


Annual Report 2019



July 2018 - June 2019



Partners for
Youth with Disabilities



March 31st, 2020

Dear friends,

As I give thought to the meaningful relationships we've helped to create this year, one match from our mentor program specifically comes to mind: one of our mentors, Matt, and his mentee Jaden.

Matt and Jaden initially bonded over a love of basketball and Latin music, but the relationship has dove much deeper since -- the two now consider each other family. The pair has made memories apple picking, at Celtics games, and at Jaden's sweet sixteen, but the fun doesn't stop there. Matt and Jaden also make time for weekly dinners with the whole family.

Jaden's growth since the match was made is undeniable, but Jaden has also had a crucial impact on Matt as well. He's pushed Matt to a place in his life of radical self-acceptance, and even given him the courage to make a career change he's longed for for much time.

Our mentoring program is not alone in making a great difference this year. PYD has always been a strong believer in collaborating with other nonprofits, education institutions, and government entities to bring our mission higher. By doing so, we are able to shine a brighter light on our youth. A great joy of mine in 2019 was how collaborative each of our programs were. We know "it takes a village" and there is "greater power in numbers."

Our Inclusion Services team launched our new online learning platform: learn.PYD.org. Our Career Readiness program grew substantially through their partnership with Spaulding Rehabilitation Cambridge's Job Lab and numerous other institutions. Our Access to Theater program carried onward and celebrated its 25 year anniversary. And the Youth Leadership program led efforts to help youth develop skills in self advocacy, leadership, career development, and networking.

These outcomes are the reason why we do what we do. It is an honor to support and watch our PYD community grow, year in and year out. This one will always hold a special place in our history.

Yours in mission,



Regina Snowden
Founder & Executive Director





Key accomplishments

PYD-wide youth outcomes

After focusing our efforts in 2018 on strategic planning, we turned our eyes in 2019 towards measuring our organizational outcomes and progress. We want to make sure that our programs are all meeting our high standards and delivering on our mission: creating a world where young people with disabilities can lead self-determined lives filled with dignity, pride, and purpose.

So with the help of the Social Innovation Forum and The Analysis Group, we created two new surveys that were used to measure the impact our programs have on our youth participants in both the short-term and long-term. For the first time, we are thrilled to present our results to you:

After one year in our programs...

- 79% of PYD participants had a more positive view of themselves
- 85% of PYD participants learned how to be a better listener
- 79% of PYD participants learned about community events
- 78% of PYD participants expressed that participating helped them set goals for themselves
- 73% of PYD participants express being better at self-advocacy & talking about their ideas

Over time, our youth participants see many long-term benefits...

- PYD participants were 24% more likely to graduate high school than their peers
- PYD participants were 23% more likely to attend a postsecondary school or class than their peers
- PYD participants were 27% more likely to be employed in 2019 than their peers
- 62% of PYD participants express that PYD helped them feel more competent in their abilities in the workplace
- 69% of PYD participants feel they have opportunities in their life to show people how capable they are

Key statistics



159 youth taught career readiness skills
15 teachers trained in our Career Readiness curriculum



145 youth in one-to-one mentoring relationships
68 youth participated in online group mentoring



56 youth attended the Youth Leadership Forum



64 youth participated in theater arts programming



1,323 individuals trained in disability inclusion
125 organizations reached through inclusion trainings

Program briefs for 2019

Mentoring

Our mentoring team developed and delivered 12 mentor community forums that provided additional training to matches, began using Boardmaker software to provide visual support to accommodate youth with different learning styles, and presented *The Intersection of Disability and Trauma* at the National Disability Mentoring Summit.

Career readiness

This year, our program expanded more than ever in a variety of settings including the Boston Public Schools, Spaulding Rehabilitation Center, and Massachusetts Rehabilitation Commission. In addition, we expanded our partnerships at local employment settings where our students got to take advantage of jobs, internships, and job shadowing. Our list of partners now includes organizations like CVS, Whole Foods, Starbucks, Microsoft, and more.

Theater arts

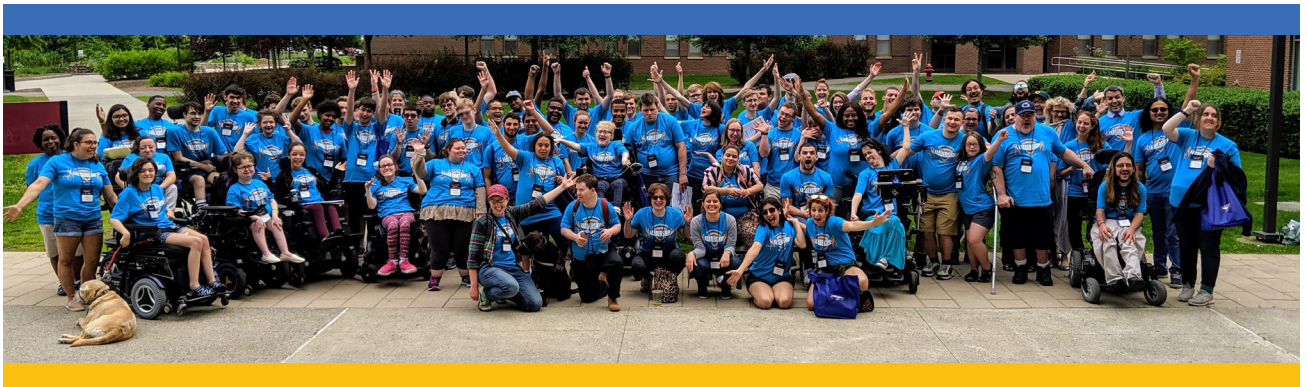
Access to Theater celebrated 25 years of theater programming by organizing a completely student lead production called *ATT to the 25th Power* presented at the Boston Center for the Arts where families and the public laughed, cried, and sang along to the creative show put on by our youth.

Youth Leadership Forum

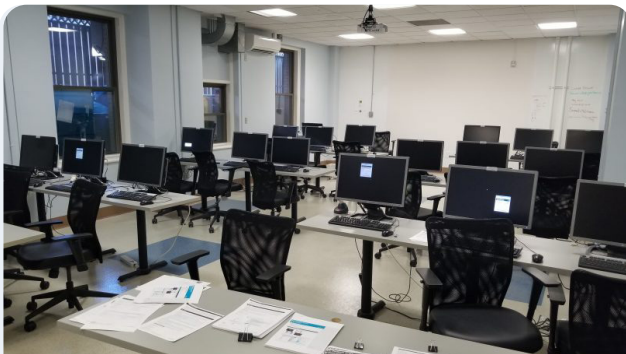
The Youth Leadership Forum (YLF) is an intensive four-day conference for youth with disabilities who want to develop self-advocacy and leadership skills, plan career goals, and build a support network. This year, PYD expanded YLF's funding sources by securing support from the Massachusetts Rehabilitation Commission, Department of Mental Health, Department of Developmental Services, and Developmental Disabilities Council, in addition to new support from Spaulding Rehabilitation Network.

Inclusion services

PYD transitioned to be the home of the National Disability Mentoring Coalition (NDMC), which helps to increase the awareness, quality, and impact of mentoring for individuals with disabilities. The NDMC also hosted PYD's first awareness building event in Washington D.C., and co-authored "Mentoring for Youth with Disabilities" in partnership with MENOR: The National Mentoring Partnership.



Stories



Our Career Readiness program expanded by partnering with Spaulding Rehabilitation Center's JobLab. This provides computers for our students which allows them to search for careers online, view videos, and create electronic versions of their resumes.



At the 2019 Youth Leadership Forum, youth leaders were trained on ableism, intersectionality, advocacy, and leadership. The days were filled with workshops about disability pride, assistive technology, job readiness, discussion, and so much more.



Matt, a long-time mentor to his mentee Jaden, spent hours upon hours dedicated to being a great mentor. Jaden's family expressed that they've seen Jaden grow and change a great deal since Matt's been in his life.



Regina gave a salute to Deep Chinappa, our Theater Arts director, for over 15 years of service at PYD. Deep empowers youth of all abilities with compassion, music, empathy, and kindness, and served as a coach, friend, and teacher to many.



We launched the very first Boston Inclusion Community in collaboration with B-SET for Career Network. Funded by the Boston Foundation, it consisted of 17 organizations that formed a cohort dedicated to learning about disability inclusion. Participants were provided with access to PYD's online learning platform and met for two in-person meetings to reflect on the skills and knowledge gained.

Youth demographics

Gender Identity

36% Girl or woman
63% Boy or man
1% Nonbinary or genderqueer

Age

15% 6 to 14 years old
63% 15 to 20 years old
22% 21 to 25 years old

Race

37% Black
28% White
20% Hispanic/Latino
9% Multiracial
5% Asian
1% Other

Annual household income

31% < \$25,000
32% \$25,000 - \$50,000
14% \$50,000 - \$75,000
23% > \$75,000

Disability

31% Developmental
29% Intellectual
28% Mental health
21% Learning
13% Communication
10% Physical
7% Health related
6% Sensory



PYD staff demographics

- **67%** of PYD staff are women, including **80%** of senior leadership roles
- **28%** of PYD staff identify as having a disability
- **17%** of PYD staff identify as LGBTQIA+ or queer

Race

65% White
12% Black
12% Asian
12% Middle Eastern
6% Biracial
6% Indian
6% Other



Supporters & Funders

*Thank you to the numerous **foundations, corporations, agencies, and organizations** that supported PYD in fiscal year 2019 (July 2018 to June 2019)!*

\$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

\$25,000 to \$49,000

Anonymous
Boston Center for the Arts
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
Massachusetts Mentoring Partnership (MMP)
National Endowment for the Arts
NBCUniversal
TJX Companies Inc. & TJX Foundation
Yawkey Foundations

\$10,000 to \$24,000

EY
Johnson Family Foundation
Massachusetts Cultural Council
United Way of Massachusetts Bay and Merrimack Valley

\$1,000 to \$10,000

Blue Cross Blue Shield of Massachusetts
BlumShapiro Foundation
Boston Cultural Council
Bushrod H. Campbell & Adah F. Hall Charity Fund
CVS Health Learning Center
Eastern Bank Charitable Foundation
John Hancock Financial Services
Massachusetts Developmental Disabilities Council
Massachusetts General Hospital
MassMutual
Partners HealthCare
PwC
Red Sox Foundation
RiteAid Foundation
Spaulding Rehabilitation Network
Special Needs Law Group of Massachusetts
Strategic Management Society
Target

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



Last May, 200 guests and volunteers came together at EY's gorgeous event space for the annual Party for PYD. We celebrated Ben Golub and CVS Health for their partnership & support. The event raised over \$130,000.

Donors

*Thank you to the numerous **individual donors** that supported PYD in Fiscal Year 2019 (July 2018 to June 2019), providing critical funding that allowed us to continue and grow our programs.*

Amane Abdel Jaber
Janet and Azroon Abrahamian
Yogesh Ahire
Lindsay and Michael Alperin
Marsha and Tom Alperin
Jeffrey Andrews
Tracy and John Atkinson
Fred Ausubel, Emily Ausubel, &
Stephanie Bird
Anna Ausubel
Eleanor Axelrod
Shawn Baker
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Brendan Beale
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McCafferty-Bentley
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Daly Celletti
Gene and Miae Cho Charette
Rodger Chen
Deep Chinappa
Robin Clemens
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Cheryl Cordima
Margaret and Andrew Covell
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James Dana
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Kirstein
Polly Fugate
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Elaine and Ellis Gabovitch
Adam Gabrilowitz
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Kathy and Peter Joseph
Kirk Joslin
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Rachel Kelly
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Anna-Mariya Kirova
Esra Koseatac
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Darren Williams
Gemma and Andrew Williams
Brian Wishart
Charis Yoon

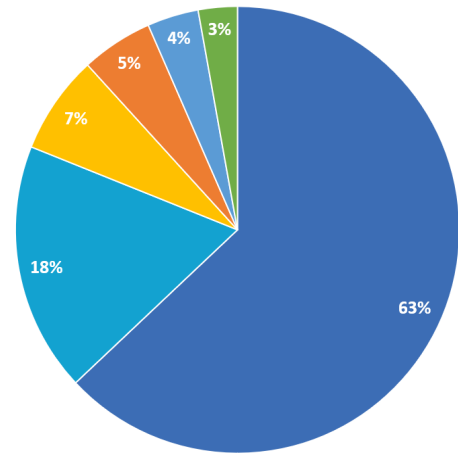


Financials

The below information is for PYD's 2019 fiscal year, which ran from July 2018 to June 2019. You can find more details in our complete audited financial statements and 990 on our website.

Revenue

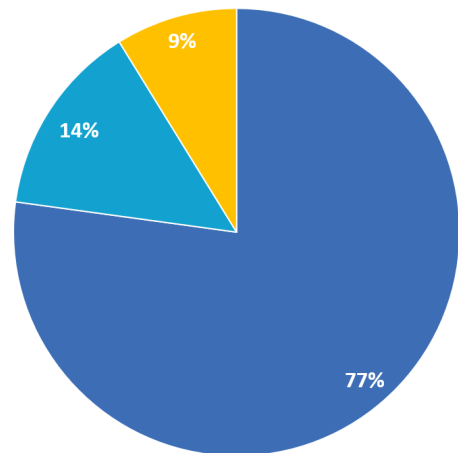
Government	\$1,102,871
Foundations	\$316,079
Events	\$125,266
Individual giving	\$91,286
Program services fees	\$65,383
In-kind, investments, other	\$49,782
Total revenue	\$1,750,666



- Government
- Foundations
- Events
- Individual giving
- Program services fees
- In-kind, investments, other

Expenses

Program services	\$1,456,482
Admin & management	\$264,565
Fundraising	\$166,476
Total expenses	\$1,887,523



- Program services
- Admin & management
- Fundraising

Net Assets at End of Year:

\$543,234





Board of Directors

Current Members

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Partner (Taxation), PricewaterhouseCoopers, LLP

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Joe DeAngelis, MD - Clerk

Orthopedic surgeon, Beth Israel Deaconess Medical Center

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J. Van Gurley

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Jay S. Krish

Vice President of Governance, Risk, and Compliance Technology, State Street Corporation

Neil Leonard - Vice President

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Stephen Mastrocola - Treasurer

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Mark Rocca

Partner, EY, Assurance Services

Manu Thrakal

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





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 2014 through June 2019)*. 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
Johnson Family Foundation
Liberty Mutual Foundation
Massachusetts Commission for the Blind
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



5 Middlesex Avenue
Suite 307
Somerville, MA 02145
617-556-4075
www.PYD.org