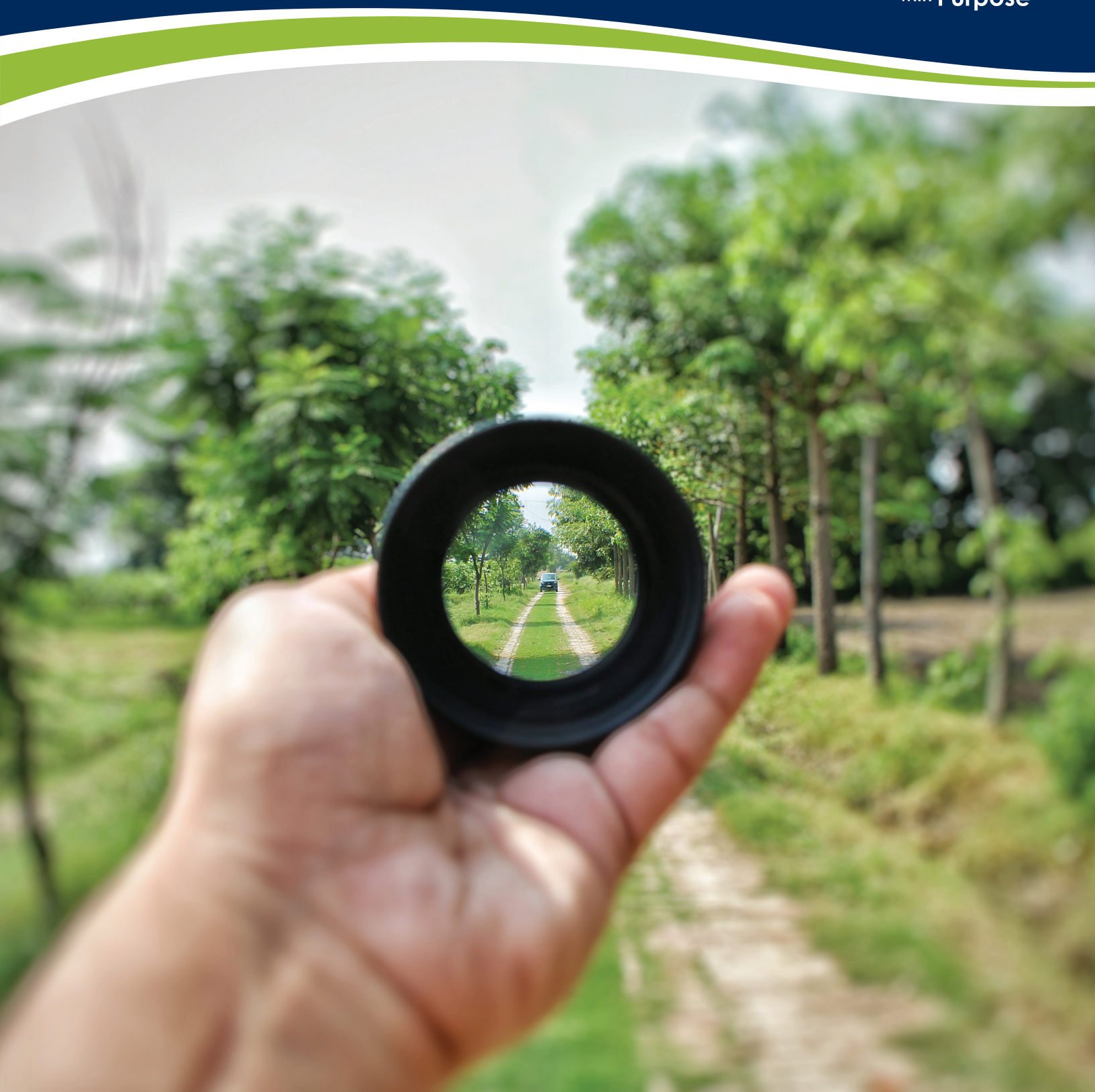


Driving Innovation through Purpose

2018 Annual Report



SOURCE OF FUNDS	AUDITED 2018	
DARS	488,267	4.7%
CSB	4,562,857	43.7%
VA/Medicaid	2,018,147	19.3%
Contributions	77,068	0.7%
Production Services	3,280,417	31.4%
Other	22,078	0.2%
TOTAL	10,448,834	100%

USE OF FUNDS

Center Services	3,472,996	33.2%
Community Employment Services	1,171,215	11.2%
Production Services	2,979,390	28.5%
Management and General	2,628,445	25.2%
Fundraising	127,651	1.2%
TOTAL	10,379,697	100%

REVENUE	AUDITED 2018	
Program Services	7,069,271	67.7%
Production Services	3,280,417	31.4%
Contributions	77,068	0.7%
Other	22,078	0.2%
TOTAL	10,448,834	100%

EXPENSES

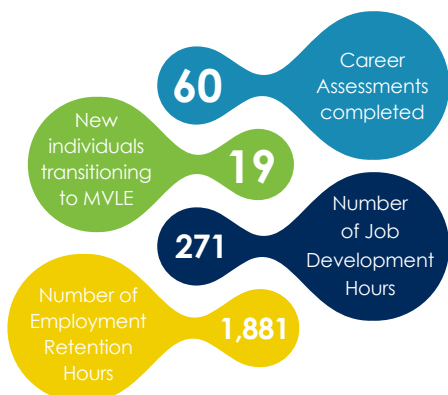
Personnel	6,720,744	64.7%
Occupancy	1,245,885	12.0%
Equipment/Supplies	2,065,424	19.9%
Other	347,644	3.3%
TOTAL	10,379,697	100%

These audited financials cover the short year of July 1, 2017 – March 31, 2018. MVLE officially combined with FedCap on April 1, 2018 and will change its fiscal year end to September 30th. Thus, the stub period of April 1, 2018 through September 30, 2018 will be included with the audited financial statements of FedCap Rehabilitation Services, Inc. for the fiscal year ended September 30, 2018.

EMPLOYMENT SERVICES



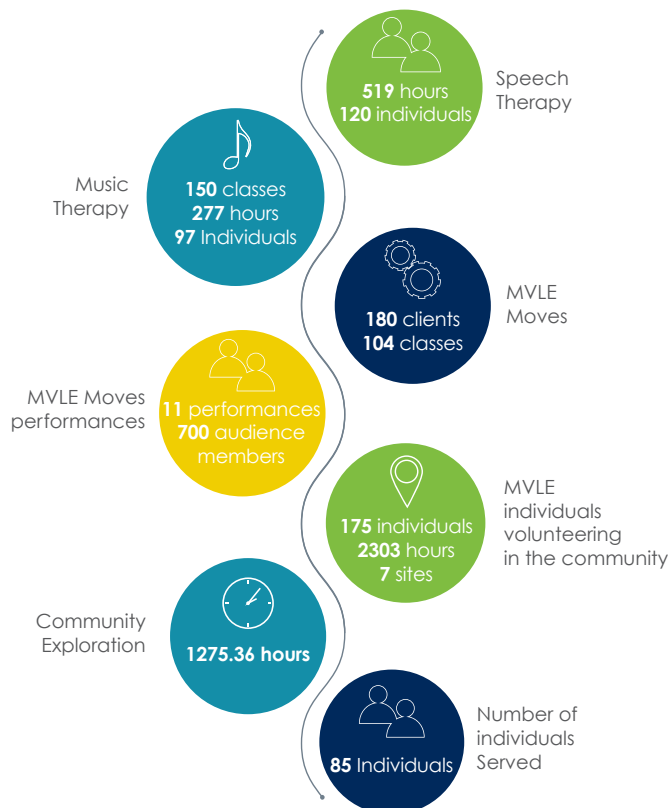
WORKFORCE DEVELOPMENT



CLIENT DEMOGRAPHICS



SUPPORT SERVICES



COMMUNITY VOLUNTEERS





**April Pinch-Keeler,
President & CEO**



**Michael Smith,
Chairperson,
Board of Directors**

Individuals with disabilities received their first U.S. federal civil rights protection with the passage of the American Rehabilitation Act of 1973. The country's perspective was changing. It was time for a new lens.

Seventeen years later, the American with Disabilities Act became law, giving more civil protection for individuals with disabilities. Yet, there was still more we needed to accomplish. More focus on workforce development. More opportunities for community inclusion. Again, time for a new lens.

At each stage in history, a new lens can lead to greater advancements. Obstacles challenge us to shift our perspective to better understand how we can drive innovation. Since 1971, MVLE's innovative and comprehensive strategy has successfully leveraged business and community partnerships to create employment and therapeutic support services for individuals with disabilities.

As our industry evolves, it requires MVLE to continuously view things through new lenses. Part of that is growth through strategic partnerships like our combination with Fedcap Rehabilitation Services, and developing innovative programming like our Performing Arts expansion. In this report we highlight the ways that MVLE is driving innovation through purpose, through our partnerships, programs and our people! Though we adjust our perspective, our mission remains focused on guiding our individuals on their journey to independence. Together with your support, we are driving forward and continuously working with purpose.

April Pinch-Keeler, President & CEO

Michael Smith, Chairperson,
Board of Directors

EMPLOYMENT

Our industry is changing the way we define employment for individuals with disabilities. MVLE's Pathways to Employment program works to provide greater choice and opportunity as our individuals progress towards their professional goals. In 2018, MVLE piloted an Employment Curriculum Program serving 14 individuals. The program was designed for individuals that are working towards more independent employment placements. Classes provide instruction on academic and life-skills areas, as well as key job readiness skills.

MVLE's Customized Employment program is a flexible process designed to personalize the employment relationship between a job candidate and an employer in a way that meets the needs of both. It is based on an individualized match between the strengths, conditions, and interests of a job candidate and the identified business needs of an employer. Customized Employment utilizes an individualized approach to employment planning and job development — one person at a time . . . one employer at a time. Closely aligned to MVLE's mission of Creating futures one person at a time!

"I liked all classes and talking about them. It has helped me get closer to obtaining a job."
— Patricia, program participant



DRIVING INNOVATION THROUGH...



PERFORMING ARTS

The MVLE Moves program, established in 2015, provides weekly movement classes for approximately 200 MVLE individuals with disabilities and their support staff. Success of our movement classes encouraged us in 2016 to launch an additional creative outlet, a performance ensemble comprised of MVLE clients and professional actors. The 2018 show, 'All About Dogs' is the latest chapter in the groups' work together supporting the physical and emotional health of individuals living with disabilities. The MVLE Moves cast of 30 individuals performed eleven shows for over 700 audience members across Northern Virginia. Partnerships with local organizations continued to expand this year, including new partnerships with students at Fairfax County's Key Center School.

This innovative program addresses two critically important objectives: improving the lives of our performers and building inclusive communities.

PROGRAM HIGHLIGHTS:

- BodyWise Dance was recognized as Community Partner of the Year by vaACCSES (Virginia Association of Community Rehabilitation Programs) for the MVLE Moves program.
- Finalist for the Northern Virginia Chamber of Commerce's 2018 Innovation Awards, in the Community Impact category.
- Awarded a grant from the National Endowment for the Arts through their ArtWorks: Research program to study the impact of the MVLE Moves program and performance project.

FARM TO TABLE... DINING WITH PURPOSE

On May 6, friends and neighbors gathered together for MVLE's inaugural Farm to Table Dinner! Over 80 guests enjoyed a four-course tasting menu prepared by local celebrity chefs including Chef Michael Ritt of Greenspring Village; Chef Kat Famoso of Kapnos Kouzina; Chef Jon Croft of Trummer's on Main; and Chef Dennis Stanley of Chantel's Bakery. Each course was paired with wine, provided by A Fine Wine Management Company.

The purpose of the evening was not only to gather as a community and yes, enjoy a wonderful meal, but to also start a deeper conversation about MVLE's mission. April Pinch-Keeler, MVLE President & CEO, shared that individuals with disabilities face an unemployment rate over 85%. "MVLE is working everyday to innovate new approaches to change that statistic! Our goal has always been to support individuals living with disabilities to thrive in their communities in the most independent and integrated way they can achieve. To support this goal, we are launching a Culinary Arts Training Program," shared Pinch-Keeler.

MVLE's innovative Culinary Arts program will focus on employment and training to develop career-specific and soft skills necessary for entry to and sustained participation in the culinary arts and hospitality industries. MVLE plans to launch a pilot program that will include classroom instruction and training, and incorporate an internship to provide participants a real-time, hands-on learning experience to both practice their skills and acclimate to an integrated work environment. Jeremy (pictured below), an individual supported by MVLE, volunteered at the Farm to Table dinner. At the end of the night, Jeremy asked..."Can I be a chef?"





The Greater Springfield Chamber of Commerce honored April Pinch-Keeler with the 2017 Business Person of the Year Award.

PARTNERSHIPS

This spring, MVLE announced our official combination with Fedcap Rehabilitation Services, Inc. The combination, which was formalized on April 1, 2018, promises to extend the demographic, and programmatic reach of both organizations. Fedcap and its family of agencies—including Wildcat Services Corp, ReServe, Boston-based Community Work Services, Easterseals New York and Rhode Island, Single Stop USA and New Hampshire based Granite Pathways and Seacoast Pathways—serves nearly 200,000 people annually across a growing national footprint. Both agencies were founded on the principle of helping people advance economic self-sufficiency by eliminating barriers and providing precise interventions, and tapping into existing community and personal resources—the cornerstones of achieving equity.

“Our combination with an elite agency such as MVLE, provides a tremendous opportunity to expand our collective impact,” said Christine McMahon, CEO of Fedcap. “MVLE has a deep-seated history of advocacy, and a history of making significant strides in advancing access and equity for people with barriers to social and economic well-being. We are proud that MVLE is part of our family of agencies and we believe that together we are stronger and more capable of changing the world—one individual, one system at a time!”

PURPOSE PROFILES



JENNIFER

Congratulations to Jennifer who was hired for a full-time position at Greenspring Village! Jennifer has worked at Greenspring Village for the past ten years through MVLE's supported employment program. Working in the Dining Services department provided Jennifer with a variety of experience.

Jennifer is excited about her new position and ready to learn new skills. She likes being around people and enjoys working alongside her colleagues. This year, Jennifer also competed in the USA Special Olympics Games. She took home 2 medals in the swimming competition and has qualified to swim at the World Games in 2019.



EDWIN

Edwin was referred to MVLE through the Social Security Administration, Ticket to Work Program. Prior to being referred to MVLE, Edwin was recovering from a serious automobile accident that required intensive rehabilitation and resulted in his unemployment for an extended period of time.

Through MVLE, Edwin has received job interviewing skills, resume preparation, job placement, and job coaching services. Edwin was placed in a construction job, as a construction apprentice at Cindell Construction Company in Washington, DC. Edwin's long-term career goal is to become a certified carpenter journeyman, and eventually start his own construction company. Edwin indicated that he plans to enroll in certification classes. MVLE has provided onsite support to assist Edwin with identifying the appropriate job for him that matches his career goals. Edwin has also received emotional support to help him remain on task and follow through with his appointments, which has led to an outstanding job placement.

MVLE BOARD OF DIRECTORS

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Rear Admiral, USN (Retired)

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Independent Consultant

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Catherine M. Pennington, CPA, LLC

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School of Business, Adjunct Professor

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Law Offices of
John D. Pellegrin, PC

Andre Prince

Morgan Franklin Consulting

Tammy Shapiro

Talk of the Town

Kevin Stoy

Honors College,
George Mason University

Tamara Vineyard

Dixon Hughes Goodman LLP

Brittany Wismer

Title Connect Alliance

April Pinch-Keeler

MVLE President & CEO

OUR MISSION

To create futures one person at a time for people with disabilities
through employment and support services.

OUR VISION

Utilizing best business practices, MVLE will encourage personal and
professional growth for people living with disabilities.

OUR VALUES

Respect, Opportunity, Success, Diversity and Integrity.

MVLE is an equal opportunity employer. MVLE is a 501(c)3 not-for-profit organization.

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 **MVLE, Inc**

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