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).
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)!

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<th>$100,000 &amp; above</th>
<th>$10,000 to $24,000</th>
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<td>Liberty Mutual Foundation &amp; Liberty Mutual Insurance</td>
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<td>Johnson Family Foundation</td>
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<td>PwC</td>
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<td>Schawbel Group, LLC</td>
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<td>Spaulding Rehabilitation Network</td>
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<td>City of Boston Mayors Office of Jobs &amp; Community Service (EDIC)</td>
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<td>Massachusetts Commission for the Blind</td>
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<td>TJX Companies Inc. &amp; TJX Foundation</td>
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<td>Yawkey Foundations</td>
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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
Janice Abarbanel
Amane Abdel Jaber
Azroon & Janet Abrahamian
Ames Family
Rayna Aylward & Ed Bomsey
John & Tracy Atkinson
Ausubel Family
Jonny Ausubel
Eleanor Axelrod
Lauralee Banda
Lorraine Barra
Michael Barrett & Nancy Dolberg
Lucy Bayard
Regina Bekebrede
Bentley McCafferty Family
Lauren Berman
Khushi Bhattarai
Jordyn Block
Marti Bloom
Caitlin Blouin
Barbara Bonigl
Juan Botero
Holly & David Bruce
Ashley Brueske
Genelle Campbell Thomas
Eric Caputo
Chris & Ann Carpenter
Christine Carr
Carr Family
Nancy Caton
Mary Cerreto
Miae Cho & Gene Charette
Deep Chinappa
Matthew Christoph
Richard & Judith Cohen
Paige Collins
Cheryl Cordima
Andrew & Margaret Covell
Michele Curtin
Damsky Family
James Dana
Karen Daniels
Joe DeAngelis
Fred DeDonna
Jane Deery
Jake DeMasi
Sara & Panos Demeter
Tanya Domogalla
Megan Donnamiller
Deborah & David Donovan
Todd Drager
Marissa Drossos
Malva Gordett & Michael Drossos
Roanne Edwards
Ronni & Amos Eisenberg
Ann English
Abbey Field
Kacy Fields
Lisa Flint
Carolyn Foley
Kristin Francisco
Jim Furlong
Gabolitch Family
Cliff Garfield
Adean & Ben Golub
Lynn Gonsalves & Tim Nichols
Neil Leonard & Henry Goodrow
Elizabeth Gordon
Andrea, Lizzie & Stephen Gray
Michael Greco
John M. Griffin
Elynn Guo
Elizabeth Gustavsen
Brian Hauge
Maura Healey
Annette Hines & Mark Worthington
Julie Holt
Michael Horan
Jared & Ana Horton
Kristin Humphrey
Debra Jacobs
Raymund Jingco
Eleanor Jones
Kirk & Sheila Joslin
Kamensky Taub Family
Shar Kelley
Peter Kelly
Kern Family
Mary Keyes
Anna-Mariya Kirova
Shio Kobayashi
Jay S. Krish
Ann Leonard
Dianne & Ron Lescinskas
Kate Liburdi
Cheryl Lindsay
Allie Lu & Yanbai Liu
Leslie Lockhart
Jordan Lome
Linda Long-Bellil
Haya Alzaid & Antonio Lopez
W. Hugh M. Morton
Ray Madoff
James & Lee Malo
Janine & Carl Mancuso & Family
Angela Manerson
Jeffrey Marcus & Susan Nitkin
Sarah Marston
Brandon Martinez
Stephen & Donna Mastrocola
Anita McGahan
Joy McMahon
Noreen McMahon
Joseph Milane
Peter Montgomery
Michael Muehe
Glenn & Lisa Muir
Nicole Murray
Paul Nailey
Evanthia Nassios
George Noble
Leo Nelsen
Zola Noble
Jacqueline O’Dwyer
Courtney O’Leary
Deirdre O’Leary
Tom & Shelly O’Neill
Bobbi Peckarsky & Family
Ellen & Jim Perrin
Kathy Petkauskos
Jane Peyrouse
Anna Pilt
Mark Popovsky & Andrea Lavender
Stephan & Nicole Puzzo
Mehdi Raoufi
George Reck & Cathy Carswell
Douglas Reed
Duncan & Elizabeth Richardson
Lynda Ridder
Mark & Jill Rocca
Mike Ruhyo & Family
Joseph Russo
Bill Schawbel
Allyson Schiller
Anthony Scibelli
Bill Shapiro
David & Kristin Shapiro
Kevin Smithson
Regina Snowden
Jerry Spada
Christina Spaulding
Joseph Steinfield
Frank Stellato
Senthil Sundaram
Randy & Jenn Thompson
Brenda Tobin
Greg Torres & Betsy Pattullo
Wendie Wallis
Gregory Walsh
Stanley Wasilaski, Jr.
Rhonda Weinstein
Glenna & Charles Weiss
Patricia Whitehouse
Paul Wiles
Jennifer Mitsch Williams
Beth Zonis
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

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<td>Government</td>
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<td>Foundations</td>
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<td>Service fees, in-kind, other</td>
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<td>Events</td>
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<td>Individual giving</td>
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<td><strong>Total revenue</strong></td>
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Expenses

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<td>Program services</td>
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<td>Fundraising</td>
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<tr>
<td><strong>Total expenses</strong></td>
<td><strong>$1,971,518</strong></td>
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Net Assets at End of Year:
$680,090
Board of Directors

Current Members

**Andrew E. Bentley**
Partner (Taxation), PricewaterhouseCoopers, LLP

**Margaret Covell** - President

**Joe DeAngelis, MD** - Clerk
Orthopedic surgeon, Beth Israel Deaconess Medical Center

**Lynn Gonsalves** - Vice President

**J. Van Gurley**
Chief Executive Officer, Metron, Inc.

**Jay S. Krish**
Vice President of Governance, Risk, and Compliance Technology, State Street Corporation

**Neil Leonard** - Vice President

**Dianne Lescinskas**
Program Development Manager, Massachusetts Autism Commission

**Stephen Mastrocola** - Treasurer
Partner, Ernst & Young LLP

**George Reck**
Lecturer in Mathematics, Babson College

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

**J. Randall Thompson**
Chief Executive Officer & President, ThompsonGas & Electric Service, Inc.
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