



Creating Inclusive Communities

Annual Report 2019



www.servicesource.org

Letter from the Chairperson

On behalf of the ServiceSource Board of Directors and Foundation Board of Trustees, I am pleased to provide you with our Fiscal Year (FY) 2019 Annual Report. At ServiceSource, we effect change through empowerment, inclusion, and engagement. We helped improve the quality of life for more than 27,700 people with disabilities in FY 2019. Throughout this report, we highlight some of the many successes from the past year in our efforts to build inclusive communities.



James Carroll
Chairperson

As we prepare for Janet's retirement in January 2020, we know that she leaves a legacy of inclusion, integrity, growth, diversity, and respect. With her leadership over the past 26 years, ServiceSource has:



Janet Samuelson
President and CEO

- Grown from a community nonprofit started by a group of parents to a network of five (5) affiliated nonprofit organizations
- Launched programs and operations in 13 states and Washington, D.C.
- Implemented programs and services to meet the evolving needs of the communities we serve, including Senior Services, Autism Support Services, Warrior Bridge services for veterans, Self-Employment, Transportation Supports, and Pre-Employment Transition Services for youth
- Established a reputation as a leader in the field of human services

To Janet, our partners, participants, families, donors, volunteers, and staff: thank you for your hard work and commitment to our mission. FY 2019 was a pivotal year. I look forward to continued excellence in FY 2020 with our new leaders—Bruce Patterson and Mark Hall—who will move the organization forward through innovation and exceptional leadership.

Further details on the transition process are included on page 18 and on our website:

servicesource.org/leadership-transition

Purpose-Driven Initiatives 2018 – 2023

ServiceSource's five-year vision focuses on strategies that have a broad impact on nine key initiatives supporting full inclusion of people with disabilities in their communities. These initiatives provide meaningful engagement; assure individual purpose; support individuals and families; and empower each person to achieve their goals.



Information and Education

Equipping individuals and families with the knowledge to make informed choices and access services.



Advocacy

Establishing channels of communication for families and building partnerships on the organizational level.



Service Coordination

Helping individuals, families, and caregivers navigate the complexity of resources and services available to them.



Employment

Connecting individuals with suitable job supports that lead to meaningful employment and financial self-sufficiency.



Community Living

Helping create inclusive communities that promote engagement for people with disabilities and those who are aging.



Recreation and Avocation

Creating opportunities for individuals to connect with their community and develop relationships over time.



Technology

Supporting access to a wide range of informational tools and applications that facilitate independence and communication.



Transportation

Linking individuals and families to innovative and safe transportation methods that enhance their quality of life.



Enterprise Solutions

Exceeding our customers' needs through exceptional customer service and commitment to high quality standards.

Leadership

Officers of the Board of Directors:

Chairperson: James Carroll

President & CEO, Crestline Hotels & Resorts

Vice Chair: Robin L. Portman

President & CEO, Atlas Research

Treasurer: Francis T. Burke

Chairman, President & CEO,
Flagship Community Bank

Legal Counsel: Joseph J. Sorota, Jr. Esq.

President, Joseph J. Sorota, Jr., P.A.

Past Chair: Paul Thieberger

President, K & B Plumbing

Members of the Board of Directors:

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Ashley Consulting, LLC

Kelly Sue Caccetta

President, CSSI, Inc.

Christine Cintron

Vice President, Data Architecture,
CCB Risk Management, JPMorgan Chase

Verdia Haywood

Retired, Deputy Fairfax County Executive

Karla S. Leavelle

Founder, Human Capital Advisors

Paul Plattner

Retired, SourceAmerica

Julie Rufenacht

Executive Vice President,
Watermark Homes, Inc.

Albert Wu

Financial Advisor, Edward Jones

ServiceSource Foundation Officers of the Board:

Chairman: Bruce Wardinski

President and CEO, Playa Hotels & Resorts

Vice Chair: Michelle S. Lee

President & CEO, STG International, Inc.

Secretary/Treasurer: Nino Vaghi

Co-Founder, Digital Office Products

ServiceSource Foundation Trustees:

Dr. Franklin Clark

President, Village Green Real Estate and
Development

Phoebe Craven

Advocate and former Board Member,
ServiceSource Delaware

James L. Francis

President and CEO, Chesapeake
Lodging Trust

J. Warren Gorrell, Jr.

CEO Emeritus and Partner
Hogan Lovells US LLP

Brad Nelson

Vice President, Culinary Discipline & Global
Corporate Chef Global Operations, Global
Food & Beverage, Marriott International, Inc.

Dale E. Powell

Vice Chairman, Cushman & Wakefield

Dr. Ralph Shrader

Chairman of the Board, Booz Allen Hamilton

Tiffany Washkewicz

Executive Director

Washkewicz Family Foundation

Senior Executive Team:

Janet Samuelson

President and CEO

Mark Hall

Executive Vice President and
Chief Strategy Officer

David Hodge

Executive Vice President and
Chief Financial Officer

Bruce Patterson

Executive Vice President and
Chief Operating Officer

Lisa Ward

Executive Director,
The ServiceSource Foundation

Regional Executives:

Delaware: Dennis Dapolito

Sr. Vice President/Regional
Executive Director

Florida: Matthew J. Motko

Regional Executive Director

North Carolina: Andrew S. Rind

Regional Executive Director

Virginia: Kenneth J. Crum

Sr. Vice President/Regional
Executive Director

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Our Mission

ServiceSource is a leading community resource organization with a vision of creating inclusive communities. With programs and operations located in 13 states and the District of Columbia, ServiceSource's four regional offices provide exceptional services to people with disabilities through a range of valued employment, training, community integration, housing, and other support services.

VISION

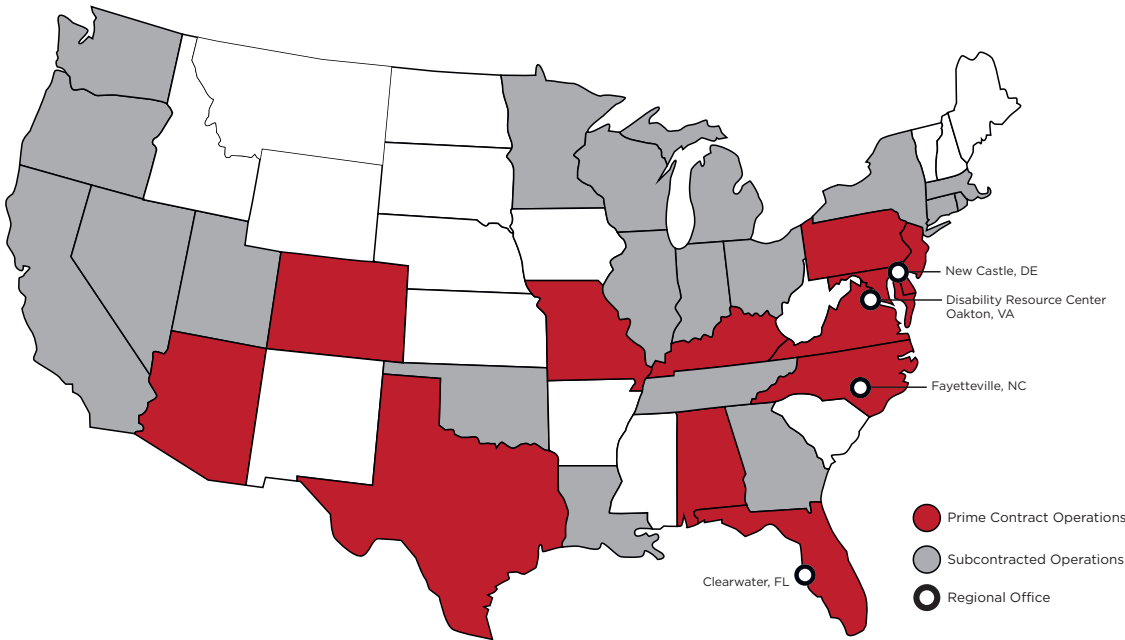
We envision communities that welcome, value, and support the full diversity of their members.

PURPOSE

The mission of ServiceSource is to facilitate services and partnerships to support people with disabilities, their families, caregivers, and community members in order to build more inclusive communities.

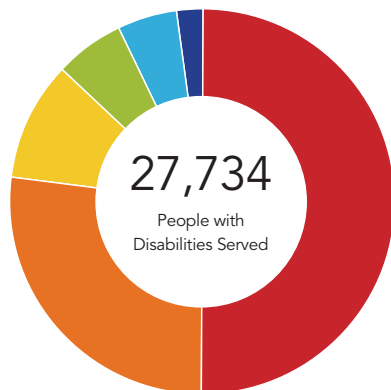
VALUES

In all that we do, we recognize that we are a bridge to community. Our values comprise **iBridge**.



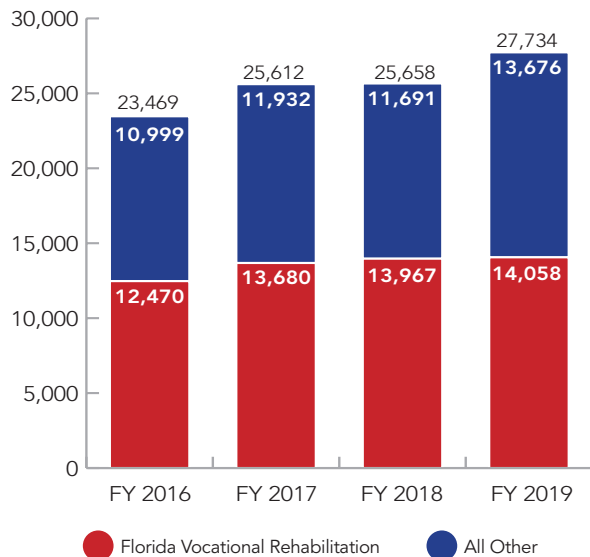
FY 2019 Impact

How We Served



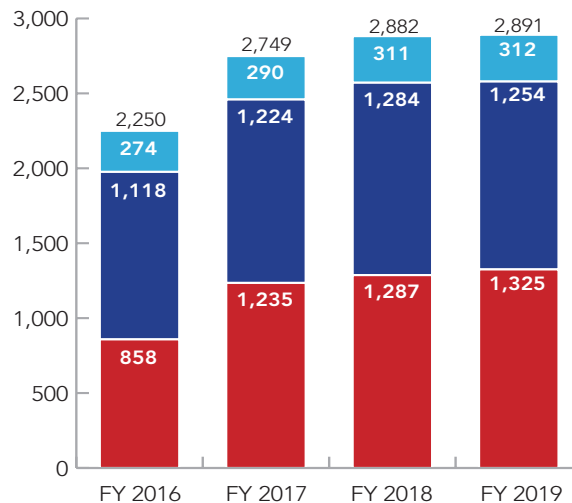
Program	Percentage
Vocational Rehabilitation Services (Florida Privatized Services)	50%
Other Transitional Services (Job Development, Job Evaluation, Work Incentive Planning, Financial Coaching)	27%
Specialty Services (Warrior Bridge, Autism Services, Senior Services, Housing, Family Support Services)	10%
Community-Based Employment (Direct and Facilitated)	6%
Job Placement	5%
Long-Term and Community Integration Services	2%
Total:	100%

People with Disabilities Served
Four-Year Trend Data



Florida Vocational Rehabilitation (VR) services continues to be the primary driver of people served, accounting for more than 50 percent of the total each year.

People with Disabilities Employed
Four-Year Trend Data



AbilityOne Facilitated are contracts where we serve as prime and have directed subcontractors who hire people with disabilities. These contracts are nationwide IRS mail and total facilities management at select sites. Emphasis on our specialty services—including Autism Spectrum, Warrior Bridge and Pathways to Careers support continued increases in people with disabilities placed with third-party employers.

FY 2019 Outcomes

FY 2019 Operating Revenue (unaudited) – in Millions

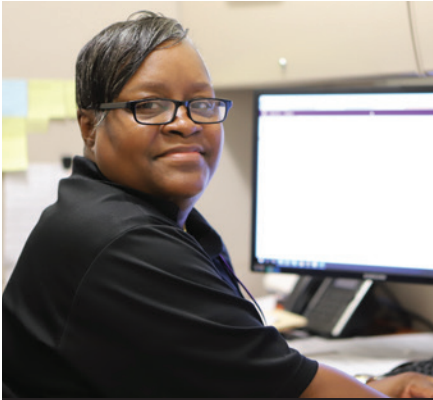
Regional Office	Revenue	Percent
Delaware	8.2	4%
Florida	16.1	9%
North Carolina	16.8	9%
Virginia	145.3	78%
Total ServiceSource	186.4	100%

FY 2019 Operating Expenses (unaudited) – in Millions

Regional Office	Expense	Percent
Delaware	8.8	5%
Florida	17.3	9%
North Carolina	15.3	8%
Virginia	144.7	78%
Total ServiceSource	186.1	100%

ServiceSource Success Stories

Building inclusive communities, one person at a time



Jackie: AbilityOne

"Now, I know I'm worthy of more."

Before connecting with ServiceSource, Jackie struggled to find and maintain a job; however, in 2004, she became gainfully employed as a General Clerk at the National Archives in College Park, Maryland through the AbilityOne Program. It was here where she began to take pride in her job. She moved through the ranks and in 2019 was recommended to become a Supervisor at the Centers for Disease Control (CDC) Mailroom – "Being recognized by people, other than my supervisor has been my greatest accomplishment at work." Jackie loves her job and is excited to continue to excel in her position – "Someone helped me along the way, and that's now what I want to do."



Kevin: Vocational Rehabilitation (VR)

"I thought I would like it here, but I don't...I love it here!"

Kevin was driving to the gym when he was hit by a drunk driver in 2015. He endured over 40 surgeries and was ultimately diagnosed with a Traumatic Brain Injury (TBI). Refusing to let the accident define him, Kevin sought help from the ServiceSource Vocational Rehabilitation Team. He remained positive and resilient throughout the process of finding suitable employment and in April 2019, he began working for Starbucks in Winter Garden, Florida as a Front Counter Attendant. He has quickly developed a strong rapport with customers and they even request him by name.

We are proud to have supported 27,734 individuals in FY 2019.

To stay up-to-date with ServiceSource, connect with us on social media where we showcase participants, employees, partners, and much more.



@servicesource1



@servicesource1



@servicesource1

Employment Services

Opening doors to new opportunities



Direct Employment: AbilityOne

Through the AbilityOne Program, ServiceSource offers community integrated employment; competitive wages and benefits; employment supports; and career advancement opportunities for people with disabilities.

Direct Employment: Commercial Sector

ServiceSource directly employs people with disabilities with commercial companies as well as local government entities.

Vocational Rehabilitation (VR)

ServiceSource partners with the State of Florida to expand and improve the delivery of Vocational Rehabilitation (VR) services in several counties through a private provider system. Annually, more than 14,000 people are served through VR services at 20 office locations across the State.

Job Placement

Last year, ServiceSource helped more than 1,200 people with disabilities obtain community-based employment.

Individual and Group Supported Employment

Support is available for people placed in community employment to ensure long-term success.

Customized Employment

ServiceSource works with each individual to identify their strengths, optimal working conditions, and interests. Based on the information we learn, ServiceSource matches them with an employer for a match that meets both individual and business needs.



Michael and Tyler landed their first jobs this year. According to their Employment Development Specialist, "they both absolutely love their jobs. Their employer is helping them learn great skills!"

Youth Transition Programs



Fostering skills for prosperity

School-to-work transition programs give youth with disabilities the opportunity to learn new skills and explore careers while still in school. These programs aim to support each student's choice to pursue competitive employment or secondary education upon graduation.

Pre-Employment Transition Services (Pre-ETS), All Regions

Beginning at age 14, ServiceSource works with every student, their families, and their schools to enrich their educational journeys. This program uses career exploration; work-based learning experiences; exploration of post-secondary education; and workplace readiness training to foster skills for long-term success.

FrameWORK for Success, Delaware

FrameWORK for Success helps youth with disabilities learn work skills and explore their career and education options in preparation for adult life. This school-to-careers program provides students with community-based work experiences as well as placement services.

High School/High Tech, Florida

High School/High Tech is a community-based partnership that provides high school students with disabilities the opportunity to explore jobs and post-secondary education leading to technology-related careers.

"Each of you has limitless potential. Each of you will have a successful career. Be open to the future and to new and unexpected turns in the roads ahead."

— Delaware State Senator, Nicole Poore at FrameWORK for Success Graduation



Students listened intently as their achievements were highlighted at their FrameWORK for Success graduation.

Long-Term & Community Integration Services



Building more inclusive communities for people with disabilities who need long-term supports

Our vision is a future in which people of all abilities are full and active participants in community life. Through person-centered supports, we maximize individual choice and community integration.

Virginia

Last year, ServiceSource opened an additional Long-Term and Community Integration Services (LTCIS) location—South Springfield—to enhance the provision of individualized community-based care. The development of a more intimate program helps provide maximum community integration with specialized one-on-one support. Other Virginia locations include Alexandria, Arlington (two locations), Chantilly, Manassas, Oakton, and Springfield.



Participants from South Springfield cut the ribbon, held by their fellow participants, staff, families, Board Members, Trustees, elected officials, and community members at the South Springfield Grand Opening.



Lee proudly displays his artwork during the White & Black Art Exhibition at the Rinker Community Center in Arlington. This show was presented in partnership with Studio PAUSE. Monthly, participants from ArlingtonWeaves, Etc. visit Studio PAUSE for creative activities and to venture out together for tours of local galleries.

North Carolina

North Carolina's Community Inclusion Program provides support services and facilitates community inclusion activities. Each day, participants focus on volunteering and developing strong relationships with community partners.

Delaware

The Riverfront Community Center maximizes community access and inclusion in this popular district of Wilmington, Delaware. ServiceSource participants enjoy daily travel to activities and events throughout the community.

Self-Employment

At ServiceSource, participants can choose to work in one of our self-employment programs.

- *Bloom* is a social venture that empowers people with disabilities to express themselves artistically—and earn an income. The product line includes soaps, candles, greeting cards and more. For items made by individual artisans, the proceeds from each sale goes back to the person who made the item.
- *Arlington Weaves, Etc.* provides a platform for people with disabilities to create sophisticated hand-woven items including tote bags, tea towels, purses and more. The items they create are sold in Arlington and Fairfax. Arlington Weaves, Etc. is a signature program of Arlington Department of Human Services and implemented by ServiceSource.

More than 130 Artisans proudly craft goods and generate income through Self-Employment.



Ivey, Tracy, and Jenelle tend to the garden at the Community Inclusion Program in North Carolina



Richard and Christi spend an afternoon enriching their minds at the Delaware Museum of Natural History



As a Bloom Artisan, Fred is able to express himself artistically and earn an income: "I like making cards and selling them in the Cafe. The more money we make, the more we can do!"

Specialized Services

Helping individuals thrive through customized services and supports



Community needs are ever growing and changing. We capitalize on our broad expertise and experience in service delivery to identify and meet specialized community needs.

Assistive and Smart Home Technology

ServiceSource's innovative program provides smart technology to enhance the self-sufficiency of seniors and people with disabilities. First, we provide customized technology assessments to understand every individual's needs. Then we install smart home technology in their homes and show them how to use it. Through this program, we have helped people live more independently in the community and age in place.



Ryan demonstrates features of the Alexa Echo—like the voice dialing in the event of an emergency—which help him live on his own in an apartment.

Transportation

ServiceSource provides individuals with the freedom and flexibility to access the community through accessible transportation services. Our on-demand and scheduled rides help people get to employment, school, medical appointments and social events.

Senior Express

ServiceSource is now a provider for Fairfax County's Senior Express program. This program provides transportation combined with companion services for seniors and adults with disabilities.



Transportation services provide the freedom and flexibility to access the community.

Housing

Friendship House Fayetteville

Friendship House Fayetteville is an intentional, faith-based community living program that provides affordable, integrated housing for young adults with disabilities, college students, and young professionals. Residents have formed strong bonds with each other and with the community through volunteering and hosting community events at The Grange—a community pavilion on the campus.

Homes for Independence (HFI)

Homes for Independence provides affordable, accessible, and safe housing for people with low incomes and/or disabilities. Last year, HFI provided housing for more than 345 families in Florida and North Carolina.



Friendship House residents Victor and Trey enjoy a homecooked meal in their apartment with friends.



Vicky quizzes her roommate, Chasity, as she studies for an upcoming exam. Vicky and Chasity knew each other when they were attending Appalachian University. Without knowing the other had done so, they both applied to live at Friendship House Fayetteville. Their friendship was meant to be!

Warrior Bridge: Veterans Services

Warrior Bridge connects veterans with disabilities to resources and support, leading to employment, self-sufficiency and improved quality of life. Warrior Bridge served more than 1,400 veterans with disabilities last year.



The Veterans Mall provides home starter kits for veterans with disabilities transitioning from homelessness to apartment life. Each kit of home and bath essentials is valued at over \$200. Since 2011, ServiceSource has provided more than 2,000 kits—free of charge—to veterans.

In addition, Veterans Assistance Grants funded with donor-restricted gifts to the ServiceSource Foundation also provide individual assistance grants to veterans.

Career Skills Training

The Computer Skills Training Program in New Castle, Delaware provides participants with hands-on instruction in business software and opportunities to practice the skills needed to excel in today's technology-focused workplace.



Anthony and Ann take a quick break from training to talk about the typing, data entry, filing, and research skills he has developed through Career Skills Training. This program develops a strong foundation for individuals to pursue careers as Data Specialists, Administrative Assistants, Medical Receptionists, and more.



David, a veteran of the U.S. Army, is interning with Warrior Bridge as he works towards his master's degree in social work at Fayetteville State University. David relies on his personal experience to help veterans overcome the challenges of transitioning back to civilian life.



To promote upward mobility in our food service operations, ServiceSource launched a Culinary Skills Training program—Jason is one of its first graduates. "I'm excited that I have new knowledge about what it takes to be a Cook. I'll be able to use these skills in different areas in the kitchen because now I know the basis of cooking." – Jason

Senior Services

ServiceSource helps older adults, including seniors with disabilities, participate in activities available in the 14 Senior Centers in Fairfax County, Virginia. ServiceSource provides recreation therapy and case management that support healthy aging. This program has become a change agent in helping Fairfax County Senior Centers to include people of all abilities.

Sign Language Interpreting and Deaf Services

ServiceSource Florida provides in-person interpreters throughout the Greater Tampa Bay as well as video-remote interpretation, both statewide and nationwide. ServiceSource provides interpreting services to more than 1,840 individuals annually.



Alba, Iqbal, and Rose “pump it up” at the Lewinsville Senior Center. Exercise and maintaining strength are important for overall physical fitness and enhancing one’s ability to age in place.



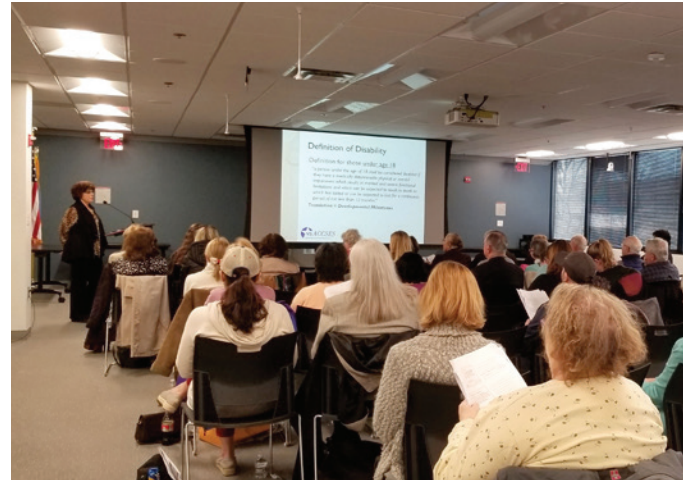
Autumn, Program Manager of Interpreting and Deaf Services, visits the Bayside TV Show on CW44 to highlight the services available to people who are deaf or hard of hearing throughout Florida.

Family Support Services

Family Support Services helps to empower participants, families, and their caregivers as they navigate resources through advocacy, education, and planning. Additionally, individuals and their families can work with ServiceSource to secure companionship for community outings and recreational supports.

Micro-Enterprise

FrameWORK for Success students run a micro-enterprise at ServiceSource in New Castle, Delaware. Students are responsible for carrying out day-to-day operations and working with five local businesses. The micro-enterprise provides students the opportunity to build necessary work skills.



In addition to providing supports to individual families, Family Support Services coordinates workshops and panels to equip the community with needed information to prepare for life's transitions.



As part of his work in the micro-enterprise, Bryce mixes essential oils for a local business. The essential oil kits that Bryce makes are then sold at local retail locations and online.

Community Engagement



The four pillars of Community Engagement embody ServiceSource's connection to the broader community. We foster strong, cohesive communities that embrace diversity and equip each person with the necessary resources.

1 ACQUISITION

Creating sustainable business solutions for both corporate and community partners that increase revenue, donations, impact, and collaboration.

2 AWARENESS

Increasing the visibility and integration of the people we serve through community events, communications, and media engagement.

3 ADVOCACY

Engaging elected officials and educating the public about improving opportunities for people with disabilities.

4 AMBASSADORSHIP

Empowering people with disabilities, family members, caregivers, donors, volunteers, and staff to build more inclusive communities.

Community Engagement Spotlights

- Mark Hall, Chief Strategy Officer, testified at a field hearing of the **House Oversight and Reform Subcommittee** to communicate the effects the 2019 Government Shutdown had on federal contract employees with disabilities. The testimonies given illustrated the lasting impact of financial losses and the emotional stress of the shutdown. ServiceSource employees also engaged in advocacy through visits with elected officials and sharing their stories via TV, radio, and online news interviews.
- ServiceSource hosted the second annual **AWARE Art Exhibition**, in Oakton, Virginia, which showcased the artwork of 20 talented people on the autism spectrum. AWARE empowers artists to express themselves through painting, photography, music, sculpture, and other mediums.
- Riverfront participants in Wilmington, Delaware raised over \$3,000 at the holiday cupcake fundraiser in partnership with **Bing's Bakery**. Participants were eager to partner with Bing's on this fundraiser as it is a favorite place to visit and features some of the best treats in town.

- ServiceSource was selected for a new secure mail services contract with the **Centers for Disease Control (CDC) National Center for Health Statistics**. On this contract, which began in January 2019, a person with a disability was promoted into a supervisory role. This demonstrates our commitment to promoting growth and establishing career pipelines for employees with disabilities.



Fort Bragg's Building 3-5103 Dining Facility, Sustainment Brigade, 82nd Airborne Division, won the Military Garrison category in the 51st Annual Philip A. Connelly Awards program, which recognizes excellence in Army food service. ServiceSource proudly maintains clean, sanitary dining facilities throughout the base.

Designing a Bright Future

Supporting our communities, leveraging opportunities, and recognizing achievements

Volunteer Programs

ServiceSource is committed to partnering with both individuals and corporate groups to positively impact the people and communities we serve. In FY 2019, volunteer projects generated over \$140,000 in program grants and net proceeds as well as 22,000+ volunteer hours (valued at more than \$440,000). Volunteers enhance programs and services through engaging in activities, completing renovation projects and facilitating customized learning opportunities.



Volunteers from Bank of America's Military Support and Assistance Group volunteered their time in maintaining the Veterans Tribute Garden in Clearwater, Florida.



The Home Depot has been instrumental in donating time and funds to enable the transformation of homes and programs for veterans with disabilities. At right, ServiceSource participants and staff volunteer in the community.



Expanding Programs to Better Support Community Need

- ServiceSource convened public and private partners in hosting the inaugural **Autism at Work Capital Region Group** in Virginia. Over 30 members attended.
- ServiceSource completed our 66th veteran's home renovation in Florida with grants totaling \$56k from **The Home Depot Foundation** as well as support from The Washkewicz Family Foundation and Momentum Roofing. No other nonprofit has done more renovations in partnership with The Home Depot nationwide. This latest renovation was for Vietnam War veteran York Dukes, a combat-wounded infantryman with a 100 percent VA disability rating. We are so grateful for the support and partnership of The Home Depot and their commitment to military veterans.
- ServiceSource was **awarded new contracts by the Virginia Department of Social Services (DSS)** to provide employment services for people receiving Temporary Assistance to Needy Families (TANF). People receiving TANF have a higher incidence of disability than the general population and experience difficulties obtaining and maintaining employment. ServiceSource provides a holistic approach to supporting individuals receiving TANF to help them achieve their employment goals.
- ServiceSource **expanded partnerships in North Carolina** with Hay Street United Methodist Church and Snyder Memorial Baptist Church's Operation Inasmuch, which added value to the Community Inclusion Program. We also partnered with Kindred Ministries and Friendship Community Gardens to promote new opportunities to Friendship House Friend Residents and other community members.



In FY 2019, ServiceSource Delaware transitioned to a newly renovated office in the New Castle Corporate Commons. The space now serves as the corporate location for ServiceSource Delaware's administrative offices, vocational training, and support programs for people with disabilities.

Leadership Transition

Approximately two years ago, Janet Samuelson informed the ServiceSource Board of Directors of her intention to retire from ServiceSource in January of 2020. The advance notice allowed our Board to conduct a very deliberate and comprehensive Succession Planning Process.

Members of our Operating Board and Foundation Board of Trustees formed a Succession Planning Committee to examine our governance principles, our corporate and Board Committee structures, our environmental challenges and opportunities and our organizational culture in order to effectively determine our future leadership needs.

Following an extensive process, our Board of Directors voted unanimously to appoint current Chief Operating Officer Bruce Patterson as incoming Chief Executive Officer and current Chief Strategy Officer Mark Hall as President.

With this continued leadership, ServiceSource will continue to provide the exceptional services you have come to expect and remain a leader in the disability and human services fields.

Janet will continue her support of ServiceSource by transitioning to a Trustee of the ServiceSource Foundation.

“Bruce and Mark have already been an essential part of developing our vision, mission, and values as well as the culture of ServiceSource. They are fully committed to our collective vision of creating inclusive communities and providing quality, valued opportunities for the people we serve.”

— James Carroll, Chairman, ServiceSource Board of Directors



Following a comprehensive succession planning process, the Board of Directors unanimously voted to appoint current Chief Operating Officer, Bruce Patterson (far left, with Bryan Gauthier, Community Partner, and Albert Wu, Board Member), to become the CEO and current Chief Strategy Officer, Mark Hall (far right, with Paul Thieberger, Board Member, and Ron Lambert, Virginia Participant of the Year), to become President of ServiceSource, effective January 6, 2020.



ServiceSource Foundation



Providing gap funding for critical programs and startup funding for new initiatives

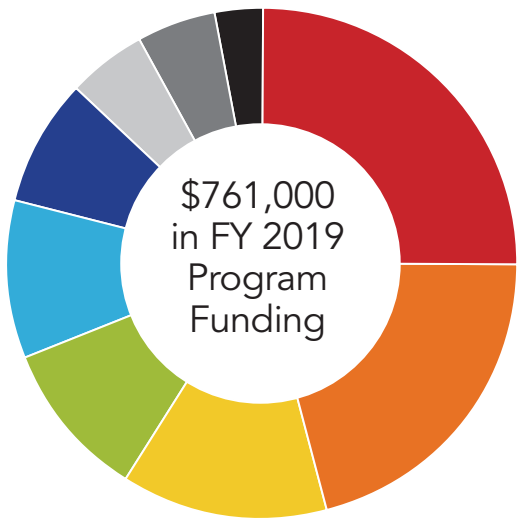
Since its inception in 2004, the ServiceSource Foundation has raised nearly \$13 million to directly fund the people and programs of ServiceSource. With donor support, the ServiceSource Foundation has funded 19 ServiceSource Programs.

Donor support is critical to provide much needed and innovative programs that are often identified through ServiceSource’s annual Strategic Planning Process, where we meet with individuals, families and other stakeholders to identify needs.

In Fiscal Year 2019, the ServiceSource Foundation received donor support from all regions in which we operate. As a result, we funded programs in all ServiceSource regional offices.



FY 2019 Program Funding Allocations



Family Support Services	25%
Habilitation & Therapy Programs (VA)	21%
Volunteer Services Program	13%
Pathways to Careers (VA)	10%
Warrior Bridge Services (NC)	10%
Sign Language Interpreter Services (FL)	8%
Autism Spectrum Services (VA)	5%
FinanceAbility (DE)	5%
Community Inclusion Program (NC)	3%

Your Gift. Our Stories.

Meet Ayush

Ayush has been a participant in our Long Term and Community Integration Services Program since 2004. Thanks to restricted donations to the Foundation, ServiceSource was able to purchase three adaptive race wheelchairs. As a result, Ayush and other ServiceSource participants have the opportunity to take part in their first half marathon. These chairs represent our continued work towards building inclusive communities where people with disabilities have the supports needed to thrive.

Ayush also participates in Pathways to Careers, a customized employment program that is partially funded by the Foundation. Through Pathways to Careers, staff worked with Ayush to identify his vocational interests, skills, and best environment for employment in order to match him with community business partners for potential job placement. As a participant in our LTCIS program, Ayush also enjoys the many expressive therapies funded by the Foundation, including music, arts, and dance.



Ayush with his race partners, Meg and Julie, smiles in front of a chair donated by Michelle Lee, Foundation Vice Chairwoman, in partnership with STGI. Bruce Wardinski, Foundation Chairperson, in partnership with Playa Hotels & Resorts, also donated funds for a chair.



Ayush prepares hot and delicious popcorn at a movie theater as he explores his options with Pathways to Careers.



The ServiceSource Corporate Partners Program recognizes corporations that share and support our vision to create more inclusive communities for people with disabilities and their families by committing financial support each year. We are grateful for the support of the following corporate partners in FY 2019:

Corporate Partners

Annual contribution of \$50,000 or more

Raymond James Financial
STG International, Inc.
The Home Depot Foundation

Corporate Sponsors

Annual contribution of \$25,000 – \$49,999

Choice Hotels International, Inc.
Cushman & Wakefield
Marriott International, Inc.
Playa Hotels & Resorts

Regional Partners

Annual contribution of \$10,000 – \$24,999

AMETEK Foundation
Bank of America Foundation
Capital One
Chesapeake Lodging Trust
Crestline Hotels & Resorts, Inc.
DiamondRock Hospitality Company
Digital Office Products
HEI Hotels and Resorts
Hogan Lovells US LLP
Lowes
M.C. Dean
Northrop Grumman Corporation
PepsiCo, Inc.
Performance Food Group
Safeway Foundation
Santander Bank
The Duke Energy Foundation
USI Insurance Services LLC
Wells Fargo

Ways to Give

Double your impact by donating to the Community Assistance Endowment. All gifts up to \$2.5 million will be matched \$1 for \$1 in order to create a \$5 million Endowment that will support the unique needs of individuals who have no other resources available to them. Options to make memorial or honorary gifts are available. To learn more, contact the ServiceSource Foundation at 703-461-6000.

You may also make an unrestricted gift to the Foundation so that it can be used where it is needed most. Donors may also restrict their gifts to a specific program or regional office. All donations are tax deductible to the extent permitted by law. Tax ID number 20-1438270.

One-time and recurring gifts can be made to the ServiceSource Foundation online at:

www.servicesource.org/giving or mailing a check to:

ServiceSource Foundation

Attn: Donor Relations
10467 White Granite Drive
Oakton, VA 22124



Phone: 800-244-0817

E-mail: info@servicesource.org

For regional office locations and more information, visit us online:

www.servicesource.org

