & Administrative	2,168,516 62,622 96,075 283,699	2,040,280 56,085 81,635
EXPENSES PROGRAM SERVICES Residential Care Adult Day Training Supported Employment SUPPORT SERVICES General & Administrative Fundraising	2,168,516 62,622 96,075 283,699 101,513	2,040,280 56,085 81,635 284,526 87,456
EXPENSES PROGRAM SERVICES Residential Care Adult Day Training Supported Employment SUPPORT SERVICES General & Administrative Fundraising TOTAL EXPENSES	2,168,516 62,622 96,075 283,699 101,513 2,712,425	2,040,280 56,085 81,635 284,526 87,456



Thank You!

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

2016 Bishop Grady Villas Lifetime Legacy Award

Very Reverend Edward Waters

Pastor of St. Timothy Catholic Church in Lady Lake since 2009, Fr. Edward Waters is an invaluable member of the Bishop Grady Villas family. Through his steadfast support, championship, and advocacy of our mission and vision, our ministry continues to thrive and grow. Through his servant leadership, Father Waters created fellowship among his parishioners to serve as volunteers for Bishop Grady Villas through participation in the Harvest Ball and through their donations of items each year for its silent auction. Father Waters' advocacy of the Bishop Grady Villas' mission has led to phone calls to other pastors to also participate in Achieving Their Dreams and our annual Harvest Ball.

From a few items and a few tables, the participation of St. Timothy Catholic Church by Father Waters' encouragement has grown to more than 1,000 items and seven tables of enthusiastic supporters of Bishop Grady Villas.

2016 Community Partner Award

St. Timothy Catholic Church

Involved with Bishop Grady Villas for five years, parishioners at St. Timothy Catholic Church have been instrumental in the continuing success of the Harvest Ball. By offering their precious time, talent, and treasure to those we serve through their dedication to the continuing success of our signature event, the St. Timothy community has been invaluable in helping us carry out our mission and vision.



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