



# MELWOOD FY2023 ANNUAL REPORT

Your Path Awaits





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# Letter from Our President & CEO and Chairman, Board of Directors

It's a privilege to look back on a legacy built by those before you and be proud that over the course of 60 years, our vision has remained clear, our commitment to innovation consistent, and our impact on our community tangible.

An anniversary is a time to reflect—truly taking inventory of where we came from, how we show up every day, and how we continue to press on as champions for our community until our vision becomes a reality: *A world where people with disabilities are fully included.*

From our earliest days teaching plant care to young adults with disabilities, to now—an organization more than 1,500 employees strong, serving more than 3,000 community members every year, driving policy change at every level, and leading conversations on a national scale—we've always taken a practical, yet bold approach. This year was no different:

- We got better at telling our story, we elevated the voices of our community members, and we convened stakeholders on critical conversations and plans of action to expand employment opportunities for people with disabilities.
- We championed and then celebrated the end of 14 (c) subminimum wage for people with disabilities in the Commonwealth of Virginia, while continuing to partner with policymakers at the federal level to work towards an end to the discriminatory policy nationwide.
- We challenged - and partnered - with employers in the public and private sectors to invest in a more inclusive workforce at every level of their enterprise, leveraging the talent of people with disabilities.
- We built on the success of our pre-employment services and training programs like abillT to expand the range of career opportunities open to people with disabilities.
- We launched the Workforce Innovation Skills Hub (WISH) in Fairfax County, a welcoming and convenient center committed to breaking down barriers to employment for community members, contributing to a more inclusive, thriving economy.
- We partnered with the Office of Refugee & Resettlement to begin programming for refugees with disabilities.
- We began the process of re-imagining our Arlington Campus to provide not only programming services but also inclusive affordable housing.
- We celebrated 25 years of Camp Accomplish, laying the foundation for the next generation to explore, discover, learn, play, and connect together.

We're both fortunate that in our roles, people come to us regularly to share "wins" or stories of impact. It's incredibly rewarding to hear that the work we're doing is transforming the way our world includes people with disabilities and building communities that thrive. But none of this would be possible without you—our faithful donors, volunteers, employees, and partners. It is you who spark ideas for innovation; who invest in strategic, meaningful programs; who do the extraordinary, humbling work of fighting for a more inclusive world.

As we look back on this year - and the last 60 years - we remain focused on the future, eager to grow our programs, network, and impact to empower more people with disabilities to live, work, and thrive.

With sincere gratitude,



Larysa Kautz  
President & CEO  
Melwood



Brad Spencer  
Chairman, Board of Directors  
Melwood



## Melwood's Vision and Mission

### Our Vision

A world where people with disabilities are fully included.

### Our Mission

Melwood advocates for and empowers people with disabilities by expanding opportunities to work and thrive in the community.



All the other avenues that I had tried to utilize to help me get this dream job of a federal career were unsuccessful. Within six months [with Melwood], I had three interviews and was able to secure a job where I am now at NASA.

-Melissa Gates, Secretary III, NASA, AbilityOne at Melwood



# 2023 By the Numbers

## Employment



## Community Programs & Services



\***323** People Received Multiple Services

## Our Stories of Impact



### Deonte Bennett

AbilityOne

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**Deonte Bennett has worked as a custodial worker with Melwood since 2014 and currently works at the Washington Navy Yard.**

Over the past several years, Deonte has devoted himself to achieving new goals, and further increasing his independence and self-sufficiency. In October 2019, Deonte moved from his family's home into a one-bedroom apartment, where he now lives on his own and fully supports his own needs. Most recently, he's been studying to obtain his learner's permit so that he can drive.

Deonte also graduated from Melwood's entrepreneurship program through the Office of Disability Policy Employment's National Expansion of Employment Opportunities Network (NEON) initiative, which gives current Melwood employees the opportunity to learn more about microenterprise and the gig economy so they can explore additional employment opportunities outside of their careers at Melwood. Through this program's support and training, Deonte has created his own business, D&B Waste Removal, and is making plans to apply for a small business loan.

Deonte is open to new opportunities and is always eager to learn more. Through Deonte's dedication and hard work, he makes the most of the resources offered by Melwood to live a fully authentic and independent life.

At Melwood, we believe in  
**economic empowerment  
through employment.**  
That's when we see **people  
and communities thrive.**

# Tyler Wilson

## Workforce Development

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**Since 2021, Tyler Wilson has partnered with Melwood to find a variety of new employment opportunities that fit his interests, while creating a path to financial stability.**

Working with Melwood's Career Exploration and Development program, Tyler secured a job with C&C Meat Sales, Inc. in Upper Marlboro, Md. as a part-time Warehouse Attendant. Tyler also secured part-time employment at FedEx Field, home of the Washington Commanders Football Team, where he works as a Ticket Ambassador. Through this job, Tyler works at the entrance to the stadium, welcoming fans and patrons to games, concerts, and events. He loves his jobs but admits that he most enjoys the perks of working at football games and concerts. And while Tyler admits he is sometimes uncomfortable socializing with others, working in this role has helped him overcome some of his shyness.

In addition to his work, Tyler is leveraging his perspective, experience, and voice to advocate for others. This year, he participated in "Developmental Disabilities Day at the Legislature" at the Maryland State House in Annapolis. This event recognizes advocacy efforts on behalf of people with developmental disabilities and provides an opportunity to advocate for themselves and others by speaking directly to the legislature. Tyler stood alongside Melwood's President & CEO, Larysa Kautz, to accept a resolution in honor of Melwood's 60th Anniversary from the Maryland House of Delegates.

Tyler represents many more stories of people finding dignity and independence through Melwood's programs and services. Melwood celebrates Tyler's courage and his dedication to making a difference for people with disabilities.



# Our Stories of Impact

## The Story Family

### Camp Accomplish

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**The Story family has four children, some with disabilities and some without. At Melwood's Camp Accomplish, the Story family can provide each of their children with a safe and inclusive summer camp experience that takes their needs into consideration while allowing them to explore their unique interests. One of the Story children loves fishing, another loves to ride horses, while the other two love art. At Camp Accomplish, all four children can fully participate in their favorite activities and have fun together, as siblings.**

While summer camps for children with disabilities can often come at an increased cost to parents, Camp Accomplish is committed to providing its camp experience to all children at an identical price, regardless of the child's needs. Camp Accomplish is the first summer camp that has allowed all the Story children to have the same camp experience at the same cost, helping the family strengthen their bonds and form new memories together.

In addition to these crucial experiences and memories, Camp Accomplish provides an important respite for the Story children's parents. As Abbey Story shares, having a child with a disability can often cause parents to worry about their children's well-being when they are away from home. When her children are at Melwood's Camp Accomplish, Abbey is grateful that she can relax knowing that Melwood's counselors and staff are well-trained to care for each of her children's individual needs.





## From Our Donors

More than 3,000 individuals experienced a life-changing impact as a result of the generosity of our donors – individuals, corporations, foundations, and government agencies—who care about making the world a more inclusive place for people with disabilities. Melwood is honored to serve as the conduit for their charitable investment in a better future and strive to maintain their trust and support.



Melwood truly makes a difference in people's lives, which is why my wife Dianne and I have been huge fans for many years. They not only provide wonderful economic opportunities, but also social impact. Their programs allow everyone to live their life to the fullest and have complete independence. It's a phenomenal organization that really changes lives and creates a culture like no other.

Thank you, Melwood, for all that you do.

-Steve and Dianne Proctor



## Thank you to our individual donors for supporting Melwood

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At KPMG LLP, we are proud supporters of Melwood and its mission to offer job placement, training, and support for people with disabilities. Melwood's mission aligns with our KPMG Values and our commitment to fostering a culture of inclusion and belonging, where everyone can thrive.



-J. Sean Hoffman, Partner, Risk Management

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Elizabeth Foster  
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Hugh Gardiner  
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As critical as it is to continue building awareness around the importance of empowering people with disabilities, Melwood has been at the center of where the rubber meets the road —actually providing training, jobs, and a livelihood for those that otherwise face unfair and unwarranted barriers. As long-term Washingtonians, we couldn't be prouder to have the opportunity to support the Melwood team in their unrelenting efforts to create a world where people with disabilities can thrive, be independent, and live their most fulfilling lives.



-Steve Martin & Kim Kuryea

- |                    |                  |                   |                    |
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Bolana supports Melwood and will continue to do so, because of Melwood's mission. With a nephew with a disability, I understand the importance of Melwood and their advocacy for and empowerment of individuals with disabilities. We are honored to be a partner with Melwood!



-Valarie Dock, President

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## Thank you to our institutional donors for supporting Melwood

Alexandria Fund for Human Services	County Board of Arlington County, Virginia	Maryland Department of Housing & Community Development	The Alliance Group
Amazon	Crisfield Seafood	MGM National Harbor	The Blackbaud Giving Fund
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Charles County Government Department of Hygiene & Mental Health	KPMG Cares c/o Bergen County's United Way	RKW Law Group, LLC	Washington Nationals Baseball Club
Combined Federal Campaign	KPMG U.S. Foundation, Inc.	RSM US LLP	Waste Connections
Community Foundation of Northern Virginia	Lockton Companies	Smith & Downey	WesBanco
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# Ways to Get Involved

## Donate to Melwood

With your generous financial support, Melwood is advocating for and empowering individuals with disabilities to transform their own lives through unique opportunities to work and play in the community. Discover the many ways you can join Melwood to build a future that is fully inclusive for all people:



**Contribute**  
to our 60<sup>th</sup> Anniversary  
campaign



**Make a one-time gift**  
online, through the mail,  
or by telephone



**Donate**  
your unwanted vehicles



**Become a Friend  
of Melwood**  
with a recurring  
monthly gift



**Become a member**  
of the 1963 Society,  
Melwood's annual giving club



**Name Melwood  
as a beneficiary**  
in your will, estate plan,  
or beneficiary designation forms

**For more information about how you can make a big impact with your charitable giving in the life of someone with disabilities, please contact Heather Sherman, Vice President, Fund Development:**

Call: (301) 599-4512 or Email: [hsherman@melwood.org](mailto:hsherman@melwood.org)



# Partner with Melwood

Melwood partners with employers and organizations in a variety of ways—and by becoming a Melwood partner, you can leverage your platform and resources to advance employment of people with disabilities:



### Corporate giving partner

Become a corporate giving partner and support Melwood's workforce development programs



### Melwood's contract services

Consider how your company can use Melwood's contract services to employ people with disabilities



### Melwood's network

Leverage Melwood's network to bring people with disabilities into your workforce pipeline



### Diversity inclusion training

Collaborate with Melwood to provide diversity inclusion training to your leaders, managers, and teams

**For more information about how your company can get involved with Melwood, please contact:**

[info@melwood.org](mailto:info@melwood.org)



# Ways to Get Involved

## Volunteer with Melwood

Volunteers are an important part of the Melwood community, adding valuable resources to our mission, programs, and services. We invite you to join our volunteer program. Below are some of the volunteer opportunities available through Melwood:

### Day Program Support

- Support with activities such as fitness classes, music, arts, and crafts
- Support community integration outings and field trips
- Share your passion, skills, and ideas, or teach a class

### Horticulture Therapy Program

- Assist a horticultural therapist with workshop set-up and facilitation
- Attend field trips
- Assist in activities
- Serve as a Master Gardener (demonstrate techniques and lead educational groups)

### Group Volunteers

- Support beautifying Melwood's facilities and grounds
- Build props and staff activities for Melwood community events
- Participate in corporate team building volunteer day
- Support mock interview program
- Support fundraising event set-up and staffing

### Advocacy and Special Events

- Participate in social and community celebrations
- Engage in advocacy
- Join Melwood Voices
- Attend Melwood's community events

**For more information on volunteer opportunities, please contact:**

[events@melwood.org](mailto:events@melwood.org)





# Work with Melwood

Melwood employs people with and without disabilities on fully integrated teams, leading with inclusive values. If you or someone you know is interested in building their career through Melwood, there are lots of opportunities open on our teams across the DMV region:



**Landscapers**



**Direct support professionals (DSPs)**



**Custodians**



**Program managers**



**Administrative roles**



**Caseworkers**



**Skilled trades jobs**

**For more information on employment opportunities, please contact:**  
[jobs@melwood.org](mailto:jobs@melwood.org)



## Ways to Get Involved

### Advocate for People with Disabilities

Become one of our Melwood Voices and learn how to leverage your voice—and vote—to advocate for policies that advance disability inclusion and economic independence in your community.

**For more information on current advocacy issues or to join our Melwood Voices community, please contact:**

[Advocacy@melwood.org](mailto:Advocacy@melwood.org)



This is the job I have dreamed of having for many years. I also made friends and connected with others. We learned we are having trouble with similar things, and we learned from each other. As my skills got better, I was able to help others

-Elizabeth Mamani-Ramos,  
WISH center participant who secured a job as a  
teacher with Fairfax County Public Schools



## 2023 Consolidated Financial Data\*

\*Numbers are in Thousands

<b>Support and Revenue</b>	<b>FY23</b>
Monetary Contributions	\$637
Donated Items	\$2,800
Grants	\$1,581
Contract Revenue	\$99,805
Service Fees	\$12,374
Other	\$1,041
<b>Total Support and Revenue</b>	<b>\$118,238</b>

<b>Services</b>	
Employment Services	\$80,044
Community Services	\$11,806
Therapeutic Services	\$1,890
Veterans Services	\$ -
<b>Supporting Services</b>	
Management and General	\$15,266
Fundraising	\$2,309
<b>Total Expenses</b>	<b>\$111,315</b>

<b>Net Assets</b>	
<b>Net Assets: Beginning</b>	<b>\$50,903</b>
<b>Net Assets: Ending</b>	<b>\$57,826</b>
<b>Change in Net Assets</b>	<b>\$6,923</b>



## **CONTACT MELWOOD**

5606 Dower House Road  
Upper Marlboro, MD 20772  
Phone (301) 599-8000

[info@melwood.org](mailto:info@melwood.org)

