



**The
Kennedy
CollectiveSM**

Collective Voices
2023 ANNUAL REPORT

**SUPPORT SERVICES &
BUSINESS ENTERPRISES
FOR PEOPLE WITH
DISABILITIES**



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Our Guiding Values

CHALLENGE
THE STATUS QUO

Courageously lead, advocate and innovate.

BUILD
COMMUNITY

Actively engage in diversified partnerships.



CREATE
PURPOSE

Find opportunities through tenacious perseverance.

ENSURE
INCLUSION

Champion people by celebrating their individuality.

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President & CEO

Benjamin Strong
Chair of the Board

Paul Horton
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Letter From Rick Sebastian

As I reflect on the past year at The Kennedy Collective, I am filled with gratitude for the incredible journey we have shared in service, support, empowerment, and employment. Through our Collective Voices and Actions, we have made a profound impact in the lives of individuals with disabilities.

In a world that often underestimates the abilities and potential of every individual, we have stood firm in our Mission of creating pathways for people to flourish and thrive by embracing our Core Values: **Challenge the Status Quo, Build Community, Create Purpose,** and **Ensure Inclusion.** This past year, we have broken down barriers, built bridges of opportunity and significantly impacted those in our communities.

Within these pages, the Power of Purpose and the impact of our people will unfold. Since our rebranding from The Kennedy Center to The Kennedy Collective in October 2022, we have introduced Collective Voices, a series of stories that showcase the meaning of Impact The Kennedy Collective has had in the lives of people who are too often overlooked and undervalued. We invite you to open your hearts to their stories of perseverance and fulfillment and join us in making a difference with each interaction we have.

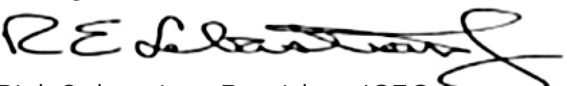


Through our collective efforts, we have provided vital resources that have fostered a community where individuals with disabilities and those who support them can thrive, pursue their passions, and make valuable contributions to society. Our commitment to creating an inclusive workforce has resulted in personal and professional growth for hundreds of people and has become a model for others to emulate.

As we look to the future, we are excited for the possibilities and confident, with your continued support, we will reach new heights in our Mission and continue the Vision that Evelyn Kennedy established more than 73 years ago.

Thank you for being a vital part of The Kennedy Collective family. Let us continue to work hand in hand, breaking down barriers and creating a world where we champion people by celebrating their individuality.

When we unite together, to empower and employ, our abilities have no bounds!

With gratitude,

Rick Sebastian, President/CEO

CHALLENGE THE STATUS QUO

Social Enterprises

The Kennedy Collective employs hard-working, dedicated individuals with barriers to employment, in all its Business Enterprises. All proceeds from our Business Enterprises are utilized to support our Human Services.

OUR CUSTOMERS

Government • Industry • Community • Home

SERVICES AND PRODUCTS

Facilities and Grounds Maintenance offers custodial/janitorial, and housekeeping services that provide disinfection and office cleaning, floor care — stripping, waxing and buffing, carpet cleaning, window and blind care, SafePass CLEAN-AIR™ mold remediation and post-construction clean-up as well as a full range of grounds and landscape services for residential and commercial properties (ISSA-CIMS GB Certified).

Mold Remediation and Eradication The Kennedy Collective is the exclusive U.S. distributor of SafePass CLEAN-AIR™ products that are designed to remove bacteria, mold, and fungus from the air and surfaces. SafePass can be used in any closed-air environment, storage areas, wardrobes, kitchen, workplace, car, boat, storage facilities, agricultural, food and beverage manufacturing industries, and in residential, commercial, and industrial HVAC systems.



Warehouse and Logistics services feature complete turn-key supply chain solutions, order fulfillment services, reverse logistics, pick-pack & and ship, custom kitting, and shipping.

Lift / Pump Station Cleaning utilizes the latest in environmentally friendly solutions and technology to clean and quickly and safely emulsify fats, oils, and grease (FOG). With safe, non-toxic Kationix™ products, our teams provide a superior level of cleaning that will keep pump stations running smoothly and at peak performance.

The Kennedy Collective manages sales and distribution for Kationix™ products. Kationix™ products are made from all-natural ingredients that emulsify the most severe FOG problems and improve performance in pumps, lines, and mains throughout wastewater systems, reducing high maintenance costs.





Meet Nevin Frank

Until 2019, Nevin Frank was languishing in the shadows, unable to secure employment. When Nevin connected with The Kennedy Collective, that all changed. Now, as a worker at The Kennedy Collective Logistics & Warehouse Operation, he is shining a light on the labor asset that people with disabilities represent — he is hard-working, reliable, enthusiastic and dependable.

Each weekday, Nevin takes public bus transportation to and from The Kennedy Collective warehouse facility. At the warehouse, Nevin is considered a go-to employee for all kinds of tasks and assignments. He takes his own initiative when he sees something that needs to be done and asks for more work when he completes his duties. Nevin possesses the qualities that every employer hopes for.

“I consider myself lucky to get to work with Nevin every day. He’s had a positive effect on my life in more ways than just work.”

— Garrett Broatch, Warehouse Supervisor



TKC Thrift

The Kennedy Collective Thrift Enterprise (TKC Thrift), formerly Palm & Able, believes a community is stronger when people of all abilities are empowered to contribute. Our thrift operations provide training and meaningful employment to people with disabilities.

TKC Thrift honors the legacy of Evelyn Kennedy and a small group of parents who, in 1951, refused to allow their children with disabilities to be institutionalized and pushed aside. Gathering at Evelyn’s home in Bridgeport, CT this group of parents founded The Kennedy Collective, a Connecticut-based not-for-profit that has grown to provide a lifespan of services to thousands of people with diverse abilities.

In 2019, The Kennedy Collective launched its thrift operation as a social enterprise honoring Evelyn’s accomplishments and building upon the opportunities she helped create.

**WITH EVERY DEAL
YOU FIND,
YOU FUND
AN OPPORTUNITY.**



*Pictured:
Johanna Vecchione*

Maggie Daly Arts Cooperative

The Maggie Daly Arts Cooperative (MDAC) is an enterprise of The Kennedy Collective designed to provide an inspiring environment where individuals with disabilities can learn, create, and benefit by participating in a multi-faceted arts program.

Creator Studio, where, through experimentation with varied media and approaches, each participant's artistic voice emerges to create wondrous visual stories through color, tactile surfaces, scale, and imagery.

MDAC Exhibition Gallery, situated adjacent to the studio, the gallery exhibits the work of MDAC artists alongside professional artists from the Bridgeport community.

Products with Purpose is a new line of products designed by MDAC artists including artful totes, tea towels, one-of-a-kind scarves, infant wear, cards and calendars. Every purchase helps support individuals and artists with disabilities.

Corporate Arts Program is our tax-deductible, "win-win" initiative that offers businesses the opportunity to adorn their office spaces with stunning art, and artists with disabilities the opportunity to achieve "published artist" status.



COLLECTIVE VOICES

Meet Christina Bevans

Christina is a passionate member of our MDAC crew. She approaches her work with vision and intent, and is always eager to learn more, whether it be artistic styles, mediums, or the business side of selling art. Christina has a big heart, creating art to show people in her life that she cares — whether a staff member getting married or someone experiencing loss. In 2023, she created a beautiful painting for the veterans who reside at "Homes of the Brave" in Bridgeport, CT. Christina is a bright light who graces our artist studio making every day more special.



"Christina is a vibrant and creative individual devoted to her art making process. Over many years, Christina has developed her own unique style that sets her apart from most conventional artists. Her kind spirit is reflected in art that inspires a sense of hope. We are grateful to collaborate with such an exceptional individual."

— Jessica Solomon, Manager of Arts, MDAC

CREATE PURPOSE

Workforce Services & Supports

The Kennedy Collective provides a range of services & supports that help people with disabilities secure and retain employment.

Transition Services help prepare individuals between the ages of 16–22 transition from a school environment and integrate into the adult world, including employment.

Workforce Development Services offer career counseling and planning, job placement along with job training and support that helps individuals learn about their skills, abilities, interests and goals to secure a rewarding job match.

Employment Network for Ticket to Work provides support for Social Security's Ticket To Work program by helping individuals find and maintain employment, increase their work earnings, and reduce their reliance on cash benefits while retaining medical benefits.

Community Partner Work Incentive Counseling (CPWIC) provides in-depth and personalized assessments that clarify an individual's benefits related to Social Security disability, government health insurance including Medicaid or Medicare, the Supplemental Nutrition Assistance Program (SNAP) and other benefits or federal subsidies.

*Pictured:
Natalie Vagnone*



Social Enterprises: Workforce Placement & Staffing

People with disabilities remain a largely untapped, yet valuable, labor force. The Kennedy Collective Workforce Placement & Staffing team works with management to provide effective staffing solutions to a wide range of organizations, including local businesses, commercial customers, and federal agencies.

Through our diverse and expanding list of labor candidates — as well as an associated network of non-profits who employ adults with disabilities — we provide workforce solutions across Connecticut and the United States.



Meet Alison Smith

Alison secured employment through our Workforce Development Services where she has worked as a community assistant for a local organization for more than five years. She is responsible for making sure specific areas of the building are clean, helping residents with their purchases at their weekly outings and assisting the HR manager with special projects.

Alison also enjoys The Kennedy Collective Drop-In Social Services. Our Social & Leisure sessions have helped her overcome shyness and create amazing, lifelong friendships.

“Alison is full of life and a joy to be around. She appreciates all the great people she works with and the quality friendships she has made along the way!”

— Jennifer Konopka,
Vocational Training & Support Specialist



Autism Learning Network

Autism Learning Network provides opportunities for children, teens, and young adults on the Autism Spectrum to engage in age-appropriate social and recreational activities that integrate skill-building strategies. A variety of immersive programs are offered throughout the year, with many opportunities for people with Autism to feel supported, connected, and empowered.

Autism Learning Network programs are led by a Board-Certified Behavior Analyst along with Registered Behavior Technicians and staff trained in ABA.

PROGRAMS INCLUDE:

Social Skills Program explores the dynamics of familial, friendship and workplace relationships to help develop skills and goals.

Transition Opportunities for Postsecondary Success (TOPS) is an on-campus college experience for young adults on the Autism Spectrum who are considering college as the next step.

Drop-In social programs for a range of ages are meant to build community, increase social opportunities and allow participants to have fun with peers.



Behavioral Services / ABI

Behavioral Supports Service team utilizes the principles of Applied Behavior Analysis to help improve the lives of those with intellectual disabilities and mental health disorders by reinforcing functional, constructive behaviors. We work with those who have unstable or unsafe behaviors, by identifying the root causes. We help individuals develop skills that foster independence and healthy communication.



COLLECTIVE VOICES

Meet Marty Walsh

Marty Walsh transitioned to The Kennedy Collective (TKC) Project Phoenix and Behavioral Services Team in 2005. He initially required a staffing ratio of 1:1 due to his physical aggression and inability to engage in group activities. He spent most of his days working on puzzles and other activities by himself.

Over the last several years, TKC and Behavioral Services staff have worked closely with Marty to teach him to communicate in a safe, functional manner and increase his tolerance for others within his personal space. Today, Marty actively interacts with his peers and staff, greeting all with smiles, high fives, and hugs.



“Marty’s transformation has been inspirational. He actively engages in group activities, both in program and out in the community and utilizes the tools and skills provided by the Behavioral Services Team and Project Phoenix staff to engage and lead a more joyful , fulfilled life.”

— Kimberly Stine, MS, BCBA, LBAVP, Behavior Analytic Services



COLLECTIVE VOICES

Meet George Sarantis

In 1993, George suffered a stroke that required him to relearn how to talk and walk. He came to The Kennedy Collective for Acquired Brain Injury Services (ABI) in 1999 where he received 24-hour care to ensure his safety and assist him with forming new routines.

During his time with The Kennedy Collective, George has learned to regain his independence. He utilizes a planner to assist with his memory challenges. With The Kennedy Collective assistance, George secured employment on the weekends, joined a sailing and bowling group and has made many friends in the community. Today, George receives support gathering and organizing information and working the transportation system.



“It’s amazing to see how far George has come with the help of The Kennedy Collective team. We are thrilled to see him enjoying a fulfilling and rewarding life.”

— Georgette Holmes, ABI Services & Quality Manager

Acquired Brain Injury (ABI) Service works one-on-one with individuals who have sustained a brain injury as an adult. Staff specialists spend time with the individual in their home and community environment, teaching critical life skills and assisting them to become as independent as possible.

Our ABI specialists work collaboratively with our Employment Services team to determine if accommodations are needed to gain or regain competitive employment.

Day Support Programming / Social & Leisure Services

The Kennedy Collective was among the first in the state of Connecticut to develop **Day Support Option** programs to provide an important solution for family caregivers of people with disabilities. In 2023, The Kennedy Collective 16 Day Support Programs served 370 individuals.

Our Day Supports offer a range of options – with all services geared to helping individuals with disabilities feel a personal connection, experience fun activities, enjoy learning experiences, and spend time in their local community.

Our Social & Leisure Drop-in Services

assist people with disabilities in leading more enriched lives. Individuals partake in a variety of monthly activities, from fun adventures out in the community, to team-building games. All activities are social in nature and based on the personal interests of each individual.

*Pictured:
Gary Davis and Barbara Cobb*



*Pictured:
Joyce Buchla*

Community Residential & Individualized Home Supports

Community Residential Supports provide individuals with disabilities the fulfillment of living and participating in an active community. In each of The Kennedy Collective 15 residential communities, individuals receive the extensive, round-the-clock support and guidance that families aren't always able to provide. With the familial bond of peers and staff residing in an inclusive environment, residents are empowered to develop their social, self-help, and independent living skills.

Individualized Home Supports (IHS) is a program with one goal – to empower individuals who were living in a group setting (either a group home, restricted setting, or family home) to live in their own environment. The program strengthens the participants' abilities to run their household and complete daily tasks – budgeting, employment, shopping, making & keeping appointments and so much more – while empowering them to contribute as active members of their family and community.



Meet Ryan Stubbs

Ryan resides at our White Plains Road residential home. He came to The Kennedy Collective in 2018 and was provided with 1:1 staffing service due to a history of dangerous behaviors and the inability to remain on task.

With guidance from The Kennedy Collective staff, today Ryan works on functional activities for extended periods of time and enjoys community outings with his peers. He is loving and affectionate and his laughter lights up the room. He loves to participate in art and music therapy — his artwork has been featured in The Kennedy Collective Annual 'A Unique Perspective' Calendar.

“Ryan is thriving due to the services he has received from the agency’s Behavioral Services Team, Residential and Day Program Staff, his loving family and the community.”

— Kimberly Stine, Director of Clinical Services



Mobility & Transportation Services

Our Mobility & Transportation Services help individuals with disabilities, seniors and veterans navigate the complexities of public transit to become more active and independent. For these citizens, Our Mobility Managers help identify service gaps, coordinate transportation options, offer travel training, and provide transportation assistance throughout Connecticut.

The Kennedy Collective Travel Training is a nationally-acclaimed program. Since 1991, over 5,000 graduates have completed the program and utilize these important life skills to increase their independence.

One-on-one training and ongoing communication is provided by an instructor who understands the challenges of public transportation to ensure safety to and from destinations, and to provide re-training where necessary.

“As a Kennedy Collective travel trainer, Thomas Robertson (pictured at right) teaches people with cognitive, sensory, and physical disabilities how to use public transportation safely and independently throughout Connecticut. He does an amazing job helping people live more independent and fulfilled lives.”

— John Wardzala, Mobility Services Director

Mobility on the Move

In addition to training individuals, our Mobility Services Team engages with key audiences at events hosted throughout CT including:

- Resource Fairs
- Veterans Events
- Senior Expos
- Autism Community Events



Community Building Initiatives

The Kennedy Collective proactively engages in diversified partnerships to Build Community and further our Mission of creating pathways for people with disabilities to flourish and thrive. Through the Collective efforts of our dedicated employees, donors, volunteers, supporters, and business partners, we work hand-in-hand to break down barriers and create a world where everyone is respected and celebrated for their individuality.



The Kennedy Collective 2023 Honoree — The Foley Family

While there are so many heroes among us, the Foley Family truly stands apart for their legacy of 50 years of unwavering service to our mission.

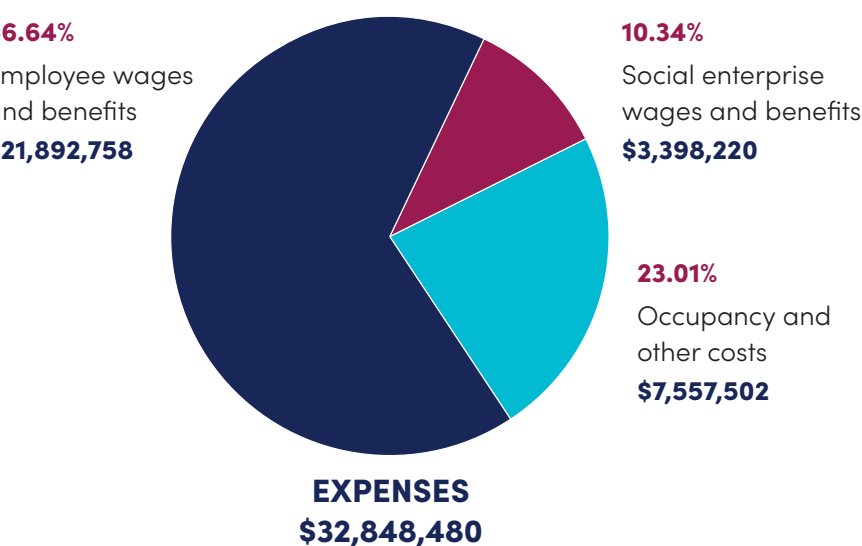
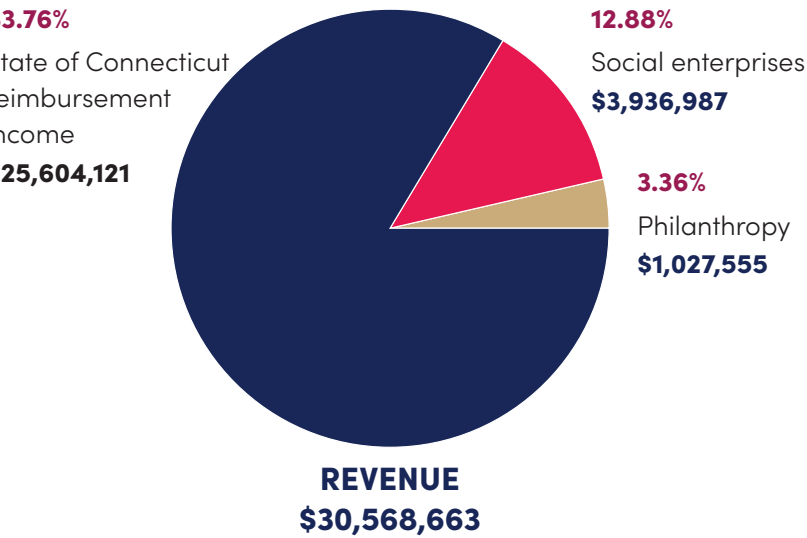
Anne Foley and her family were introduced to The Kennedy Collective in 1975 when the family moved to the area in search of services for Anne's sister, Susan St. Onge. Grateful for the wonderful opportunities The Kennedy Collective provided Susan, the St. Onge family became lifelong supporters and advocates.

Today, Anne, Pete, and the entire Foley family continue the family's legacy. From serving on our Board of Directors to championing our mission every day, the

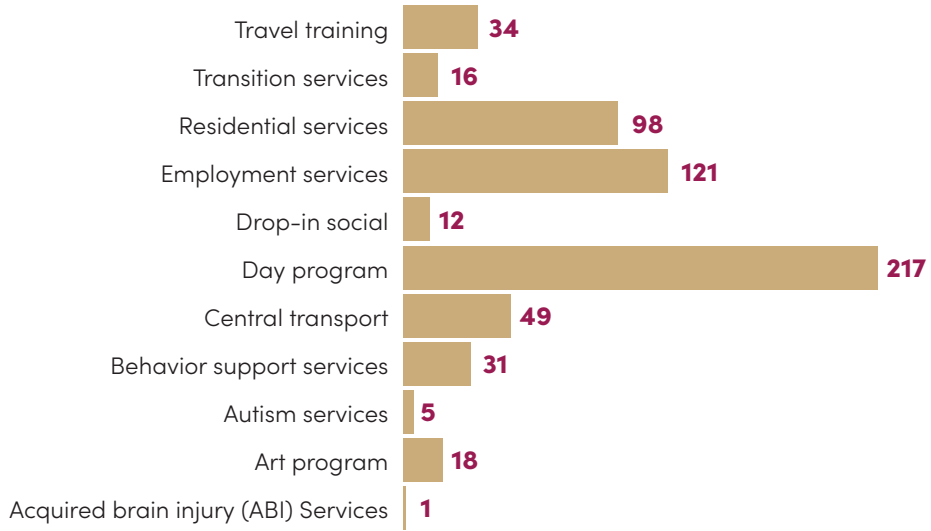
Foleys create a ripple effect of devotion that extends into our community and beyond, inspiring so many others to join us in our mission to empower and employ.



The Kennedy Collective, Inc. Annual Report
for the Fiscal Year Ended 6/30/23



Services Accessed by Individuals



COLLECTIVE VOICES

The Kennedy Collective Staff

Meet **Tony Abbott**. Tony has an affinity for vehicles and problem solving and has worked in transportation for The Kennedy Collective for 35 years. As Transportation Manager, he trains the staff, coordinates schedules and maintains our fleet of 120+ vehicles. Tony loves his job and the sense of pride he gets by impacting people's lives.



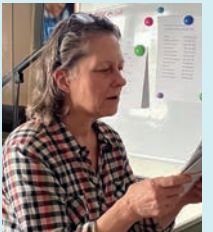
Meet **Luz Moguel**. Luz has been a Job Coach with The Kennedy Collective Supported Employment Services for 22 years. As a team player, she is flexible and available to meet any sudden challenges that arise. Luz is compassionate and dedicated and always prioritizes the welfare and development of the individuals she coaches.



Meet The Kennedy Collective HUD Staff — **Brynn Wilkes, Sarah Bray, Joyce Kennedy, Corey Wooster, Manager Bill Bennett, and Andrew Gustafson (missing, Michelle Lonardelli)**. The team, located in Albany New York at the HUD Financial Operations Center, provide administrative support, servicing premiums and claims for the United States Department of Housing and Urban Development.



Meet **Julia Eckman**. Julia is a Direct Support Professional (DSP) at our Marina Group with 38 years of experience at The Kennedy Collective. Throughout her tenure, she has held a number of positions including Food Services, In Home Supports, Recreational Supports and Adult Services. Julia has been a steadfast advocate for the individuals she serves. Her compassion and dedication to our mission truly make a difference every day.



Meet **Steve Sabo**. Steve is a Direct Support Professional (DSP) at our Broadhurst location who has been with The Kennedy Collective for 37 years. His work ethic and relationships with the individuals he serves is unmatched. He is passionate, patient, engaging and has a great sense of humor — all amazing qualities that reflect and reinforce The Kennedy Collective mission and values.





The Mission of The Kennedy Collective is the same as it was when Evelyn Kennedy formed the agency 73 years ago:

To create pathways for people with disabilities to flourish and thrive.

"We express our deepest appreciation to our dedicated and committed employees, donors, volunteers, supporters, and business partners who have made this journey possible. Your unwavering commitment to our cause is the driving force behind our success, and we are grateful for the transformative change we are creating together."

— Rick Sebastian, President & CEO



**Services & Enterprises
for People with Disabilities**

TheKennedyCollective.org