



MELWOOD FY 21 ANNUAL REPORT

“Melwood’s Essential Work”

Melwood is a leading employer, advocate, and preferred provider for people with disabilities. Devoted to creating a world in which people with disabilities are fully included since 1963, Melwood’s innovative strategies and programs empower people with disabilities to live, work and thrive in the community.

In October 2020, Melwood’s Board of Directors named Larysa Kautz as the organization’s new President & CEO. Kautz’s appointment came at a pivotal point, as Melwood implemented a strategic plan of sustainable growth, innovative programs, diversified revenue, and data-driven advocacy to modernize key programs and policies impacting employment and economic opportunities for people with disabilities, including the U.S. AbilityOne program. Kautz had previously served as the organization’s General Counsel, Chief of Staff, and interim president & CEO.

Building on the objectives of its strategic plan, Melwood also expanded its leadership team with the addition of:

- **Rebecca Cheraquit**, Chief Program Officer
- **Scott Gibson**, Chief Strategy Officer
- **Karl Groninger**, Chief Contract Operations Officer
- **Kevin Hagerty**, Interim Chief Financial Officer

In addition, Melwood welcomed new members to the Board of Directors: Dave Covington, Dr. Tracy Freeman, and Myron Thomas, who continue to serve our organization with excellent stewardship and strategic guidance.

Message from our CEO:

Throughout the COVID-19 Pandemic, Melwood’s dedicated and skilled contract workforce delivered high-quality services at more than 60 locations across Maryland, Virginia, and Washington, D.C. Because of the services and talent of our committed workforce, leaders performing critical functions at the highest level to advance health solutions, national security and economic stabilization were able to show up and do their jobs in a clean, safe environment. Our essential workers made us proud, following stringent health and safety protocols, protecting each other and thousands of public servants, and ensuring customer satisfaction through the height of one of the most challenging times in our nation’s history.

While our contract workforce kept our federal customers at their best, our community services division continued their essential work empowering people with disabilities to thrive in their communities through job placement, training, coaching and other supportive services. Melwood rapidly pivoted to offering virtual programming to support economic empowerment and career advancement for people with disabilities at a time of immense struggle, supporting more than 2,000 people in FY2021.

Melwood also adapted to meet immediate needs in the community, leveraging its connections and experience to create inclusive health settings for people with disabilities. In March 2021, Melwood hosted its first vaccination clinic in partnership with Giant Pharmacy, and over the following months, vaccinated more than 600 people with disabilities, their caregivers, and members of the community. We worked to educate the public and community on the importance of vaccinations, partnering with Kaiser Permanente to boost vaccination rates and provide trusted information to people with disabilities and their families.



“In a year with many challenges, Melwood kept working, advocating, and empowering people with disabilities. We are pleased to present our FY21 Annual Report sharing the highlights of yet another trailblazing year at Melwood.”

- Larysa Kautz, President & CEO, Melwood

Essential Programs

Melwood’s innovative programming empowers children, youth, and adults with disabilities to live, work and thrive independently, where and how they choose. Melwood’s career development and exploration programs, and community, employment and wraparound support services are innovative solutions to empower people with disabilities. In FY21:

Melwood launched a pilot program with MITRE to create a playbook for the federal government to identify, train, and promote neurodivergent candidates. Melwood leveraged its abil/T program to train and place multiple candidates at the National Geospatial Intelligence Agency and provided one of the first proven pipelines for neurodivergent candidates to be directly hired into tech and tech-adjacent jobs within the federal workforce.



Melwood launched an exciting new career development program, Building Paths. With the high labor demand and ripe career opportunities in the skilled trades, Melwood is now building on the success of the abil/T program to prepare people with disabilities to excel and succeed in the

skilled trades and construction field. In partnership with the College of Southern Maryland, Building Paths consists of both construction pre-apprenticeship credentialing and professional development training. The program is designed to ensure participants are equipped with the technical know-how and soft skills to enter the skilled trades and construction field through a job or apprenticeship program.

Melwood Offered “Camp In a Box.” Due to COVID-19, Melwood was unable to offer Camp Accomplish in person in the summer of 2020, but that didn’t stop our incredible team from launching a 10-week “Camp In a Box” activity program to ensure Melwood continued to operate as a resource to community members and families. Made possible by a Charles County Charitable Trust grant, a total of 574 boxes were distributed to youth in Charles County, Maryland, serving 104 people in 2020. Camp Accomplish reopened its doors in the summer of 2021 for in-person day camp activities, but continued to offer “Camp In a Box” to give every child the opportunity to participate in Melwood’s engaging summer camp experience, whether at home or in person.



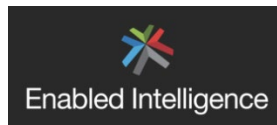
Essential Work

Melwood provides best-in-class business solutions, including facilities maintenance, custodial, groundskeeping, document management, and other services to public and private customers. Melwood's dedicated and skilled workforce delivers high-quality services at more than 60 locations across Maryland, Virginia, and Washington D.C. In FY21:

Melwood continued to deliver high-quality services for all of our public and private customers while growing the field of employment for people with disabilities.

Melwood was selected by SourceAmerica for several commercial staffing opportunities, continuing to grow Melwood's stake across expanding industries. Government contractor Enabled Intelligence (E.I.) wanted to hire neurodivergent individuals for part-time positions as data annotators and then transition them to full-time employees. Again, graduates from our abilIT program served as an ideal pipeline, staffing 5 positions for E.I. Through its partnership with SourceAmerica, Melwood also staffed new roles across the clerical and administrative, health care, IT services, retail, and industrial fields. With these new contracts in expanding lines of business, Melwood continues to offer new career opportunities and meaningful employment for people with disabilities.

SourceAmerica 



We also increased our emphasis on competing for non-AbilityOne opportunities in adjacent markets to our AbilityOne projects. Melwood was selected to support the General Services Administration (GSA) 18F office – a highly skilled team of digital experts that collaborates with other agencies to improve the user experience of government services by helping them build and buy technology. Our involvement includes employing our abilIT graduates to work on short duration User Experience (UX) Testing projects and report the results of their “experience” testing back to the 18F program office. Through this opportunity and more, Melwood continues to grow its presence as a leading employer and source for candidates in the Information Technology space.

In another demonstration of Melwood's essential work to fight COVID-19, Melwood was contracted by the Washington Metro Area Transit Authority (WMATA) to individually wrap and package 500,000 masks to protect commuters during the COVID-19 Pandemic. As the region returned to the office, our workforce ensured WMATA riders had the critical personal protective equipment to remain safe and healthy.

Essential Leadership

AS AN INNOVATOR, EDUCATOR, AND ADVOCATE, Melwood is passionate about sharing its knowledge and expertise to expand and grow disability employment. We are committed to achieving full inclusion of people with disabilities in the community. Melwood advocates for federal, state, and local policies that support fully inclusive workplaces and communities, including fair and competitive pay, training for career exploration and advancement, and opportunities to build paths to independence. In FY21:

Melwood grew our advocacy and outreach, providing proactive education and initiating strategic bipartisan relationship building with congressional offices in support of key federal initiatives, including the phase out of the subminimum wage for people with disabilities, the need for funding for home and community-based services, greater tax incentives for employment of people with disabilities, and other policy initiatives supporting workforce development and equity.

Melwood held the 2020 Neurodiverse Employment Conference: Breaking Workforce Barriers in conjunction with the Javits-Wagner-O'Day (JWOD) Legal and Policy Symposium, hosting more than 600 virtual attendees. The summit covered an array of topics, including a session focused on inclusive workplace design for neurodiverse talent, competition and pricing in the AbilityOne Program, and more. The summit concluded with a fireside chat with the Chairman of the National Council on Disability, Neil Romano, and a panel discussion featuring Maria Town, President & CEO of the American Association for People with Disabilities (AAPD); Rebecca Cokley, Director of Disability Justice Initiative for the Center for American Progress (CAP); and Julie Christensen, Director of Policy & Advocacy, Interim Executive Director for the Association of People Supporting Employment First (APSE).

Melwood held a successful virtual commemoration of the Americans with Disabilities Act's 30th Anniversary. Our discussion included Chairman Bobby Scott (VA-D-3); Dr. Scott Robertson from the U.S. Department of Labor; Maria Town, President and CEO of the American Association of People with Disabilities; corporate leaders from MITRE and CAI; and participants from Melwood's NASA Goddard site and abillT. Over 140 viewers participated in the program.

Melwood partnered with the National Organization on Disability to host a Congressional Briefing, highlighting the role of the federal government as a catalyst for inclusion and offering policy recommendations to increase hiring for people with disabilities by federal contractors.

Melwood also participated in SourceAmerica's Grassroots Advocacy Conference and conducted meetings with Congressional representatives across Virginia and Maryland. Tawana Freeman, a 25-year Melwood employee, joined the meetings and shared her story of how Melwood and the AbilityOne Program changed her life by empowering her to achieve her dreams (click [HERE](#) to view Tawana's story).

Financial Transparency

Consolidate Statement of Activities
Year Ended June 30, 2021 (In Thousands)

Support and Revenue	
Monetary Contributions	\$ 238
Donated Items	\$ 3,090
Government and private grants	\$ 1,485
Contract Revenue	\$ 100,283
Service Fees	\$ 8,254
Other	\$ 2,070
Total Support and Revenue	\$ 115,420
Program Expenses	
Empolymment Services	\$ 78,680
Community Services	\$ 11,075
Therapeutic Services	\$ 826
Veterans Services	\$ 498
Supporting Services	
Management and General	\$ 12,747
Fundraising	\$ 3,400
Total Expenses	\$ 107,226
Change in Net Assets	\$ 8,194
Net Assets: Beginning	\$ 39,743
Net Assets Ending	\$ 47,937

Thank You

This year was not an easy one. But the perseverance and strength of the Melwood community has shown through in every essential moment. We are incredibly grateful to every individual, foundation and corporate partner who has supported our mission. We are proud that you share our values, vision, and ambition, and that you have committed to bringing us a step closer to a world where people with disabilities are fully included. As Melwood continues our essential work, we thank you!