

MELWOOD FY 22

ANNUAL REPORT

Melwood: A Strong Foundation



Melwood is a leading employer, advocate, and preferred provider for people with disabilities. Over the past 60 years, with tireless dedication from our leadership, employees, and our incredible donors, we built something extraordinary. Each person who has come through our doors, taken their first step towards a new job, or provided coaching or financial support to our community has played a role in creating the Melwood we are today.

It is with dedication and tenacity that Melwood has built a strong foundation on which we will launch our 60th Anniversary year in 2023. As we approach this milestone, we reflect on how much the organization has grown and achieved.



- We launched and grew new innovative and cutting-edge programs in our communities.
- We collaborated with private and public sector employers, challenging them to expand their initiatives to hire people with disabilities.
- We took our thought leadership to the next level with national platforms.
- We joined with individuals, corporations, other nonprofits, foundations, and government agencies to raise critical support for our life-changing programs.
- We seized opportunities and sought out new resources to be a connector and risk-taker on behalf of our community.
- And we connected thousands of people to meaningful pathways that allow them to live, work, and thrive in our communities.



It is clearer than ever that Melwood has built a strong foundation from which our organization – but more importantly, the people we support – can grow and thrive over the decades to come. We are immensely proud of Melwood, our tremendous community and all we have accomplished. We look to the future and see limitless opportunity. With your support, we know we will achieve extraordinary things.



Message From Our CEO

Over the last several years, we've seen inclusion elevated as a key priority for influencers across government, business, and communities.

This is an incredible step forward – and long overdue. But, the truth is, people in the disability community have been fighting for inclusion for a long time, often with little to show for it. Their voices discounted, their needs dismissed, and their work minimized. Now, it seems, whether out of a true change of heart, enlightenment, the inspiration of a new generation, the power of technology and stories being shared, or the tide shift in trends, people are listening.

Melwood's founders had a bold idea – a world that fully includes people with disabilities, driven by economic empowerment through meaningful employment and quality engagement with the community.

Since the 1960s, we've been developing programs, leading advocacy, cultivating employment opportunities, and engaging communities with the goal of full inclusion. This year, in addition to growing our programs and partnerships, we've been growing our presence as a thought leader in the inclusion space, with a goal to see disability represented as a core part of those conversations in government, business, and communities.

We hosted the annual Melwood Ability Awards, honoring the individuals, policymakers, and organizations championing inclusion for people with disabilities in every facet of life. We convened policymakers, federal agency leaders, nonprofit organizations, and business experts for the Inclusion through Policy Innovation Conference for conversations around critical policy decisions affecting economic viability and job opportunity for people with disabilities.

We continued to provide employment, training, and advancement of people with disabilities, delivering high-quality services at more than 60 locations across Maryland, Virginia, and Washington, D.C., reinforcing the power of employment to create paths to independence. We grew our *abilIT* and *Building Paths* job training programs to empower people with disabilities to pursue a career of their choosing. We lobbied on behalf of critical advocacy efforts, including the modernization of the AbilityOne program and the elimination of the subminimum wage for people with disabilities at every level of government.

We got better at telling our story and sharing our expertise so that more people and organizations can be empowered to be part of the progress and affect change in their own spaces and spheres of influence.

With this growth, we also expanded our leadership team with Farhan Irshad, Chief Financial & Administrative Officer, and Heather Sherman, Vice President of Fund Development.

And we prepared to enter our 60th Anniversary year – what an incredible journey and celebration. We are pleased to present our FY22 Annual Report, sharing the highlights of yet another trailblazing year at Melwood.

Larysta Kautz, President & CEO, Melwood



Essential Programs

Melwood's innovative programming empowers 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 FY22:

- **Melwood continued to grow its career development programs, abilIT and Building Paths,** through participant and graduate engagement, and strong corporate partnerships. The abilIT and Building Paths programs prepare participants for potential careers in technology and skilled trades, respectively, while equipping participants with soft skills such as interviewing, teamwork, conflict resolution and more for application in broader career contexts. This year, we celebrated 72 abilIT graduates and 18 Building Paths graduates, with placements across leading regional employers, including CAI, CBRE, Eidos Technologies, LLC, Enabled Intelligence and the U.S. Postal Service.
- **Melwood entered into a partnership with Promise Landing Farm (PLF), an inclusive equestrian community,** to assume leadership of equestrian programming at the Melwood Recreation Center. For nearly 20 years, Melwood has been providing

horseback riding lessons and equine-assisted services as part of its comprehensive approach to creating inclusive communities and safe spaces to engage with nature and one another. The partnership will increase access to these services that help people with disabilities live, work, and thrive in our community. These services are incorporated into several Melwood programs, including Camp Accomplish and Operation Tohidu® for children and adults with disabilities and injured veterans.

- **Melwood explored and advanced more holistic solutions to support its vision of a more inclusive world** through strategic planning for an affordable, inclusive housing community in Arlington. This project builds on Melwood's ongoing commitment to create more inclusive spaces and empower people with disabilities to live, work, and thrive in their communities. By redeveloping its 23rd St. S. property, Melwood and its partners will be addressing another persistent gap for people with disabilities and their path to independence – affordable, accessible housing. Finding an affordable place to live independently when you launch your career in this region is difficult and the barriers are greater for people with disabilities. When complete, the proposed development will also include space for Melwood to continue to provide employment opportunities, workforce development support services, and community programming for people with disabilities.



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 FY22:

- 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 won a new U.S. AbilityOne Program opportunity to provide custodial services to the Office of Personnel Management's Theodore Roosevelt Building. This new addition to the AbilityOne program will result in 15 new jobs.
- Melwood also proactively pursued new opportunities outside of the U.S. AbilityOne Program, including for innovative and new programs. Melwood won the contract to operate the Workforce Innovation and Skills Hub (WISH) in Fairfax County, Virginia, which established a workforce center to address the needs of a community trailing the region's rapid development. The initiative is a unique, first-of-its-kind, world-class workforce and technology development center for excellence.
- Melwood also won a commercial custodial services contract at the Lerner Charter School at Bolling Air Force Base, won a number of small commercial scanning and warehouse projects, and continued to build upon Melwood's capabilities and ability to compete on larger projects.
- Finally, Melwood submitted a proposal for a GSA schedule. Once awarded, this will open additional opportunities for Melwood to take on non-AbilityOne work as both a prime contractor and subcontractor across the federal government.



Essential Leadership

As an innovator, thought leader, and advocate, Melwood is passionate about sharing its knowledge and expertise to expand and grow disability employment. 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.

The Washington Post
COMMUNITY CONNECTION

LOCAL

Maryland nonprofit helps employers and disabled adults work together

'We have to bust these myths and misperceptions that they can't do certain jobs,' says the CEO of a nonprofit that helps those with intellectual disabilities find employment

In FY22:

- **Melwood grew its advocacy and outreach,** engaging strategic partners and policymakers at every level of government to eliminate the subminimum wage, modernize the AbilityOne program to continue to diversify and expand the jobs available through federal procurement, address the benefits cliff, increase tax incentives for employment of people with disabilities, and advance other critical policy efforts supporting more inclusive workplaces and communities.

THE HILL

Now is the time to end the subminimum wage for people with disabilities

BY LARYSA KAUTZ, OPINION CONTRIBUTOR - 07/21/21 7:45 AM ET

- **Melwood held the Inclusion through Policy Innovation Conference,** convening AbilityOne nonprofits, federal contractors, small business contractors, disability rights advocates, Congressional leaders, and representatives from federal agencies to gain a deeper understanding

of federal procurement and hiring for social good. The virtual summit featured Chris Lu, Former U.S. Deputy Secretary of Labor; Andrés J. Gallegos, Esq., Chairman, National Council on Disability; Richard Davis, MSW, Policy Advisor, Department of Labor, Office of Disability Employment Policy; Teresa Thomas, Program Lead, Neurodiverse Talent Enablement, MITRE; and congressional staff from the House Education & Labor Committee. Sessions included conversations around the power of inclusion; federal contractor efforts towards disability inclusion under 503 of the Rehabilitation Act of 1973; the small business administration and people with disabilities; Schedule A hiring and other federal employment initiatives; and AbilityOne modernization.



2021 MELWOOD ABILITY AWARDS CELEBRATING NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH

In conjunction with the Inclusion Through Policy Innovation Conference

- **Melwood hosted the Melwood Ability Awards,** honoring recipients of the Advocacy, Impact, and Resiliency awards, recognizing the outstanding individuals, employers, researchers, policymakers, and innovative companies that have advanced the field of employment for people with disabilities and injured veterans. The awards ceremony also featured members of Congress, Biden Administration officials, and notable figures in the fields of disability advocacy and employment. Honorees included Scott Robertson, PhD, a policy advisor on the Employment-Related Supports (ERS) Policy Team in the U.S. Department of Labor's Office of Disability Employment Policy (ODEP); CAI's Autism2Work (A2W) – A Neurodiversity Program; and the Arc of Northern Virginia.

By the Numbers & Financial Transparency

Melwood continued to provide employment to more than 1,000 people across the DMV area. Melwood's priority is economic empowerment for people with disabilities through employment in integrated settings. We continue to be encouraged that our workforce reflects this integration:

Number of employees (cumulative)	1557
Number of employees with disabilities (cumulative)	816
Number of employees on AbilityOne Contracts	1,043
Number of employees with disabilities on AbilityOne Contracts	683

Melwood's strategic and innovative programs continued to engage community members with disabilities across the region, supporting more than 2,000 individuals, with the greatest emphasis on employment services:

Community support services	443
Pre-employment services	354
Workforce development	302
Employment services	834
Wraparound services	267

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

Support and Revenue	
Monetary Contributions	\$ 466
Donated Items	\$ 3,086
Grants	\$ 1,133
Contract Revenue	\$ 97,522
Service Fees	\$ 8,007
Other	\$ 73
Total Support and Revenue	\$ 110,287
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Employment Services	\$ 75,759
Community Services	\$ 11,386
Therapeutic Services	\$ 1,335
Veterans Services	\$ 76
Supporting Services	-
Management and General Fundraising	\$ 13,938
Fundraising	\$ 4,827
Total Expenses	\$ 107,321
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Change in Net Assets	\$ 2,966
Net Assets: Beginning	\$ 47,937
Net Assets: Ending	\$ 50,903



Thank You

FY 2022 was one of hope. At Melwood, we stood tall on our foundation and looked towards the future. We endeavored to bring more people with disabilities into the conversation, to talk about the future of employment and work accommodations, to tap into an activated, civically engaged generation, to partner with employers, and to tell stories through technology like never before. And we did it.

We are incredibly grateful to every individual, foundation and corporate partner who has supported our mission. Thank you for your commitment and investment in our vision and values – both financially and in practice. Because of you, every year we draw closer – and stretch – our founders' dream more: ***A world where people with disabilities are fully included.***