Support One

# SO Connected

*The Official Newsletter of Support One, Inc.* *Celebrating 28 Years*

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*Our Leadership Team*

**CASSANDRA SCARBOROUGH**
Executive Director
**KEITH DAVIS**
Human Resources Director
**MECHELLE SHELTON**
Program Director
**SADE' SMITH**
Program Director
**JAMEQUA DOBIE**
Program Manager
**KIMBERLY DAILEY**
Program Manager
**WILLIAM STONE**
Maintenance Manager

*Inside*

| | |
|---|---|
| Bedrooms Available | 1 |
| Executive Message | 2 |
| Capital Improvements | 2 |
| New Hires | 3 |
| Special Event Photos | 3 |
| New Five Year Strategic Plan | 4 |
| Gala Night Photos | 4 |

## Looking for a Place to Call Home? We have Two Bedrooms Available!

Our residential adult group homes provide a caring, respectful environment where individuals feel valued, supported, and truly at home.

Our *Chowning* home (female), located in North Henrico, this home features five private bedrooms, three full bathrooms, spacious living areas, a screened rear porch, and a wheelchair lift to enhance accessibility throughout the home.

Our *Westbriar* home (male), located in Henrico's West End, this inviting home offers five private bedrooms, three full bathrooms, a family room, dining room, rear patio with basketball hoop, detached garage, and a newly added accessibility ramp to support greater independence.

To schedule a tour visit our website to fill out our intake screening form at *supportone.org.*

**Chowning** (Female)

**Westbriar** (Male)

*A Message from the Executive Director*

## Reflecting on Progress, Looking Toward the Future!

As we continue through 2026, I remain incredibly grateful for the dedication, compassion, and resilience shown by the Support One staff, their families, and our community partners. Every day, we are reminded that our mission is not simply about providing services, it is about creating meaningful lives, building relationships, and ensuring every individual has opportunities to thrive within the community.

This year has already brought both challenges and accomplishments, and I am proud of the way our organization continues to adapt, grow, and remain focused on what matters most: the health, happiness, safety, and success of the individuals we support. Whether through community outings, home improvements, staff development, or new opportunities for growth, our commitment to high-quality support remains strong.

Thank you for being part of the Support One team and for helping us continue to build a caring, inclusive, and supportive community for all.

Warm regards,

*Cassandra Scarborough*

Support One

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**www.supportone.org**

## Continuing to Invest in Our Homes

Support One remains committed to creating safe, comfortable, and welcoming homes for the individuals we support.

Over the last three years, we have been committed to making meaningful improvements across several of our residential homes to enhance both quality of life and accessibility.

Recent improvements and upgrades have included:

- Support beam and flooring replacements
- Kitchen and bathroom upgrades
- Roofing, paving, and sidewalk improvements
- Heat pump and appliance replacements
- Replacing tubs with walk-in showers
- Interior paining throughout the homes
- Installation of a new wheelchair ramp
- Installation of a backup generator to improve emergency preparedness

These projects reflect our ongoing dedication to maintaining environments that support dignity, comfort, safety, and community living. We are grateful for the continued support of our Board of Directors, staff, families, and community partners like *KOVAR* and *Housing Options, Inc.* who help make these improvements possible.

Support One was awarded a grant of $20,000 to assist us with replacing the siding and windows on our Cherokee home! (From left to right): Mike Szablak, KOVAR Board Member, Janet Scharer, Support One Board Secretary and mother of an individual supported by Support One, Jonathan Caulder, Support One Board Chair, Cassandra Scarborough, Support One Executive Director, Rick Witty, KOVAR Board Member.

Join the Support One Family:

## We're Hiring GOOD FOLKS!

We value the power of good folks and are willing to invest in them—we've recently increased our pay! Our benefits are unmatched, and we're on **Indeed, Facebook** and **LinkedIn,** ready to find the best candidates.

If you're ready to support our individuals, we're ready to support you. Apply today and become part of a team that makes a difference!

**Apply now at Indeed.com**

### RECRUITMENT

Support One welcomes new team members:

Yetunde Akintunde
Allisha Jones
Jesse Jones III
Abidemi Moyosore (our seasonal college student)
Cailyn Phillips
Donnesha Smith
Quincy Smith

## Our Newest INDIVIDUAL

**DANNY**

## Special Events: Easter Egg Hunt, Virginia Special Olympics & Gala Night

Our individuals have been enjoying a variety of exciting community events this year! From a fun-filled *Easter Egg Hunt* to competing in the *2026 Special Olympics Virginia Summer Games,* and attending *Gala Night,* sponsored by the *Four Seasons Advocacy Group,* they've had opportunities to connect, celebrate, and shine. We are proud of their accomplishments and the meaningful memories made along the way. Gala Night photos on page 4.

# Support One Adopts New Five-Year Strategic Plan

Support One is excited to announce the approval of our 2026–2030 Strategic Plan. This new roadmap will guide our organization over the next five years as we continue to strengthen services, invest in our staff, and expand opportunities for the individuals we support.

The strategic plan focuses on three key priorities: *Our Individuals, Our Staff,* and *Our Organization*. Through these priorities, we will continue promoting independence, enhancing quality of life, supporting and developing our workforce, improving operational efficiencies, and exploring opportunities for future growth.

Some of our key initiatives include expanding wellness and community engagement opportunities, investing in residential home improvements, maintaining competitive compensation and professional development for staff, increasing the use of technology to improve efficiencies, and evaluating opportunities to serve more adults with intellectual and developmental disabilities.

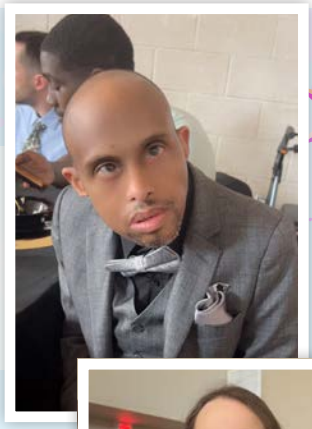
We are energized by the future and grateful to our Board of Directors, staff, families, and community partners who helped shape this vision. Together, we look forward to building an even stronger Support One and continuing our mission of providing exceptional person-centered supports and services.

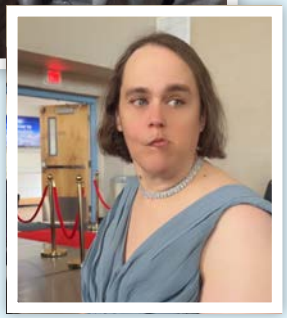
## STRATEGIC PLAN GOALS

**GOAL 1**
Champion individuals to live their highest quality of life.

**GOAL 2**
Maintain and improve excellence in "person-centered" supports and services.

**GOAL 3**
Improve operational efficiencies and expand residential capacity.





## Gala Night

**April 17, 2026**