

Economic Empowerment

Behavioral Health

Social Enterprises

Youth Services

FSW

ANNUAL
REPORT

2014



02 Letter from the President & Chairman of the Board

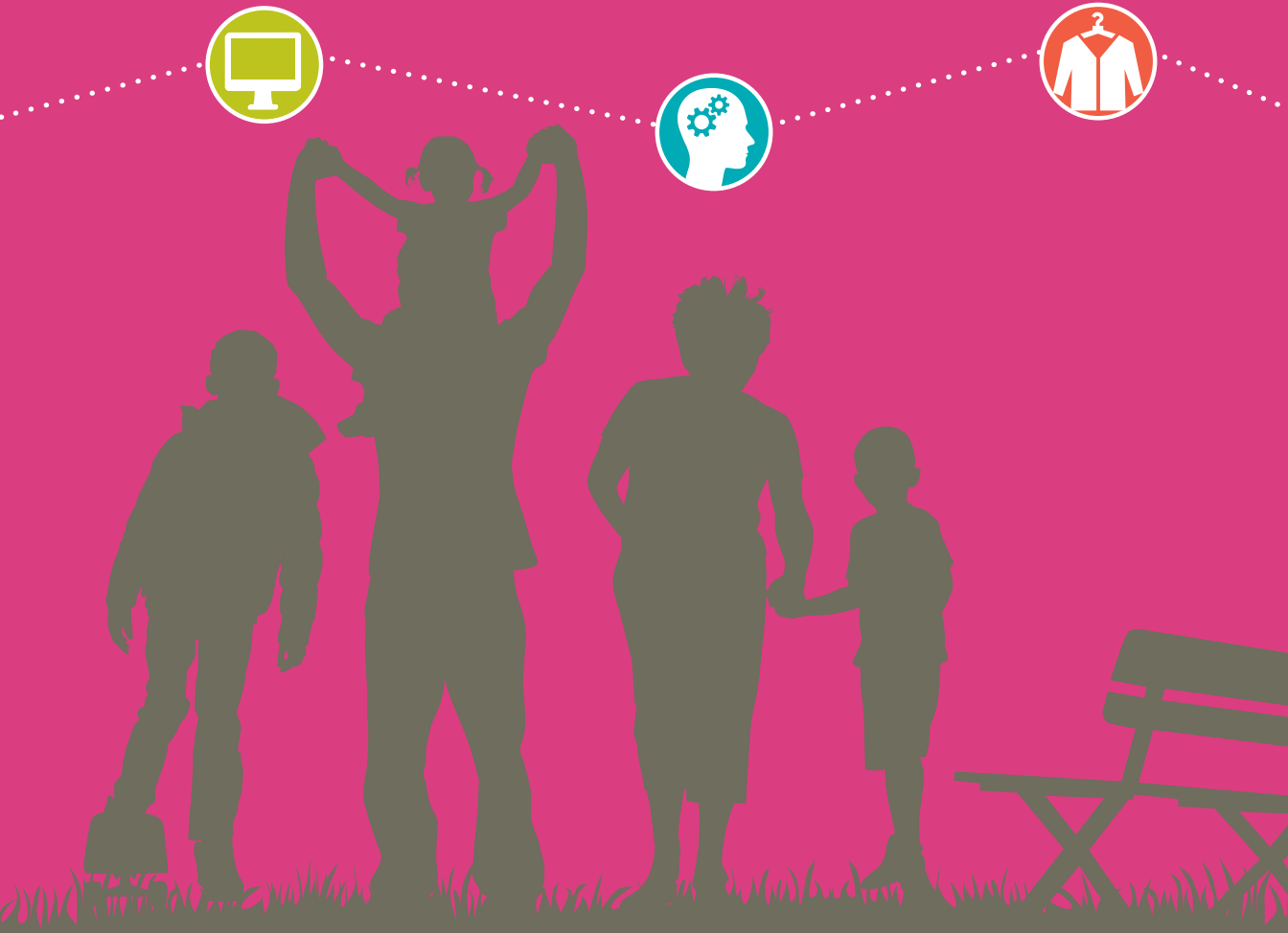
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FSW Inc. is a 501 (c) (3) nonprofit organization whose mission is to empower people in the greater Bridgeport area to build a brighter future. We are our clients' champion. We listen to them, we teach them to change, we hold them accountable, and we campaign on their behalf. Our goal is to move them from crisis to stabilization, and to greater levels of self-sufficiency. They define the need. FSW delivers the programs to meet that need.

DEAR FRIENDS,

This year, as we celebrated our 165th birthday, we were inspired to reflect upon our rich history, our enduring mission and outstanding record of service to the region. For over a century, our commitment to serve the needs of the most vulnerable members of our community has remained constant, even as the scope of our services and the diversity of the people we serve has changed and grown in response to dramatic societal shifts and economic conditions.

Our mission, to move people from crisis to greater levels of self-sufficiency, is more relevant than ever, and our work has become even more vital to the future of our region. As the challenges of those living in poverty have become more complex, FSW has met those challenges by developing a comprehensive range of social services that deliver what our clients need—immediate assistance, mental health counseling, financial education, basic literacy, work skills training and job assistance so that they can become more self-sufficient and financially secure.

The landscape of the nonprofit environment has changed dramatically over time as well, bringing new challenges and requiring new strategies to manage the scope and sustain the quality of our services. We have responded to these changes with a focus on high performance, a proactive effort to increase the efficiency and effectiveness of our services, and by extending the impact of our service through strategic partnerships with other high performing organizations.

As you will read later in this report, the history of our region has shaped our work as we sought to help the poorest and most vulnerable members of our community left behind in good economic times as well as those hit hardest in bad times.

History does indeed repeat itself, and our most recent recession and slow economic recovery has prevented many from finding a decent job or earning a living wage. The recently announced budget deficit and resulting cuts in state and local funding for vital human services to women and children, seniors, and people with mental illnesses will push many families further into poverty and deeper into crisis.

Last year over 17,000 people turned to FSW for critically needed services and we expect even more will need our help this year in the face of diminished government support. Plans are already in place at FSW to meet the challenge of helping more people with fewer resources. They include utilizing technology to improve our efficiency, implementing best practices to achieve

CELEBRATING



lasting client outcomes, and collaborating with other outstanding service agencies to maximize our collective impact.

As we look beyond the coming year to the next century of service, we are preparing new strategies that will enable us to adapt and change to meet the future needs of the region. With a 165-year track record of providing clients with the comprehensive services they need to break the cycle of poverty and achieve lasting improvement in their lives, FSW will continue to be a leading provider of social services to individuals and families affected by poverty.

Private and public sector collaborations are an essential part of our plans to meet tomorrow's challenges and we are committed to engaging and deepening community support for our work as thoughtfully as we develop our programs and services. To that end, after a two year study, our board of directors decided to change the name of our agency as part of an overall strategy to prepare for the future by better communicating what we do, who we help, and the positive impact of our work on the quality of life and economic health of our communities. Our formal announcement will take place next March and you'll be hearing more about our plans after the New Year.

This birthday year has inspired and invigorated us. We envision a future full of promise for our agency and for the

people we serve. There will always be new challenges, but there will also be exciting new opportunities. To keep pace and thrive, we'll need your help in order to create new strategies and assemble the resources that will strengthen our impact and enable us to achieve better outcomes for all our clients. You are essential to our work. The services we provided in the past, the services we provide today, and the services we hope to provide in the future, would not be possible without you—our supporters and community partners.

Together, we are already making a real difference in the lives of thousands of people and we can do even more as we move forward. Your concern and generous support is essential and we thank you for inspiring and empowering everyone at FSW, as well as the people we serve, to build brighter more secure futures for us all.

Sincerely,

Two handwritten signatures in black ink. The first signature is 'William J. Hass' and the second is 'Lawrence J. Ganim'.

William J. Hass, PhD
President and CEO

Lawrence J. Ganim
Chair, FSW Board

A COMPREHENSIVE RESPONSE

FSW understands that people impacted by poverty are challenged by a range of complex social, economic and health issues, and that their plight affects the quality of life and stability of our communities. We have learned that meaningful change requires sustained, multi-dimensional support tailored to the diverse and complex needs of our clients and their families.

Our clients come to FSW for help managing financial crises, family challenges and a chance to develop the skills they need to become more self-sufficient. To meet these challenges, our comprehensive response includes:

➤ **Assessment**

Our dedicated case managers and instructors assess the unique needs of each client and develop individual service plans designed to help them address challenges and move forward.

➤ **Inspire**ment

FSW staff provides consistent, personal, one-on-one support and serve as mentors and role models who challenge and inspire our clients to realize their full potential.

➤ **Empower**ment

FSW empowers our clients by providing them with the knowledge and skills they lack, and the opportunities they need, to achieve their goals.

➤ **Achieve**ment

Clients set personal, financial, educational and employment goals that enable them to achieve lasting change and build a brighter, more secure future.

PROGRAMS & SERVICES

We inspire and empower our clients by linking flexible, innovative programs to strengthen personal capability, develop skills, and build a pathway to economic self-sufficiency. Each client receives an individual plan of comprehensive services that are delivered through four core programs:

ECONOMIC EMPOWERMENT 10,117 CLIENTS



Our **Economic Empowerment Programs** offer integrated educational, financial and workskills services to help individuals acquire the knowledge, skills and resources needed to achieve greater economic self-sufficiency.

BEHAVIORAL HEALTH 2,741 CLIENTS

FSW helps adults, youths and families by providing tools that strengthen

their ability to cope, adapt, and **overcome challenges**. Our comprehensive services support people struggling with personal issues, family challenges, domestic violence, trauma, loss, and unemployment. We operate the only walk-in behavioral health clinic in greater Bridgeport.



YOUTH SERVICES 274 CLIENTS

FSW works with **at-risk youth ages 14-22** living in greater Bridgeport and lower Fairfield county who are referred to us by the state. Each youth receives intensive case management, life-skill and work readiness training, budget counseling, remedial math and reading assistance, job-coaching, and access to work internships or entry-level employment. These services strengthen their personal capability and provide them with the skills and knowledge they need to become positive and productive members of our community.



SOCIAL ENTERPRISES 3,908 CLIENTS

Our two social enterprise programs—**Food Services** and **Deaf Outreach and Interpreting Services**—provide essential services to some of our region's most vulnerable people. We provide nutritious home delivered meals to



low-income homebound elderly and disabled people in the greater New Haven area. Our Deaf Outreach and Interpreting Services serve the entire state and we are the leading provider of educational, advocacy, case management and sign language services to the deaf and hard-of-hearing.



CELEBRATING 165 YEARS OF SERVICE

Since 1849, the mission of FSW has been to help the poorest and most vulnerable members of the greater Bridgeport community. We began with the humble ambition of helping small groups, first widows, and later orphans, who had nowhere else to turn. As the needs of the community changed, our goal then, as it is now, was to help inspire people in crisis and empower them to become self-sufficient.

Following the Civil War, Bridgeport's economy and population exploded as new railroad and shipping connections, innovations in industry, and the rise of manufacturing helped turn the region in to one of America's first "creative economies." With abundant transportation, a strong business, banking, and manufacturing community, Bridgeport became a haven for European immigrants and African Americans migrating from the south in search of employment.

By the 1920's, Bridgeport's population had more than doubled, with its factories thriving from the production of goods to fill war contracts. By the 1930's, Bridgeport was the region's industrial center with successful businesses that included Bridgeport Brass, Singer Sewing Machine, and Warner Brothers Corsets.

But Bridgeport's assets became a liability. Its large populace, dependent on manufacturing, made Bridgeport especially vulnerable to the crippling effects of the

Great Depression. Jobs were scarce and as many workers struggled to provide for their families, the poorest and least educated were unable to find employment. In response to the growing need, FSW expanded its services to address basic needs like food, clothing and shelter and extended its assistance to the growing numbers of abandoned women and children. During these years, FSW created enlightened programs that provided foster care and adoption services, as well as support for unmarried mothers.

In 1935, we established the Woodfield Children's Village. Two decades later, we expanded our outreach in the community by merging with Bridgeport Family Services and the Family Service Society of Eastern Fairfield County to create Family Services Woodfield.

The economic fate of Bridgeport continued to impact the lives of its residents. Although World War II put Bridgeport back to work, the boom was short lived. After



the war, Bridgeport began a long, slow period of deindustrialization. Those who could afford to move to the suburbs, did so, leaving behind a faltering economy and a working class with few resources. Other shifts created new challenges as Bridgeport's working class struggled to overcome the cascading impact of limited employment opportunities, and a weak public school system.

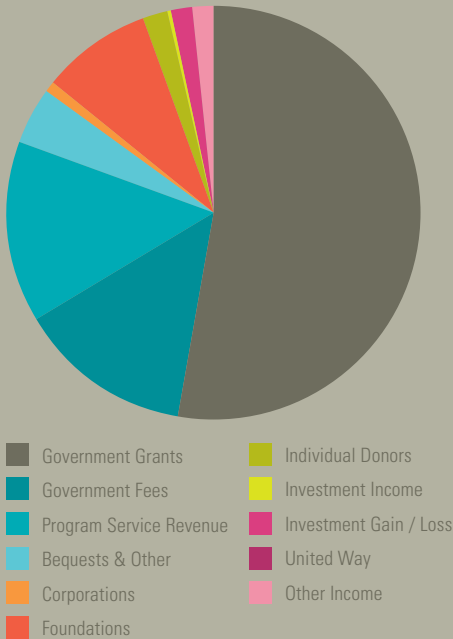
By the late 1960's, the need for social services increased as the number of impoverished single mothers, at-risk youth, and seniors expanded. The number of people in need of social services was further expanded by a simultaneous shift away from institutional mental health treatment, which displaced thousands of patients and created a need for community-based mental health services.

As FSW's clients diversified, we began to understand that creating sustainable change requires addressing all of the complex issues of poverty. Over the next 30 years, as new challenges arose, FSW added cutting-edge services that empowered our clients to become self-sufficient including a home health agency, a mental health clinic, an eldercare center, and services for people living with HIV and AIDS.

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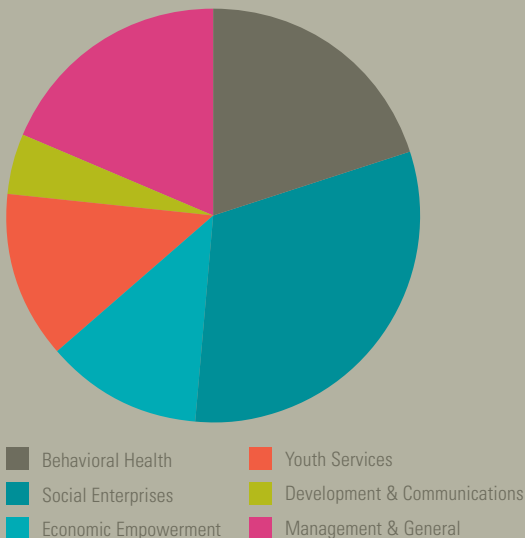
Our history is long, but through it all, FSW has emerged as a leader among social service agencies. Today, over 17,000 people a year turn to FSW for help, and just as we did over a century ago, we will be there to provide the services they need to achieve lasting change and a brighter, more secure future.

FSW 2013–2014 FINANCIALS



REVENUE

Government Grants	\$ 5,253,702
Government Fees	1,362,915
Program Service Revenue	1,400,292
Bequests & Other	452,140
Corporations	91,471
Foundations	836,646
Individual Donors	212,130
Investment Income	14,895
Investment Gain / Loss	167,689
United Way	9,059
Other Income	145,831
Grand Total	\$9,946,771



EXPENSES

Behavioral Health	\$ 2,015,777
Social Enterprises	3,169,355
Economic Empowerment	1,245,688
Youth Services	1,308,324
Development & Communications	483,962
Management & General	1,864,050
Grand Total	\$10,087,156

2014 Operating Profit & (Loss) \$ 15,774

2014 Net Profit & (Loss) (\$140,385)

THANK YOU

FSW Inc. extends its deep appreciation and sincere thanks to the following individuals, corporations, foundations, and organizations whose generous support enabled us to provide more than 17,000 low-income people from the Greater Bridgeport community with the hope and opportunity they need to build brighter futures.

CORPORATIONS

\$25,000 +

General Electric Foundation
PSEG Power Connecticut LLC
The Ganim Group, Inc.

\$10,000 +

People's United Bank
Sikorsky Aircraft Corporation

\$5,000 +

Lindley Food Service
State Farm's Good Neighbor Citizenship
The Bridgeport & Port Jefferson
Steamboat Company
West End Lumber

\$2,500 +

Aquarion Water Company
Berchem, Moses, & Devlin, P.C.
Merritt Contractors, Inc.
Newtown Savings Bank
Koskoff, Koskoff & Bieder, P.C.
The Northern Trust Company
The Trischman Group at
Morgan Stanley Smith Barney
The United Illuminating Company,
Southern Connecticut Gas
U. S. Soccer Federation
United Technologies Corporation

\$1,000 +

BlumShapiro
Citi Community Development
Dworken, Hillman, LaMorte,
& Sterczala, P.C.
First Trust Advisors L.P.
I.B.E.W. Local 488
LLBH Private Wealth Management, LLC
Cole Taylor Mortgage
Pullman & Comley, LLC
Sippin Energy Products
Tutor Time Child Care/Learning Centers
W.B. Mason

\$500 +

Bearingstar Insurance
IBM
O & G Industries, Inc.
Quatrella & Rizio, LLC
Santa Energy Corporation
Transamerica Capital Management
TS Capital LLC

\$250 +

CarterMario
Forger Kunkel Plumbing & Heating, LLC
Imperial Electronic Assembly, Inc.
Mark Otterson - State Farm Insurance
Pitney Bowes Inc.
R.F.P. Associates LLC
Rose & Kiernan, Inc.
Sotheby's International Realty

Up to \$249

Global Search Solutions, LLC
Kenny's Z's Salon
Kuchma Corporation
Lacey Manufacturing Company Inc.
Mitchell & Sheahan P.C.
Prisma Colors Corp.
Spring Lake Village Condo. 9
Sprint Nextel

FOUNDATIONS

\$100,000 +

Lone Pine Foundation, Inc.
The Smith Richardson Foundation, Inc.

\$50,000 +

Citi Foundation
The Tow Foundation
Virginia B. Squiers Foundation

\$20,000 +

Bromer Kearney
Charitable Foundation, Inc.
Edward S. Moore Family Foundation, Inc.
Fairfield County Community Foundation
JPMorgan Chase Foundation
Near & Far Aid Association
People's United Community Foundation

\$10,000 +

Abram and Ray Kaplan Foundation
The Harry L. and Helen M. Rust
Charitable Foundation

\$5,000 +

John C. Griswold Foundation
Pacific Life Foundation
The Ernest & Joan Trefz Foundation
The Inner City Foundation

\$2,500 +

Pitney Bowes Foundation
Ruscito Family Foundation

\$1,000 +

Anita Vogel Sklarsky Fund
The Burroughs Fund
Darden Restaurants, Inc. Foundation
David & Eunice Bigelow Foundation
Fairfield Rotary Foundation
Frederick A. DeLuca Foundation
The Maurice Goodman Foundation, Inc.
Mellen Foundation
Steven & Ellen Segal Family Gift Fund
Swindells Charitable Foundation
The Hodgman Family Foundation
The Ruth Camp Campbell Foundation

\$500 +

Citizens Charitable Foundation

Up to \$499

Bank of America
Charitable Foundation, Inc.
Cleveland H. Dodge Foundation, Inc.

COMMUNITY ORGANIZATIONS

\$20,000 +

United Way of Coastal Fairfield County

\$10,000 +

Connecticut Council of Family
Service Agencies
The Julia Moore Rackleff
Scholarship Fund

\$5,000 +

City of Bridgeport
Family & Children's Agency, Inc.

1 in 5 people in the greater Bridgeport area suffer from some kind of mental illness

98%

of clients who came to FSW's "walk-in" mental health clinic received services from a mental health clinician within 30 minutes.

\$2,500 +

Kiwanis Club of Weston

\$1,000 +

Fairfield Rotary Foundation
Southport Congregational Church
St. Vincent's Medical Center

Up to \$499

Bridgeport Mens Gardens Club
West End Business Association

INDIVIDUALS

\$25,000 +

Ms. Sandra J. Bromer and
Ms. Patricia K. Kearney
Mr. and Mrs. Robert A. Ley

\$10,000 +

Mrs. David Engelman
Mr. and Mrs. Lawrence J. Ganim
Mr. and Mrs. Roger Gilbert Jr.

\$5,000 +

Mr. Drummond C. Bell and
Mrs. Shelly Bell
Mr. and Mrs. Daniel Bennewitz
Mr. William A. Douglass III
Sylvia and Shane Eddy
Ms. Marta Jo Lawrence
Mr. and Mrs. Jonathan Maldon
Mr. and Mrs. Robert Matthews
Mr. and Mrs. John R. Page
Mr. and Mrs. H. Elliott Rogers Jr.
Mr. and Mrs. Ernest Trefz

Mr. and Mrs. Harold Trischman Jr.
Mr. and Mrs. William H. Waltrip
Mr. and Mrs. Kenneth L. Weinstein
Mr. and Mrs. Adam Wood

\$2,500 +

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Mr. Jeffrey Head and
Ms. Marianne Ruscito
Mr. and Mrs. Anthony Ruscito
Mr. Preston C. Tisdale, Esq.
Ms. Shelby Wilson

\$1,000 +

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 Mr. Richard Hockman
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 Mr. and Mrs. John L. Tucker
 Mr. Jeffrey P. Weinstein

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 Ms. Nancy Thiel and Mr. Robert Kaeser
 Mr. and Mrs. Peter H. Ventriglia
 Ms. Margaret Walker, Esq.

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 Mr. and Mrs. Christopher Osinski
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 Ms. Elizabeth M. Pfrieder
 Ms. Penelope Ross
 Mr. and Mrs. Mark Russo
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 Mr. and Mrs. Christopher Sawch
 Mr. and Mrs. Douglas R. Seymour
 Mr. and Mrs. Philo S. Shelton Jr.
 Mr. and Mrs. Timothy H. Smith
 Ms. Tracy Smith
 Mr. Wilford A. Smith
 Mr. and Mrs. Frank P. Squillante

41%
 of single mothers in
 Bridgeport with children
 under age 18 live in
 poverty.

3,727 families in
 financial crisis obtained
 gently-used clothing and
 household goods from
 FSW's Community Closet.

Mr. and Mrs. Grove W. Stoddard
Mr. and Mrs. Rory Tagert
Dr. Thomas A. Travers
Mr. and Mrs. J. Alexander Urquhart Jr.
Karen and Richard Wies
Mr. William Wolper
Mr. and Mrs. Victor Xistris

\$100 +

Mr. and Mrs. Eric J. Appellof
Mr. and Mrs. Neil E. Armbruster
Ms. Lucy Baghdady
Ms. Patsy Balacchi
Mrs. Frances S. Baldwin
Ms. Susan D. Ball and
 Rev. L. Kathleen Liles
Mr. Richard Baran
Ms. Lynn P. Bery

Mr. and Mrs. Henry Bertram
Rev. Sharon P. Blackburn and
 Mr. David W. Blackburn
Mr. and Mrs. Seth O. L. Brody
Ms. Suzanne Brown
Mr. James Burch
Dr. Kathryn Burns-Howard and
 Mr. Krzys Kosubski
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Mr. and Mrs. John Cannon
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Mr. and Mrs. George C. Cartwright
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Mr. and Mrs. Michael Holland
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Ms. Donna Hughes
Mr. and Mrs. Robert J. Hurley

Mr. and Mrs. David O. Jackson
Ms. Kimberly Johnson and
 Ms. Janet Ridenour
Mr. and Mrs. Robert H. Josephberg
Ms. Joanne Jovovich
Mr. Tom Kearney
Ms. Elizabeth Keplesky
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Mr. and Mrs. Richard F. Kral
Mr. and Mrs. Hobart C. Kreidler
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Mr. Dennis Rocheleau
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Mr. Sean Saunders
Ms. Margaret J. Sawch
Mr. and Mrs. Hank Schmidt
Mr. and Mrs. Robert F. Selkis
Ms. Mary Martha Sherts
Mr. and Mrs. Richard Sieron
Mr. and Mrs. Christopher V. Smith
Mr. James Smith
Ms. Janet R. Smith
Ms. Hopstill Spillane
Ms. Alloe E. Stokes
Mr. and Mrs. Scott Supernaw

51% of Bridgeport's
homeless population
were people in families
with children.

96% of FSW's
housing assistance
clients were stabilized
and still in their
homes after
one year.



Ms. Jane H. Tierney
Mr. and Mrs. Christian J. Trefz
Ms. Nancy C. Tremaine
Ms. Joy Walker
Mr. Lawrence N. Waterbury
Mr. and Mrs. Paul S. Wehner
Ms. Stacey Weiss

Up to \$99

Ms. Wynne J. Abrams
Mr. and Mrs. Edgar L. Abt
Ms. Jaqueline Adigun
Ms. Mary L. Adiletta
Mr. and Mrs. Joseph Alberty
Ms. Debra Alderson
Mr. James Alexander
Ms. Tammie Anderson
Ms. Virginia R. Arndt
Ms. Maria Arroyo
Mr. and Mrs. Rodney W. Aspinwall
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Mrs. Allen C. Bourne
Mr. and Mrs. David Braun
Mr. and Mrs. Franklin E. Brown
Ms. Muriel Borwn
Ms. Nancy Brown
Mr. and Mrs. Robert Burian
Ms. Iris Busch
Ms. Elsa Cantor
Ms. Lynn Carlton
Ms. Sandra Carmichael
Ms. Maria C. Castillo

32.3% of Bridgeport's families live 
at or under the Federal Poverty Level (\$23,850 for a family of 4).

2,500

FSW helped stabilize over **2,500** clients by providing work skills training, budget counseling, access to medical and SNAP benefits, and emergency financial assistance.

Mr. and Mrs. Chuck Chaplin
Mr. and Mrs. Kenneth W. Christensen
Mr. and Mrs. Donald B. Christie
Mr. and Mrs. Mark P. Chudwick
Mr. Anthony W. Ciccaglione
Ms. Margaret P. Clark
Mrs. Daniel S. Codman
Mr. Lewis Cohen
Ms. Anne H. Cole
Ms. Robin Crispino
Mr. and Mrs. Joseph D. Cron
Mr. and Mrs. Robert Crowley
Ms. Laurie Cuda
Ms. Barbara Cunard
Ms. Mary Cunningham
Ms. Donna L. Dardani
Ms. Lila Davis
Ms. Lisa Delohery
Ms. Simone Demou
Mr. John Desrochers
Ms. Paula Dodge
Ms. Valerie Dominguez
Mr. Maurice Duffy
Ms. Kimberly J. Escalera
Mr. and Mrs. Michael Esposito
Mr. and Mrs. Brad Essig
Mr. John Farrell

Ms. Beth Anne Ferraro
Dr. Lauren Festa and Ms. Trema Voytek
Mr. and Mrs. James E. Firmender
Ms. Patricia Fitzgerald
Ms. M.J. Fitzgibbon
Mr. and Mrs. Michael Foster
Ms. Elizabeth Franko
Mr. Aaron M. Friedman
Ms. Donna Gagnon
Ms. Rosanne T. Gallant
Mr. and Mrs. Paul Gallo
Ms. Patricia Gardner
Ms. Francine Gilbert
Mr. and Mrs. Thomas D. Goldberg
Mr. Randy Goldrick
Mr. and Mrs. Richard A. Goldrick
Ms. Suzanne Goldstein
Ms. Gloria C. Goodenough
Ms. Nancy Graham
Ms. Katherine Grandon
Ms. Linda Green
Ms. Marlene Green
Mr. Stephen B. Hamilton
Mr. and Mrs. Chester Harlow
Mrs. Dawn M. Hatchett and
Mr. Bennett Hatchett
Mr. and Mrs. William D. Hausch

Mr. and Mrs. George Hebner
 Ms. Carol Heller
 Mr. and Mrs. Daniel R. Hennessey
 Mr. Hasan Henry
 Ms. Nancy Henry
 Mr. Thomas H. Hey
 Ms. Katie Hill
 Mr. Terry Hill and Mr. Peter Stockman
 Ms. Lucinda Hollingsworth Holbrook
 Ms. Jean Howell
 Mr. John Howley
 Mr. and Mrs. Richard M. Hoyt
 Mr. David Huntington
 Ms. Mildred M. Jacko
 Ms. Barbara Johnson
 Mr. Benjamin M. Johnson
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260 employed
 people who used FSW's
 free tax preparation
 services received a total
 of \$433,276 in earned
 income tax
 credits.



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 Mr. and Mrs. Ross Strickland
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MATCHING GIFTS

Citizens Charitable Foundation
 Cleveland H. Dodge Foundation, Inc.
 General Electric Foundation
 United Technologies Corporation

BEQUESTS & TRUSTS

Mary W. Beardsley Trust
 Levi S. Cobb Trust
 The Mary Hawley Trust
 Benjamin B. Lewis Trust
 The Grace Jones Richardson Trust
 The Janice Park Revocable Trust
 Elsie Davis Young Endowment Fund

The results of the 2013 CT Academic Performance Test for Bridgeport’s 10th grade youth indicated only 11.3% passed in math, 8.6% in reading, and 20.7% in writing.



96%

of young adults aged 17-21 enrolled in FSW’s remedial math and reading courses completed them and improved their proficiency by at least one educational level.

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Bridgeport's
**UNEMPLOYMENT
RATE** rate is

10.5%

compared to 6.9% for the state.

90%

of low-income adults
(18-65 years) enrolled in
FSW's Occupational Skills
trainings passed national
tests and received credentials or
industry certifications.

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Mr. and Mrs. Daniel Bennewitz

Bridgeport Bluefish Professional Baseball

Charter Oak Brewing Company, LLC

Collyer Catering

Discovery Museum

Dragone Classic Motorcars

Fairfield University,

Quick Center for the Arts

Flourishes

Mr. and Mrs. Lawrence J. Ganim

Greater Bridgeport Symphony

Mr. Scott Green

GW Beer

H Salon

Harry's Wine and Liquor

Long Wharf Theatre

Marnier Lapostolle

Massage Envy

Mr. Bridge

Osianna Mediterranean Taverna

Posh Nails

Swanson's Fish Market

The Pantry

The Patterson Club

The Total Look of Southport, Inc.

Two Roads Brewing, Co.

W Hair Salon

W.B. Mason

Ms. Stacey Weiss

Westport Country Playhouse

FSW provided

16,985 hours of

interpretive services in medical, legal,
school, and workplace settings for the
deaf and hard of hearing.





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SHAPING BRIGHTER
FUTURES

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