


Annual Report 2018



July 2017 - June 2018



Partners for
Youth with Disabilities



January 15, 2019

Dear friends,

When I reflect upon PYD's work this past year, I keep coming back to a recent quote from one of our mentors:

"I gravitate and want to be a part of PYD because of who they work with, but more importantly how they go about it. To me, PYD means inclusion and accessibility."

As many of you know, I founded PYD in the days before the Americans with Disabilities Act (ADA) was passed. In those days, disabled people had to fight mightily for our right to exist in public. Inclusion felt more like a dream than a possibility.

Even today, there are too few spaces in the world that live up to the promise of the word "inclusive." Our world has been built with barriers everywhere, both visible and invisible, and there simply aren't enough places where young people with disabilities are able to be their full, authentic selves.

So to hear someone say that "PYD means inclusion," that says to me that we're doing our jobs right. Inclusion is never something you fully achieve, but something you must strive and work for...constantly. It's a goal we set for ourselves every year, and the highest, most important benchmark of our success.

Our challenge, then, is to create a world where PYD is not needed – a world where inclusion is the expectation and reality. A world where *all* young people with disabilities can lead lives filled with dignity, pride, and purpose. This is our challenge, and the work goes on.

PYD received two large honors this past year: being selected to be the home of the National Disability Mentoring Coalition (NDMC), and being selected as a 2018 Social Innovator by the Social Innovation Forum. These honors provided us with a plethora of new supports to bring our message to new areas, helping us reach our long-desired goal of promoting mentoring and quality programs for youth with disabilities across the country. After 34 years of work, mentoring and job readiness for youth with disabilities are *finally* prominent on a national scale.

I am so blessed and so lucky to be surrounded by such a caring, supportive, and *inclusive* PYD community. You are truly what makes PYD special, and please know how much stronger we are when we unite in collaboration to form a more inclusive world.

Yours in mission,



Regina Snowden
Founder & Executive Director



Key accomplishments



Selected as 2018 Social Innovators

PYD was selected as a Social Innovator by the Social Innovation Forum (SIF). It was a huge honor for us, and kicked off an intensive one year process of executive coaching, strategic planning, and capacity building with the full support of the Social Innovation Forum.

The capstone for this experience happened in May 2018, when our Executive Director Regina Snowden gave a presentation about PYD in front of a group of potential funders and investors. This presentation showcased all the work and organizational growth that had happened during our time with the Social Innovation Forum, and laid out our mission, our impact, and our future goals.



Expanded national presence

In 2018, PYD officially became the home of the **National Disability Mentoring Coalition (NDMC)**. Established in 2014, the NDMC aims to raise awareness about the importance and impact of mentoring in the lives of people with disabilities and to increase the number and quality of disability mentoring programs around the country. At the end of 2018, there were 60 member organizations and 19 individual members from across the country.

In addition, we led our first full year of collaborating with four mentoring programs from WY, NY, MI, and CA in order to expand inclusive mentoring opportunities around the country.



New logic model & marketing

Throughout the year, PYD's leadership continued strategic planning with strong board involvement and the support of an outside strategy consultant, Kate Liburdi. As a result, we now have a living logic model, and have developed organization-wide outcome measures.

This new plan has been incorporated into our marketing, which can be seen in our new website, brochures, and taglines.

We work to create a world where young people with disabilities can lead self-determined lives filled with **dignity, pride, and purpose.**



Key statistics



386 youth taught career readiness skills



133 youth matched in one-to-one mentoring relationships

91 youth participated in group mentoring, online or in-person



75 youth attended the Youth Leadership Forum



41 youth participated in theater arts programming



1,236 individuals trained in disability inclusion

123 organizations reached through inclusion trainings



Program briefs for 2018

Career readiness

For the first time ever, we began providing our career readiness students with internships and job placements. We also began offering our career readiness curriculum as an afterschool program, in addition to offering it in schools.

One-to-one mentoring

In order to better support our matches, we piloted new youth and parent trainings and orientations to the program this year. Additionally, one of our longtime mentors, Noah McKenna, won the "Heroes Among Us" Award from the Boston Celtics!

Online mentoring

PYD's online mentoring program expanded its service area to include Connecticut and Maine, in addition to the entirety of Massachusetts.

Theater arts

Our theater workshops celebrated its 24th year of programming and continued to develop the communication, artistic, and leadership skills of youth participants. Additionally, our summer Theater Institute's performance was called "Stronger Together."

Group mentoring

Due to funding cuts, we made the hard decision to close our in-person group mentoring program in June 2018. Over the course of 12 youth and parent group meetings, we served 28 young adults in this program in 2018. We hope to incorporate more group mentoring opportunities into our other programs.

Youth Leadership Forum

During this past fiscal year, there were two YLFs: a four-day leadership forum in July 2017, and a one-day forum in June 2018. These forums focused on key leadership skills for young adults with disabilities. We already have plans and funding in place for this year's forum to be a four-day affair in June 2019.

Inclusion trainings

On top of our typical training offerings, we experimented with "flipping the classroom." We trained 17 organizations from Boston in disability inclusion best practices through online courses, and reinforced the learning through in-person meetings. The new model was a big success.

Advocacy

The National Disability Mentoring Coalition (NDMC) announced the Class of 2018 for the Disability Mentoring Hall of Fame in October, with a full induction ceremony in January 2019. We also launched a new website for the NDMC in the fall (ndmc.pyd.org).



Stories



Josh has participated in PYD's theater arts and one-to-one mentoring program since 2013. He's now going to acting classes, and being booked for short films, internet films, and commercials. A burgeoning actor!



After participating in a PYD-led transportation advocacy training program, Lizzie put her skills to use in an internship with the System-Wide Accessibility Department at the MBTA.



Jeff was our 2018 Mentor of the Year! He's been involved with PYD for over 9 years and has mentored 3 young people during his time with us. In Jeff's words, "At PYD they really value people doing their best."



TK is an alumni of PYD's career-readiness program. With us, he learned how to apply for jobs and internships, how to prepare for interviews, and how to act professionally. This year, TK was placed in an internship at State Street Corporation!



In June, Regina presented at the Conference of State Parties at the United Nations in New York to release a report that PYD co-authored. This report was a global mapping and needs assessment, written by the Leadership and Mentoring Task Force of the Global Partnership for Children with Disabilities.

Youth demographics

Gender Identity

Male	64%
Female	34%
Transgender & Nonbinary	1%

Age

15 to 20 years old	65%
21 to 25 years old	24%
6 to 14 years old	11%

Race

Black	38%
White	29%
Hispanic/Latino	20%
Multiracial	7%
Asian	5%
Other	1%

Annual household income

\$25,000 - \$50,000	32%
< \$25,000	28%
> \$75,000	26%
\$50,000 - \$75,000	14%

Disability

Mental health	40%
Developmental	39%
Intellectual	39%
Learning	27%
Communication	15%
Physical	13%
Health-related	7%
Sensory	4%



PYD staff demographics

- **62%** of PYD staff were women, including **80%** of senior leadership roles
- **44%** of PYD staff identified as having a disability
- **30%** of PYD staff identified as LGBTQIA+

Race

White	73%
Hispanic/Latino	11%
Black	8%
Asian	8%
Middle Eastern	4%
Multiracial	4%



Supporters & Funders

Thank you to the numerous foundations, corporations, agencies, and organizations that supported PYD in fiscal year 2018 (July 2017 to June 2018)!

\$100,000 & above

Liberty Mutual Foundation & Liberty Mutual Insurance
Massachusetts Rehabilitation Commission

\$50,000 to \$99,000

Boston Public Schools
Massachusetts Department of Developmental Services
United Way of Massachusetts Bay and Merrimack Valley

\$25,000 to \$49,000

Anonymous
Boston Center for the Arts
Christopher & Dana Reeve Foundation
City of Boston Mayors Office of Jobs & Community Service (EDIC)
Massachusetts Commission for the Blind
Massachusetts Department of Mental Health
Massachusetts Department of Public Health
National Endowment for the Arts
The Boston Foundation
The Philanthropy Connection
TJX Companies Inc. & TJX Foundation
Yawkey Foundations

\$10,000 to \$24,000

Eastern Bank Charitable Foundation
EY
Johnson Family Foundation
Massachusetts Cultural Council
Mass Mentoring Partnership
PwC
Social Innovation Forum

\$1,000 to \$10,000

Blue Cross Blue Shield of Massachusetts
Boston Bruins Foundation
Boston Cultural Council
Bushrod H. Campbell & Adah F. Hall Charity Fund
Highland Street Foundation
HubSpot
L.E.K. Consulting
Massachusetts Developmental Disabilities Council
Massachusetts General Hospital
Mentor Network Charitable Foundation
New England Revolution
Partners HealthCare
Schawbel Group, LLC
Spaulding Rehabilitation Network
Tufts Health Plan

As a group, PYD's Board of Directors achieved 100% giving for the fourth consecutive year.



In May, 200 guests and volunteers came together at PwC's gorgeous atrium on Boston's seaport for the annual Party for PYD. The event raised \$130,000, making it the highest grossing event in PYD's history.

Donors

Thank you to the numerous individual donors that supported PYD in Fiscal Year 2018 (July 2017 to June 2018), providing critical funding that allowed us to continue and grow our programs.

Anonymous	Marissa Drossos	James & Lee Malo	Brenda Tobin
Janice Abarbanel	Malva Gordett & Michael Drossos	Janine & Carl Mancuso & Family	Greg Torres & Betsy Pattullo
Amane Abdel Jaber	Roanne Edwards	Angela Manerson	Wendie Wallis
Azroon & Janet Abrahamian	Ronni & Amos Eisenberg	Jeffrey Marcus & Susan Nitkin	Gregory Walsh
Ames Family	Ann English	Sarah Marston	Stanley Wasilauski, Jr.
Rayna Aylward & Ed Bomsey	Abbey Field	Brandon Martinez	Rhonda Weinstein
John & Tracy Atkinson	Kacey Fields	Stephen & Donna Mastrocola	Glenna & Charles Weiss
Ausubel Family	Lisa Flint	Anita McGahan	Patricia Whitehouse
Jonny Ausubel	Carolyn Foley	Joy McMahon	Paul Wiles
Eleanor Axelrod	Kristin Francisco	Noreen McMahon	Jennifer Mitsch Williams
Lauralee Banda	Jim Furlong	Joseph Milane	Beth Zonis
Lorraine Barra	Gabovitch Family	Peter Montgomery	
Michael Barrett & Nancy Dolberg	Cliff Garfield	Michael Muehe	
Lucy Bayard	Adean & Ben Golub	Glenn & Lisa Muir	
Regina Bekebrede	Lynn Gonsalves & Tim Nichols	Nicole Murray	
Bentley McCafferty Family	Neil Leonard & Henry Goodrow	Paul Nalley	
Lauren Berman	Elizabeth Gordon	Evanthia Nassios	
Khushi Bhattarai	Andrea, Lizzie & Stephen Gray	George Neble	
Jordyn Block	Michael Greco	Leo Nelsen	
Marti Bloom	John M. Griffin	Zola Noble	
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Barbara Bonigli	Elizabeth Gustavsen	Courtney O'Leary	
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Holly & David Bruce	Maura Healey	Tom & Shelly O'Neill	
Ashley Brueske	Annette Hines & Mark Worthington	Bobbi Peckarsky & Family	
Genelle Campbell Thomas	Julie Holt	Ellen & Jim Perrin	
Eric Caputo	Michael Horan	Kathy Petkauskos	
Chris & Ann Carpenter	Jared & Ana Horton	Jane Peyrouse	
Christine Carr	Kristin Humphrey	Anna Plitt	
Carr Family	Debra Jacobs	Mark Popovsky & Andrea Lavender	
Nancy Caton	Raymund Jingco	Stephen & Nicole Puzzo	
Mary Cerreto	Eleanor Jones	Mehdi Raoufi	
Miae Cho & Gene Charette	Kirk & Sheila Joslin	George Recck & Cathy Carswell	
Deep Chinappa	Kamensky Taub Family	Douglas Reed	
Matthew Christoph	Shar Kelley	Duncan & Elizabeth Richardson	
Richard & Judith Cohen	Peter Kelly	Lynda Ridder	
Paige Collins	Kern Family	Mark & Jill Rocca	
Cheryl Cordima	Mary Keyes	Mike Ruhoy & Family	
Andrew & Margaret Covell	Anna-Mariya Kirova	Joseph Russo	
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Jake DeMasi	Leslie Lockhart	Jerry Spada	
Sara & Panos Demeter	Jordan Lome	Christina Spaulding	
Tanya Domogalla	Linda Long-Bellil	Joseph Steinfield	
Megan Donnamiiller	Haya Alzaid & Antonio Lopez	Frank Stellato	
Deborah & David Donovan	W. Hugh M. Morton	Senthil Sundaram	
Todd Drager	Ray Madoff	Randy & Jenn Thompson	

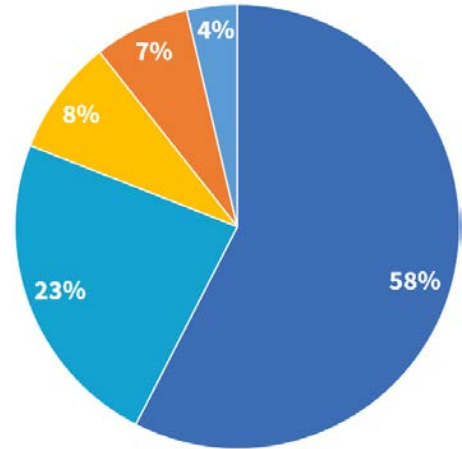


Financials

The below information is for PYD's 2018 fiscal year, which ran from July 2017 to June 2018. You can find more details in our complete audited financial statements and 990 on our website.

Revenue

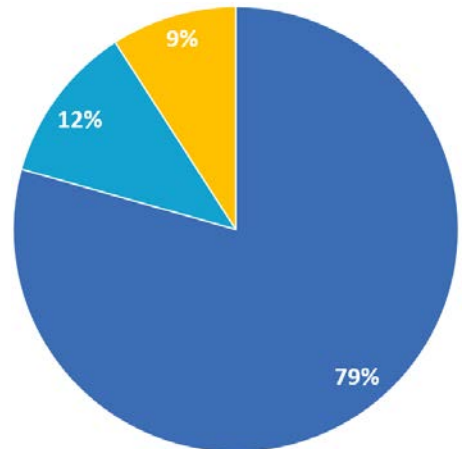
Government	\$ 1,082,978
Foundations	\$ 440,107
Service fees, in-kind, other	\$ 158,598
Events	\$ 131,241
Individual giving	\$ 68,804
Total revenue	\$ 1,881,730



- Government
- Foundations
- Service fees, in-kind, other
- Events
- Individual giving

Expenses

Program services	\$ 1,564,617
Admin & management	\$ 227,303
Fundraising	\$ 179,598
Total expenses	\$ 1,971,518



- Program services
- Admin & management
- Fundraising

Net Assets at End of Year:

\$680,090





Board of Directors

Current Members

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Partner (Taxation), PricewaterhouseCoopers, LLP

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Assistant Professor, College of Nursing & Health Sciences, University of Massachusetts Boston

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Innovator Supporters

PYD's Innovator Supporters are those that have pledged or contributed at least \$100,000 to PYD over the last 5 years (July 2013 through June 2018). Thank you for your commitment to providing young people with disabilities lives of dignity, pride, and purpose!

Allegra C. Ford-Thomas Foundation
Boston Public Schools
City of Boston Mayor's Office of Jobs & Community Service
Johnson Family Foundation
Liberty Mutual Foundation
Massachusetts Commission for the Blind
Massachusetts Department of Public Health
Massachusetts Rehabilitation Commission
Mitsubishi Electric America Foundation
National Endowment for the Arts
The Boston Foundation
U.S. Department of Justice
United Way of Massachusetts Bay and Merrimack Valley



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