



Joining Paths. Thriving Together.

Tonight's Topics

- **Mission, Vision and Values**
- **AbilityPath & Via Services At-a-Glance**
- **Current Programs & Locations**
- **Affiliation Benefits**
- **Some FAQs**
- **Next Steps**



Mission, Vision, Values

Mission: Empower people with special needs to achieve their full potential through innovative, inclusive programs and community partnerships

Vision: A world where people of all abilities are fully **accepted, respected** and **included**



People First

Everything we do is centered on the people we serve.



Collaboration

Our impact is strengthened by teamwork, trust, and community partnerships.



Inclusion

We champion and promote universal inclusion.



Dedication

We are passionately committed to those we serve.



Innovation

We innovate and adapt to deliver the highest quality services.



Community

We create communities of support for individuals with special needs and their families.

Our Organizations At-a-Glance

	AbilityPath	Via Services
Our Visions	Empower people with special needs to achieve their full potential through innovative, inclusive programs and community partnerships.	Empower people with disabilities and their families to grow, develop, and thrive by providing essential skill-building, therapeutic, and recreational programs.
Years in Service	102	77
Revenue	\$22.5 M	\$5 M
Locations	Serving residents in San Mateo and Santa Clara Counties in 14 locations	Serving Resident in Santa Clara County in 2 locations: Santa Clara and Cupertino
Number of Staff	225 and 20+ Interns	40 and 80 Seasonal Staff
Number Served	1,250+ participants and families	2,500+ participants and families
Programs	<p>Children’s Therapy Services: Occupational, speech and physical therapy</p> <p>Family Support Services: Includes early childhood development assessments</p> <p>Learning Links Preschools: Inclusive learning setting</p> <p>Adult Services: Employment, community and site based, independent living services</p>	<p>Therapy Services: Occupational and speech therapy and early assessments</p> <p>Year Round and Summer Camps</p> <p>Respite: Weekend and multi-day programs</p> <p>Social Enterprise: Camp rentals, STEM and outdoor education</p>



Programs Offered in Two Locations



- **Via West – Camp**
 - ▶ Located in Cupertino Hills
 - ▶ 13.5 Acres
- **Santa Clara – 2851 Park Avenue**
 - ▶ 8,000 sq ft
 - ▶ Therapy – 4,000 sq ft
 - ▶ Admin Offices – 4,000 sq ft

Programs Offered in 14 Locations



Programs Serving both San Mateo County and Santa Clara County

- **Three Inclusive Preschools – Burlingame, Palo Alto, Mountain View**
- **Four Children’s Therapy Locations – Burlingame (2), Redwood City, Palo Alto, Sunnyvale**
- **Two Coop Living Homes – San Mateo**
- **Five Adult Services Locations – Daly City, Burlingame (2), Redwood City, Palo Alto**
- **Services for Stroke and Brain Injury – Palo Alto**
- **New program opening in Campbell**

Services For Families & The Whole Person

Our Combined Lifespan of Services Will GROW

Together we will provide a lifespan of support services to thousands of children, youth, and adults with developmental disabilities, along with their families



- Early Start & Assessments
- Respite
- Summer Camp
- Outdoor Recreation

Affiliation Benefits

- Greater program visibility in region
- Leverage recruiting resources
- Expand job opportunities for staff
- Leverage staff training programs
- Explore new social enterprises
- Use of camp for day programs
- Use camps for preschool field trips
- Combine and grow therapy practice
- Community meeting / event space
- Finances improved for both agencies



Frequently Asked Questions

- **Why did the two organizations choose to become affiliated?**
 - As a larger, single organization we have more financial resources to support our staff, programs and camp facilities, which allow us to better serve the needs of those in our community.
- **How will this change impact staff of both organizations?**
 - Programs for participants and families will remain the same.
 - The goal is for all administrative functions to operate out of AbilityPath's Redwood City office. We anticipate this move will take place over the next 3 to 6 months.
 - The affiliation will allow the combined organization to continue investing in the dedicated staff, providing additional opportunities for staff training and professional development and growth.



Frequently Asked Questions

- **Will Via Services change its name?**

We do not contemplate a name change for Via Services. As we explore future marketing and branding opportunities, we will keep you informed of any potential branding changes.

- **What benefit does this affiliation bring to the individuals and families we serve, as well as the future of the combined organization?**

We will invest in offering and marketing existing and new programs.

Expand and combine our two amazing therapy and First Step teams.

We will explore expanding social recreational programs and additional offerings at Camp Via West.

Our affiliation will expand our Lifespan of services, providing more choices for individuals.

- **Will any programs close for either organization?**

We do not plan to close any programs.

Due to increased costs and staffing challenges, Via Services modified the weekend overnight respite camp to a daytime-only respite program, beginning this fall.

Our intention is to develop additional respite care options, hoping to return to overnight weekend respite sessions in the future.

Focus on the Future

Together We Will Expand and Develop New and Innovative Programs Serving The Entire Community

- **Assess Staffing & Camp Facility Needs to Support Growth**
 - ▶ **Programs:** Explore children's and adult program usage of facilities throughout the year.
 - ▶ **Staff:** Develop hiring pipelines for interns, expanding internship programs throughout the year:
 - ▶ **Facilities:** Invest in the Camp facilities now, sending a clear signal to staff and families we are serious about realizing our vision to be the best!

We Want to be “*The #1 Place*” for Campers and Staff

Next Steps Over the Next 90 Days

- **Integration of Administrative Services and Systems**
 - Integrate HR, IT, Finance, Marketing & Development functions and systems. Leverage existing investment in systems and processes.
- **Combine First Step and Children's Therapy Teams**
 - Two strong teams. Share best practices. Find opportunities to grow early assessments in San Mateo County and support expanded therapy offerings in Santa Clara County.
- **Review Opportunities a Camp Via West & Invest in Facilities**
 - Focus on camp infrastructure needs, future staffing opportunities and program design and offerings. Create a Board of Directors Committee solely focused on Camp Via West operations. Explore opportunities for greater usage of camp facilities for current programs.

Future Staffing Pipeline

- **Expanded Internships**

- Paid internships/Unpaid internships
 - Special Education and Adult Recreational Therapy
- Sponsored University courses “cohorts”

- **Program volunteers**

- Qualified/specialized skill sets | Instruction and camp activities

- **Expand college relations at local schools**

- SCU, USF, CSM, Canada, Foothill, West Valley. Sac State, SJSU, SFSU, CSUEB



FY23 | The Road Ahead

1. Recovery from Covid-19 | Operating Sustainability

- *Invest in programs in FY23 that lead to positive operating results in FY24*

2. Progress on Capital Campaigns | Integrated Marketing and Communications

- *Palo Alto projects fully funded, kitchen and courtyard open. Marco Polo project well underway. Explore donor support for Camp Via West investments. Integrate marketing and development efforts for both organizations. Unite our community.*

3. Program Innovation and Program Growth

- *Continue expansion of Pathways Program. Explore complimentary programs between AbilityPath and Via Services. Invest in Camp Via West infrastructure.*

4. Team Health | Staff Development | Succession Planning

- *Develop and invest in staff – expand college intern pipeline.*

5. Strengthen Community Relationships

- *Regional Centers, DDS, DOR, local supporters and community, elected officials*



Questions