



ANNUAL REPORT | APRIL 2012 - APRIL 2013

Network Angels is a charitable organization that helps Network employees, Mentors and other independent contractors who experience sudden, life-altering events that jeopardize their ability to meet basic living expenses.

Network Angels collects monetary donations from Network employees, Mentors and other independent contractors, and from The MENTOR Network itself. The organization's Grant Selection Committee reviews applications for assistance and distributes funds as quickly as possible. The number and size of Network Angels grants depend on available resources, the scale of the event and the grant's potential impact on the recipient and his or her family.

Are you a Network employee or independent contractor in need of assistance?

To apply, visit our website at thementornetwork.com/networkangels or call us at 877-255-2003

From the President

Dear Friends,

Thanks to all of you, the wings of Network Angels grew more expansive in 2012 and we were able to help more people than ever. We doubled the number of grants this year over last—41 grants totaling \$36,000 were distributed in 20 states across all four operating groups. And the average grant rose by more than \$100. In total, Network Angels has helped 77 Network families since it was established with \$65,000 in grants.



Of course, this wouldn't be possible without the contributions of all of you. In fact, the number of employees donating to Network Angels nearly doubled in 2012 and we have seen significant growth in individuals opting for payroll deductions through open enrollment—almost half of which are DSPs. The majority of folks give a dollar or two every pay period, and those dollars have added up!

Their generosity—your generosity—is fueling Network Angels and I'm pleased to announce that **effective April 29th, Network Angels was expanded to include The Network's independent contractors.**

As you may know, individual contributions are especially important to our type of organization; donations from The Network itself are strictly limited by law. Network

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FROM THE PRESIDENT *continued from page 1*

Angels now has a strong enough base of donors and funding with which to offer more assistance.

While all of this is terrific news, we can't allow our impact thus far to become a source for complacency. We want to help as many people as possible, and that means continuing to raise money and awareness. Most recipients contact Network Angels at the urging of a colleague or supervisor. Please keep encouraging those in need. And spread the word to Mentors and other independent contractors. Applications are available online at www.thementornetwork.com/networkangels, and all information provided is kept in strict confidence.

Also, please consider donating to Network Angels if you haven't done so already. To do so, choose an automatic payroll deduction during November's Annual Benefits Enrollment or visit our website, www.thementornetwork.com/networkangels to make a one-time or recurring contribution via credit card.

I am always heartened to learn about groups of employees who organize events or pool resources to support Network Angels. Bake sales, jeans days, holiday donations in lieu of gifts, change jars, even a cookbook, have brought people together in the spirit of

compassion and generosity. These efforts have raised money, but equally important, they've raised awareness and enthusiasm.

Just recently, I came across a quote that speaks to the power of individual action. The author is unknown:

"I wondered why somebody didn't do something. Then I realized, I am somebody."

Thank you, most sincerely, for being the "somebodies" who continue to make Network Angels a success. Let's keep our angels flying! There is so much more to do.

Warmest regards,



Bruce F. Nardella
President, Network Angels Board of Directors
President and Chief Operating Officer,
The MENTOR Network



"We want to help as many people as possible, and that means continuing to raise money and awareness. Most recipients contact Network Angels at the urging of a colleague or supervisor. Please keep encouraging those in need. And spread the word to Mentors and other independent contractors."

— Bruce F. Nardella, President and Chief Operating Officer, The MENTOR Network

Frequently Asked Questions

With the expansion of Network Angels to include Mentors and other independent contractors, it is more important than ever to promote the program and provide information to potential applicants and donors. It is especially helpful for potential applicants to understand the process, so they know how and where to turn. Ultimately, sending in complete and accurate forms speeds the response time and grant distribution.

These frequently asked questions (and their answers) may help. A mailing will arrive at the homes of Mentors and independent contractors any day now, but please feel free to print this and share with your colleagues. And of course, do not hesitate to contact Network Angels directly at 877-255-2003 or networkangels@thementornetwork.com.

Q. How long do I have to be with The MENTOR Network before I apply for a grant?

A. To be eligible for a grant, an applicant must be either (a) an employee employed by The MENTOR Network or a partner organization for a minimum of six months, (b) a non-Mentor independent contractor with at least 300 hours of contracted billable time in the past six months or (c) a Mentor independent contractor with at least at least 90 contracted billable days in the past six months.

Q. Other than Mentors, what are some examples of contract positions that would make someone eligible for Network Angels?

A. Individuals in all contract positions that meet the above service requirement are eligible to apply. In addition to Mentors, those providing in-home supports and periodic services, such as occupational therapy and physical therapy, are just two examples.

Q. I've heard people talk about "qualifying events." What are those?



A. A qualifying event is the crisis you experience that creates a financial need in your life. Network Angels is not able to assist with every type of crisis. For our purposes, a qualifying event would be fire, natural disasters causing the loss of your home, incidents of domestic violence requiring the victim to find another place to live, an accident that eliminates a source of income or results in unanticipated expenses, or a serious illness or death of an immediate family member that places unexpected burdens on your family. If you have questions about whether a certain crisis is eligible, please feel free to call Network Angels at 877-255-2003.

Q. If I experience a qualifying event, what kind of help does Network Angels offer?

A. Here are a few examples: Network Angels may provide assistance with temporary housing after a fire or natural disaster; basic home modifications—such as a wheelchair ramp—required because of an accident-related disability; the purchase of food and clothing after a fire or natural disaster; and past-due rent or

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FAQ *continued from page 3*

mortgage payments and essential utilities following a sudden or extended illness that prevents you from working. Network Angels can also assist with funeral expenses not covered by insurance.

Q. What types of needs are not covered by Network Angels? For example, what if my credit card debt has become overwhelming, and it's preventing me from meeting other needs?

A. Network Angels does not cover credit card debt or personal loans of any kind. Medical bills, treatment costs, insurance premiums and co-pays are also not eligible for Network Angels funding. If medical costs

are preventing you from paying rent, then Network Angels would consider helping you meet that need.

Other things not covered: airfare, down payments on new homes, non-essential utilities, such as cable and cell phones, and non-essential funeral expenses, such as limousines and flowers.

Q. Is the application difficult to fill out? What type of information do I need to submit?

A. The application should take you about 15 minutes to fill out once you've gathered your information. There are no trick questions; just requests for basic

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Shalane Sewall*

Phoenix, Arizona

He drained her bank account. He took her car. He shut off the electricity in their apartment. But he couldn't take her dignity.

Shalane Sewall worked up the courage around Christmas to end her abusive relationship. But the decision nearly left her and her family homeless. Her partner's income had helped pay the rent.

Now, Shalane was left searching for a new place to live with no money and no car. She feared bumping up against the eviction deadline. Had that process kicked in, a bad situation would have only worsened. Renting with an eviction on your record is nearly impossible.

Shalane turned to Network Angels. She had seen the program work for another family facing homelessness the year before. In fact, the situation had so moved her that she decided to become a Network Angels donor.

"Now, I found myself on the other side of the fence," said Shalane, whose 13-year career has been focused solely on serving others. Today, she ensures that people with developmental disabilities get the in-home supports they need through Arizona MENTOR. "It was a wake up call."

Network Angels provided Shalane's moving expenses when she finally found her new home. A private person, she was worried that the process would be too difficult or perhaps too intrusive.

"I didn't have to open up so much, and I was grateful," she said.

Shalane is even more enthusiastic about Network Angels now, promoting it whenever she can. She is still a donor.



"You just never know what can happen."

— Shalane Sewall, Phoenix, AZ

*Name changed to protect privacy.

FAQ *continued from page 4*

financial information and some verification related to the crisis, such as copies of past-due notices, insurance reports, physician statements and police and fire contacts. The goal is to understand your need.

There are two parts:

1. The application itself, which asks for personal information, financial data, such as checking and savings account balances, and your vendor's name and address
2. A monthly household and income expense worksheet, which asks you to detail how much it costs for you to live each month (rent, insurance, utilities, debt, etc.)

Q. What if I am having a hard time gathering all the information Network Angels needs to consider my application?

A. The committee that reviews applications (Grant Selection Committee) will wait until it has a completed package of information before it begins consideration. You will not be disqualified for not having the information; the process will simply be stalled. Help us help you by sending in a completed package. Our goal is to notify applicants of funding decisions as quickly as possible.

Q. Will my application be kept confidential?

A. Absolutely. Only members of the Grant Selection Committee will know your identity.

Q. Do I have to repay the grant? Will I have to pay taxes on it?

A. No. A grant is a gift from your colleagues in your time of crisis. It is not a loan. Similarly, the grant is tax-free because it is a gift.

Q. Will I receive the grant directly?

A. No. Grants will be paid to vendors only. For example, if you request funding to be used toward your rent, the grant will be paid directly to your landlord.

Fundraising Spotlight

In June of 2012, employees of REM Wisconsin in Green Bay decided to create a cookbook full of family favorites and regional specialties and contribute all of the proceeds to Network Angels.



According to REM Wisconsin Program Director Mandy Riopelle, **"Our goal was to sell 100 cookbooks and raise \$500 for Network Angels. I'm proud to say we exceeded our goal and raised \$625!"**



If you have questions about whether a certain crisis is eligible for a grant, please feel free to call Network Angels at 877-255-2003.

The Network Angels application and worksheet are available at **thementornetwork.com/networkangels**

We would like to thank the many supporters who have donated to Network Angels. Please join us, the more who donate, the more Network employees, Mentors and other independent contractors we can support!

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Judy Buckner Adolphus

Rancho Cucamonga, California

The days and weeks after losing a loved one are a blur of grief – but also of busyness. The details of life intrude. Often, there are funerals to plan, relatives to greet and yes, even bills to pay. Big bills.

Judy Buckner Adolphus, a staff accountant with California MENTOR, was overwhelmed by the emotional and practical pressures of losing her husband last June.

“There is so much to deal with in such a quick period of time,” recalled Judy. “It was a logistical nightmare.”

And a huge financial drain. Funeral expenses were layered on top of already significant travel bills. Judy’s husband fought renal cancer for three years, spending some of that time at the Cancer Treatment Centers of America in Phoenix.

Judy’s supervisor suggested she get in touch with Network Angels for assistance, especially when making her rent became a tough hurdle to clear. She was already aware of the program; in fact, Judy had been a Network Angels donor from her very first day at California MENTOR.

“I knew I wanted to be a part of it when I was hired,” she said. Her generosity came full circle.

“The grant from Network Angels was a great relief,” explained Judy. “It was one heavy brick taken from a huge pile of them.”

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Become a Network Angel

Donate. Any amount makes an enormous difference. Participation is what counts. The amount of money the company can contribute is limited by law, so the ability of Network Angels to have an impact on people's lives depends on individual contributions.

Contribute Online—Preferred Method
www.thementornetwork.com/networkangels
 (credit card required)

Contribute by Check

Send to Network Angels, Inc.
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 Boston, MA 02210

Tell your colleagues. Your help is needed to spread the word about Network Angels so that colleagues will seek assistance when they need it—and donate when they don't and have the means to do so.

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Who's eligible. All Network employees and independent contractors are eligible for assistance, but grants are distributed based on a qualifying event and documented financial need.

What's covered. Network Angels focuses on the necessities required for daily living:

- temporary shelter, food and clothing after a fire or natural disaster
- utility bills that have gone unpaid because of extraordinary medical expenses
- back rent or mortgage payments after an accident has left an employee or their spouse unable to work
- funeral expenses for an immediate family member

If you need assistance. Call us toll-free at 877-255-2003 or visit thementornetwork.com/networkangels

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