

Seabird Enterprises 36th Annual Report

2019-2020

June 2019



Seabird Enterprises

Come Fly With us!



Message from the Director



Our Mission

In 2019, Seabird has reached 36 years of giving support to individuals with Intellectual and Developmental disabilities living in eastern CT. Seabird continues to operate teaching facilities in four towns spanning from the Groton shoreline up to the green valley in Plainfield, teaching vocational skills and providing enrichment programs that help bring people greater confidence and success in life. DDS has set a goal for all agencies to locate "customized jobs" in the community for individuals to strike out on their own in an individualized job. This year we have encouraged four individuals currently in Group supported programs to explore job opportunities and career choices. As of June, some tried a job and returned for more training and support and two have continued on with independent employment. Seabird continues to identify job opportunities in various fields and match training techniques to the needs of the individuals in our programs, offering a wide range of program options including food service, horticultural, agricultural, janitorial and woodworking. Our day service programs offer a variety of experiences in the community including music, yoga and exercise, art and field trips that reflect diversity and cultural sensitivity and provide a variety of enrichment activities to inspire and support individuals in their daily life. At our sites we also offer gardening, wood working, animal experience, baking and group activities with friends.



Who are we?

Seabird serves a population of over 250 individuals with developmental and physical disabilities living in the eastern part of Connecticut from the shoreline to the “green valley” in the northeast section of the state. Seabird owns and operates four program sites offering a wide range of vocational and day service program opportunities. The vocational programs at the sites essentially operate as small businesses and include bakeries and restaurants as well as for wood-crafts, landscaping & cleaning services with gross yearly sales of \$331,674, an increase of more than \$15,000 compared to last year.

Cottage Gardens is a multi-faceted location which includes a greenhouse, woodshop, bakery and day service options center. It is located in Colchester CT. The bakery sells its delicious creations at the shop as well as local farmers markets in season.



Puffins is a full service breakfast and lunch waterfront restaurant with a marvelous view of the Thames River in Groton. Here individuals learn all aspects of food service as well as being home to a mobile cleaning crew which takes care of several businesses in the community.

Riverview Farm is located on the river in Uncasville on over 20 acres of rolling hills. It features a greenhouse, day service options center and horse facilities which provide PATH certified Therapeutic Riding. Individuals also can participate in the woodshop on site and enjoy crafts and outdoor gardening.



The Victorian, located in Plainfield CT is an historic Victorian home repurposed into a quaint New England eatery. The property also features a greenhouse and woodshop

along with a huge organic produce garden in the summer months.

Adjacent to the Victorian Seabird operates the **Village Bakery**, a full service wholesale bakery serving many local restaurants and farm stands.





Programs and Funding

Seabird receives the majority of its funding from contracts with the State of CT DDS, the Department of Disabilities Services. The contracts are issued under various program types which are include:

DSO & DSH ~ Day Service Options

Seabird serves 62 individuals in DSO and 4 in DSH which are day programs –full day or hourly- including enrichment and cultural activities such as crafts, gardening, yoga, music and field trips. Seabird provides these programs based in Colchester, Uncasville and Plainfield.

GSE & GSH~ Group Supportive Employment

Seabird serves over 137 individuals in GSE and 5 in GSH which are vocational day programs –full day or hourly. Seabird operates small businesses to enable individuals to learn vocational skills while being paid a wage. Seabird offers food service, janitorial and landscaping programs in all four locations, Colchester, Groton, Plainfield and Uncasville.

ISE ~ Individual Supportive Employment

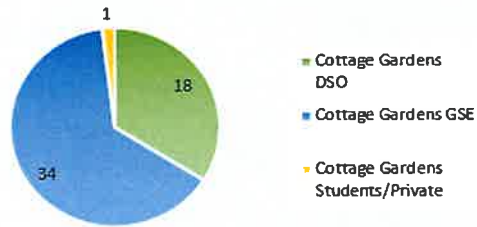
Seabird serves over 18 individuals in ISE. These individuals are working at independent jobs throughout eastern CT at such places as grocery stores, fast food restaurants, Good Will stores, auto repair shops and retail stores. Individuals can experience how to apply for jobs, job shadowing, job trials and on the job training as well as limited follow up services.

IDV ~ Individual Day Vocational & IDN Individual Day Non-Vocational

Seabird currently serves 9 individuals in these services. These programs are designed to provide a mix of community based skills ranging from job seeking to banking and budgeting.



Cottage Gardens Profile by Program Model June 2019



Puffins Profile by Program Model

June 2019



Riverview Farm by Program Model June 2019



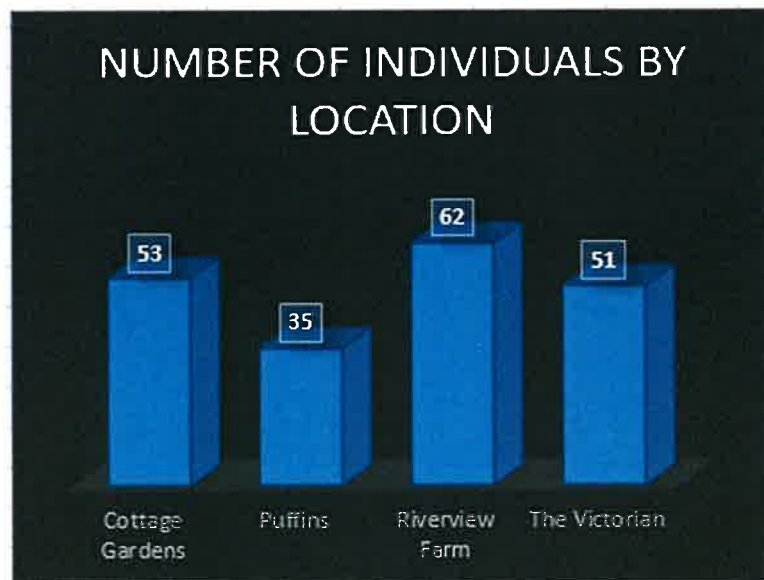
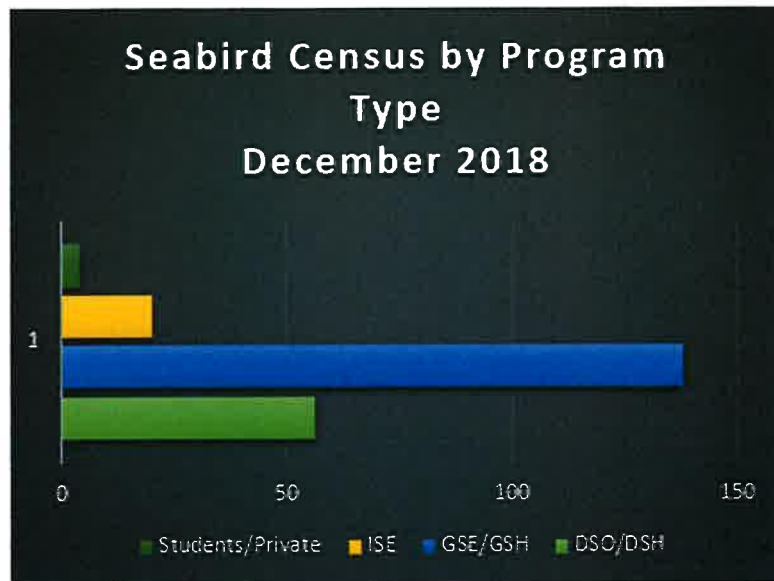
Victorian Profile by Program Model June 2019





Who are we?

Seabird Enterprises 2018 Annual Report





Yearly Highlights

Administrative

- Continued to add modules to the Therap web based documentation program for maintaining individuals health and progress reporting. Therap has been an asset to ensure accurate and timely daily documentation. Seabird appointed Melissa Lavoie as the Therap Training Coordinator to ensure staff are fully enabled to access the system effectively.
- Seabird once again scored very well in the DDS Data Provider Report which is based on quality reviews done at our program sites throughout the year with scores ranging from 89 –98%!
- Continued to comply with the Workforce Innovation & Opportunities Act (WIOA) which the Department of Labor enacted in July 2016. The Act ensures that individuals with disabilities are given a chance to learn about alternative job opportunities in the community to earn minimum wage. Each year individuals are given training and information to be sure they understand the opportunities available for them.
- Received a safety grant from the CT Workers Compensation Trust to purchase two salt/sand spreaders to use on the driveways at Riverview Farm and at Cottage Gardens.

Community Awareness

- Participated in many community events this year including the Eastern CT Chamber of Commerce and the Greater Norwich Chamber Restaurant week celebrations in April. These campaigns bring new customers to our restaurants where they receive special offers as incentives. Staff and board members attended various chamber events including a Legislative breakfast, community Meet and Greets and the Norwich Healthy Living Festival in September.
- Increased online awareness with the launching of the online version of the Gazette in April, reaching out to many people via email as well as sending out paper copies.
- Seabird can be followed on each of our Facebook accounts for Cottage Gardens, Riverview Farm, Puffins Restaurant and the Victorian.



Site Activities

- Opened our own Etsy online shop, [MarshallandFriends](#), to market the products individuals in our programs design and make. The shop features the art of Marshall Wilbur, an artist who designs wood animals with a unique style. There are woodshop programs at Cottage Gardens, Riverview Farm and the Victorian. The woodshop at Riverview Farm was started up with donations from the DeSalvo family and is supported annually by members of the community including Marshall's family ~ Robert Johnson and past Seabird employee Sherri Burdette. Crews are always busy creating all kinds of wood items to sell including bird & bat houses, lawn ornaments and gift items.
- The tradition continued with the Victorian once again hosting the start of the Special Olympics torch run in front of the restaurant.
- Cottage Gardens bakery participated in local farmers markets to sell their wares as well as hosting a table of goodies at Chelsea Groton Bank for a month at a time.
- Puffins Restaurant received a five-star rating in Yelp for their food quality and The Victorian was featured in the Chronicle, Ravings and Cravings, a blog written by food critic Ruth Halumbaugh.
- The therapeutic horse back riding program at Riverview Farm continues to provide equine experiences under the guidance of PATH certified instructor Susan Becher.



Community Support

- Community businesses were influential with their contributions to Seabird this year. The New London Telephone Employee Services fund yearly donation was used toward the purchase of iPads to enable documentation for our individuals as well as funds for new flooring at Puffins Restaurant. The Knights of Columbus also continued their support with annual donations used to purchase supplies and equipment in the businesses. A local commercial greenhouse generously donates hundreds of chrysanthemum “plugs” for our crews to plant and grow for our annual plant sales at each of our locations.



Looking Forward

As we look ahead to the new year Seabird will continue its focus on community inclusion and the quality of its programs. Utilizing the Therap program we strive to ensure all documentation is pertinent, accurate and complete. We will continue to partner with those agencies that entrust us with the individuals we serve. We will constantly evaluate our programs and update and modernize our methods in keeping with current trends and expectations. We encourage the growth and development of our team members and welcome their ideas and talents as we work to become more diverse and socially active in the community.

While the political environment continues to pose challenges for non-profits, we at Seabird have effectively worked with a lean budget, to provide a high level of services and programs while preserving our resources to enable our agency to weather budgetary fluctuations.

After all, it is the mission established long ago, to watch our seabirds fly!



SEABIRD ENTERPRISES, INC.
Statements of Activities
Years ended June 30, 2018 and 2017

	<u>2018</u>	<u>2017</u>
Revenues and support:		
State grants, net of paybacks	\$ 4,782,897	4,846,792
Sales revenue from enterprise	316,173	307,469
Tuition income	142,314	178,173
Contributions and private grants	18,864	7,548
Rental and other income	<u>6,711</u>	<u>41,781</u>
Total revenues and support	<u>5,266,959</u>	<u>5,381,763</u>
Expenses:		
Program services:		
Supportive employment	3,123,895	3,022,813
Habitational	1,263,408	1,437,681
Individual placement	<u>220,774</u>	<u>208,194</u>
Total program services	<u>4,608,077</u>	<u>4,668,688</u>
Supporting services:		
Management and general	<u>672,134</u>	<u>635,259</u>
Total expenses	<u>5,280,211</u>	<u>5,303,947</u>
Change in net assets	(13,252)	77,816
Net assets – beginning of year	<u>2,002,206</u>	<u>1,924,390</u>
Net assets – end of year	<u>\$ 1,988,954</u>	<u>2,002,206</u>

Financials

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SEABIRD ENTERPRISES, INC.

Statements of Functional Expenses

Years ended June 30, 2018 and 2017

	Program Services				Management and General	Total 2018 Expenses
	Supportive Employment	Habitational	Individual Placement	Total Program Services		
Salaries and wages	\$ 1,692,339	712,576	159,836	2,564,751	185,585	2,750,336
Employee benefits and payroll taxes	450,211	171,464	30,022	651,697	91,219	742,916
Client transportation	451,944	171,193	30,916	654,053	2,429	656,482
Occupancy	254,910	104,675	-	359,585	-	359,585
Professional fees	-	-	-	-	194,910	194,910
Depreciation and amortization, excluding vans	121,890	50,052	-	171,942	-	171,942
Production supplies and food	118,362	48,603	-	166,965	-	166,965
Insurance expense	-	-	-	-	103,913	103,913
Interest expense	-	-	-	-	30,688	30,688
Participant expense	22,441	-	-	22,441	-	22,441
Equipment rental expense	-	-	-	-	18,946	18,946
Repairs and maintenance	11,798	4,845	-	16,643	-	16,643
Office supplies and expense	-	-	-	-	16,059	16,059
Board expenses	-	-	-	-	11,441	11,441
Dues and fees	-	-	-	-	8,549	8,549
Staff training and education	-	-	-	-	8,395	8,395
Total expenses	\$ 3,123,895	1,263,408	220,774	4,608,077	672,134	5,280,211

	Program Services				Management and General	Total 2017 Expenses
	Supportive Employment	Habitational	Individual Placement	Total Program Services		
Salaries and wages	\$ 1,601,933	872,633	143,825	2,618,391	252,212	2,870,603
Client transportation	506,252	172,229	30,770	709,251	2,511	711,762
Employee benefits and payroll taxes	388,890	203,858	33,599	626,347	58,920	685,267
Occupancy	236,206	90,578	-	326,784	-	326,784
Depreciation and amortization, excluding vans	130,107	49,892	-	179,999	-	179,999
Production supplies and food	124,032	47,563	-	171,595	-	171,595
Professional fees	-	-	-	-	138,395	138,395
Insurance expense	-	-	-	-	76,889	76,889
Interest expense	-	-	-	-	34,321	34,321
Participant expense	32,972	-	-	32,972	-	32,972
Equipment rental expense	-	-	-	-	18,085	18,085
Dues and fees	-	-	-	-	14,709	14,709
Office supplies and expense	-	-	-	-	14,571	14,571
Board expenses	-	-	-	-	13,635	13,635
Staff training and education	-	-	-	-	11,011	11,011
Repairs and maintenance	2,421	928	-	3,349	-	3,349
Total expenses	\$ 3,022,813	1,437,681	208,194	4,668,688	635,259	5,303,947

Seabird Enterprises 2018-2019 Board of Directors

June 2019

Officers:

President: Douglas R. Ackerman

Vice President: Richard R. Dixon

Treasurer: John Allen

Secretary: Marie Carmenati

Directors:

Janet K. Ledwidge

Leslie Marquis

Dan O'Donnell

Oliver H. Porter

Ken Vaillancourt

Jean Wood

Seabird Management Team:

Executive Director

Lori Neumann

Program Directors:

John Lavoie

Jason Rivers

Site Manager:

Tonya Jankowski

Arnaldo Ingles

Program Managers:

Joshua Miller

Laura Palmisano

Alicia Schiro

Supervisors:

Kelly Assard, Michael Morin, Chelsea Post

Program Coordinators:

Scott Hayes, Leslie Nelson, Joann Ross

& Joanne Ross

