

2021 | Annual Report



WHO WE ARE

MacDonald Training Center (MTC) transforms lives through innovations in vocational training, employment pathways, residential supports and life enrichment opportunities.

MacDonald Training Center is a private 510 (c) (3) NonProfit established in 1953.

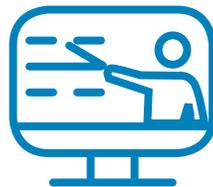
Empowering people with disabilities to lead the lives they choose.



Opening doors. Shattering barriers.

OUR PROGRAMS MAKING A DIFFERENCE

- Community Employment
- Vocational Services/Options
- Community Living Services
- Community Engagement Services
- Certificate Based Education
- Adult Day Services
- Career Camps for Youth



3,614 Hours of Online Instruction for people who could not attend in person



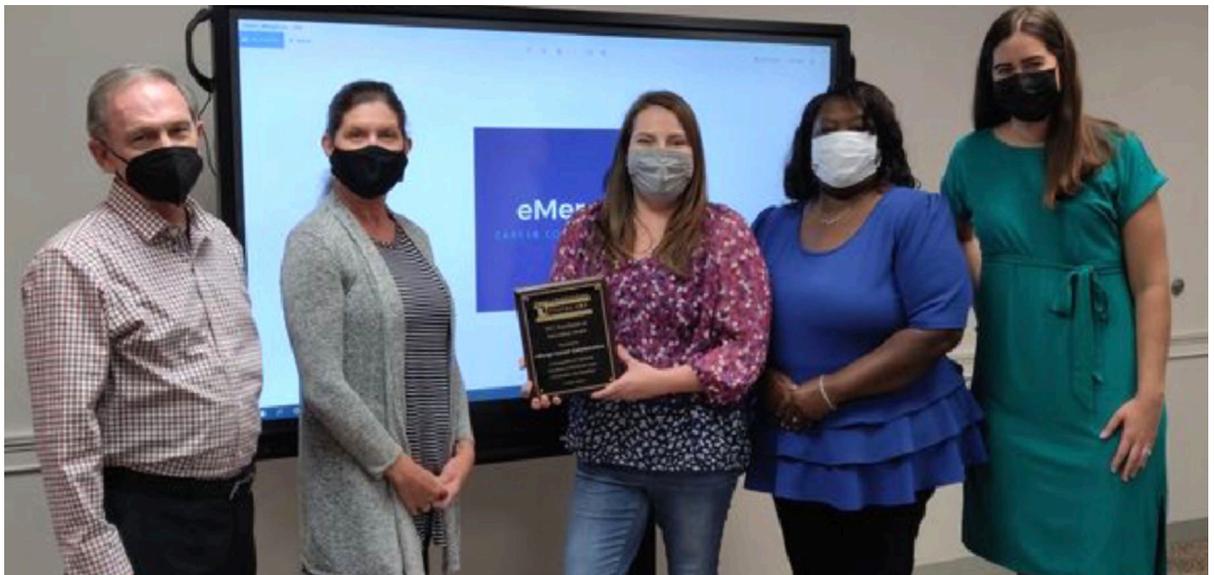
831 Transportation Vouchers for newly hired employees to use ride shares to safely get to their jobs



54 Virtual or in person Community Outreach events

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MTC's certificate program team won the 2021 Excellence in Innovation award from the Florida Association of Rehabilitative Facilities (ARF) "in recognition of continuing excellence in meeting the needs of Floridians with disabilities."



Cover Art by Kaila Hansley. Kaila attends ADT and won Tampa's 2021 3Rs Art & Poetry contest. Her original artwork "Clean Beach" was a fixture on City streets in 2021!

MTC won the Tampa Bay Business Journal "ONE Tampa Bay Award."

Congratulations are in order: Team Leader Julie Cook, and Team Member Leila Tucker awarded Direct Support Specialist, Florida Department of Education. Community Living Team member Cassie Tinsley recognized as *Outstanding Caregiver* by the Florida Alliance for Direct Support Professionals. Sun Pass Team Member, Travis Bowman won "Rookie of the Year" from RESPECT.

Financial Summary

2021

ASSETS

Current Assets	\$2,337,737
Investments & Real Estate	\$3,984,915
Property & Equipment, net	\$2,517,963
Contributions Receivables Less Current Portion	\$89,630
Other Assets	\$41,961

TOTAL ASSETS \$8,972,206

LIABILITIES

Current Liabilities	\$455,574
Deposit Liability - Sale Leaseback	\$393,168
Capital Lease Obligation & Long Term Debt Less Current Installments	\$2,413

TOTAL LIABILITIES \$858,155

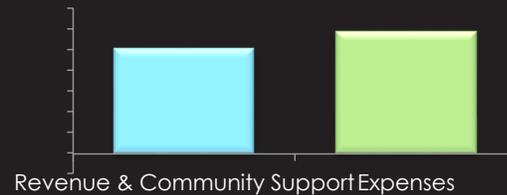
Net Assets \$8,114,051

TOTAL LIABILITIES & EQUITY \$8,972,206



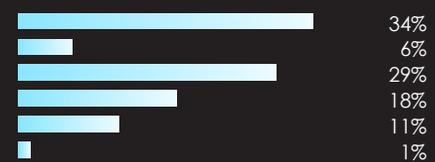
Revenue & Community Support
\$4,217,807

Expenses
\$4,771,220



Revenue & Community Support

Service Revenue	\$1,413,969
Funding Contracts	\$260,626
Net Product Sales	\$1,240,174
Contributions	\$761,311
Investments, Rental Income, Net Special Events & Other	\$484,298
Net Assets Released from Restrictions	\$57,429
Total	\$4,217,807



Expenses

Services	\$3,584,386
Administration	\$723,495
Development	\$316,615
General	\$146,724
Total	\$4,771,220



Other Significant Non-Operating Activity* \$1,764,019

Change in Net Assets \$1,210,606

*Forgiveness of Paycheck Protection Program Loan, Investment Return & Gain on Property Disposal

MESSAGE FROM OUR PRESIDENT, KARENNE P. LEVY



At MTC, we believe in **shattering barriers and opening doors** to opportunities for people with all disabilities.

At the end of Fiscal Year 2021, we proudly introduced a refreshed logo that promotes inclusion, and a greater sense of belonging for people with all disabilities.

MTC is a connector intentionally linking people with disabilities and their community, shown by an adaptation of a lemniscate representing inclusion/infinity, and blend of colors. Announcing this change in October, Disability Employment Awareness Month is very fitting for MTC's identity and our deep connection between the people we serve, the organization and our community.

Listening to the voice of the people we serve, MTC recommits to expanding and elevating our services, ensuring equitable access and opportunity, while supporting our community to become more welcoming for people with disabilities of all ages. MTC is a tireless advocate, uniquely able to adapt our educational, vocational, employment, life enrichment and residential services to meet the diverse and evolving needs.

United with a shared purpose we will make our community more inclusive, equitable, flexible, and open to the talents of all people.

Karenne Levy
President/CEO

As the impact of the global pandemic continued to evolve, MTC remained steadfast in our commitment to meeting the evolving needs of people with disabilities.

MTC continued to expand elevated workforce and independent living skills programming available for people with disabilities in Tampa Bay. MTC's innovative online instruction, **eMpowered Virtual Learning**, breaks down barriers and provides meaningful day activities, reducing social isolation and interactions with peers for many of our most vulnerable individuals who were unable to return to in-person instruction.

MTC expanded our **certificate-based training** for jobs in technology, manufacturing, and healthcare and hospitality with both in person and online instruction. Each track leads to an industry-standard certification, demonstrating to a prospective employer that the graduate has the knowledge, training and personal skills required for success in an inclusive workplace.

Through in person and virtual instruction, program participants earned **56** globally recognized industry based certifications. Despite the pandemic, **47** individuals seeking employment received elevated online and in person soft skills training to enhance interpersonal skills that lead to success on the job.

As the fiscal year ended, we had our first official cohort in the **Tech2Work** track program. In this unique program, students first complete digital literacy courses at MTC, and then continue on to the automation technology course at The Learning Academy at the University of South Florida to prepare for high-paying tech careers in the growing field of automation.

MTC and Moffitt Cancer Center continued to expand a customized Environmental Services curriculum for MTC students, who can master skills in a simulated hospital patient room on the Tampa campus, funded, designed and outfitted by Moffitt. Moffitt agreed to waive the six-month work experience requirement for MTC graduates.

The MTC campus in Sabal Park, Brandon opened in August 2020 to serve the growing number of people with disabilities in East Tampa seeking quality educational and life-skills programming, and soon developed a waiting list.



Three Job Coaches obtained “Discovery or ACRE” certifications during this year, in an effort to serve their clients more fully.

MTC's **Employment team** focused on helping employed individuals increase hours and climb the ladder. **Supported employment client Aaron McKinnie** was working a few hours at Wendy's doing janitorial service when COVID struck. As the crisis persisted, he was a responsible and reliable essential employee. MTC's Job Developer, Harry Marrero, coached Aaron to advocate for additional hours and responsibilities.

Today, Aaron is working anywhere between 12-25 hours a week, cooking instead of doing janitorial service, improving his work skills and building his resume and confidence.

During this year, **40** young people with disabilities were prepared and coached for future employment success. MTC's Employment team held workplace readiness **Winter Break Camp**

in person and an online technology Camp for 10 in-school youth, ages 14-21, during the December holiday break in addition to **Spring and Summer Camps**. In Summer 2021, MTC provided one of the only in person camps available to youth with disabilities.

During FY 21, MTC was selected to be part of **Project SEARCH**. Project SEARCH is a nine-month employment training program for adults with intellectual and developmental disabilities offered in partnership with Zoo Tampa at Lowry Park, Project SEARCH, Florida Developmental Disabilities Council, RESPECT of Florida, and Vocational Rehabilitation. This international model is one of only four in Florida, with nine MTC clients enrolled in the inaugural cohort.

Marielle Kaspar is one of the students participating in this innovative and exclusive program. Marielle is a high school graduate with Spina Bifida that severely limits her mobility. **At 24, she has not yet been able to find employment. Marielle hopes and believes that the experience at ZOO Tampa will be the missing link to assist in her job search afterwards, showing potential employers her customer service skills and gained during this immersive program.**

“I highly enjoy my experience at Zoo Tampa with all it has to offer. I feel confident in the endless opportunities and adventures ahead,” says Marielle.

MTC is responding to community demand for progressive new programs and additional support services to help unemployed people with disabilities return to the workforce after the disruptions caused by the pandemic. Nonprofits such as Feeding Tampa Bay and Lighthouse of Pinellas seek out partnerships with MTC for its expertise in piloting their own workforce

development programs. During this fiscal year, MTC was approved as a provider of Short Term Employment Training through Career Source to train job seekers abilities in logistics and environmental services.

MTC has been a leading advocate and ally for people with disabilities since our founding in 1953. **Our new logo** reflects this core value by incorporating the symbol used by the disability rights movement to represent **inclusion**.



MTC's residential Services provided needed supports for independent **Community Living** ranging from young people seeking first time housing to seniors aging in place.

MTC works with the community and area businesses to match the needs of the employer with the talents of the job seeker to create an inclusive, neurodiverse workforce. Team member experts conduct in person and virtual **diversity trainings** with businesses and community groups. Recent DEI trainings on the disability inclusion were conducted by MTC staff for the Tampa Bay Chamber of Commerce, Moffitt Cancer Center and Amgen international. MTC and Amgen are working to develop an ongoing DEI initiative with Amgen's Employee Resource Groups (ERG) designed to foster a diverse, inclusive workplace.

Deemed an essential service, MTC continued to proudly package and ship the **SunPass** transponder throughout the pandemic. Over one million transponders were packaged and sent across the State of Florida during this Fiscal year.

LIVES CHANGED



ANDREW

Pepin Distributing Center went above and beyond to accommodate MTC student Andrew Carlstadt. Andrew began what was to be a six-week internship at Pepin in October.

They were so very pleased with his skills and interest in all aspects of their business that they offered him full time employment within weeks of the start of the internship. Andrew declined their offer of full time employment in order to continue in the technology certificate program at MTC. Pepin accommodated and is continuing to allow Andrew to work as a part time intern until his course work is completed. At this point Andrew has earned his Certified Logistics Associate certification and is completing his second semester in the Tech2Work collaborative program with the University of South Florida. Pepin has agreed that they will again extend the offer of full time employment once he completes and earns the post-secondary credentials.



MARCUS

MTC Technology student, Marcus Shields is the first IC 3 student to take and ace the IC3 Computing Fundamental Certification, a very challenging exam. MTC's new IC3, Digital

Literacy Program began in September with a small group of students interested in the mechanics of technology. One of their first team projects was to create their own out of parts discarded from MTC's eQuality electronics recycling initiative. Many of us were amazed to see how efficiently their instructor would remotely share their computers to

help them learn how to 'fix' an IT issue or problem from the safety of their home. A course offered in colleges and universities, IC3 Computing Fundamentals increases student knowledge on hardware, software, operating systems, and how computers process information. The certification exam is made up of 50 questions across seven domains: Mobile Devices, Hardware, Computer Software Architecture, Backup and Restore, File Sharing, Cloud Computing and Security.



ALYSSA

Alyssa Kovatch is the first MTC student to earn MTA certification, specifically Microsoft Technical Associate for Windows Operating System Fundamentals!

Alyssa's success is a testament to a beautiful collaborative effort made by MTC's Education and Employment teams. Like so many others, Alyssa was struggling to find employment. Deaf and Hard of Hearing Employment Services Manager Patti Sanchez recognized the career advancement possibilities for Alyssa, associated with earning MTA certification, globally recognized credentials. She and Lead Technology Instructor, Professor George Dollar set all the moving parts in motion—from working with VR (Vocational Rehabilitation,) to setting the student up in the program, arranging for an interpreter as Alyssa is deaf, and organizing an OJT (On the Job training experience) that will follow the MTA course. Earning this certification, put Alyssa on a pathway to successful employment as Microsoft Technical Associate for Windows Operating System Fundamentals focuses on

operating system configurations; installing and upgrading client systems; managing applications; managing files and folders; managing devices; and understanding operating system maintenance. She is now working in the IT department of Hillsborough Community College.



BRIAN

Brian Tallman is working full time at Moffitt Cancer Center and used MTC's Voucher Transportation program, funded by The Able Trust to get there.

“I can't believe I am going to work in a hospital,” says Brian Tallman, now a full time ES Tech I at Moffitt. “My dad works in a hospital in Jacksonville; I never thought that I would be able to work in one too. I love to help people.” Brian enrolled in the MTC/ MCC course in May, graduated in July. The Moffitt team attended and spoke at the students graduation ceremony. Brian got transportation assistance to get to Moffitt's campus in Tampa from his grandparents' home in Riverview where he was living. Now as a full time employee, he has his own apartment close to Moffitt and is able to get to work easily.



CADAJAH

Cadajah Brooks loves her job at Moffitt Cancer Center. She is among the first graduates of the Moffitt/MTC collaboration to join the Moffitt team as Environmental Tech I. “I love

helping the patients and I am proud to be with people working to cure cancer,” says Cadajah.



ASHLEY

Ashley Binoy earned the Word 2016 Expert Certification through the MTC Excellence in Computer Education and Learning (EXCEL) vocational program. She is our first client

to earn this distinguished credential.

Ashley's accomplishment is a testament to her determination and the dedication of her MTC instructor, Professor George Dollar. Ashley is deaf and learned Sign Language in her native India. Instruction took place with the assistance of two sign language interpreters, one using Universal Sign Language and the other an Indian dialect. Ashley brilliantly overcome language, hearing barriers and even cultural bias to earn her certification. Her on the job training at Cyber Chasse, an International Securities Network is a dream come true.



We appreciate the thoughtful donors who financially support our mission! Your gifts make dreams come true.

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and with gifts of time and talent.*





www.macdonaldcenter.org

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