



MISSION STATEMENT

The mission of WorkSource Enterprises is to secure employment and support services that enable individuals with vocational disabilities to achieve economic self-sufficiency, independence and full participation in the community.

OVERVIEW

WorkSource is a private not-for-profit 501(c)(3) organization established in 1967 by a group of parents concerned about the lack of vocational opportunities for their adult children with disabilities.

WorkSource provides job training, employment, job placement assistance and support services for persons with disabilities. WorkSource serves citizens of the City of Charlottesville and Albemarle, Fluvanna, Greene, Louisa and Nelson counties. Persons served have intellectual and developmental disabilities, mental illness, physical impairments, sensory impairments and autism.

Its original program was an on-site workshop that performed assembly, packaging and mailing services for regional firms. Due in large part to federal regulations that prohibited "sheltered" employment as a vocational goal, the operation closed in August of 2017.

For 26 years, WorkSource owned and operated *BreadWorks Bakery & Deli*. Persons with disabilities engaged in all aspects of the operation. Delicious breads, rolls, muffins, scones, cookies, pies, cakes, soups, salads and sandwiches were sold on a retail and wholesale basis. Due largely to a dramatic drop in sales attributable to COVID-19, BreadWorks closed in late September of 2020.

PROGRAMS & SERVICES

Community Job Placement Services

For the year ended June 30, 2022, WorkSource assisted 170 individuals with disabilities seeking to obtain and to maintain employment in the community. Seventy-five (75) different employers hired WorkSource clients, including those transitioning from welfare-to-work. School-to-work programs include a collaboration with Charlottesville City Schools through the Student Employment Assistance Program at Charlottesville High School. Work incentive advice is available to those receiving benefits from the Social Security Administration.

Day Support Services

Educational and recreational services are provided for those with severe disabilities. Community integration is a major focus of this program and frequent field trips are sponsored. There are approximately 40 participants in this program and each participant has individualized goals that are focused on developing various skills.

Housekeeping and Custodial Services

WorkSource clients provide housekeeping and custodial services to the Federal Executive Institute through the AbilityOne program and a contract with the U.S. Office of Personnel Management.

WorkSource is governed by a Board of Directors of seven individuals and operates on an annual budget of \$1.8 million with a staff of 20. Typical of many nonprofit organizations, personnel costs represent approximately 83% of the budget.

BOARD OF DIRECTORS

Officers

James F. Neale, Esq.
Chairman of the Board

James P. Grigg, AIA
Secretary

Directors

John Going, EA
Juliet Hatchett, Esq.
James Jennings, Esq.
Alfred P. Minutolo, Jr.

MANAGEMENT

Charles J. McElroy – President
Anita D. Morris – Vice President - Finance/Admin.
Daniel R. Lozano – Employment Services
Charley Burton – Housekeeping & Custodial Services
Diana L. Wilson – Day Support

Audited financial statements are available upon request.

WorkSource Enterprises files Form 990 - Return of Organization Exempt from Income Tax with the Internal Revenue Service on or before November 15 of each year.

WorkSource has filed the Virginia Registration Statement for a Charitable Organization under Section 57-49 of the Virginia Solicitation of Contributions Law.

A financial statement is also available upon written request from the Commonwealth of Virginia Division of Consumer Affairs.

1311 Carlton Avenue, Charlottesville, VA 22902

(434) 972-1730

www.worksourceva.org

(434) 972-7412 (fax)



Primary Disabilities of Clients & Populations Served

Year Ended June 30, 2022	Number	Percent
Intellectual and Developmental Disabilities	65	29.15%
Mental Illness	51	22.87%
Autism	25	11.21%
Physical Disability	22	9.87%
Learning Disability	21	9.42%
ADD/ADHD	14	6.28%
Vision Impairment	9	4.04%
GED, ESL & Refugees	6	2.69%
Hearing Impairment	3	1.35%
Former Substance Abuse	2	0.90%
Other	5	2.24%
Total	223	100.00%

Client Distribution by Division

While many clients take advantage of more than one program,
the following table reflects their primary program only.

Year Ended June 30, 2022	Number	Percent
Supported Employment Services	91	40.81%
Temporary Assistance to Needy Families (TANF)	37	16.59%
Charlottesville High School Program	30	13.45%
Ticket to Work Services	13	5.83%
Sub-total of Community Placement Services	171	76.68%
Day Support Services	39	17.49%
Federal Housekeeping & Custodial Services - FEI	13	5.83%
Total	223	100.00%



STRATEGIC PARTNERS

Albemarle County Department of Social Services
Albemarle County Public Schools
American Dream Employment Network
Aramark at the Federal Executive Institute
Arc of the Piedmont
Charlottesville Area Community Foundation
Charlottesville City Schools
Charlottesville Department of Social Services
Charlottesville Parks & Recreation
Charlottesville Regional Autism Action Group
Commonwealth of Virginia Campaign
Federal Executive Institute
Fluvanna County Department of Social Services
Greene County Department of Social Services
Hilltop Foundation
JAUNT
Knights of Columbus – Council #11324
ModivCare (formerly Logisticare)
Louisa County Department of Social Services
Nelson County Department of Social Services
Office of Personnel Management
Piedmont Regional Education Program
Region Ten Community Services Board
SourceAmerica
The Whitney and Anne Stone Foundation
Thomas Jefferson Civitan Club
U.S. AbilityOne Commission
University of Virginia
Virginia Association of Community Rehabilitation Programs – *vaACCSES*
Virginia Department for the Blind and Vision Impaired
Virginia Department of Aging and Rehabilitation Services
Virginia Department of Behavioral Health and Developmental Services
Virginia Department of Medical Assistance Services
Virginia Department of Social Services
Wall Residences



DAY SUPPORT SERVICES

WorkSource sponsors a Day Support program licensed by the Virginia Department of Behavioral Health and Developmental Services that offers a combination of educational and recreational activities for persons with severe disabilities. Community integration is a major focus of this program and frequent field trips are sponsored.

Typical Activities:

Access Arts Charlottesville/Albemarle Art Show
Adult Basic Education Classes
Arts and Crafts
Bowling
Computer Games
Library Class
Lunch Club
Movies at WorkSource and at the theater
Regional Field Trips
Sing-Along with Wayne Wright
Exercise Class
Tai Chi Classes with Hiromi Johnson

Thematic Classes:

Comparative Cultures
Geography
History
Science
Volunteer Opportunities

Programmatic Skills Learning:

Communication Skills
Community Resource Utilization Skills
Computer Skills
Daily Living Skills
Medication Management Skills
Personal Care Skills
Personal Health Skills
Safety/Emergency Skills
Self-Advocacy Skills
Social Skills
Task Learning Skills



WorkSource Salutes the Following Employers That Hired Its Clients in 2021 – 2022

All Things Pawssible	Integrity Group	Roses
Aramark - Newcomb Hall	Jump Cville	RoseWood Village Assisted Living
Aramark - Observatory Hill	Kardinal Hall	Salvation Army Family Store
Aramark - Runk Hall	Kroger - Hydraulic	ScanScape
AT Homecare Staffing	Kroger- Barracks Road	Taco Bell - Route 29 North
Beer Run	Kroger- Rio Hill	Take It Away Sandwich Shop - Preston
Best Western Plus Crossroads	Lowe's - Charlottesville	Tuesday Morning
Big Lots	Lowe's - Zion Crossroads	Umansky Auto
Brick Oven	Massaki Japanese Steakhouse	UVA - Maintenance & Custodial Services
Charlottesville City Schools	Melting Pot	UVA Center for Comparative Med.
Chick-Fil-A - UVA	Moo Thru at the Dairy Market	UVA Children's Hospital - NICU
City of Charlottesville	Moving Forward	UVA Hospital - Engineering
Crutchfield Distribution Center	Moxie Hair Lounge	UVA Hospital - Housekeeping
DICK'S Sporting Goods	Next Level Hearing Care	UVA Primary Care Center
Dollar General - Fork Union	Old Navy	Virginia ABC Store - Louisa
Esstech Engineering	Our Lady of Peace	Virginia Department of Accounts
Food Lion - 5th Street	Outback Steakhouse	Walmart - Charlottesville
Food Lion - Branchlands	Pizza Hut - West Main Street	Walmart - Ruckersville
Giant Food Store	Playful Learners Preschool	Wawa - Pantops
Graduate Charlottesville	Popeyes Louisiana Kitchen	Wawa - Route 29
Harris Teeter- Barracks Road	Public Lands	Wegmans
Harris Teeter - Hollymead	Ralph Sampson's Amer. Taproom	White Horse Auto Wash
Hershey Chocolate of Virginia	Regal Stonefield & IMAX	Whole Foods
Home 2 Suites by Hilton	RMC Events - Charlottesville	Wood Grill Buffett

**Persons served included adults with disabilities, special education students
and individuals transitioning from welfare to work.**

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Benefits Counseling Services

Do you understand how working can impact your federal, state and local benefits?

- Are you the recipient of SSDI / SSI / Medicare / Medicaid / SNAP / a Section 8 Housing Voucher?
- Are you a family member, guardian or representative of a beneficiary?
- Are you a service provider, educator, or advocate?

WorkSource Benefits Counseling Services can help you make an informed decision about returning to work. You will work one-on-one with a Benefits Counselor to discuss your employment goals and various benefits. Your Benefits Counselor will provide you a Benefits Planning Query from the Social Security Administration (SSA) and an individualized Benefit Summary & Analysis.

Some things covered in the Benefit Summary & Analysis report include:

- The short-term & long-term impacts of work on your benefit checks and medical benefits.
- Understanding your Ticket to Work options.
- Understanding how work incentives can assist your return-to-work goals, including:
 - Trial Work Period for SSDI recipients
 - How to calculate SSI payments based on earnings
 - Impairment Related Work Expenses / Blind Work Expenses
 - Subsidy and Special Conditions
 - Plan to Achieve Self-Support (PASS)
 - Student Earned Income Exclusion
 - And much more!

Additionally, your Benefits Counselor can help you to understand any letters you may receive from SSA regarding an overpayment, cessation of benefits, Work Activity Report, Medical Review, and more.

To learn more about Benefits Counseling Services through WorkSource, please contact:

Beth Kirchner
Work Incentives Specialist Advocate
(434) 981-8601
beth@worksourceva.org

WorkSource Enterprises is Affiliated with The American Dream Employment Network (ADEN)

WHAT IS THE TICKET TO WORK PROGRAM?

For individuals receiving Social Security Administration (SSA) disability benefits, the return to gainful employment can be complicated and challenging. The Social Security Administration (SSA) recognizes the challenges that beneficiaries face in returning to work and, as a result, are able to offer supports to individuals who have the goal of achieving financial self-sufficiency, through supports provided by the SSA's Ticket to Work program. Providers of services to SSA disability beneficiaries under the Ticket to Work program are known as Employment Networks (ENs).

WHAT IS ADEN?

The American Dream Employment Network (ADEN) is a consortium of service providers, including WorkSource, working together with employers to create a path for individuals with disabilities to return to work or to begin working for the first time. ADEN is an approved Employment Network operating under the Social Security Administration's Ticket to Work program. ADEN is a division of National Disability Institute whose mission is to provide a better economic future for Americans with disabilities.

As an ADEN affiliate member, WorkSource provides face-to-face services to Ticket holders, also referred to as "participants." WorkSource meets the requirements of Social Security Administration to serve Ticket holders. Beth Kirchner, the WorkSource Work Incentives Specialist Advocate, has extensive SSA training and serves as the liaison to ADEN.

WORKSOURCE EMPLOYER NETWORK

WorkSource recognizes the importance of engaging employers in a meaningful way and is focused on expanding the network of employers who are interested in diversifying their workforce by hiring qualified participants.

WorkSource provides services that lead to the long-term financial stability of each participant. WorkSource offers the following core services to participants, at no cost to them or to employers:

- Career Counseling;
- Social Security Work Incentives Advisement;
- Job Search Supports;
- Connection to Employers;
- Money Management Resources; and
- Long-term Support on the Job.

To learn more about the WorkSource Ticket to Work program, please contact:

Beth Kirchner
Work Incentives Specialist Advocate
(434) 981-8601
beth@worksourceva.org



The Rehabilitation Accreditation Commission

A Hallmark of Quality

What is CARF?

CARF is a private, not-for-profit organization that promotes quality rehabilitation services by establishing guideline standards for organizations to use in developing and offering programs or services to consumers. CARF uses these standards to determine how well an organization is serving its consumers and how the organization can improve.

CARF standards are developed with input from consumers, rehabilitation professionals, state and national organizations and other funding sources. Each year the standards are reviewed and new standards are developed to keep pace with changing conditions and consumer needs.

What Does it Mean to be Accredited?

Once an organization applies for service or program accreditation, CARF sends professionals to conduct an on-site survey to determine the degree to which the organization meets the standards. CARF surveyors also consult with staff members and offer suggestions for improving the quality of the organization's services.

CARF-accredited programs and services have demonstrated that they substantially meet internationally recognized standards. CARF accreditation means that you can be confident that an organization has made a commitment to continually enhance the quality of its services and programs, with a focus on consumer satisfaction.

The Benefits of Accreditation to You, the Service Consumer

Choosing CARF-accredited programs and services gives you the assurance that:

- The programs or services actively involve consumers in selecting, planning and utilization.
- The organization's programs and services have met consumer focused, state-of-the-art international performance standards.
- The organization is focused on assisting each consumer in achieving his or her goals.

WorkSource Enterprises CARF-Accredited Services:

Community Integration
Community Employment Services
 Job Development
 Employment Supports
Employee Development Services
Employment Planning Services

CARF International
6951 E. Southpoint Road
Tucson, Arizona 85756
Voice/TDD (520) 325-1044
Fax (520) 318-1129
www.carf.org