



2025 ANNUAL IMPACT REPORT



*Celebrating 90 Years
Serving Individuals with Disabilities*
1935 - 2025

"2025 was a year of meaningful progress and renewed commitment. Through your support, we expanded opportunities, strengthened programs, and helped more young people gain skills, confidence, and independence."

Dear Variety Families, Friends, Partners, and Supporters,

Ninety years ago, our organization was founded on a simple but powerful belief: that children and young adults with disabilities deserve opportunity, dignity, and the chance to thrive. In 2025, as we celebrated our 90th anniversary, we honored that legacy while continuing to build on it—together with the families, donors, and supporters who make our work possible.

2025 was a year of meaningful progress and renewed commitment. Through your support, we expanded opportunities, strengthened programs, and helped more young people gain skills, confidence, and independence. Every milestone reached reflects not only our mission, but the trust you continually place in us and the shared belief that every individual is worth investing in.

As we look ahead to our next chapter, we do so grounded in 90 years of impact and inspired by what is still to come. Thank you for being part of this journey—past, present, and future—and for helping us continue a legacy of possibility for generations to come.

With sincere appreciation,



Maribeth Roman Schmidt
Variety Board President



Dominique Bernardo
Variety CEO

Variety serves children and young adults with disabilities, beginning at age 5, through educational, recreational, and vocational services that foster independence and prepare them for life.



FY25: AT A GLANCE



OUR YEAR IN REVIEW

REVENUE

 **\$6,992,187**

SOCIAL MEDIA FOLLOWERS

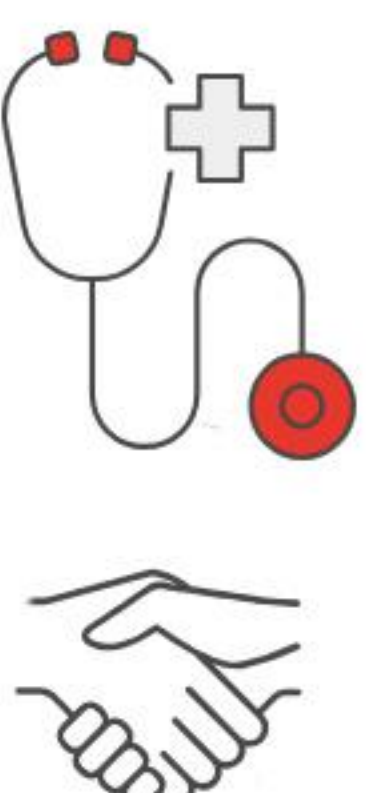
 **+31%**

VOLUNTEERS

1,156

 **7,331**
HOURS

DEDICATED SUPPORT

 **1,572**

HOURS OF OT, PT,
SPEECH THERAPY
AND NURSING SUPPORT

FEEDBACK



100%

OF PARENTS WERE "LIKELY" OR
"VERY LIKELY" TO RECOMMEND
VARIETY'S PROGRAMS TO A
FRIEND OR FAMILY MEMBER



ADAPTIVE TRIKE
GIVEAWAYS
THROUGH THE
RACHAEL ROSENBERG
DIRECT CARE PROGRAM

VOCATIONAL TRAINING & WORKFORCE DEVELOPMENT SERVICES

4 INDIVIDUALS PLACED IN
COMMUNITY EMPLOYMENT
FOR THE FIRST TIME

11 OUTREACH EVENTS
ATTENDED BY STAFF
AND AMBASSADORS

16 YOUNG ADULTS TRAINED AT A
SMALL GROUP EMPLOYMENT
MOBILE CAFE

21 EMPLOYED INDIVIDUALS
RETAINED THEIR JOBS

35 INDIVIDUALS WORKED 1:1
WITH A JOB COACH

676 FARM TO TABLE HOURS
SPENT IN THE COMMUNITY

4,132 HOURS OF
JOB COACHING

GREENHOUSE & GARDENS



47 RAISED ACCESSIBLE BEDS
INSTALLED



10,000+ SEEDS PLANTED

60+ VEGETABLE AND
FLOWER VARIETIES PLANTED



40.5 LBS HONEY HARVESTED

100,000+ HONEYBEES ON
CAMPUS



OPENED 2 TRAINING CAFES
AT MONTGOMERY COUNTY
COMMUNITY COLLEGE

SUPPORTED EMPLOYMENT PARTICIPANTS

60%

IMPROVED OR
MAINTAINED
SELF-CONFIDENCE



74.3%

IMPROVED OR
MAINTAINED JOB
READINESS SKILLS

ABOUT OUR PARTICIPANTS

AGE

5 – 10 YEARS	45%
11 – 15 YEARS	22%
16 – 21 YEARS	19%
22+ YEARS	14%

♥ 67% MALE
♥ 33% FEMALE

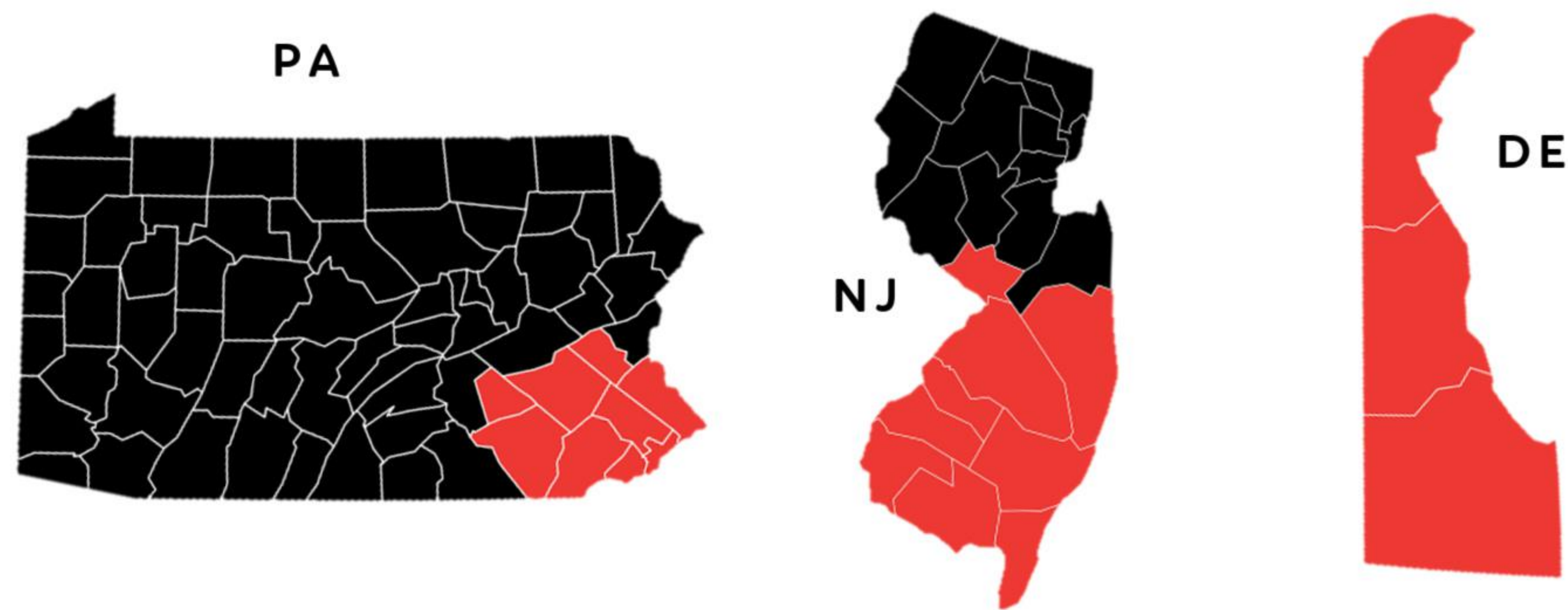
RACE

WHITE	40%
BLACK	29%
ASIAN	5%
MULTIRACIAL	9%
OTHER	16%
UNKNOWN	1%

DIAGNOSIS

AUTISM	63%
ADD/ADHD	8%
INTELLECTUAL DISABILITY	5%
DOWN SYNDROME	6%
CEREBRAL PALSY	2%
OTHER	18%

COUNTIES SERVED



*DATA FOR COUNTIES RELATES TO BOTH DIRECT SERVICES AND AT-PLAY EVENTS

AT-PLAY EVENTS



100+

FAMILIES PARTICIPATED IN
DONOR-LED HOLIDAY PARTIES



10,656

CHILDREN INVITED TO
AT-PLAY EVENTS

VARIETY IN PHILADELPHIA

53

TECHNICAL ASSISTANCE SESSIONS
PROVIDED TO PHILADELPHIA AFTER
SCHOOL PROGRAMS

VARIETY AT WIDENER MEMORIAL SCHOOL



Variety provided daily after school programming including STEM, arts, culinary and recreational activities for students during the academic year in the Olney neighborhood of Philadelphia.

33

PHILADELPHIA AFTER SCHOOL
PROGRAMS PARTICIPATED IN VARIETY
ACCOMMODATIONS TRAINING

HELPING THE PHILADELPHIA ZOO



For a decade, Variety has grown more than 11.2 tons of food to meet nutritional needs of the animals at the Philadelphia Zoo.

SAM STATEN JR. VARIETY SUMMER CAMP AT TEMPLE UNIVERSITY



In collaboration with Department of Health & Rehab Sciences at Temple University, Variety provided a two-week, free, satellite camp to children with disabilities living in Philadelphia.

VIVIAN: FINDING A HOME AWAY AT VARIETY



Summer has always been Viv's favorite season. It's a time for swimming, being outside, and enjoying the activities she loves most. When Viv joined Variety's Summer Day Camp for the first time, it was no surprise that the bright and enthusiastic 13-year-old quickly felt comfortable and happy.

Viv's positive experience during the summer made such a lasting impression that her mother, Haley, enrolled her in two more Variety programs - Saturday Camp and Weekend Retreat.

Viv's first Weekend Retreat was in October, and it marked her first truly successful overnight away from home. Leading up to the weekend, Haley worked with the team to ensure both she and her daughter felt supported throughout the experience.

"Communication from staff was easy and very responsive," Haley continued, "We went over the schedule for the weekend and the menus for meals, and I spoke to the staff about how any challenges or homesickness might be handled. We made a plan for when they might decide to call me, but it was never needed."

Viv embraced every part of the weekend with confidence and joy. She enjoyed sleeping in the cabin, spending time with peers and counselors, and fully engaging in the experience without worry or homesickness.

Reflecting on their experience, Haley had simple advice for other families considering Variety programs. "Give it a try," she said. "The staff is skilled, helpful, and always responsive to any questions or concerns."

MATTHEW: GROWING WITH VARIETY

Matthew's connection to Variety started early in life. Beginning at 4 years old, he spent time at Summer Day Camp, where he swam and enjoyed time with friends. Over time, Variety became a place that grew alongside him.

"Matthew absolutely thrived during his time at Variety Summer Camp. He established terrific relationships with many of the counselors. Through his camp involvement, Matthew was asked to serve as an 'ambassador' where we went to several functions to 'meet and greet.' Matthew, a social butterfly for sure, had a ball!" his mother, Cheryl, said.

As an adult, Matthew joined Variety's Adult Social Club and discovered more than friendship; it's where he met his longtime girlfriend.

Today Matthew is 25 years old and receives job coaching through Variety, which has helped him discover what he enjoys and where he excels. He also trains at Variety's mobile cafes in Norristown and on the Montgomery County Community College campus in Blue Bell.

Matthew's advice to anyone considering Variety is simple. "Just come and have fun," he said. When it comes to work, he added, "stay focused and keep doing what you're doing."

"There's no question in my mind that the programs Variety offers made a huge impact on Matthew's life and opened doors for him that otherwise would have been closed. I've always thought that one of the best things I ever did for Matthew was involve him with Variety's programs. The opportunities are all there for a social, productive and happy life for him," Cheryl said.



VARIETYWORKS IN ACTION

VarietyWorks is a portfolio of vocational training and workforce development services available for participants starting at age 14 into adulthood and post high school graduation. Individuals in our vocational programs obtain hands-on experience, learning various skills throughout our campus and at community business partner sites with the ultimate goal of employment in the community. We are always seeking new business partners for job shadowing, volunteering, and hosting interns.

POP-UP SHOPS

Participants run a one-day farmstand at community businesses to develop customer service skills.



AMBLER SAVINGS BANK



FIRSTTRUST



INDEPENDENCE BLUE CROSS



MSS, INC.

SMALL GROUP EMPLOYMENT

Participants earn an hourly wage while receiving on-the-job training at community partner locations.



1430 DEKALB STREET NORRISTOWN



MEADOWOOD SENIOR LIVING COMMUNITY



HEALTH SCIENCES CENTER CAFÉ & PARKHOUSE CAFÉ
AT MONTGOMERY COUNTY COMMUNITY COLLEGE

JOB COACHING

Participants receive 1:1 support in transitioning to employment in the community and sustaining their jobs.



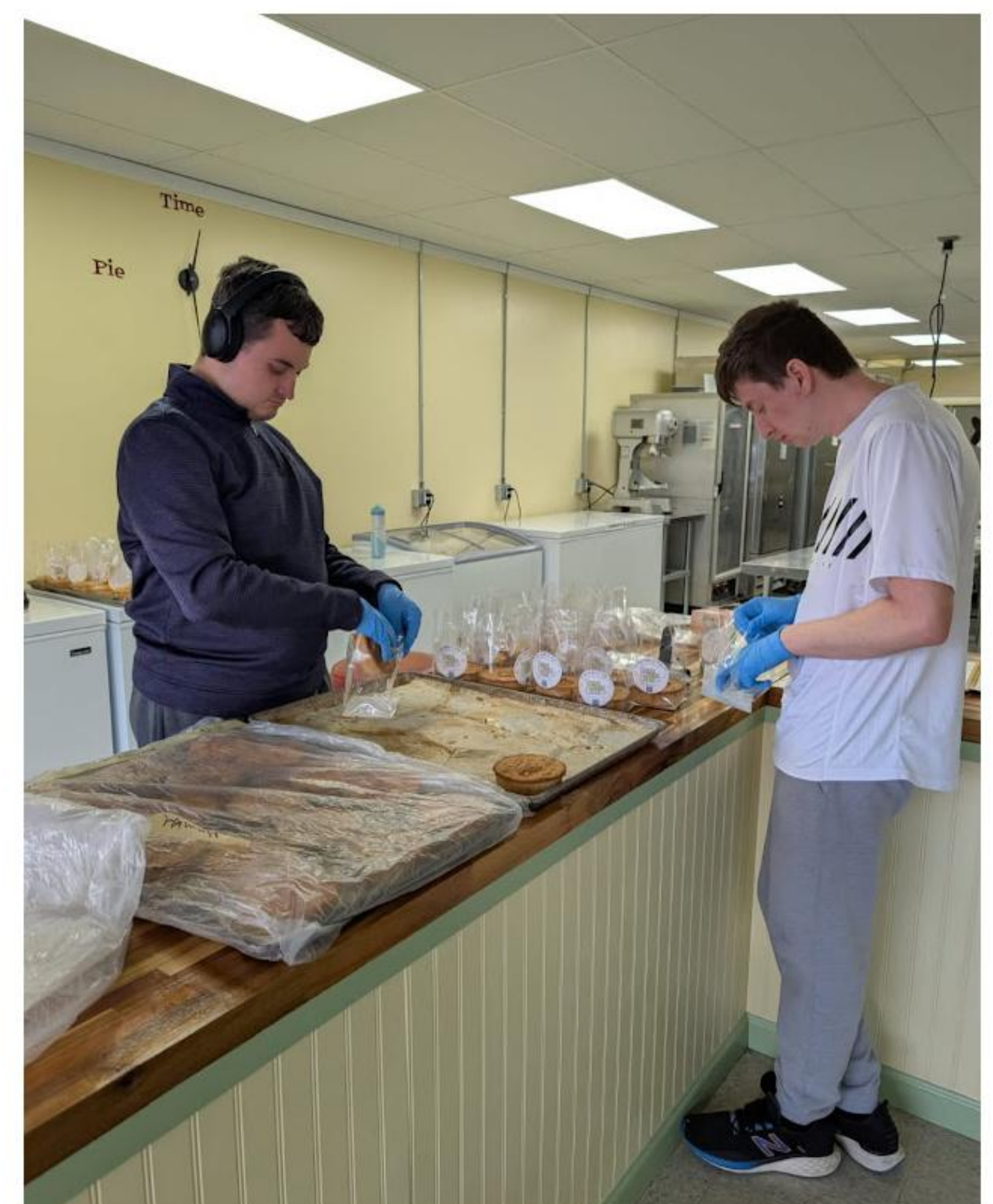
ISAIAH WORKS AT OCEAN STATE JOB LOT



TERRANCE WORKS AT LOWE'S

FARM TO TABLE

Participants develop vocational skills by training on Variety's campus and applying those skills at community partner sites.



PACKAGING PIES AT THREE-LEGGED HARE

FY25 HIGHLIGHTS: A YEAR TO REMEMBER CELEBRATING OUR 90TH BIRTHDAY



"We didn't just mark a milestone—we felt it."



CHAMPION IN ACTION

Variety was named Champion in Action by Citizens & FOX 29! This funding helped us expand our vocational programming for young adults with disabilities.



THE GIFT OF A NEW TRIKE



We are fortunate to provide a limited number of adaptive trikes each year to those in need through the Rachael Rosenberg Direct Care Program.

THE TRADITIONS OF HOLIDAY LANE AND BLACK HAT BASH

Each year, Holiday Lane welcomes more than 1,500 guests to our campus for a magical celebration! Our annual Black Hat Bash in Philadelphia honors Variety supporters, celebrates our mission, and recognizes our annual Golden Heart of Variety award recipients. These signature events will continue in 2026!



CABINS FESTIVELY DECORATED AT HOLIDAY LANE



PARALYMPIAN AMANDA MCGRORY JOINS US AT BLACK HAT BASH



VOLUNTEERS HELP US LIVE OUT OUR MISSION

Variety welcomes hundreds of volunteers annually for essential projects, special events, and unique team building opportunities that help us complete many tasks, including opportunities that help us maintain our facilities and 77-acre campus. We invite groups of all sizes to join us! Please contact us at volunteer@varietyphila.org to learn more and schedule your volunteer plans.



FIRSTTRUST CLEANS UP AROUND CAMPUS



LOWE'S RENOVATES VOCATIONAL CLASSROOMS



IBX BLUE CREW GIVES OUR LOCKERS A FACELIFT



WEGMANS SERVES UP LUNCH AT COMMUNITY DAY



OCCUPATIONAL THERAPY FIELDWORK STUDENTS
LEND A HAND IN THE KITCHEN



DOW DEMONSTRATES SCIENCE EXPERIMENTS

WAYS TO GET INVOLVED AT VARIETY



VOLUNTEER with your company or individually



HOST our vocational training students at your workplace



LEND your expertise and join our Board-led committees (e.g. Development, Campaign, Program)



DONATE online on our website at varietyphila.org/donate



VISIT our programs in Montgomery County or Philadelphia



SUPPORT our fundraising events by attending, sponsoring, or volunteering



DONATE raffle and auction prizes for our fundraisers (theme baskets, sports tickets, experiences, etc.)



LEARN MORE about what we do. Contact info@varietyphila.org

BUILDING ANSWERS TO "WHAT'S NEXT?" & BUILDING A WHOLE NEW WORLD

For families of children and young adults with disabilities, one question looms larger than any other: "What's next?" What happens after school ends, when routines change, and when young adults are ready for meaningful work, purpose, and independence? Variety's A Whole New World Campaign was born from listening to those families and from a deep commitment to ensuring that no one has to face that question alone.

With the extraordinary support of our donors, three of the four capital projects envisioned in this campaign are now complete including the multi-purpose cabin, community gym renovations, and the multi-sport turf field. These spaces have already transformed our 77-acre campus into a more inclusive, accessible, and vibrant environment where children and young adults can learn, connect, and grow with confidence.

In FY25 and through the year ahead, we remain focused on the final and most transformational project: reimagining our vocational training programs and building a facility that will open doors for young adults who too often encounter closed ones. This project will provide real pathways to skill-building, employment readiness, and independent, fulfilling lives. For families searching for hope and direction, it is more than a building, it is a promise.

Every gift to Variety's A Whole New World Campaign is an investment in dignity, possibility, and belonging. Together, we are not just building and renovating spaces, we are helping young adults discover their strengths, their purpose, and their place in the world.



Join us, and be part of
imagining a whole new world!

For more information about ways you can stay
involved with the campaign, scan the QR code
below or visit us at
varietyphila.org/a-whole-new-world



FY25 VARIETY BOARD MEMBERS

KIM BASILE, KYNDRYL
BETSY BRIGHTMAN, COMCAST CABLE
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MICHELE DIVETERANO, PROJECT MANAGER
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YOU CAN HELP CHANGE THE LIVES OF INDIVIDUALS WITH DISABILITIES

For more than 90 years, Variety has supported children and young adults with disabilities through programs that build the skills and confidence needed to navigate a world that can feel complex, helping them grow toward greater independence, purpose, and belonging. Families navigating this journey face unique challenges, and they can't do it alone. Your support through charitable giving creates life-changing opportunities for the young people and families we serve.

Give a gift today at varietyphila.org/donate, click the button below or scan the QR to the right.

DONATE TODAY!

SCAN ME



CONNECT WITH US!



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