

Greetings from

CIL



2023

**Annual
Report**



Corporation for Independent Living



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Thoughts from

THE CEO

Moving Stories

In some ways, 2023 at CIL was about moving, but in other ways, it was about staying. I'm going to share two stories, which both seem at first to be about moving, but they're really not.

The first story concerns our geographic expansion. Several people have asked me why we're "moving" to other states when there is still a need for our services in Connecticut and Massachusetts. The simple answer is that we're not changing the support and services in our traditional geographies, we're simply trying to help more people. The services and real estate solutions we provide are needed everywhere. We can't be everywhere (at least not yet) but we can grow to help more people. We're just expanding our view of the community to be based more on common goals and needs, rather than physical location. Rest assured, we're still committed to helping here...as well as there.

The second story, and the most obvious moving story, concerns our change of address. We have physically moved our global headquarters (we like to think big). So, that's a real move but let's look closer: we actually only moved about 1,650 feet and we're still in the same city and the same neighborhood. Since we own both buildings, you might ask why we would bother relocating when it didn't really move us to somewhere new.

The answers to that question are somewhat complex, but the main reasons have to do with our tenant partners, our community connections, and our commitment to finding solutions to complex real estate issues. In 2010, we moved to our offices at 157 Charter Oak Avenue after renovating the building for Klingberg Family Centers. They didn't need the entire building, so we relocated to the ground and third floors from rented space in Wethersfield. Last year, Klingberg expressed interest in expanding their lease to include the whole building, and we were happy to comply.

At the same time we were having the expanded lease discussions with Klingberg, we were having discussions about the Connecticut Nonprofit Center operated by The Alliance at our Atlantic Works property at 75 Charter Oak. After ten years of trying, The Alliance had reached the conclusion that they could no longer support the Nonprofit Center. They were planning to vacate their space, and the conference rooms they had previously shared with members of the Nonprofit Center would not be available for use.

Many of our tenants at Atlantic Works were members of the Nonprofit Center, and they were understandably concerned about the viability of staying without access to the conference rooms. There were also other services being provided by The Alliance, and the Hartford Foundation for Public Giving provided lifelines by funding and supporting the community in the replacement of lost services. The problem of conference and meeting space remained.

The solution was not obvious. There was a vacant office space at Capewell Lofts, an adjacent building we own, which was previously a wellness center for Family Life Education. Additionally, there was a vacant suite of three small offices at the Atlantic Works and one existing conference room we still controlled. We agreed to share those spaces and reconfigure them for meetings. To decrease costs and better manage the concept, we moved our headquarters to the vacant space at Capewell Lofts and created The Atlantic Works Conference Center (AWCC). We are thankful that, again, the Hartford Foundation made this move possible through grants to support the required technology and physical upgrades.

So, although we have a new address, and we're expanding geographically, we haven't moved from our neighborhood or our commitments to the community. The only real "moving" we're doing is moving forward.



Kent M. Schwendy

KENT M. SCHWENDY

President & CEO





Geographic

EXPANSION

Creating Housing Options in New Geographies

When we began our push to extend the reach of CIL's real estate services in January 2020 (timing, right?), it started with a simple idea: talk to as many providers, stakeholders, and family groups as we could, in as many different states as we could, listen to their needs around accessible housing, and see who could benefit from our community residence development model and real estate expertise.

While in many ways the pandemic stalled this exploration, as providers were rightly focused on the health of the people they serve and the health of their teams, in other ways it opened new doors for connection as national organizations expanded their digital communities and virtual meeting opportunities. The virtual connections we made during this time were critical to paving the way for our geographic expansion.

We received valuable feedback about where there might be the most need for our community residence development model, and that led us to exhibiting at the 2022 RCPA Conference, where our booth happened to be right next door to a Pennsylvania provider who was very interested in our financing model. About six months later, we had developed our first home in PA!

Since then, we have developed more homes in Pennsylvania, and extended our reach into Delaware, as well as started development consulting projects in New Jersey and Maine.



A CIL developed home in Coatsville, PA

Pennsylvania, Delaware, New Jersey, and Maine have become the latest landscapes for CIL's innovative approach to community residence development and real estate consulting services.



Geographic

EXPANSION



While each state treats how they approach housing for people with disabilities differently, one thing we hear from everyone is the need for a variety of housing options.

In states where the primary solution for deinstitutionalization was placing people in shared living or adult foster care arrangements, we heard about a need for group home development. In states that had a good amount of group home development, we heard about the need for more apartment style units and housing that supports those who require less than 24/7 care.

People will always have various preferences for where to live, what type of home to have, and with whom they share their lives. They will also have varying needs for level of care and support, which will change as they age. Our goal at CIL is to help meet these varying needs and preferences, and as we look forward to 2024, we invite partners, service providers, state agencies, families, and individuals to continue this conversation so we can work together to build quality housing that enhances independence in neighborhoods across the country.

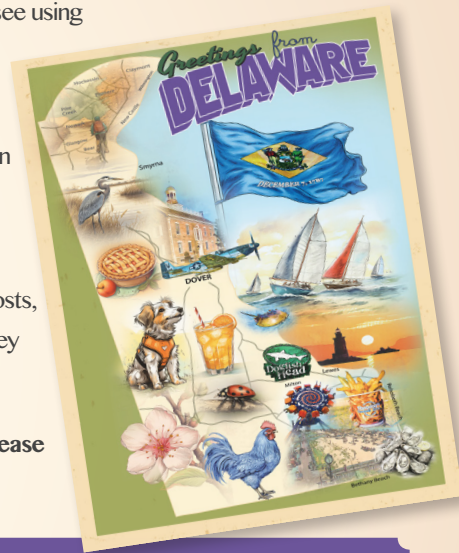
Let's Chat!

Samantha VanSchoick, VP Strategic Partnerships

sam@cil.org

CIL's Development Model: The Basics

- Production model that allows CIL quick access to funding, which allows us to help more people faster.
- CIL finances project with no upfront cost to lessee using line of credit.
- CIL Real Estate Developers work with provider to locate site and oversee design and construction as needed.
- Typically, a long term, triple net lease (20 - 30 years). Lessee handles maintenance, operating costs, and capital improvements just as they would if they were paying a mortgage.
- **Home is donated to lessee at the end of the lease term!**



A CIL developed home in Reading, PA





Community in Action

ATLANTIC WORKS

A Collaborative Conference Center for Collective Impact

At CIL, we believe in the power of community and the role it plays in ensuring everyone thrives.

Luckily, CIL isn't alone in these beliefs. Our community partnerships were key to the development of the new Atlantic Works Conference Center (AWCC): a shared workspace for nonprofit organizations and participating lessees at the adjacent Atlantic Works office complex, also owned by CIL.

"WITH THE CLOSING OF THE CONNECTICUT NONPROFIT CENTER, WE WANTED TO BE ABLE TO PROVIDE AN ALTERNATIVE SPACE FOR ORGANIZATIONS AT THE ATLANTIC WORKS CAMPUS TO BE ABLE TO USE [AND] THE MORE WE THOUGHT ABOUT IT, THE MORE IT MADE SENSE FOR US TO MOVE OUR OFFICE TO SHARE THAT SPACE AS WELL."

- MARIA GREEN, CIL

When the closure of the Connecticut Nonprofit Center left a gap in technology services and meeting spaces for the mostly nonprofit tenants at Atlantic Works, a creative and collaborative solution was needed. With the generous support of the Hartford Foundation for Public Giving, a move of CIL headquarters, and enthusiasm for the concept from the community, CIL was able to retrofit vacant office space into a state-of-the-art conference center aimed at servicing community nonprofits.

"AS PROVIDERS OF CONFIDENTIAL SERVICES TO VICTIMS OF DOMESTIC VIOLENCE, WE ARE THRILLED TO UTILIZE CIL'S INNOVATIVE CONFERENCE CENTER FOR GATHERINGS WITH COLLEAGUES WE CANNOT INVITE INTO OUR OWN SPACE. THIS PARTNERSHIP ENABLES US TO COLLABORATE FREELY WITH OTHERS WITHOUT COMPROMISING THE SAFETY OF OUR CLIENTS."

- AMANDA DELAURA, INTERVAL HOUSE

CONFERENCE CENTER

CJL's headquarters are now located in the ANCC, located at 57 Charter Oak Avenue, Suite A!





Around Campus

ATLANTIC WORKS

The AWCC is about 5,400 square feet and offers members the use of seven conference rooms of various sizes, all outfitted with internet and conferencing equipment for presentations and hybrid meetings. Additional amenities include shared copier services, kitchen space with tables and seating for up to 30 people, as well as multiple open-office touch down spaces for members to work from on a first-come, first-served basis.

“EACH OF THE ORGANIZATIONS WITHIN THIS COMMUNITY ARE WORKING HARD TO MAKE PEOPLE’S LIVES BETTER EVERY DAY AND NOW WITH THE ATLANTIC WORKS CONFERENCE CENTER, WE CAN IMPROVE OUR ABILITIES TO DO THAT.”

– BRYAN GARCIA, CONNECTICUT GREEN BANK

The AWCC launched in August 2023 with the goal of establishing a cooperative working space that caters to the needs of its members while also sharing the cost of operations. So far, 18 organizations have joined and we hope to continue to grow that number.

“HARTFORD WAS REALLY JUST HITTING ITS STRIDE, AND THEN COVID HIT...WE WANT TO TRY TO REMAIN AS A BEACON OF HOPE, SOMETHING THAT IS WORKING IN THE CITY, WHERE PEOPLE ARE IN A COMMUNITY WHERE THEY ARE HELPING EACH OTHER TO GET BY.”

– KENT SCHWENDY, CIL

Originally, membership for the space was exclusively offered to lessees at the Atlantic Works, but now CIL is accepting membership applications from nonprofits in the Greater Hartford area who may also have a need for this type of space.



ATLANTIC WORKS

Conference Center

LOCATED HERE



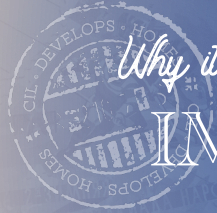
Atlantic Works Conference Center Membership

The Atlantic Works Conference Center (AWCC) is now offering memberships to non-profits in the Greater Hartford area!

Are you a non-profit looking for space to hold meetings? Tired of going to the store to make copies of documents? Do budget restrictions hold you back from holding programs in rented spaces? Then the AWCC Membership is for you! The AWCC Membership offers a cooperative space for members to meet their needs while sharing in the cost of operations along with building community between members.



Scan the QR code to keep in touch & find out more about AWCC membership!



Why it Matters

IMPACT REPORT

Since 1979, CIL has:

INVESTED

\$689,781,362

IN DEVELOPING COMMUNITIES



2,710

HOMES DEVELOPED



8,613

PEOPLE + FAMILIES HELPED



ADMINISTERED 622 GRANTS AND
136 MONEY FOLLOWS THE PERSON
THROUGH ACCESSOLUTIONS



154

DEVELOPMENT
CONSULTING PROJECTS



321

MULTIFAMILY +
MIXED USE UNITS



470

OTHER PRODUCTION
(HOMEBUYER PROGRAMS,
OFFICE SPACE, ETC.)



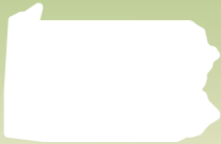
543

LICENSED CT
COMMUNITY RESIDENCES



269

LICENSED MA
COMMUNITY RESIDENCES



2

LICENSED PA
COMMUNITY RESIDENCES



1

LICENSED DE
COMMUNITY RESIDENCES

Anniversaries + Achievements

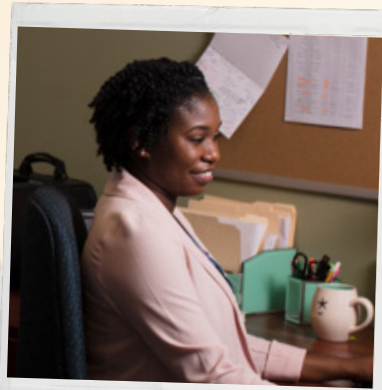
TEAM NEWS

Happy Anniversary

This year, **Loukesha Raye**, **Shel Bustow**, and **Nataki Changoo** celebrated their five-year CIL anniversaries in July, and CEO **Kent Schwendy** celebrated his ten-year CIL anniversary in October!



Shel Bustow



Nataki Changoo



Kent Schwendy



Loukesha Raye



Notable Achievements

Samantha VanSchoick promoted to Vice President of Strategic Partnerships

At the beginning of the year, Samantha VanSchoick was promoted to Vice President of Strategic Partnerships. In this role, Sam will collaborate with internal and external stakeholders to understand needs and goals, and to develop and implement integrated marketing, business development, and public relations plans. “Since Sam joined CIL she has worked to build strong relationships with our partner provider agencies and has been steadfast in her dedication to identifying and developing new relationships. We’re thrilled to have her as part of our team and to be able to recognize her incredible contributions to CIL.” Kent Schwendy, CIL

Alyssa Lajoie promoted to Senior Marketing Coordinator

Another notable achievement in the Marketing Department this year included Alyssa Lajoie being promoted to Senior Marketing Coordinator. Since joining in October 2021, Alyssa has had a hand in many marketing initiatives including coordinating CIL representation at industry tradeshows/conferences, external communications and advertisements, planning and executing CIL’s annual golf tournament, implementing a new customer relationship management (CRM) software, and providing support for CIL’s geographic expansion.

Maria Green receives Certified Professional Co-Active Coach (CPCC) Badge

After completing over 200 hours of coaching work, Maria Green has earned her Certified Professional Co-Active Coach (CPCC) badge, signifying her proficiency in coaching individuals on a variety of topics, navigating conflicts, creating effective responses, and recovering from triggered states. She understands her impact on others and creates conversations that deepen intimacy and trust. The rigorous certification process included individual and group supervision, extensive reading and audio assignments, and oral and written exams, as well as coaching from experienced CPCC professionals. Maria’s successful completion of this certification also makes her eligible for accreditation from the International Coach Federation (ICF).



Anniversaries + Achievements

TEAM NEWS

Out in the Wild



Board & Brush (May 2023)

After a long winter the CIL team was a little bored, so we went and grabbed our brushes! Board & Brush Simsbury joined us for an off-site team bonding workshop, where we were shown step-by-step how to put decorative boards together, decided on our own stain and paint colors and were able to bring our masterpieces to life! The end results varied from “Home Sweet Home” boards, to Halloween-themed trick-or-treat signs, to beautiful food trays—there was no shortage of artistic flair and a great time was had by all!

Annual Golf Tournament (June 2023)

In June, an impressive group of golfers came together at the Stanley Golf Course in New Britain, CT to “Chip in for Accessibility” at our Annual Golf Tournament! With help from our generous sponsors, CIL raised over \$25,000 to support our mission.



Fall Team Gathering (Sept. 2023)

The CIL team came together to enjoy a beautiful early fall day at Columbia Lake this past September! Graciously hosted by the Schwendy family, the team was able to catch up with each other while enjoying beautiful lake views (some even took a ride on a pontoon boat) and enjoyed delicious pizza from the Little Italy Pizza Truck.



Hartford Athletic Game (Sept. 2023)

Another fall gathering this year included members of our CIL Team and Board of Directors who came together to watch the Hartford Athletic take on the Tampa Bay Rowdies in downtown Hartford. Though the Athletic fell defeated to the Rowdies, it was a great game and opportunity for our team and board members to connect and come together as one group.





Board of

DIRECTORS

Non-Profit Entities, 2023

GIOIA ZACK - CHAIR

Economic Development Coordinator, Town of Wethersfield

JACK SOOS - VICE CHAIR

Senior Director, Global Realty Services, RTX

SHARON MALONE - PAST CHAIR

President/CEO, The Malone Group, LLC

KELLY REYNGOLD - TREASURER

Controller, ISO New England

JOSEPH C. BLACK - ASSISTANT TREASURER

Founder + Pastor, Spirit and Truth Apostolic Church, Inc.

KENT SCHWENDY - PRESIDENT/CEO

President/CEO, CIL

MARIA GREEN - SECRETARY

Vice President/CFO, CIL

RUTH BANTA - DIRECTOR

Retired, Pathlight, Inc.

PAUL SANFORD - DIRECTOR

Executive Vice President, Operations, The Cigna Group

PATRICK PINNELL - DIRECTOR

Owner, Patrick L. Pinnell, FAIA/Architecture + Town Planning

MARISA CHRYSOCHOOU - DIRECTOR

Department Head, Civil + Environmental Engineering, UConn

DOUGLAS HENLEY - DIRECTOR

Director of Facilities, Country Club of Orlando

For-Profit Entities, 2023

WILLIAM FARLEY - CHAIR

Retired, President, CRBE CT Region

MICHAEL GOMAN - VICE CHAIR + TREASURER

Principal, Goman+York

KENT SCHWENDY - PRESIDENT + CEO

President/CEO, CIL

MARIA GREEN - SECRETARY

Vice President/CFO, CIL

SAMANTHA VANSCHOICK* - BENEFIT OFFICER

Director of Strategic Partnerships, CIL

JOSEPH C. BLACK - DIRECTOR

Founder + Pastor, Spirit and Truth Apostolic Church, Inc.

PATRICK PINNELL - DIRECTOR

Owner, Patrick L. Pinnell, FAIA/Architecture + Town Planning

GIOIA ZACK - DIRECTOR

Economic Development Coordinator, Town of Wethersfield

*INDICATES NO VOTING RIGHTS



Board of

DIRECTORS

Welcoming Back Douglas Henley

Douglas Henley re-joins the CIL Board of Directors from sunny Florida where he is the Director of Facilities for the Country Club of Orlando. Douglas works to establish and institute the core competencies of sound facilities management to ensure that the buildings and infrastructure add to the positive experience of visiting guests and its club members.



Thank You Sharon Malone

CIL is extending a heartfelt 'thank you' to Sharon Malone for her 16 years of service on the CIL Board of Directors. Sharon served on the Board of Directors longer than anyone else in the history of CIL. For over 16 years, her enthusiasm and tireless commitment to team success never wavered. Sharon's wide-ranging expertise and extensive professional network were key to her success as a Board member, and consequently, to CIL's success. And we very much appreciate that she is still available to offer guidance and advice whenever we ask.

Perhaps Sharon's most important attribute is her absolute clarity of purpose and a calm approach to problem solving. Often remembered for her comment that 'hope is not a strategy', Sharon excelled at providing guidance to develop a plan to achieve the future we desired, and in doing so gave us the strength (and hope) we needed to pursue the plan.

CIL is blessed with an incredibly talented and giving Board of Directors. Sharon led by example and helped to set the high standards for the recruitment and training of new members. We will miss having Sharon on the Board and we appreciate all she gave of herself. Her legacy will continue to positively influence the culture of CIL for many years to come.



Accessible Marketing Best Practices

Engaging Everyone: Creating Accessible Powerful Social Media Content

We all know a great story when we see or hear it, but do we all know how to tell a great story? And if we do know how to tell a great story, are we telling it in a way where all people can engage with it? CIL's Vice President of Strategic Partnerships traveled near and far this year presenting on just that, how to make social media content accessible for people with disabilities. She summarizes her presentation into 8 Basics to Create Accessible Powerful Social Media Content:

- 1 INCORPORATE ALT TEXT.**
Describe images and other graphic elements for people using screen readers.
- 2 WRITE OUT CAPTIONS.**
Include captions and subtitles on audio and video elements.
- 3 GIVE FAIR WARNINGS.**
Add content warnings to proactively flag sensitive content, topics and post elements.
- 4 SEPARATE WORDS IN HASHTAGS.**
Use #CamelCase to capitalize the first letter of each word in a phrase.
- 5 PICK CONTRASTING COLORS.**
- 6 CHOOSE SIMPLE FONTS,**
and avoid excessive use of emojis.
- 7 AVOID MARGINALIZING ACCESS**
by creating alternate formats, i.e. plain text versions.
- 8 USE PLAIN LANGUAGE FOR CLARITY**
it benefits everyone!



FOLLOW FOR TIPS &
RESOURCES TO MAKE
YOUR MARKETING
MORE ACCESSIBLE!



SCAN ME



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