



Synergies Work

Igniting a Grassroots
Movement

ABOUT US

Synergies Work is the largest startup hub in the United States for disability-led businesses that has served over 300 founders through our comprehensive programs.

By supporting founders at every stage of their journey, we build an entrepreneurial ecosystem where disabled founders are not only welcomed but given the tools and resources they need to thrive.

Nationally recognized by the **Clinton Global Initiative**, the **Small Business Administration**, and won the **Inspire Awards** by Truist Foundation & MIT Solve.





ABOUT US

Changing the Narrative

Every year, an estimated 120,000 new disabled founders launch businesses without the tools and resources they need to succeed. The disability community is twice as likely to pursue entrepreneurship compared to the general population and yet is cut off from many of the same resources traditional entrepreneurs take for granted.

1.5B

Disabled individuals worldwide

9.1M

small businesses owned by disabled founders

\$270B

Potential market size of disabled businesses

Synergies Work is changing this narrative through our work. By leveraging equitable technology and hands-on business coaching, we are creating a **sustainable, accessible, and equitable pathway to entrepreneurship** for disabled individuals.



ABOUT US

Building One World Where People with Disabilities Belong

Synergies Work believes that **we all have a gift to offer to the world** – a gift of hand, a gift of head, or a gift of heart. For people with disabilities, these gifts often go unnoticed or un-nurtured due to the soft bigotry of low expectations.

By changing the narrative and setting aside prejudice, we can come together and build **one world where people with disabilities truly belong.**

Our Theory of Change



Nurturing the Grassroots

By nurturing disability-owned, small businesses, we change their long-term trajectory and help build sustainable success.



Building Collective Action

By partnering with disability and business organizations, we create an inclusive ecosystem where all founders thrive.



Create Pathways for Capital

By creating pathways for direct investment in entrepreneurs, we spark the urgent and rapid shift needed to change the financial future for millions.

Supporting Small Businesses at Every Step

Ignite

Synergies Work's Igniting Ideas Series

A scalable, ideation program to help future entrepreneurs test their product-market fit and nurture early growth.



Incubate

Synergies Work's Incubation to Impact Program

An intensive incubator program for disabled founders to help them grow & scale. The first and largest program of its kind.

Venture Tech Studio Launching in Jan 2024

Fund

The Synergies CDFI

Provide financial capital and education for disabled founders through loans, grants, and other financial tools.



Scale

The Synergies Market

A central online marketplace for disabled entrepreneurs to be discovered, earn sales, and scale their businesses

Sustain

The Community Accelerator

Providing the tools, resources, and community support disabled founders need to launch, maintain, and grow their business.

Impact in Numbers

3,600+

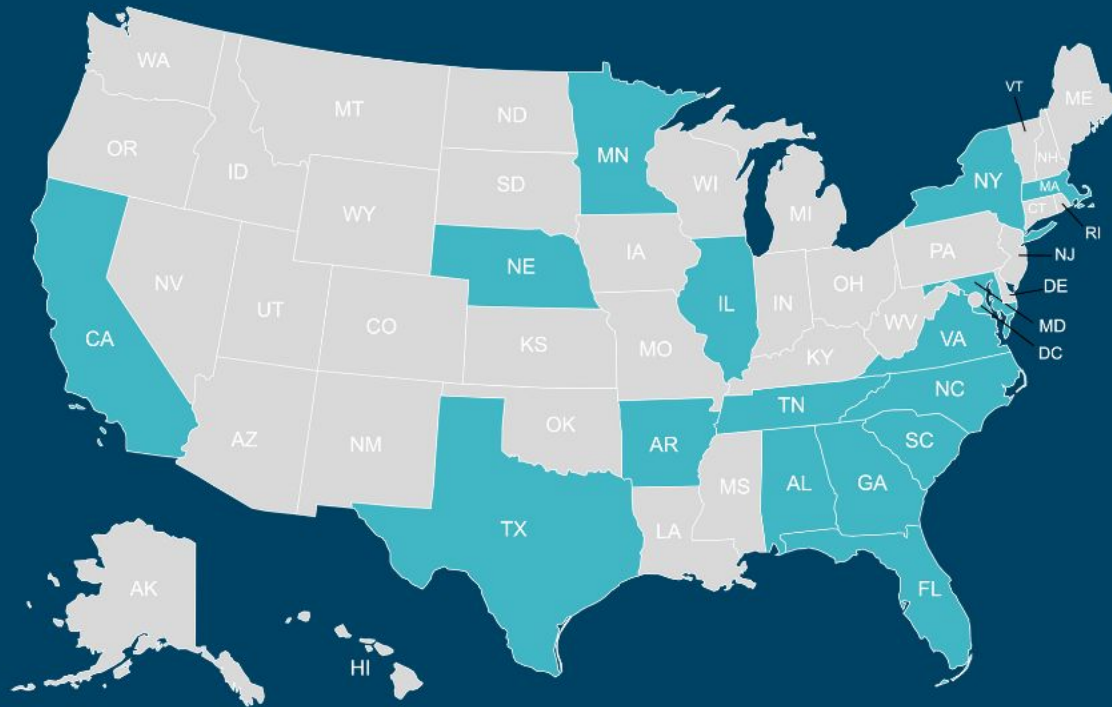
People Impacted (Founders, Families, Networks)

300+

Founders Supported to Date

130+

Active Founders in Our Community



Founders in 16 States

1150+

Hours of Business Coaching Provided

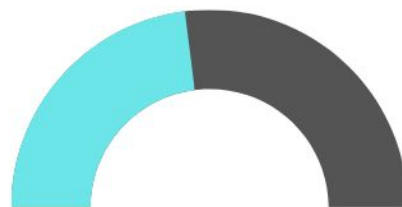
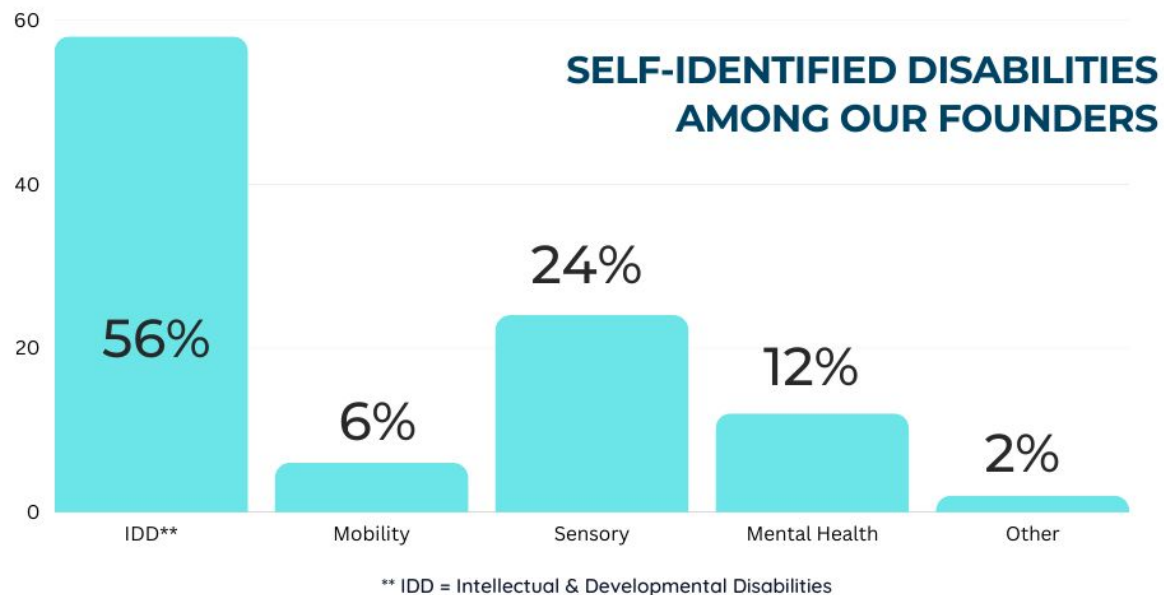
449

Professionals trained on empowering disabled founders



DIVERSITY OF DISABILITY

The **next wave of entrepreneurial innovation** comes from diverse disabled founders.



46% OF OUR FOUNDERS ARE PEOPLE OF COLOR

People of color are up to 2x as likely to have a disability.



54% OF OUR FOUNDERS ARE WOMEN

Women are 27% more likely to have a disability

17 New Startups Launched in 2023

Our **Igniting Ideas**
Program helped
founders turn their ideas
into launch-ready
businesses



Breanna Gray
Chaos X Anarchy



Quargs Greene
Pixelated Flesh



Maria Blanco
Maria in the Margins



Lamont McLeod
Agape Family
Healthcare Services



Brendan Teverino
Bizarro Creations



Angela Oleszko
OhLetsGo Consulting



Ed O'Brien
Ed's Garden



Makini Diaz
Sign-n-Voice Xchange



Winchelle Morival
Luxuriously Win



Clint McGuire
Diverse Case
Scenario



Elisha McKenzie
Leeshie's Lifestyle



Jacquiece Toomer
Legacy Gloss

Incubation to Impact (i2i)

An intensive 12-week program that helps founders establish a stable foundation for their business and scale to the next stage

- Weekly learning labs with **business leaders, established founders, and subject matter experts**
- Weekly **one-on-one** coaching to help with the nuts & bolts of your business
- **Long-term access** to mentorship programs, impact funding, office hours, and more.



77% OF FOUNDERS
REPORT **REVENUE
GROWTH** WITHIN
12-MONTHS OF
PROGRAM
COMPLETION

77%



83% OF FOUNDERS
REPORT **MAKING
SIGNIFICANT
PROGRESS** ON THEIR
BUSINESSES THROUGH
OUR PROGRAMS

83%

100% OF FOUNDERS
PLAN **PLAN ON
RECOMMENDING
SYNERGIES WORK**
TO A DISABLED
FRIEND OR FAMILY
MEMBER

100%



86% OF FOUNDERS
FEEL **MORE
CONFIDENT AND
PREPARED** AS
BUSINESS OWNERS
AFTER COMPLETING
OUR PROGRAMS

86%

Nurturing Economic Independence

\$8,785

Average first year
revenue after program
completion



53%

of founders expect to
reduce their dependence
on public benefits

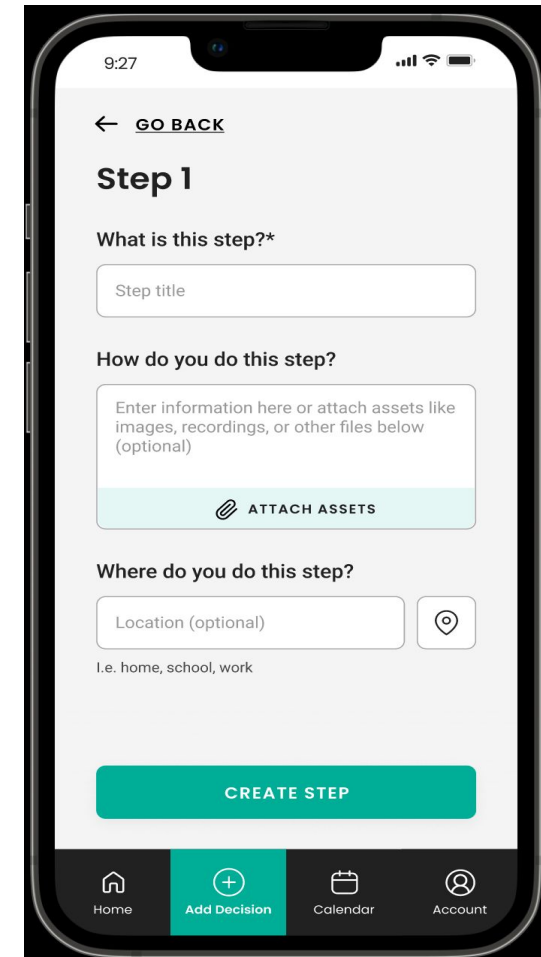
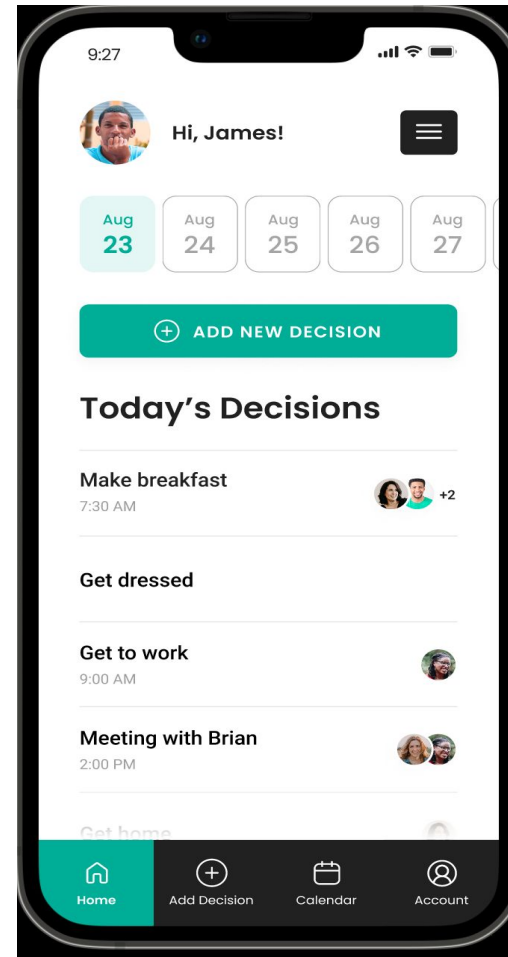


2.1

Average number of hires per
company after 24 months

Venture Tech Studio

- A 6-month program designed to help disabled founders scale or augment their businesses with technology
- Assess, Design, Develop, Launch with the support of Synergies Work & World Class Mentors



The Inaugural Synergies Work
EDDIE Awards

The EDDIE Awards are the **first awards in the United States** celebrating the innovative **business leaders within the disability community** who are helping build a thriving entrepreneurial ecosystem and inspiring the next generation of persons with disabilities across the world. (Entrepreneurs Dedicated to Diverse and Inclusive Excellence)



BUILDING SOCIAL CAPITAL

Our community consists of world-class leaders from business & disability to mentor, coach, and support our founders.



CANDACE STANCIEL
City of Atlanta



SHAKIR MOIN
The Coca-Cola Company



ATHAR KHAN
Delta Air Lines



GINA KLEIN
Delta Air Lines



ERNESTO GONZALES
Latin American Assc.



JAGDISH SHETH
Emory University



RACHELLE KURAMOTO
Panoramic Ventures



SHAN COOPER
Journey Forward
Strategies



JOSEF SCARANTINO
AllRaise



LYNETTE BELL
Truist Foundation



MEL BERENDZEN
ZenBusiness



SERENA LOWE
CareSource



TIFFANY KIRK
Pinnacle Financial Partners



HOLLY PEZZANO
Vaxa Factor



ROBERT LUDKE
The Harkins Institute



DANA COGAN
Carabiner Communications



SOLOMON PARKER
Truist



MUJIB KHAN
Angel Investor



RUBY MOORE
Georgia Advocacy Office



KAREN SHANNON
America's SBDC

Everything you need, in one place.

The Synergies Work Platform

Monthly Coaching

Facilitated by our coaches, our founders meet live with other to connect and grow together.

On-Demand Resources

Our library of resources provide the knowledge, tools, and guidance to help entrepreneurs navigate everything from ideation to exit

1:1 Mentorship

Live Q&A sessions with business coaches and subject matter experts to overcome inaction and get professional, actionable advice

Community

Connect with like-minded disabled founders who empower each other in times of success and failure.

Funding

Providing clear pathways to capital through partnered lenders, grants, and collaborative partnerships

Fireside Chats

Intimate conversations with influential business leaders that expand networks, build bridges, and keep propelling entrepreneurs forward



Thank You

Aarti Sahgal · Aarti@SynergiesWork.org · 404-491-9549

Learn more at www.SynergiesWork.org