



# The Giving Common

An Initiative of the Boston Foundation

[www.thegivingcommon.org](http://www.thegivingcommon.org)

## Partners for Youth with Disabilities



Partners for  
Youth with Disabilities

**Current**

### General Information

95 Berkeley Street, Suite 109

Boston, MA 02116

(617) 5564075 13

**Website**

<http://www.pyd.org>

**Organization Contact**

Susan Nicastro [snicastro@pyd.org](mailto:snicastro@pyd.org)

**Year of Incorporation**

1985

# Statements & Search Criteria

## **Mission Statement**

Partners for Youth with Disabilities (PYD) empowers youth with disabilities to reach their full potential by providing transformative mentoring programs, youth development opportunities, and inclusion expertise. We motivate youth to reach their personal, educational, and career goals and guide organizations in becoming more inclusive.

## **Background Statement**

Since 1985, PYD's founding program, Mentor Match, has matched youth with disabilities, a traditionally underserved population as it relates to mentoring services, with adults in high quality one-to-one mentoring relationships. PYD has found creative ways to provide group mentoring opportunities through additional programs that address independence and the development of social, life and career skills for Massachusetts youth and young adults aged 6 to 24. PYD has been recognized locally, regionally and nationally for our work and leadership in the youth with disabilities community. PYD programs are grounded in the philosophy of empowerment. Programs are designed to provide opportunities for youth to gain control of their lives and to acquire the information, resources, and skills for lifelong growth and full participation in their communities. PYD delivers high quality one-to-one and group mentoring programs to approximately 250-275 youth per year. Programs include Mentor Match, Making Healthy Connections, Access to Theatre and the Young Entrepreneurs Project. In addition, PYD's National Center for Mentoring Youth with Disabilities consults with youth serving organizations to customize accommodations and help them promote inclusion.

For over 26 years, PYD has been a pioneer in the effort to bring mentoring to youth with disabilities. As the first organization in the country to address the lack of mentoring programs for youth with disabilities, PYD broke new ground in both disability and mentoring communities. PYD is an innovator in providing entrepreneurial education, theatre programming, healthcare oriented groups, fitness and recreational programs--all with a mentoring component--to youth with disabilities.

An experienced and active Board of Directors governs PYD. The board is comprised of individuals with distinguished public service and corporate management experience. The PYD staff consists of 11 full and 1 part-time members, along with one AmeriCorps VISTA volunteer and one Ambassador of Mentoring, who collectively bring a wealth of knowledge and experience to the organization. The majority of PYD's executive staff members possesses a graduate degree and has extensive experience with the disability field. In addition to staff, PYD utilizes the services of around 200 volunteers a year, most of whom serve as mentors and role models to youth participants.

## **Impact Statement**

Fiscal Year 2013 Achievements:

Mentor Match: Mentor Match served 120 youth in new or existing matches. Matches set one or more goals based on the program's five desired impact areas: independent living, motivation and self-esteem, community involvement, healthy relationships, and educational/vocational advancement. Overall, during FY13, eighty-two percent of our youth have improved in their overall self-determination, and ninety-five percent have improved in at least one of the five areas after one year of mentoring. As these results show, Mentor Match participants see across the board improvements over the course of their time involved with the program. These results mirror and affirm the stories we hear from parents and families on the transformative effect the program has had on their child.

The Mentor Match team made it a top priority this year to expand the ways we reach out to our program participants. We began sending out our monthly newsletters through Constant Contact, an email marketing company, and also began reaching out to participants through our social media feeds (Facebook, Twitter). In addition, the Mentor Match team was the driving force behind PYD launching a new website during FY13 ([www.pyd.org](http://www.pyd.org)). We believe this website will improve our participant recruitment efforts, and thanks to the addition of a blog, it will help us with our efforts to reach participants, share resources, and tell our story.

As YEP is designed to be three-part curriculum of academic learning, entrepreneurship and mentoring, YEP participants greatly benefitted from academic learning and mentoring this reporting period, which supplemented and informed their business practices. Such holistic programming included: participation in Financial Literacy trainings via Banking on Our Future; participation in team-building and problem-solving exercises from UbiCare; field trips to Simmons and Northeastern; mentoring from Northeastern's service-learning program; participation in life goal-setting activities by answering questions regarding their imagine futures at 5, 10 and 20 years; starting of student create and led businesses in their schools and communities.

Making Healthy Connections (MHC): MHC seeks to enhance the health and well-being of youth with disabilities through discussion, recreation, experiential learning and information about community resources. MHC meetings provide health and independence skills training as well as a variety of recreational, fitness-oriented and socialization opportunities. During the reporting period, 24 Youth and Parent Group meetings took place at Boston and Springfield sites. MHC Parent Group meetings provide skill building and informational sessions for parents of youth participants and focused on building relationships between parents, children, schools, and the urban community to support youth transitioning to independence. MHC peer leaders received ongoing leadership training and participated effectively in providing leadership and guidance to younger participants.

Access to Theatre (ATT): ATT successfully implemented the FY2013 Summer Institute, year-round after-school programming, two public performances, and trips to cultural sites for youth with and without disabilities. ATT implemented the 3-week Summer Institute from July 23th-August 10th, 2012 with original performances presented at the Boston Center for the Arts. During FY13, an inclusive group of over 40 youth and peer leaders along with 15 mentors/artists participated in project sessions. Groups of ATT participants visited the Boston Museum of Fine Arts together to tour current exhibits and attended cultural opportunities such as the Animation Festival and the Boston Ballet. ATT peer leaders received ongoing leadership training and participated effectively in providing leadership and guidance to younger participants. In addition, a group of ATT Peer Leaders assisted staff with the planning and implementation of ATT workshops offered at the Massachusetts Hospital School during the spring of 2013.

National Center: During this reporting period, the National Center presented at a variety of conferences throughout the country, including the Massachusetts Rehabilitation Commission Conference, Friends for Youth Conference, HRIA/BEST Youth Work Intensive, and the National Mentoring Summit in Washington, DC.

Fiscal Year 2014 Goals:

1. The Young Entrepreneurs Project will serve at least 75 Boston Public Schools students annually by providing weekly classroom instruction. Participating youth complete a 30-hour academic course, consisting of classroom learning, guest speakers, work-based learning experiences, and field trips.

The YEP program seeks to expand academic opportunities for low-income students through in-school & after-school educational programs, remedial education programs, vocational and technical-training programs and programs that emphasize and highlight the path to further education; broaden the career & educational options for students with disabilities and socio-economically disadvantaged youth, and provide further options for education by expanding the educational alternatives that are available to low-income and non-English speaking students.

2. The Mentor Match Program will serve at least 100 youth annually through creating new or supporting existing matches. Participants have weekly contact with their mentors for at least one year, and receive support to advance in one or more of five desired outcome areas - independent living, self-esteem, healthy relationships, community involvement and educational or professional/vocational advancement. The Mentor Match program is dedicated to increasing employment and independence among the matches that we serve. After six months of program participation, 80% of mentees will report feeling supported by their mentors. 80% of matches will have chosen activities that help youth advance toward their self-directed goal. 80% of participants will report advancement toward independent living, self-esteem, healthy relationships, community involvement and educational or professional/vocational advancement.

3. The Making Healthy Connections Program will serve at least 55 youth annually through twice-monthly program meetings and activities taking place over a six month period that provide social, recreational and educational opportunities designed to increase participants' knowledge and skills regarding Physical Fitness, Disability Rights, Talking to Healthcare Providers, Nutrition, Mental Health Issues, Substance Abuse, Healthy Relationships, Independent Living, and Transportation Options. Criteria for success is that least 75% of participating youth report increased knowledge of Physical Fitness, Disability Rights, Talking to Healthcare Providers, Nutrition, Mental Health Issues, Substance Abuse, Healthy Relationships, Independent Living, and Transportation Options, and experience high levels of program satisfaction.

4. The Access to Theatre Program will serve 50 youth annually through weekly after-school and summer programming to acquire knowledge and skills in the arts. ATT's primary outcome is for youth with disabilities to acquire knowledge and skills in the arts through the delivery of comprehensive ATT programming delivered by staff, community artists, and peer leaders trained in a range of arts-related topics and working with youth with disabilities. The program's after-school and summer series of arts-related opportunities include opportunities to experience and create works of art. Through ATT, youth with and without disabilities experience and study art through working with artists and performing original works. Assessment of student learning meets the standards of the Massachusetts Arts and English Language Arts Curriculum Frameworks as prescribed by the Massachusetts Department of Education.

5. PYD's National Center for Mentoring Youth with Disabilities will continue to share inclusion expertise and resources through new and ongoing inclusion-oriented projects. At least 200 individuals will receive training through the National Center annually.

**Needs Statement**

PYD's most pressing needs include:

- Identifying additional sources of unrestricted revenues given decline in government funding and general operating support from foundations, corporations and individuals
- Engaging increased support from individual donors
- Recruitment of qualified adult mentors, particularly male mentors
- Accessing resources to support an agency-wide strategic planning process
- Expand investment in marketing, communications, and technology improvements to increase the reach and effectiveness of PYD

Service Categories

Centers to Support the Independence of Specific Populations

Youth Development Programs

Geographic Areas Served

Please review online profile for full list of selected areas served.

# Programs

## **Mentor Match**

<b>Description</b>	PYD's founding and cornerstone program carefully pairs and actively supports 100 youth with disabilities matched with caring adults in a unique one-to-one mentoring relationship to foster independent living skills and self-esteem.
<b>Budget</b>	194090
<b>Category</b>	Human Services, General/Other Mentoring
<b>Population Served</b>	People/Families with of People with Disabilities, At-Risk Populations,
<b>Program Short Term Success</b>	Youth are empowered to achieve one or more self-designed goals within the program's five desired outcomes: independent living, self-esteem, healthy relationships, community involvement and educational or professional/vocational advancement.
<b>Program Long term Success</b>	As supported by the NOD Harris Study, 2004, youth with disabilities are significantly more likely to drop out of high school, be isolated socially, face unemployment, and live in poverty. Numerous recent studies have shown that mentoring youth has a powerful impact on reducing drug and alcohol abuse, improving academic outcomes, enhancing family and peer relationships, improving self-confidence, and promoting social and cultural enrichment.
<b>Program Success Monitored By</b>	Matches are required to be in touch with each other weekly, meeting a minimum of four to six hours a month in person for at least one year. Matches are supported by staff through quarterly events, monthly newsletters and surveys, and frequent staff contact for feedback and to ensure success.
<b>Examples of Program Success</b>	In the words of AJ, a participant, who has had a PYD mentor for five years: "I have had a wonderful time with my mentor We have both learned a lot from each other--our strengths, weaknesses and even how much alike we are. My mentor has been there for me through all the trouble times with me...he has been one of the key people in my life. I'm even there for him...when he was in the hospital for asthma. My mentor and I are an unstoppable team." In the words of Laura, a mentor for four year with PYD: "Being a mentor for Partners for Youth with Disabilities is one of the best aspects of my life."

## **Access to Theatre**

<b>Description</b>	Since 1994, Access to Theatre (ATT) has brought together a diverse group of youth people with and without disabilities in Greater Boston to explore their creative talents and experience hands-on music, acting, movement, and visual arts through afterschool and summer programs and performances.
<b>Budget</b>	146325
<b>Category</b>	Human Services, General/Other Children & Youth Services
<b>Population Served</b>	Adolescents Only (13-19 years), Other Health/Disability,
<b>Program Short Term Success</b>	Findings suggest that 94% of participants report significant improvement in social skills; 76% report reduced isolation; 87% report that the program has helped them understand more about their own and others' disabilities; 98% report improved communication skills; and 93% report they have made new friends since joining ATT.
<b>Program Long term Success</b>	Founded on the belief that creative expression leads to self-discovery, ATT programming makes a strong contribution toward the improvement of the out-of-school system by providing highly unique and experiential learning opportunities for under-served youth. The goals of ATT focus on positive youth development and promoting the development of artistic mastery and competency in youth with disabilities. Our long-standing success and efforts to implement inclusive arts education programming, as noted by our 2004 President's Committee Coming Up Taller Award, demonstrate ATT's unique strengths in addressing community needs.
<b>Program Success Monitored By</b>	ATT success is evaluated by participants, staff, a peer leadership program, and regular artistic assessments and performances.
<b>Examples of Program Success</b>	Greg, a long-time participant, who now works for the FAA, says ATT was the program that really made a difference in his ability to express himself. It helped lessen his anxiety about public speaking class at school and aided him in speaking up; it opened him up to the possibilities of being on stage. He started to love making people happy through comedic routines. Encouraged by this program and other PYD programs, Greg's personality transformed from shy and reclusive to talkative and engaged, leading to new interests and more possibilities. Whenever he has the opportunity, Greg now encourages others to join ATT and other PYD programs.

## The Young Entrepreneurs Project

<b>Description</b>	The Young Entrepreneurs Project (YEP) is a career development program for Boston urban youth with and without disabilities in middle and high school, which addresses barriers to employment and independence. Partnering with inner-city Boston schools , we offer work-based experiences, mentors from the business community, as well as classroom learning.
<b>Budget</b>	118835
<b>Category</b>	Education, General/Other Partnerships in Education
<b>Population Served</b>	Adolescents Only (13-19 years), At-Risk Populations, People/Families with People of Developmental Disabilities
<b>Program Short Term Success</b>	YEP youth complete a 30-hour academic course, consisting of classroom learning and skill-building, guest speakers from the business community, work-based learning experiences, and job-shadow field trips. The YEP curriculum includes interest inventories, resume-writing, mock interviews, stress and time management learning and planning skill development. Participants will also each identify a career goal and begin to identify what skills, accommodations and post-secondary education they need to achieve that goal.
<b>Program Long term Success</b>	Over the past 15 years, YEP has been able to serve more than 800 youth and has witnessed a dramatic increase in the participants' career development and independence skills.
<b>Program Success Monitored By</b>	YEP administers a pre and post survey to evaluate students' experience in work-based learning activities. Additionally, students compile a career portfolio including resume, cover letter, interest inventories, and when appropriate, letters of reference. Program staff evaluate these portfolios as a way to provide qualitative and quantitative data about program activities and participants' progress. Finally, at the end of the year, staff survey students and teachers regarding program satisfaction and progress on individuals' education, career and self-determination goals.
<b>Examples of Program Success</b>	A former YEP participant and entrepreneur himself, Ray Grand says "YEP has been an incredible resource as a youth with a [physical] disability. I am very grateful for the opportunity and education! I believe entrepreneurship is a valuable tool for the future and independence for our youth."

## **Making Healthy Connections**

<b>Description</b>	Making Healthy Connections (MHC) empowers Boston and Springfield youth with disabilities, ages 14 -22, to make a successful transition into adulthood, take responsibility for their health care, and learn about healthy lifestyles, community resources and recreation options through group mentoring meetings with featured guest speakers. MHC also offers concurrent Parent Group meetings to guide parents as they support their child's transition to adulthood.
<b>Budget</b>	106392
<b>Category</b>	Human Services, General/Other Services for Individuals with Disabilities
<b>Population Served</b>	People/Families with of People with Disabilities, At-Risk Populations,
<b>Program Short Term Success</b>	MHC addresses the needs of high school aged youth with disabilities and their families by offering three interrelated tracks: Youth Learning, Parent Learning, and Individual Mentoring. During a twelve-week curriculum offering regularly scheduled meetings over a six to seven month period, Youth Learning provides skills training with interactive discussions, role-playing, guest speaker presentations, games and recreational activities. Outside speakers and group facilitators lead youth in interactive discussions and activities. Recreation and fitness professionals engage participants in a wide range of adaptive sports and physical activities. Parent Learning consists of experienced guest speakers aimed at educating parents about transition issues such as personal finances, independent living centers, and job training. Individual mentoring is available for youth with the desire to learn and develop one-on-one with an adult.
<b>Program Long term Success</b>	Making Healthy Connections (MHC) is a powerful intervention that empowers youth with disabilities to have the tools, knowledge and confidence to transform risks into opportunities and build healthy lifestyles.
<b>Program Success Monitored By</b>	The success of MHC is tracked through the individual development and continuous feedback of the participants and the regular feedback of parents, both individually and through a Parent Group Leader.

**Examples of Program Success**

A parent completing Making Healthy Connections shared with us that prior to their participation in our program, she was considering placing her son in residential care, and that MHC provided critical support for their decision-making: "The Parent Group gave me a needed break and when I realized that all of the other parents have children with disabilities, something changed. My son and I have been alone all of this time. Now we can practice setting some goals, and I clearly see a new option. This is what "transition" means. Who knew? If ever for even a moment any person that is involved in your program has a doubt about what they do, please, remind them that our lives were changed in the first three hours."

## **National Center for Mentoring Youth with Disabilities**

<b>Description</b>	PYD's National Center was founded in 2005 to meet a need for providing training and resources for other mentoring and youth-serving organizations interested in replicating PYD's time-tested mentoring programs or making their programs more inclusive of youth with disabilities.
<b>Budget</b>	160959
<b>Category</b>	Human Services, General/Other Children & Youth Services
<b>Population Served</b>	People/Families with of People with Disabilities, At-Risk Populations,
<b>Program Short Term Success</b>	Between 2008 and 2011, PYD's National Center trained over 1000 people in seven US states from participating youth-serving organizations such as Boys and Girls Clubs, YMCA, State Mentoring Partnerships, Big Brother Big Sisters, City Year, State Vocational Rehabilitation Programs, and Girl Scouts.
<b>Program Long term Success</b>	PYD's National Center will help youth-serving organizations attract new, under-served youth and be better equipped to serve identified and unidentified youth with disabilities already participating in their programs. We will help expand the pool of volunteers for youth-serving organizations by including individuals with disabilities. We will help build the confidence, character and interpersonal skills of all youth in participating organizations through their interactions with individuals from diverse backgrounds, providing a chance for all participants to benefit from the unique skills, talents and knowledge offered by youth with disabilities. We will encourage all youth in participating organizations to focus on their peers' strengths rather than their weaknesses.
<b>Program Success Monitored By</b>	Each participant trained completes a detailed evaluation of their customized training.
<b>Examples of Program Success</b>	Evaluations from 2008-2011 indicate that 97% of trainees "agreed" or "strongly agreed" that as a result of the National Center's training, they are better equipped to serve youth with disabilities.

# Management

## CEO/Executive Director

<b>Executive Director</b>	Ms. Regina Snowden
<b>Term Start</b>	July 1985
<b>Email</b>	rsnowden@pyd.org

### **Experience**

**Regina Snowden, M.S.W.** is the founder and Executive Director of Partners for Youth with Disabilities. She brings more than twenty five years of experience in managing not-for-profit organizations as well as a wealth of knowledge on mentoring, non-profit management, public relations and community development. She works closely with the Board of Directors to oversee and manage the agency. Ms. Snowden created the core Mentor Match program of the agency, which has received awards from the Harvard School of Public Health and the National Organization on Disability. Ms. Snowden was selected by the Governor's Commission on the Employment of People with Disabilities and the President's Committee on the Employment of People with Disabilities to assist in developing leadership skill building forums for youth with disabilities on a state and national basis. She was selected by the Boston Public Schools to chair a committee for the Boston Public Schools' School-to-Career Office. This committee developed and oversaw the strategic plan for bringing career training to youth with disabilities in the Boston school system. Ms. Snowden received a B.A. in Social Work from Anderson University, Anderson, Indiana and an M.S.W. in Social Work from Boston University.

## Senior Staff

### **Susan Nicastro PhD.**

<b>Title</b>	Deputy Director
<b>Experience/Biography</b>	<p>Susan Nicastro, Ph.D., Deputy Director of PYD, is the Project Director for Access To Theatre (ATT) and has been a PYD employee for over 11 years and a nonprofit administrator for over 20 years.</p> <p>In addition to her experience in disability services and nonprofit management, Dr. Nicastro has a Ph.D. in Counseling Psychology from Northeastern University. She has been involved with providing diagnostic testing, support, and counseling services to people with disabilities at Northeastern's Disability Resource Center as well as at University of Massachusetts at Amherst Counseling and Assessment Services.</p> <p>She has worked extensively with individuals with disabilities at Shelter Services for Women, Children's Hospital, Boston, and the Stone Center Counseling Service of Wellesley College.</p>

## **Christopher Carpenter**

**Title** Director of Administration & Finance

**Experience/Biography** Chris Carpenter has over 20 years of financial control experience in both not-for-profit and for profit settings, and manages the financial, technical, and administrative operations of Partners for Youth with Disabilities.

Before joining PYD, Chris performed a similar finance and administration role for the Boston Preservation Alliance, an historic preservation advocacy organization. Prior to his transition into the not-for-profit environment, Chris was employed with FleetBoston Financial and predecessor institutions holding a variety of staff and management positions within the Corporate Audit function.

He has a Bachelor of Arts degree from Tufts University.

## **Genelle Thomas**

**Title** National Center Director

**Experience/Biography** Ms. Thomas has over 18 years of experience in non-profit management, including at the executive and board levels. She has authored/co-authored, "Best Practices for Mentoring Youth with Disabilities," "National Implications for Mentoring Youth with Disabilities," and "Expanding Access and Inclusion for Youth with Disabilities: An Inclusion Guide for America's Youth Programs." She presents at regional and national conferences and facilitates the inclusion education and training of youth organizations nationwide.

She is the co-chair of the Leadership and Mentoring Task Force for the Global Partnership for Children with Disabilities. She holds a B.A. in psychology and M.A. in Educational Psychology from University of Nebraska-Lincoln and a Graduate Certificate in Non-Profit Management from Harvard University. She has received several awards for professional and community leadership including "Women of Influence" (2011) and "40 Under 40" (2012) from the Jacksonville Business Journal (Florida).

## Staff Information

<b>Full Time Staff</b>	10
<b>Part Time Staff</b>	2
<b>Volunteers</b>	200
<b>Contractors</b>	0
<b>Retention Rate</b>	90%

## Staff Demographics - Ethnicity

<b>African American/Black</b>	1
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<b>Asian American/Pacific Islander</b>	0
<b>Caucasian</b>	9
<b>Hispanic/Latino</b>	1
<b>Native American/American Indian</b>	0
<b>Other</b>	1 Indian American

### Staff Demographics - Gender

<b>Male</b>	3
<b>Female</b>	9
<b>Unspecified</b>	0

### Formal Evaluations

<b>CEO Formal Evaluation</b>	Yes
<b>CEO/Executive Formal Evaluation Frequency</b>	Annually
<b>Senior Management Formal Evaluation</b>	Yes
<b>Senior Management Formal Evaluation Frequency</b>	Annually
<b>NonManagement Formal Evaluation</b>	Yes
<b>Non Management Formal Evaluation Frequency</b>	Annually

### Plans & Policies

<b>Organization has a Fundraising Plan?</b>	Under Development
<b>Organization has a Strategic Plan?</b>	Yes
<b>Years Strategic Plan Considers</b>	10
<b>Date Strategic Plan Adopted</b>	2002
<b>Does your organization have a Business Continuity of Operations Plan?</b>	No
<b>Management Succession Plan?</b>	No
<b>Organization Policy and Procedures</b>	Yes
<b>Nondiscrimination Policy</b>	Yes
<b>Whistleblower Policy</b>	Yes
<b>Document Destruction Policy</b>	Yes
<b>Directors and Officers Insurance Policy</b>	Yes
<b>Registration</b>	Yes
<b>Permit?</b>	Yes

### Collaborations

We are proud to have collaborated with Children's Hospital Boston, the Massachusetts Rehabilitation Commission, Brookline and Boston Public Schools, VSA Massachusetts, the Boston Center for the Arts, Boys and Girls Clubs, Girl Scouts, City Year, YMCA, the Connecticut Department of Rehabilitative Services, the Mitsubishi Electric America Foundation, Mass Mentoring Partnership, and UNICEF to name a few.

## Awards

### **Awards**

<b>Award/Recognition</b>	<b>Organization</b>	<b>Year</b>
Inclusion Champion PYD National Center for Mentoring Youth with Disabilities	Mitsubishi Electric America Foundation	2011
BOSTnet STAR Awards - Disability Inclusion Star, Regina Snowden, PYD Executive Director	BOSTnet Build the Out-of-School Time Network	2010
Excellence in Non-Profit Management, Regina Snowden, PYD Executive Director	Massachusetts Council of Human Service Providers, Inc.	2008
Local Hero Award, Neighborhood Excellence Initiative	Bank of America	2006
Best Practices Award in Teen Programming	Boston Foundation and Boston After-School for All Partnership	2005
Coming Up Taller Award	President's Committee on the Arts and Humanities and the National Endowment for the Arts	2004
Community Partnership Award	Federation for Children with Special Needs	2014

## Affiliations

<b>Affiliation</b>	<b>Year</b>
Greater Boston Chamber of Commerce	0
Massachusetts Nonprofit Network	0
United Way Member Agency	0
Massachusetts Council of Human Service Providers	0

# Board & Governance

## Board Chair

<b>Board Chair</b>	Ms. Margaret Covell
<b>Company Affiliation</b>	Thomas H. Lee Partners
<b>Term</b>	Sept 2015 to Sept 2016
<b>Email</b>	Mwccovell2@gmail.com

## Board Members

<b>Name</b>	<b>Affiliation</b>	<b>Status</b>
Ms. Hannah Barrett	Community Volunteer	Voting
Mr. Cuan Coulter	StateStreet Corporation	Voting
Ms. Margaret Covell	Thomas H. Lee Partners	Voting
Dr. Joseph DeAngelis	Beth Israel Deaconess Medical Center	Voting
Ms. Lynn Gonsalves	Life is Good Playmakers	Voting
Mr. Ray Grandoit	Ray Grand Apparel	
Mr. Neil Leonard	Wellington Management Company	Voting
Mr. Stephen Mastrocola	Ernst & Young	Voting
Mr. Peter Montgomery Esq.	Brody, Hardoon, Perkins & Kesten	Voting
Mr. Stephen Puzzo	PricewaterhouseCoopers	Voting
Mr. George Recck	Babson College	Voting
Ms. Manu Thakral	Group Health Research Institute	Voting
Mr. Eli Wolff	Institute for Human Centered Design	Voting

## Board Demographics - Ethnicity

<b>African American/Black</b>	1
<b>Asian American/Pacific Islander</b>	0
<b>Caucasian</b>	11
<b>Hispanic/Latino</b>	0
<b>Native American/American Indian</b>	0
<b>Other</b>	1 Indian American

## Board Demographics - Gender

<b>Male</b>	9
<b>Female</b>	4
<b>Unspecified</b>	0

## Board Information

<b>Board Term Lengths</b>	3
<b>Board Term Limits</b>	3
<b>Number of Full Board Meetings Annually</b>	5
<b>Board Meeting Attendance %</b>	66%
<b>Written Board Selection Criteria?</b>	No
<b>Written Conflict of Interest Policy?</b>	Yes
<b>Percentage Making Monetary Contributions</b>	92%
<b>Percentage Making In-Kind Contributions</b>	30%
<b>Constituency Includes Client Representation</b>	Yes

### Standing Committees

Executive  
Finance  
Nominating

# Financials

## Fiscal Year

<b>Fiscal Year Start</b>	July 01, 2017
<b>Fiscal Year End</b>	June 30, 2018
<b>Projected Revenue</b>	\$1,814,454.00
<b>Projected Expenses</b>	\$1,970,392.00
<b>Endowment?</b>	No
<b>Credit Line?</b>	Yes
<b>Reserve Fund?</b>	No
<b>Months Reserve Fund Covers</b>	0

## Detailed Financials

### **Revenue and Expenses**

<b>Fiscal Year</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>
<b>Total Revenue</b>	\$1,165,060	\$909,036	\$1,132,782
<b>Total Expenses</b>	\$1,149,316	\$1,043,181	\$1,123,839

### **Revenue Sources**

<b>Fiscal Year</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>
<b>Foundation and Corporation Contributions</b>	--	--	--
<b>Government Contributions</b>	\$0	\$0	\$0
<b>Federal</b>	--	--	--
<b>State</b>	--	--	--
<b>Local</b>	--	--	--
<b>Unspecified</b>	--	--	--
<b>Individual Contributions</b>	\$454,709	\$430,152	\$760,371
<b>Indirect Public Support</b>	--	--	--
<b>Earned Revenue</b>	\$577,767	\$334,571	\$239,074
<b>Investment Income, Net of Losses</b>	\$96	\$37	\$56
<b>Membership Dues</b>	--	--	--
<b>Special Events</b>	\$111,695	\$124,855	\$38,764
<b>Revenue In-Kind</b>	\$20,331	\$19,421	\$94,517
<b>Other</b>	\$462	--	--

### Expense Allocation

Fiscal Year	2016	2015	2014
Program Expense	\$852,393	\$723,003	\$722,354
Administration Expense	\$146,507	\$148,440	\$191,230
Fundraising Expense	\$150,416	\$171,738	\$210,255
Payments to Affiliates	--	--	--
Total Revenue/Total Expenses	1.01	0.87	1.01
Program Expense/Total Expenses	74%	69%	64%
Fundraising Expense/Contributed Revenue	27%	31%	26%

### Assets and Liabilities

Fiscal Year	2016	2015	2014
Total Assets	\$501,415	\$466,545	\$594,136
Current Assets	\$501,065	\$465,493	\$559,611
Long-Term Liabilities	\$0	\$0	\$0
Current Liabilities	\$65,258	\$46,132	\$39,578
Total Net Assets	\$436,157	\$420,413	\$554,558

### Short Term Solvency

Fiscal Year	2016	2015	2014
Current Ratio: Current Assets/Current Liabilities	7.68	10.09	14.14

### Long Term Solvency

Fiscal Year	2016	2015	2014
Long-Term Liabilities/Total Assets	0%	0%	0%

### Top Funding Sources

Fiscal Year	2016	2015	2014
Top Funding Source & Dollar Amount	--	--	--
Second Highest Funding Source & Dollar Amount	--	--	--
Third Highest Funding Source & Dollar Amount	--	--	--

## Capital Campaign

Currently in a Capital Campaign?	No
Capital Campaign Anticipated in Next 5 Years?	No

## Comments

### CEO Comments

As is the case with many non-profits, maintaining consistent and stable streams of funding presents both challenges and opportunities for Partners for Youth with Disabilities (PYD). With 30+ years of experience as a viable, progressive organization, we offer a compelling value proposition for investment. Within the past decade, we have successfully managed a balance between government and private sector funding that has enabled us to weather the potentially catastrophic economic challenges of the most significant downturn since the Great Depression. Yet we are continuously challenged to ensure that funding for both the full cost of ongoing operations and the cost of potential programmatic expansion is raised each fiscal year.

To meet this challenge, PYD has directed investment in three main areas over the past several years. First, we have solidified and professionalized our Development position. This has allowed

for more sustainable year over year individual giving to complement the traditional annual benefit event and more importantly, has worked to raise our overall agency profile within the general business and philanthropic community. The second area of investment is PYD's National Center. By hiring a returning, highly experienced professional as a full time National Center director, PYD committed resources and initiatives to expand its training and technical assistance arm. In the intervening years, National Center has trained hundreds of youth serving and cultural organizations in inclusive practices, has garnered more than \$300,000 in funding, and has engaged in a fully funded initiative to develop a subscription based inclusion training portal that will add to National Center's growing fee-for-service revenue stream.

Finally, PYD has invested heavily in its YEP Program, a youth career/employment preparedness program, to transform its offerings from all direct service to a mixture of local direct service and scalable "replication" through licensing its 36 lesson curriculum with teacher training/certification and ongoing distance support. The preparation phase of this process was largely completed in the last fiscal year and the initial fee based replication activity began in 2015. YEP replication serves the dual purpose of expanding PYD's reach and influence over the high priority area of serving transition age youth with disabilities and increasing fee based revenue.

#### **Foundation Staff Comments**

Financial summary data in the charts and graphs above are per the organization's audited financials. Contributions from individuals are listed under foundations and corporations when the breakout was not available.