



VIABILITY
BETTER TOGETHER



2018 ANNUAL REPORT - 2019 CALENDAR

A MESSAGE FROM TIMM AND DICK OUR BOARD CHAIR AND CEO



It is with great pleasure that we present to you the annual report for **VIABILITY**. This past year at **VIABILITY** has been tremendous! Growth of our programs and services continued throughout the year and the organization saw a 5% overall increase, bringing our annual budget to \$36,115,083. We are serving more people in more locations than at any other time in our history.

VIABILITY is a 501 c3 nonprofit CARF accredited Community Rehabilitation Program that provides job training and placement, housing supports, day habilitation, transportation, day supports, education and case management services daily for over 3,000 individuals with disabilities. **VIABILITY** makes a huge difference in the lives of those we serve through our 37 service locations in Massachusetts, Connecticut, Rhode Island, Oklahoma, and Long Island, New York.

As we begin our second year as **VIABILITY**, much work is underway. Our business development division is working to open a new branch in Florida, as well as double our Corporate Inclusion Solutions consulting business working on disability inclusion with national corporations. We are purchasing a new building in Bloomfield, Connecticut to accommodate our DDS employment and day supports business growth. We are actively seeking a space for a new day habilitation program in Holyoke.

Our thanks go out to all of our Board members, volunteers, donors, parents, employers, supporters, funders -- and especially our compassionate and dedicated employees -- for making **VIABILITY** all that it is. We wish you all the best for a safe and happy holiday season and a great 2019!

Timm Marini, Board Chair

A handwritten signature in black ink, appearing to read "T. Marini".

Dick Venne, CEO

A handwritten signature in black ink, appearing to read "Dick Venne".

Mission - We believe individuals with disabilities and other societal disadvantages are an essential resource for our country's future. Our mission is to help build a world in which individuals with disabilities and other disadvantages realize their full potential.

Vision - **VIABILITY** will be a positive disruptive force in the marketplace leading the innovative designs of future service delivery for individuals with disabilities and other disadvantages to realize their full potential within their communities of choice.

“VIABILITY’s performance over the past year has been nothing short of remarkable as we continue to grow stronger, together, and more viable with each passing year. We are excited about the future of the organization.”

- Brittney Kelleher, Treasurer; Board of Directors

VIABILITY



Timothy J. Marini, Chair
HUB INTERNATIONAL



Kathryn LaMay-Miller, Vice-Chair
MULTI MEDIA IMPACT



Francis Fitzgerald, Secretary-Clerk
OPAL REAL ESTATE GROUP



Brittney Kelleher, Treasurer
WESTFIELD BANK



Thomas Bienkowski
RETIRED



Jonathan Stephen Dean
J. POLEP DISTRIBUTION CENTER



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UNITED HEALTH GROUP



Patrick Leary
MORIARTY & PRIMACK, P.C.



Albert Lognin
HARC



Donald Miner
LOOMIS COMMUNITIES



Gregory M. Schmidt
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Charlene Smolkowicz
FREEDOM CREDIT UNION



Richard Venne, President/CEO
VIABILITY, INC.

THANK YOU TO OUR MAJOR SPONSORS EMPLOYER RECOGNITION AND AWARDS BREAKFAST



AWARD WINNERS

EMPLOYER RECOGNITION AND AWARDS BREAKFAST



ROOKIE EMPLOYER AWARD

The Shortstop Bar & Grill was able to offer a position washing dishes and doing light food preparation to a member of the Forum House, a clubhouse of **VIABILITY**. That member has worked there since September 2017, received a significant raise after successfully completing the first 90 days, and is proud to be working in the food service industry. The management at the Shortstop has even taken the time to work with **VIABILITY**'s business development team about how they might connect with other restaurants and businesses in the area to fulfill employment goals.

EMPLOYER OF THE YEAR

For over 18 years, the management and staff at Deerfield Packaging have been extremely supportive of employing people with disabilities. The tool packaging business based in Turners Falls has made accommodations for individuals using wheelchairs and has been receptive to employing individuals with various needs, including those with both physical and behavioral challenges. Deerfield Packaging is a longtime employer partner that has helped **VIABILITY** realize its mission of supporting people with disabilities and other disadvantages in realizing their full potential.

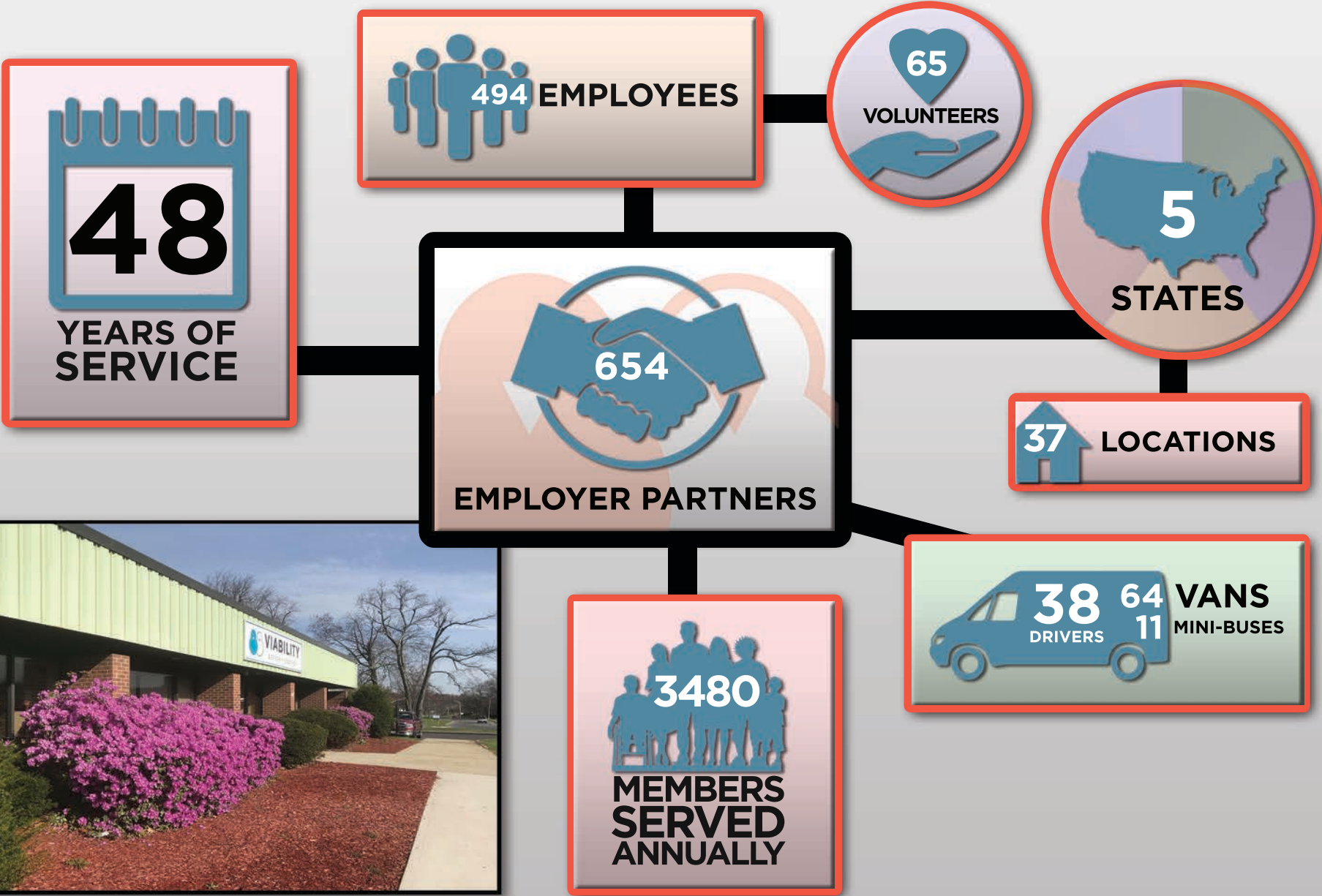
NATIONAL EMPLOYER AWARD

Walgreens has a well-earned reputation of being an employer of choice for individuals with disabilities. **VIABILITY** has a long and successful relationship with Walgreens. Since 2008 **VIABILITY** has been working with the Walgreens Distribution Center in Windsor CT to provide a job training and placement program for individuals with disabilities within the distribution center. Working collaboratively, **VIABILITY** and Walgreens developed and implemented a training program that has proven highly successful, currently over 400 individuals with disabilities are working full time at the distribution center.

ARMAND TOURANGEAU VOLUNTEER OF THE YEAR

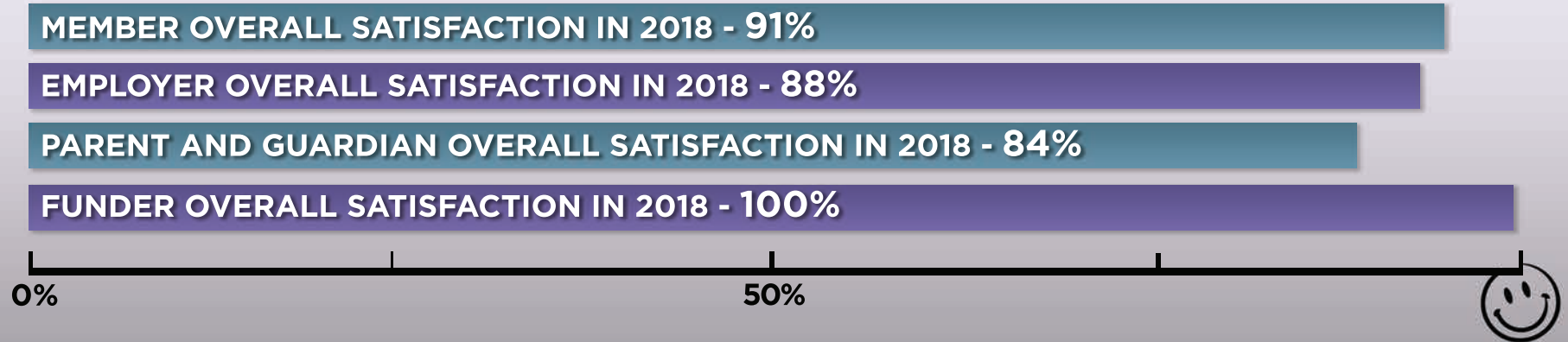
As the Corporate Field Inclusion Manager for Walgreens Boots Alliance (WBA), Joe Wendover has successfully placed over 250 people with disabilities into the company's Connecticut based New England Distribution Center and developed a program that he has replicated throughout the division in 18 other centers. Joe also currently serves as the President of the Board for the Connecticut Business Leadership Network, as board member for **VIABILITY**, and has been appointed as member of the Connecticut State Rehabilitation Council and The Governor's Committee on Employment of People with Disabilities.

MAKING A DIFFERENCE IN THE COMMUNITY



SATISFACTION SURVEY RESULTS

FY 2018 PERCENTAGES AND QUOTES



MEMBERS

“We feel like a respectful, compassionate family.”

“The thing I like best about my program is that everyone is willing to meet me where I’m at on any given day.”

“I like that information and teaching to perform daily living skills are provided. Very nice professional staff who are highly educated in their field. Thank you for your services.”

“I enjoy how accepting people are in the program, independence, and the feeling of accomplishment in whatever I do.”

EMPLOYERS

“At Sephora, our purpose is to Inspire Fearlessness with our clients. Our partnership with VIABILITY Inc. has demonstrated that taking a fearless approach to employing individuals with disabilities inside our company is a winning strategy that yields strong business performance.”



VIABILITY is excited to be working with Eppendorf, a new employer partner.


JANUARY

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SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		NEW YEAR'S DAY				
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	MARTIN LUTHER KING JR DAY	22	23	24	25	26
27	28	29	30	31		



Adult Family Care (AFC) supports individuals with disabilities so that they can live safely in their home.


FEBRUARY

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SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1	2
3	4	5	6	7	8	9
10	11	12	13	VALENTINE'S DAY	15	16
17	PRESIDENT'S DAY	19	20	21	22	23
24	25	26	27	28		



VIABILITY's Deaf and Hard of Hearing Independent Living Services (DHILS) provide a range of person-centered supports to individuals in their own language.


MARCH

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SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
ST. PATRICK'S DAY						
17	18	19	20	21	22	23
24 						
31	25	26	27	28	29	30



VIABILITY has a number of health and wellness programs that help keep members active.

APRIL

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SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				



The Red Lion Inn supports members by offering meaningful employment opportunities.

MAY

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SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1	2	3	4
5	6	7	8	9	10	11
MOTHER'S DAY						
12	13	14	15	16	17	18
19	20	21	22	23	24	25
	MEMORIAL DAY					
26	27	28	29	30	31	



Our transitional services provide students with job skills training and vocational exploration.

JUNE

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SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
FATHER'S DAY						
16	17	18	19	20	21	22
23 						
30	24	25	26	27	28	29



Members and staff work together in the operation of the clubhouse.

JULY

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SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
				INDEPENDENCE DAY		
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			



Our day programs offer members a broad range of activities that build confidence, social skills, and overall personal growth.

AUGUST

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SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31



Congratulations Robin! He is celebrating his 15 year work anniversary with Big Y.

SEPTEMBER

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SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	LABOR DAY					
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					



Members painted this welcoming mural for the Lighthouse clubhouse, located in Springfield.


OCTOBER

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SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		1	2	3	4	5
	COLUMBUS DAY					
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
				HALLOWEEN		
27	28	29	30	31		



Our community based day programs offer diverse educational, community, and leisure activities.


NOVEMBER

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SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1	2
3	4	5	6	7	8	9
VETERAN'S DAY						
10	11	12	13	14	15	16
				THANKSGIVING		
17	18	19	20	21	22	23
24	25	26	27	28	29	30



Job readiness skills are provided to teens and young adults as part of our transitional services.

DECEMBER

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SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	CHRISTMAS	26	27	28
29	30	31				



MASSACHUSETTS OFFICES

GLOUCESTER
GREENFIELD
HAVERHILL
HOLYOKE
NORTHAMPTON
PITTSFIELD
PLYMOUTH
SALEM
SOMERVILLE
SPRINGFIELD
WAKEFIELD
WORCESTER



MASSACHUSETTS CLUBHOUSES

HOLYOKE
NORTHAMPTON
PITTSFIELD
SOUTHBRIDGE
SPRINGFIELD
WESTFIELD

CONNECTICUT OFFICES

EAST HARTFORD
ENFIELD
GALES FERRY
HARTFORD
WINDSOR



OKLAHOMA OFFICE

ENID



NEW YORK - LONG ISLAND OFFICE

RONKONKOMA



RHODE ISLAND OFFICES

EAST GREENWICH
WOONSOCKET



FOR MORE INFORMATION, PLEASE VISIT

VIABILITY.ORG

CALL 413-584-1460 OR EMAIL INFO@VIABILITY.ORG

Accreditation: Clubhouse International has certified **VIABILITY's** mental health programs. Commission on Accreditation of Rehabilitation Facilities (CARF) has accredited **VIABILITY's** community services, employment services, psychosocial rehabilitation and supported living services. The quality review body of the Department of Developmental Services has certified **VIABILITY's** Developmental Disability programs. The Department of Medical Assistance has certified Pyramid, the Day Habilitation Program, as a Medicaid program.

Acknowledgments: Design by Jeff Bujak, Krystle Bernier, Amanda Sheehan | Production by Kathy Moylan
Photographs by Paul Schnaittacher | Printing by Tiger Press

