



HOMES WITH HEART

Inclusive Employment Hub Public Investment & Community Overview

Integrating Housing and Employment for Adults with Intellectual and Developmental Disabilities

Prepared by
Greg Saia
Founder, Homes With Heart, Inc
a 501(c)(3) organization
Colorado
2026

“At twenty-one, the routine changed.

For years, school provided structure — classmates, daily schedules, job training programs, and a sense of belonging. When graduation came, the celebrations were real. But so was the uncertainty that followed.

The days grew quieter.

A young adult who had learned to sort inventory, assemble simple products, and take pride in completing assigned tasks suddenly had fewer places to contribute. Parents who had worked tirelessly to secure housing stability found themselves asking a new question: Where can meaningful work happen now?

The desire to work did not disappear.

The ability did not disappear.

The opportunity did.

The Inclusive Employment Hub was created to answer that moment.”

— Inspired by conversations with Colorado families

This moment is not isolated. It reflects a broader structural gap facing families across Colorado.

1. Why It Matters

Across Colorado, hundreds of adults with intellectual and developmental disabilities graduate from structured school-based programs each year and enter a system with far fewer pathways forward. While families work tirelessly to secure safe and stable housing, meaningful employment opportunities remain limited and fragmented. The result is a quiet but persistent gap: individuals who are capable, motivated, and eager to contribute often find themselves without access to consistent, paid work.

Housing provides safety. Employment provides participation.

Figure 1: Traditional Model vs Homes With Heart Model



Without structured daily work, even the most stable housing environments can unintentionally lead to isolation. Adults with IDD frequently lose the routine, social connection, and purpose that school once provided. Families who have fought for years to secure stability are left asking the same question: What comes next?

Meaningful employment is not simply economic — it directly affects dignity, independence, and long-term community integration. Work creates rhythm. It builds confidence. It fosters social connection. It generates earned income and reinforces the understanding that contribution has value.

Homes With Heart was founded to address housing stability. The Inclusive Employment Hub expands that mission to address the next essential layer: economic participation. Rather than treating housing and employment as separate challenges, we are designing them as mutually reinforcing systems.

This initiative is grounded in a simple belief: inclusive communities are strongest when individuals are not only housed safely, but empowered to work, contribute, and grow.

2. Our Solution

Homes With Heart is launching the **Inclusive Employment Hub** — a structured, professionally managed fulfillment and light assembly operation in the South Metro Denver region.

This initiative was not designed as a short-term program. It was designed as long-term community infrastructure.

The Employment Hub will serve small and mid-sized Colorado brands that need reliable support with product kitting, light assembly, and order fulfillment. These businesses often experience seasonal demand spikes or growth periods that strain internal staffing. Rather than hiring additional permanent warehouse employees, they can outsource structured overflow production to the Hub.

In return, adults with intellectual and developmental disabilities gain access to real, paid employment in a supportive and commercially disciplined environment.

Work is organized into clearly defined production lanes with visually structured workflows. Tasks are segmented to accommodate a range of abilities while maintaining professional quality standards. An experienced production supervisor oversees daily operations, and on-site job coaching ensures training consistency and advancement readiness.

This is not volunteer work.

It is not simulated work.

It is commercial production work that meets client standards.

By generating earned revenue through business contracts, the Employment Hub strengthens the long-term sustainability of Homes With Heart. Employment becomes embedded within the housing model rather than existing as a separate program.

Over time, future Homes With Heart communities will incorporate similar employment hubs adjacent to housing developments — creating environments where residents can live and work within coordinated ecosystems.

This model is built on a simple principle: When employment and housing are designed together, independence becomes possible.

Addressing a Common Question

It is reasonable to ask whether a supported workforce model can meet commercial production standards.

The answer is yes — when it is intentionally designed that way.

The Inclusive Employment Hub is structured around disciplined supervision, clearly segmented workflows, documented quality control procedures, and defined service-level expectations. Production processes are visually structured and repeatable.

An experienced supervisor maintains oversight of inventory control, order accuracy, and client commitments. Job coaches support task mastery and progression, while operational accountability remains centralized.

This is not an unstructured environment relying on goodwill. It is a professionally managed operation that happens to be inclusive by design.

Many adults with intellectual and developmental disabilities excel in structured, repetitive, and quality-focused environments. When workflows are built intentionally and leadership is consistent, commercial reliability and workforce inclusion can coexist.

That is the model we are building.

3. How the Pilot Will Launch

The Inclusive Employment Hub will begin with a focused and disciplined pilot phase in the South Metro Denver region.

Rather than launching broadly and hoping demand follows, we are validating commercial contracts first. The Hub will secure two to four client agreements before executing a facility lease. This ensures that revenue visibility supports operational stability from day one.

The pilot facility will operate in a modest 800 to 1,200 square foot light industrial space — intentionally lean, intentionally controlled. The layout will include designated areas for receiving, shelving, picking, packing, quality verification, and outbound staging. Production lanes will be clearly defined, visually structured, and supervised.

At launch, the Hub will employ three to six adults with intellectual and developmental disabilities in part-time, paid roles. An experienced production supervisor will oversee daily workflow, inventory accuracy, and client commitments. On-site job coaching will support training and skill progression, while operational accountability remains centralized.

The model is designed to reach operational break-even within approximately six months, at an estimated 2,700 to 3,000 monthly orders. Growth will be measured and sequential. New client onboarding will occur only after production quality and workflow rhythm are demonstrated consistently.

The objective of the pilot is not rapid expansion. It is disciplined proof of concept — proving that a structured, inclusive workforce can operate within a commercially disciplined fulfillment environment.

Once stabilized, the model becomes replicable.

Figure 2: Pilot Launch Framework



4. Capital & Community Support

Launching the Inclusive Employment Hub requires more than vision. It requires thoughtful, disciplined capital.

The pilot phase has been intentionally designed to minimize risk and right-size investment. We are not building a large facility or hiring ahead of revenue. We are launching lean — validating commercial contracts first, securing a modest industrial space, and building production capacity in measured steps.

The initial launch requires approximately **\$65,000 in startup capital**. These funds support essential infrastructure:

- Industrial shelving and packing stations
- Labeling and shipping systems
- Lease deposit and occupancy costs
- Insurance and compliance setup
- A modest operating runway during early stabilization

In addition, we are securing a **\$40,000 standby liquidity facility** that will remain undrawn at launch. This safeguard ensures stability during ramp-up and protects the organization from short-term cash flow pressure as contracts scale.

This layered capital approach reflects discipline. It allows the Employment Hub to launch with confidence while preserving operational calm.

Community support is already underway. A portion of the launch capital is being raised through public contributions — individuals who believe that inclusive employment should be embedded within housing, not treated as an afterthought.

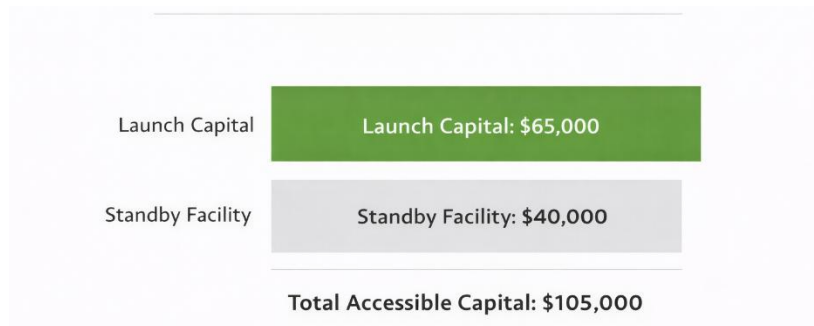
Every contribution strengthens the foundation. Because when communities invest together, inclusion becomes sustainable.

Some supporters may choose to participate philanthropically. Others may provide impact-aligned capital. Corporate partners may contribute through client introductions or contract opportunities. Each form of engagement plays a role in moving this model from concept to operation.

The goal is not rapid expansion. It is responsible execution.

With community backing and disciplined capital deployment, the Inclusive Employment Hub can demonstrate that inclusive workforce participation is not only socially meaningful but operationally viable.

Figure 3: Launch Capital Structure



5. Long-Term Vision

The Inclusive Employment Hub is designed as more than a single facility. It is the first building block of a broader integrated community model.

Homes With Heart was founded to create stable housing environments for adults with intellectual and developmental disabilities. As that work progressed, a deeper truth became clear: housing and employment cannot be treated as separate challenges. Long-term independence requires both.

The pilot Employment Hub demonstrates the viability of a structured, revenue-generating workforce platform embedded within the Homes With Heart mission. Once stabilized, this model becomes replicable.

Over the next several years, future Homes With Heart communities will incorporate adjacent or integrated employment hubs — purpose-built spaces where residents and community members can participate in meaningful, paid work within a professionally managed environment.

In the first year, success will be measured by stability and operational proof. In three years, the goal is expanded employment capacity and integration alongside housing development. Within five years, employment will be embedded directly into the design and underwriting of new communities.

Looking toward ten years, the vision is clear: multiple integrated Homes With Heart communities across Colorado, each anchored by a sustainable employment hub. Together, these hubs could create 100 to 200 meaningful jobs for adults with IDD across the network.

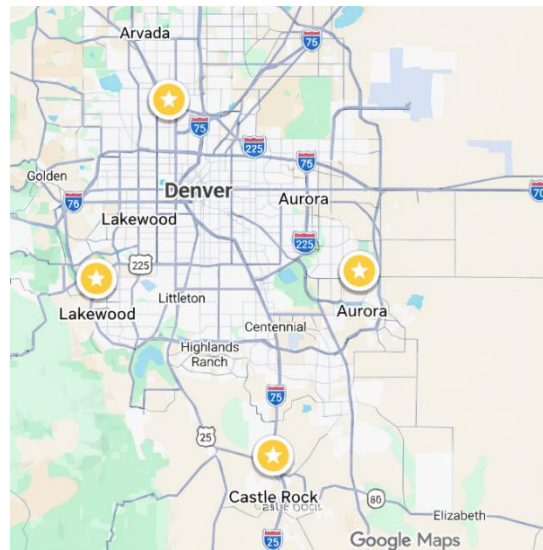
As earned revenue grows, it will begin to offset nonprofit operating costs, strengthening financial resilience and reducing long-term dependency on donations alone.

This is not rapid expansion. It is disciplined replication.

The objective is simple: design communities where adults with intellectual and developmental disabilities can live safely, work meaningfully, and participate fully.

When housing and employment are integrated intentionally, independence becomes sustainable.

Figure 4: Illustrative Regional Expansion Model



6. How You Can Participate

The Inclusive Employment Hub is built on a simple premise: inclusive communities require participation from many stakeholders.

There are several ways to support this initiative, depending on how you would like to engage.

Some individuals and families choose to participate philanthropically, helping fund launch infrastructure, workforce training, and early-stage stabilization. These contributions strengthen the foundation of the pilot and accelerate responsible execution.

Others may support through impact-aligned capital participation, helping structure sustainable growth while maintaining disciplined oversight.

Corporate leaders and entrepreneurs can contribute by introducing potential client relationships. For the Employment Hub, commercial contracts are as valuable as financial contributions. Sustainable revenue strengthens the model and ensures long-term viability.

Community members can help by sharing this initiative with others who believe in workforce inclusion and integrated housing solutions. Every introduction, every conversation, and every contribution strengthens the framework.

Homes With Heart is a registered 501(c)(3) nonprofit organization. Contributions are tax-deductible to the extent permitted by law.

The Inclusive Employment Hub is not a short-term campaign. It is the first step in building communities where adults with intellectual and developmental disabilities are not only safely housed — but actively contributing.

We welcome partnership. You can learn more, contribute, or request a conversation at www.homes-with-heart.org. Inclusive communities are intentionally designed — and sustained — together.

7. Supporting the Launch

The Inclusive Employment Hub is currently in its pilot development phase. Early community support allows Homes With Heart to build the infrastructure required to launch the first employment hub and demonstrate a model that can be replicated in future communities.

Figure 5: Impact of the First Employment Hub



Initial contributions help fund the practical elements required to begin operations, including:

Facility Infrastructure

Shelving, packing stations, labeling systems, and workspace configuration necessary to support fulfillment and assembly operations.

Workforce Training & Job Coaching

Structured onboarding, visual workflow development, and job coaching support to ensure employees with intellectual and developmental disabilities can succeed in a commercial environment.

Operational Launch Preparation

Insurance, technology systems, and early-stage operating capacity required to begin serving commercial clients.

Pilot Stability

A modest stabilization runway that allows the Employment Hub to reach operational break-even while maintaining disciplined growth.

Why Early Support Matters

The first hub is designed to demonstrate that a structured, inclusive workforce can operate successfully within a commercially disciplined environment. Once the pilot is proven, the model

becomes replicable — allowing future Homes With Heart communities to integrate both housing and employment within the same ecosystem.

Early supporters are not simply funding a program. They are helping establish a model for inclusive community design.

Learn More or Support the Launch

Greg Saia

Founder, Homes With Heart
gsaia@homes-with-heart.org

Campaign Link

<https://gofund.me/077c6c3bc>

Information Notice

This overview is intended to provide general information about the Homes With Heart Inclusive Employment Hub initiative. It is not intended as a formal investment offering or solicitation of securities. Homes With Heart is a registered 501(c)(3) nonprofit organization, and contributions are tax-deductible to the extent permitted by law. Individuals interested in learning more or supporting the initiative are encouraged to contact the organization directly.