



*Bishop
Grady
Villas* 
 A Ministry of the
Diocese of Orlando

A place for belonging

2017-2018 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



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 holistic residential, vocational and employment services, and community support.

Dear Friends of Bishop Grady Villas,

Bishop Grady Villas thrives on the help and compassion of others. The help of our friends, benefactors, and community partners bolsters our mission and vision of helping our residents and those we serve to lead lives of greater independence, physical and emotional well being, and spiritual growth. The compassion of our volunteers and staff help make possible our inclusive community where God-given gifts are nurtured and celebrated and dreams are encouraged and achieved.

Our thirty plus Direct Support Professionals are integral to our lives here, playing invaluable roles in everything from daily hygiene, housekeeping, and nutritional support to assisting our residents and day program participants with technology, transportation, and conflict resolution. We rely on their expertise and dedication to truly make Bishop Grady Villas A Place for Belonging.

Currently, Florida ranks second to last in services to individuals with intellectual disabilities. If Florida is that far behind in financial support for services, we can only imagine how that translates into wages for direct care staff. The state's reimbursement rates are no longer offsetting the total cost for care, with the current rate for reimbursement to providers actually having decreased over the past 14 years. Stagnant, low wages for direct care staff has created a crisis for families and providers in both attracting and retaining dedicated people to provide direct care.

While we are truly fortunate at Bishop Grady Villas to have extraordinary Direct Support Professionals who are committed

to our residents, adult day training participants, and employment services clients, many families throughout the state struggle to secure adequate care for their loved ones. I invite you to join the "Pay Fair for Care" campaign as advocates for individuals with intellectual and developmental disabilities. You can help support fair wages for direct care workers by sharing information or directly communicating with legislators. A lot of useful information can be found on the Florida Developmental Disabilities Council's website at www.fddc.org.



Support and advocacy make a difference in the lives of those we serve. We are humbly thankful for all those who support our mission and vision through prayer, monetary resources and volunteerism. You make difference at Bishop Grady Villas every day.

A handwritten signature in blue ink that reads "Kevin C. Johnson".

Kevin C. Johnson
Executive Director

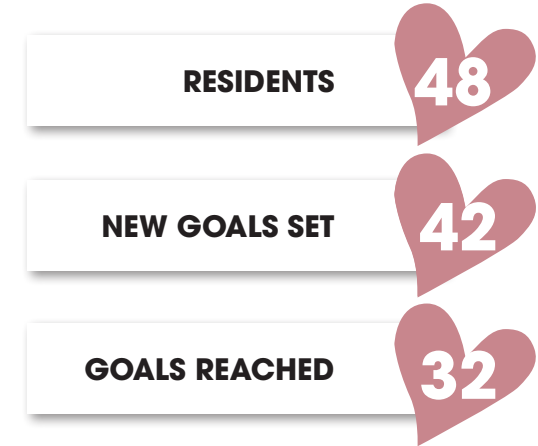
Our Programs

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. Each resident develops an individualized plan of support which our Direct Support Professionals assist them in implementing, which provides 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



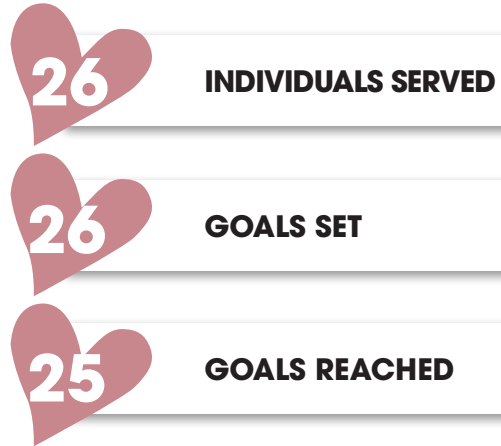
Emailing • Housekeeping • Journaling • Volunteering • Faith Building • Cooking • Preparing Coffee • Food Safety • Healthy Eating • Cleaning

Vocational Training Programs

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 includes 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.

Programs Highlights



- 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

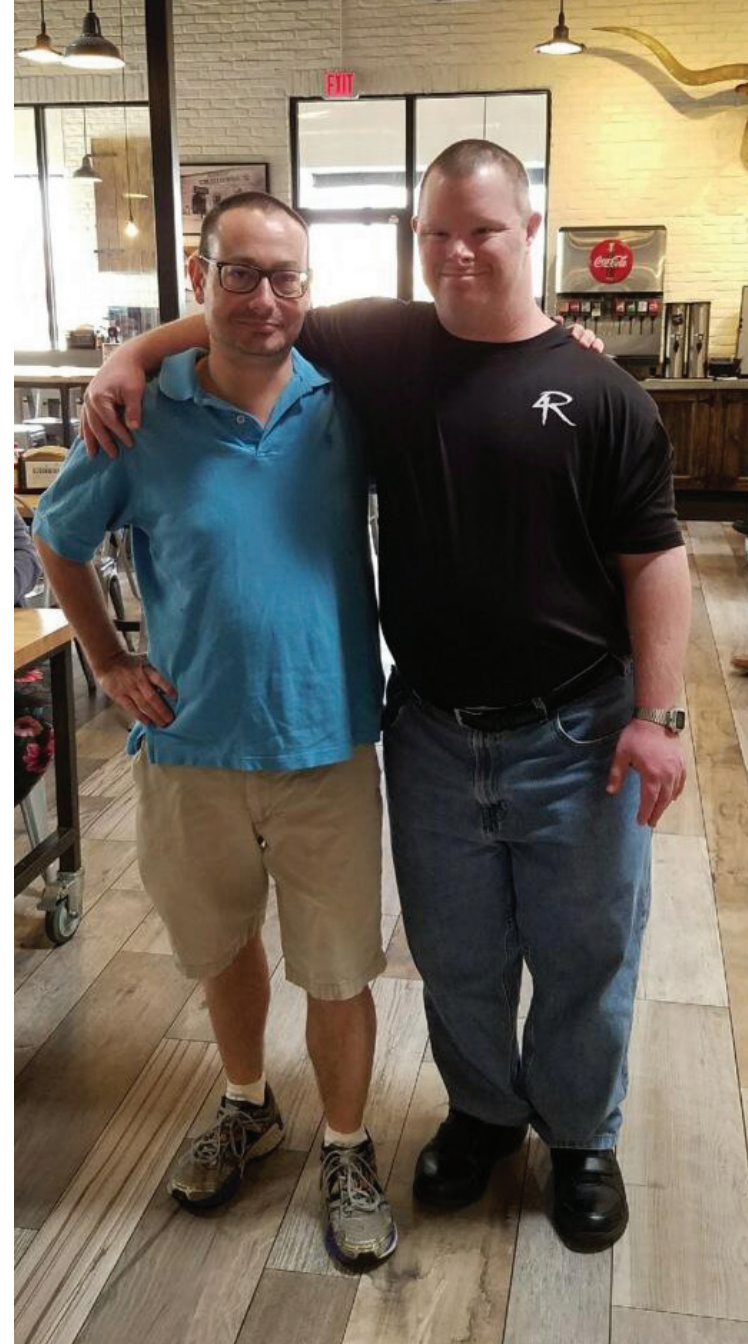
Employment Programs

Our Employment Services Programs assists Osceola, Orange, Polk, Lake, and Seminole County jobseekers with disabilities in gaining employment. Our process consists of four components: Discovery, Job Development, 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 Job Development, 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



133 Individuals served



\$4,705 – Average combined weekly earnings of individuals served



\$245,153 – Average combined annual earnings of individuals served



\$108,844 – Potential reduction in dependence on Social Security benefits



Ziesha

Employment Programs Spotlight

When Ziesha Randal started her first day at Project SEARCH at Kissimmee's Gaylord Palms Resort in August 2017, she didn't know what to expect. "I was nervous for sure," said the shy 20-year-old. "Now I can't imagine where I would be without Project SEARCH!"

Project SEARCH is a unique, international, and business led, one-year school-to-work program serving high school students with intellectual and developmental disabilities that takes place entirely in the workplace. This total workplace immersion facilitates a seamless combination of classroom instruction, career exploration, and hands-on training through worksite rotations.



Bishop Grady Villas was approved as a Project SEARCH participant in January 2017 after several years of collaborating and partnering with the Osceola County School District concerning employment initiatives and transition programming. Thanks to a generous grant from The Able Trust, Bishop Grady Villas established a Project SEARCH site at the Gaylord Palms Resort in Kissimmee.

In the fall of 2017, eight eager interns from throughout Osceola County began rotations in maintenance, customer service, administration, landscaping, housekeeping, culinary arts, and entertainment/recreation with the goal of learning new job skills that would aid in securing meaningful employment upon completion of the program in the spring of 2018. Ziesha, Adolfo, Nick, Cristo, Edwin, Dalton, Etienne, and Jeffrey, high school students from throughout Osceola County, were the inaugural participants.

After only five months at the Gaylord Palms, Ziesha was offered a job with Lowe's Distribution Center in February 2017. "I am so happy!" said Ziesha. "All of my hard work has really paid off."

Since Florida consistently has lower employment rates of people with intellectual and developmental disabilities than the national average and ranks second to last in the country in spending for disability services and care, it is essential that new and innovative partnerships are formed to create opportunities for Florida students to experience successful vocational training, resulting in job placement.

"80% of Project SEARCH participants are placed in competitive employment upon completion of the program, said Kevin Johnson, Executive Director at Bishop Grady Villas. "We look forward to being able to expand our employment programming through this groundbreaking and innovative program."

Mark Residential & Vocational Spotlight

Every morning, without fail, you can find Mark walking Bishop Grady Villas' eleven-acre campus greeting staff and residents with his trademark triple decker smile and genuine care and concern for everyone who crosses his path. "Mark is so polite and has a great sense of humor," says Direct Support Professional, Kelly Gentry. "He is one of the Villas' most conscientious residents, helping to keep his Villa spotless. He takes a lot of pride in everything he does."

One of our newer residents, Mark moved with his family to Florida from Illinois and soon began to express a desire to live more independently.

Mark is thriving at Bishop Grady Villas. An enthusiastic participant in our parish outreach program where he has served as an altar server with Bishop Noonan, he is also an active member of the St. Thomas Aquinas Knights of Columbus where he volunteers for special events and is a regular fixture helping with event parking, post-Mass Knight sponsored coffee and donuts, and St. Thomas Aquinas Catholic School sports challenges. In addition to his involvement with the Knights, Mark is a vigorous participant in Special Olympics where he competes in track and field, golf, swimming, bowling, and gymnastics.

"Mark is always willing to serve others and his enthusiasm for our mission is infectious," says fellow Knight, David Schumacher. "Our council is humbled by the diligence and grace he shows at every meeting and event. He is truly one of a kind!"

Currently working toward his dream of employment, Mark has been a steadfast participant of Bishop Grady Villas' Adult Day Training (ADT) program, where he has been learning everything from self-advocacy and job interview skills to workplace etiquette and how to thrive as a team player.

"Because of Mark's friendly and helpful nature, he not only serves as an excellent role model for our newer ADT participants but he also contributes greatly to everything we do, from community outings to helping to write thank you notes to Bishop Grady donors," says ADT instructor, Stephanie Mendez.

Mark is optimistic about his future. "I love living at Bishop Grady Villas and I love the people who work here," says Mark. "I am happy."



Philanthropy

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.



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

- Anonymous (2)
- AGED, Inc.
- Mr. and Mrs. Don Alford
- Ms. Carol Brinati and Mr. Randy Means
- Mr. and Mrs. Chris Brockman
- Mr. and Mrs. Matt Brown
- Dr. Ronald Brown
- Mr. and Mrs. William Ennis
- 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. Stephen Knych
- Mr. and Mrs. John Lee
- Ms. Linda Manning
- Ms. Kelly McCarthy
- Mr. and Mrs. Tim McCarthy
- Mr. and Mrs. Kevin Mukri
- Most Reverend John Noonan
- Mr. and Mrs. Charles Puckett
- Mr. and Mrs. Donald Smyth, Jr.
- Ms. Amber Thomas
- Very Reverend Richard Walsh
- Reverend Thomas Walden



Contributions

Received between

July 1, 2016 and June 30, 2017

\$50,000

The Estate of The Very Reverend John McCormick

\$25,000 - \$49,999

Ms. Nellie Shull
Mr. and Mrs. Richard Strube

\$10,000 - \$24,999

Mr. James Barnes
Basilica of the National Shrine of Mary, Queen of the Universe
Ms. Carol Brinati and Mr. Randy Means
Mr. Clarence Geis
Mr. and Mrs. Eugene Klausman
Mr. and Mrs. Timothy Pace
Queen of Peace Catholic Church
Mr. Douglas Sealy
Sisters of St. Joseph
St. Thomas Aquinas Catholic Church, St. Cloud
St. Timothy Catholic Church

\$5,000 - \$9,999

Corpus Christi Catholic Church
Mr. and Mrs. William Dingham
Diocese of Orlando
Mr. Gerald F. Glynn and Ms. Angela K. Halladay
Mr. and Mrs. Michael Kakos
Ms. Lois Locey

\$1,000 - \$4,999

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The Ability Experience
AGED, Inc.
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American Academic Capital
Bank of America Charitable Foundation
Mr. and Mrs. Gerald Banks
BB&T Insurance Services
Bishop Moore Catholic High School
Blackwood Properties, LLC
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Mr. and Mrs. Matt Brown
Carr, Riggs & Ingram
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Holy Family Catholic Church
Holy Name of Jesus Catholic Church
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St. James Catholic Cathedral
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St. Mark the Evangelist Catholic Church
St. Matthew Catholic Church
St. Maximilian Kolbe Catholic Church
St. Vincent de Paul Catholic Church
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Mr. William Stuef and Ms. Deanna Bowman
Sutherlin Nissan of Orlando

Mr. Troy Templeton
Ms. Amber Thomas
The Reverend Thomas Walden
The Father Richard Walsh Trust
Mr. and Mrs. Tom Wilkes
Mr. and Mrs. David Willis
Mr. and Mrs. Steve Yoakum

\$500 - \$999

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Mr. Sam Bertizlian
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Mr. and Mrs. Michael J. Brinati
Mr. and Mrs. William Brinati
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\$1 - \$499

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Abracadabra Ice Cream Factory
Alchemy Salon
Aldo's Fine Jewelry
Donald and Mary Alford
Arnold Palmer Enterprises
Basilica of the National Shrine of
Mary, Queen of the Universe
Mr. and Mrs. Gary Bieda and the
Earl Family
Bishop Moore Catholic High School
Mrs. Philomena Bonnewitz
Mr. James Bowie

Mr. and Mrs. Ray Bradick
Ms. Carol Brinati and
Mr. Randy Means
Capricci Ricci Salon
Carrabba's Italian Grill
Cason Photography
Mrs. Birgit Catalan
Cathee Brady Catering
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Council of Catholic Women
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Ms. Meagan Coutant
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Downtown Pet Hospital
Elite Island Resorts
Enzian Theater
Mrs. Genevieve Fable
Mrs. Ann Farrell
Field Museum of Natural History
Ms. Shirley Ford
Mr. and Mrs. Bruce Gallagher
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Mr. and Mrs. Robert Hahn
Ms. Laurel Hayward
Mr. and Mrs. Ned Heath
Hiawassee Veterinary Clinic
Holy Cross Catholic Church

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Howl At The Moon
Indulgences by Mary Ashton
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Naples Zoo
The Most Reverend John Noonan
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Orlando Council of Catholic Women
- Central Deanery
Orlando Improv Comedy Club
Outback Steakhouse
Mr. and Mrs. Timothy Pace
Panama Jack
Park & Sun Sports
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Pig Floyd's Urban Barbakoa
Pigtails and Crew Cuts
Sr. Kathleen Power
PRP Wine International

Publix Super Markets, Inc.
Rocco's Tacos & Tequila Bar
Mr. and Mrs. Hans Roehrbein
Rosen Shingle Creek
Roy's Restaurant
Sand Lake Animal Clinic, PA
Mr. and Mrs. Francis Santina
Ms. Ginny Seibert
Mr. and Mrs. Kevin Shaughnessy
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Splitsville Luxury Lanes -
Downtown Disney
St. Timothy Catholic Church
Starbucks
Mr. and Mrs. Randy Terrell
The Charles Hosmer Morse Museum
of American Art
The Cheesecake Factory
The Florida Aquarium
Total Wine & More
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Tuni
Universal Orlando
Waldorf Astoria Orlando/
Hilton Orlando Bonnet Creek
Walt Disney World Swan and Dolphin
Walt Disney World
WESH 2 News
Ms. Judy Wimbish
WonderWorks Orlando
Yellow Dog Eats
Ms. Hope Young
Mr. and Mrs. Jonathan Young

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.

2018 Harvest Ball

When: Saturday, October 13, 2018

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.

2018 Achieving Their Dreams Breakfast

When: Friday, April 6, 2018

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 24, 2018

February 28, 2018

March 28, 2018

April 25, 2018

May 30, 2018

June 27, 2018

July 25, 2018

August 29, 2018

September 26, 2018

October 31, 2018

Other Ways to Help:

Volunteer in our Vocational Training or Residential programs.

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. 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.

Do not fear: I am with you;
Do not be anxious: I am your God.
I will strengthen you, I will help you,
I will uphold you with my victorious
right hand.
-Isaiah 41:10



Public Support and Revenue

FINANCIAL HIGHLIGHTS	Audited 6/30/17	Audited 6/30/16
PUBLIC SUPPORT AND REVENUE		
PUBLIC SUPPORT		
Contributions	500,246	221,697
Diocesan Support	100,500	101,250
Fundraising	322,226	418,564
REVENUE		
Government	1,214,617	1,204,087
Program Services	748,330	741,984
Interest Income	52,743	22,592
Earned Entrance Fee	-	17,500
Total	2,948,662	2,727,674
	Audited 6/30/17	Audited 6/30/16
EXPENSES		
PROGRAM SERVICES		
Residential Care	2,284,595	2,168,516
Adult Day Training	65,432	62,622
Supported Employment	101,398	96,075
SUPPORT SERVICES		
General & Administrative	295,031	283,699
Fundraising	82,193	96,075
TOTAL EXPENSES	2,828,649	2,712,425
CHANGE IN NET ASSETS	120,013	15,249
BEGINNING OF YEAR	4,583,348	4,568,099
END OF YEAR	4,703,361	4,583,348



Thank You!

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

2017 Bishop Grady Villas Lifetime Legacy Award **Very Reverend Miguel Gonzalez**

Recently appointed Rector of St. James Catholic Cathedral, Father Miguel is also currently the Vicar for Priests of the Diocese of Orlando, the spiritual advisor to the Orlando Council of Catholic Women, and has served on the Board of Directors of Bishop Grady Villas since 2015.

His deep commitment to those we serve is manifest through his personal philanthropy, dedicated Board service, and resolute support of our fundraising efforts with devoted participation in the Harvest Ball and Achieving Their Dreams.

Father Miguel's unwavering support of our community, mission, vision, and continuing generosity of time and resources have proven instrumental in garnering extraordinary monetary and volunteer support for Bishop Grady Villas.

2017 Community Partner Award **Direct One, Inc.**

Direct One has been an invaluable philanthropic partner of Bishop Grady Villas since 2015, providing significant gratis and discounted printing services for costly marketing and communications pieces like our annual report, Harvest Ball and Achieving Their Dreams invitations, special event programs, and direct mail solicitations. A steadfast partner and ardent champion of the Diocese of Orlando, Direct One works closely with numerous Diocesan entities to produce affordable, attractive, and effective communications. By donating their talent, services, and considerable time to our mission and vision, Direct One has become an invaluable partner in our commitment to serving individuals with intellectual and developmental disabilities in Central Florida.

Our Board of Directors

Bishop John G. Noonan
Diocese of Orlando

Brian Moran
Moran Kidd Lyons
Johnson Berkson, PA

Executive Committee:

Linda Shaughnessy
Chair
St. James Cathedral School

Casey Schroder
Catholic Foundation of
Central Florida

Jon Trout
Diocese of Orlando

Maureen Kane
Vice Chair
Bishop Moore Catholic High
School, Retired

Robert Wright
AXA US
Retired

Paul Volkerson
Secretary/Treasurer
SeaWorld Parks & Resorts Orlando,
Retired

Ex-Officio:
Carol Brinati
Diocese of Orlando

Board Members:

Fr. Miguel Gonzalez
St. James Catholic Cathedral

Honorary:

Sr. Elizabeth Marie Stoup
Sisters of St. Joseph of
St. Augustine

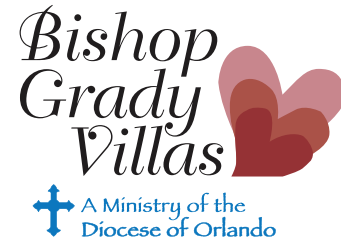
Bob Hahn
Hahn and Hahn Team

Dennis Johnson, Jr.
Diocese of Orlando

Executive Director:
Kevin C. Johnson

Gregory LiCalzi
Gates Capital Corporation





401 Bishop Grady Villas
St. Cloud, FL 34769
Phone: (407) 892-6078
Fax: (407) 892-3081
www.bishopgradyvillas.org

Bishop Grady Villas is licensed by the State of Florida as an Assisted Living Facility, License #AL10398, Certificate # 51485, Effective 12/26/17
Bishop Grady Villas is a 501(c) exempt organization EIN: 59-3598427.