Galatians 5:22-23
"The fruit of the Spirit is love, joy, peace, patience, kindness, generosity, faithfulness, gentleness, self-control."

A Place for Belonging
2015-2016 ANNUAL REPORT
Let us pray.

Lord Jesus, as you walked on our earth you were divine in your compassion and mercy. Your hands were healing hands. You made the lame whole and fed the hungry. You brought comfort and peace to those with disabilities.

Dear Lord, we ask you to bless all who live in these homes and to bless all those who work and support this place. May these Villas be under the special care of the Blessed Virgin Mary and her Spouse and the guardian angels.

Amen.

Authorized by Bishop Thomas J. Grady - Bishop of the Diocese of Orlando, deceased.

O U R  M I S S I O N

Bishop Grady Villas supports persons with disabilities to use their God-given gifts to achieve greater independence, physical and emotional well-being, and to reach their full potential through Christ-centered, personalized and holistic residencies. Through individual and group activities, these residents grow in spiritual, vocational, and emotional life.

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You brought comfort and peace to those who live and support this place.

Let us pray:

Lord Jesus, as you walked on our earth

Bless the hands that work the bread of life

Let us pray:

Prayer

Bishop Grady Villas
I was blessed to celebrate 10 years at Bishop Grady Villas this year. It is hard to believe how many ways our mission has grown and touched even more lives of individuals with disabilities than even our founder, Sr. Elizabeth Marie Stoup originally envisioned. Originally, Bishop Grady Villas’ mission was to serve 42 individuals with intellectual disabilities at our beautiful assisted living community in Saint Cloud. Last year, Bishop Grady Villas provided services to more than 155 individuals with disabilities in Central Florida, including 51 individuals who lived at our assisted living community and 105 individuals who live in their own apartments or family homes throughout Orange, Osceola, Polk and Seminole counties through our Vocational Training and Employment Services programs.

In response to the demand for our services, our Board of Directors has established new goals to expand our services so that we can serve even more individuals with disabilities in the future. In order to accomplish these goals, we need the support of partners like you. One example of such a partnership was through Annunciation Catholic Church’s Annual Lenten Appeal. The funds raised during this appeal provided an opportunity for Bishop Grady Villas to hire a new employment specialist. This position was sustained through contracts with the Florida Division of Vocational Rehabilitation and the Florida Agency for Persons with Disabilities.

Although the demand for our services continues to increase, we are challenged by a reimbursement system in Florida that is not keeping up with the cost to provide quality services to individuals with disabilities. The rate structure for our services have undergone multiple cuts resulting in 2015 rates averaging 14% lower than rates were in 2003. During this same period, the rate of inflation has been 28% and Florida’s minimum wage has increased by 56%. As a result, we cannot expand and sustain our services without the generosity of the Central Florida community.

I hope you will enjoy and be inspired by the stories of the individuals we serve. Those of us who have the opportunity to serve these amazing individuals are touched by the beauty of their friendship, strength of their faith and humbled by their spirit of welcome and love. Please continue to pray for them as they continue to grow in the love of God.

Sincerely,

Kevin C. Johnson
Executive Director

Rehabilitation and Florida Agency for Persons with Disabilities.

Dear Friends of Bishop Grady Villas,

I was blessed to celebrate 10 years at Bishop Grady Villas, a beautiful assisted living community in Saint Cloud. Last year, Bishop Grady Villas provided services to over 155 individuals with disabilities, including 51 individuals who lived at our assisted living community and 105 individuals who live in their own apartments or family homes throughout Orange, Osceola, Polk and Seminole counties through our Vocational Training and Employment Services programs.

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Sincerely,

Kevin C. Johnson
Executive Director
Our Residential Programs provide supportive housing for individuals with developmental and intellectual disabilities. This includes residential housing for people with intellectual disabilities, as well as supportive services.

Our Residential Programs provide supportive housing options at our Assisted Living Community in St. Cloud, Florida. Many of our residents participate in our Life Skills Development program, which provides opportunities for personal and spiritual growth and independence.

Our direct support professionals develop individualized plans to assist each resident in reaching his or her potential.

Program Highlights

Recreation, social organizations, and religious services. Volunteer opportunities and socialization included.

70 goals reached • 112 new goals set

Individually planned implementation to help them achieve independence.

51 individuals reside at our Assisted Living Community where individuals receive individualized implementation planning to help them achieve independence.

Budgeting • Hygiene • Laundry • Exercise • Using Technology to Track Exercise • Reading Nutrition Labels • Safety Skills • Foreign Languages

Emailing • Housekeeping • Journaling • Volunteering • Faith Building • Cooking • Preparing Coffee • Food Safety • Healthy Eating • Cleaning
Our Vocational Training Program provides on-going educational activities for individuals with intellectual and developmental disabilities. These activities are intended to support individuals to have meaningful, valued roles in the community. Areas of training include self-advocacy, social skills, and vocational development.

These programs are open to both residents of Bishop Grady Villas and those who reside throughout Central Florida. These programs are designed to support individuals to have meaningful, valued roles in the community. Areas of training include self-advocacy, social skills, and vocational development.

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Our Employment Services assist jobseekers who reside throughout Osceola, Orange, Polk and Seminole counties in gaining employment. Our services begin with a comprehensive person-centered process called "Discovery." We get to know the jobseeker through conversations, speaking with him or her family, and others who know the person best. We then assist individuals in developing a variety of career paths and use this information to develop an individualized employment plan. Once an individual is given an offer of employment, we act as a consultant for the employer and provide supplemental on-the-job training as needed. Finally, after the new employee is stabilized in his or her job, our employment specialist continues to provide ongoing support to ensure that the employee continues to thrive. This may include periods of increased support during times of transition, or responsibilities of the job.

Employment Services

EMPLOYERS WE PARTNERED WITH IN THE LAST YEAR

Hilton
University
For Human Resources
Chey’s
Majestic
Marshalls
Chase
Burger King
Publix
Sam’s Club
TJ Maxx

Our Programs

Employment Services
PROGRAM HIGHLIGHTS

79 Individuals served
12 individuals were placed in competitive employment
4 individuals participated in a paid on-the-job training opportunity

$7,689 – Average combined weekly earnings of individuals served
$399,874 – Average combined annual earnings of individuals served
$199,937 – Potential reduction in dependence on Social Security benefits
Laura first moved to Bishop Grady Villas to learn about her new community, make new friends, and become as independent as possible. Soon she was ready to explore employment opportunities. Laura was worried about people in the community being mean to her, how she would get to work, and had anxiety about navigating her workplace safely.

Through participation in Bishop Grady Villas Vocational Training Program and volunteer experiences, Laura began to build confidence. Laura began working in the Administration Building at Bishop Grady Villas as a housekeeper. Laura learned how to be professional in an office setting, how to build positive relationships with supervisors and how to navigate relationships with coworkers. Soon Laura was ready to explore community employment opportunities.

Through participation in Bishop Grady Villas Vocational Training Program and volunteer experiences, Laura began to learn about navigating her workplace safely. She was ready to explore community employment opportunities. Soon she was ready to explore community employment.

Laura says at her new job she has used all of the skills she learned while working at Bishop Grady Villas. She explains that these past opportunities prepared her for making the jump to community employment. Although she is still adjusting, she loves her new job. She has a great time with her coworkers, who always check on her and truly care about her. She is grateful and feels she is still growing and learning.

Laura explains that these opportunities have brought her to where she is today: an independent working woman.

Residents Spotlight

Laura
Steven and Owen are brothers who have recently joined our Vocational Training Program. Their mother was concerned that after high school their lives consisted of playing video games and listening to music and they would not choose to participate in family or community activities on a regular basis. Mrs. Foster turned to Bishop Grady Villas to provide weekday activities to re-engage her sons. Mrs. Foster says that Owen is now so much more outgoing. Instead of sitting in his room alone all day, he is happier and more social. He now enjoys spending time with his family and really spends time alone. He is willing to try new things, sometimes he is afraid of doing something new and more social. He now enjoys sharing time with his friends and even shares his game with them. However, since joining Bishop Grady Villas he realized that “I want to learn and see their friends.” Owen and Steven took a day off of Vocational Training Program and played video games and listening to music and they would play video games and listening to music. Mrs. Foster explained that when the brothers are given the opportunity to do things they enjoy, they bond and become more outgoing.

Mrs. Foster says that since joining our Vocational Training Program both brothers have learned to focus longer and increased their attention span and social skills. Mrs. Foster says that since joining our Vocational Training Program both brothers have learned to focus longer and increased their attention span and social skills. Mrs. Foster says that since joining our Vocational Training Program both brothers have learned to focus longer and increased their attention span and social skills. Mrs. Foster says that since joining our Vocational Training Program both brothers have learned to focus longer and increased their attention span and social skills. Mrs. Foster says that since joining our Vocational Training Program both brothers have learned to focus longer and increased their attention span and social skills.
We wish to acknowledge and thank the following individuals and organizations whose investments are making a difference in the lives of the individuals we serve.

Eugene Boylston
Mr. & Mrs. Richard Gnaedinger
Lois Mills
Mark Nothnagle
Gloria E. Rinaldi
Jeanne Rodriguez
Anonymous
Robert Wright and Leda Haddock
Anonymous
Basilica of the National Shrine of Mary, Queen of the Universe
Benefactors' Circle
$5,000 a year for five years

Chairman's Circle
$10,000 a year for five years

Annual Giving Society
To our mission, commitment of financial support
have made a sustaining multi-year
These individuals or organizations
Legacy Gifts
have made a planned gift to Bishop Grady Villas.

Jeanne Rodriguez
Lois Mills
Chloria E. Rhinelander
Mr. & Mrs. Richard Gnaedinger
Eugene Boylston
Mark Nothnagle

We wish to acknowledge and thank the following individuals and organizations whose investments are making a difference in the lives of the individuals we serve.
Guardian’s Circle
$1,000 a year for five years

AGED, Inc.
Don and Mary Alford
Anonymous
Anonymous
Anonymous
Carol Brinati and Randy Means
Chris and Maureen Brockman
Matt and Shannon Brown
Ronald Brown
Judd Cheatwood
Kristi and Steve Davis
Bill and Susan Evans
Mr. and Mrs. Donald LeFils
Linda Manning
Mary and Donald LeFils
John and Barbara Lee
Eugene and Lila Klausman
Denise Kisy-Wilkins
Kevin and Amanda Johnson
Mr. and Mrs. Paul Holmes
David Gray
Manuel and Arelis Gonzalez
Cesar Glynn and Angela Halleluy
Mr. and Mrs. Tim McCarthy
Charles and Conni Puckett
Jeanne Moran
Reverend Thomas Wanstally
Very Reverend Richard Walsh
David Sokolowski
Mr. and Mrs. Donald Smyth Jr.
Kelly McCarthy
Mr. and Mrs. Donald Smyth Jr.
Anonymous
Anonymous
Anonymous
Anonymous
Don and Mary Ahlert
ACED, Inc.

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ACED, Inc.
When you support Bishop Grady Villas you become part of a community of individuals committed to improving the lives of individuals with disabilities. As you can see in this report, our services touch the lives of many more who reside throughout Central Florida, being thankful for the great work that we do.

Events

**Annual Giving**

The Harvest Ball is our premiere gala fundraising event, held each October. Funds raised at the Harvest Ball benefit the Bishop Grady Villas Scholarship Fund, which supports students who are waiting for services provided through the Florida Agency for Persons with Disabilities.

**Funds Raised at the Harvest Ball**

The Harvest Ball is a wonderful opportunity for the individuals we serve, their families, donors, and community members to gather in a spirit of thanksgiving through the Florida Agency for Persons with Disabilities.

Supporting our life-affirming work.

As you can see in this report, our services touch the lives of individuals with disabilities.

When you support Bishop Grady Villas...

When you support Bishop Grady Villas...
We thank you for your generous sustaining support and encourage you to continue to support our mission in the manner that is most convenient for you.

Achieving Their Dreams
Friday, April 8, 2016

Achieving Their Dreams is our annual free one-hour fundraising breakfast held every year to raise funds and awareness for our mission.

Funds raised at Achieving Their Dreams are designated to our programs that are in most need of funding.

The program for Achieving Their Dreams provides attendees with an overview of our mission and includes testimonials by individuals we serve, their families, and volunteers who have been touched by the lives of those we serve.

For those of you who also want to participate by serving as a Table Captain for those of you who also want to participate by serving as a Table Captain for those of you who also want to participate by serving as a Table Captain, we will offer Table Captain orientations to make your job as easy as possible.

Whether you wish to invite some of the same friends who have already supported our mission or meet new friends who are interested in learning more about our mission, volunteers act as Table Captains and recruit 9 other guests to join you at your table.

The leadership of our organization and individuals we serve recognize the importance of our mission and thank you for your support.

Friday, April 8, 2016
Direct Donations

Make a donation by phone, (407) 892-6078, extension 202, or online at www.bishopgradyvillas.org.

If you would like to make a memorial or tribute gift, please indicate this at the time of donation so we can communicate to your intended recipient. If you would like to make a planned gift to Bishop Grady Villas through a bequest in your will, charitable gift annuity, or life insurance designation, we can assist you by providing you with standardized bequest language. These gifts can provide lasting support for our mission and may also provide you and your loved ones with significant tax and/or income benefits as well.

Place for Belonging Tours – Saint Cloud

We encourage you to visit our assisted living community in Saint Cloud. We are only 30 minutes from downtown Orlando. During this hour long-lunch tour you will have the opportunity to meet our residents and see our facilities. One of our residents and a member of our management team will be your host. You will have the opportunity to ask our residents questions and learn about new initiatives we are implementing across Central Florida. In addition to scheduled tours, we can communicate directly to our residents, and you will have the opportunity to ask our residents questions and learn about new initiatives we are implementing across Central Florida.

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Other ways you can help us

Volunteer in our Vocational Training or Residential Programs.

Conduct a work party with your co-workers or members of your service club.

Become a corporate partner with our expanding employment programs. You can provide on-the-job training or employment opportunities to individuals with disabilities throughout Central Florida.

Become a table captain at our annual spring Achieving Their Dreams donor breakfast and recruit 9 friends to hear about lives that have been transformed by our services.

Join our Harvest Ball Committee and lend your time, talent and treasure to our largest special event.

Attend one of our Places for Belonging tours and bring some friends with you! Learn how we are helping adults with intellectual and developmental disabilities become more independent and active members of their community.

Leave your legacy by making a naming a gift in your will to Bishop Grady Villas.

To learn more about charitable or volunteer opportunities, contact David Sokolowski at (407) 892-6078 or by email at dsokolowski@bishopgradyvillas.org or visit our website at www.bishopgradyvillas.org.
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A place for belonging

Thank You!

Your charitable gifts, support and prayers are an investment in the lives of individuals with disabilities in Central Florida.
Fr. Richard Walsh is the pastor of St. Margaret Mary Catholic Church in Winter Park, and Vicar General for the Diocese of Orlando. Fr. Walsh and the St. Cloud Police have developed strong personal relationships that have been shown by the friendships and personal help given to the Bishop Grady Villas community throughout the years. Fr. Walsh has been supportive of the Bishop Grady Villas mission. Officers have shared their time, energy, and compassion through volunteer projects, helping our residents, Kevin to participate in meet and greets at Bishop Grady Villas, and assisting residents with volunteer projects. The St. Cloud Police Department has long been supportive of our residents and officers. The St. Cloud Police Department has been advocates for both adults and children with disabilities throughout St. Cloud.

We are very pleased to honor Fr. Walsh as this year’s
Bishop Grady Villas Lifetime Legacy Award Recipient.

very Reverend Richard M. Walsh
2015 Bishop Grady Villas Lifetime Legacy Award
Our Board of Directors

Executive Director: Kevin C. Johnson

Board Members:
- Sr. Joan Varnum, Catholic Church
- Fr. Miguel Gonzalez, Catholic Church
- Jeanine Ducheneau, Catholic Church
- John Del Vecchio, Catholic Church
- John Hahn, Catholic Church
- Jennifer Hanley, Catholic Church
- Jon Trout, Catholic Church
- Dennis Johnson, Jr., Catholic Church
- Bob Hahn, Hahn and Hahn Team
- Eileen Bomy, St. Thomas Aquinas Catholic Church
- Maureen Kane, St. Elizabeth High School
- Paul Volkerson, SeaWorld Parks & Resorts Orlando
- John Kancilia, GrayRobinson, P.A.
- Gregory LiCalzi, Gates Capital Corporation
- Brian Moran, Moran Kidd Lyons Johnson, PA
- Casey Schroeder, Catholic Foundation of Central Florida
- John Insolino, John Hahn
- Charles Coast, Cross Capital Corporation
- John Kancl, CrossRobinson, P.A.
- Diane Johnson, Jr.
- Dr. John E. Noonan, Catholic Church

Honorary:
- Caroline Brown, Diocese of Orlando
- John F. Hahn, Catholic Church

Ex-Officio:
- Eileen Bomy, St. Thomas Aquinas Catholic Church
- Jeanine Ducheneau, Catholic Church
- John Del Vecchio, Catholic Church

Executive Committee:
- Kevin C. Johnson, Executive Director
- John Kancilia, GrayRobinson, P.A.
- John Hahn, Catholic Church