We are pleased to report that Ability360 remains a strong and healthy organization. We are providing diverse supports, services and programs — guided by the Independent Living Philosophy and committed to consumer choice.

With the dedication, hard work, and support of our 1,350 employees, corporate partners, and community collaborators, Ability360 has continued to expand its vast network of programs.

A number of highlights from the previous year include the return to in-person services, the successful acquisition of Daring Adventures — which allowed us to expand our outdoor recreational programs, the completion of over $1,100,000 in home modifications for low-to-moderate-income individuals with disabilities, the expansion of our youth supports through 360Youth, the establishment of pre-employment transition services, the provision of more than 1,800,000 hours of community-based homecare support, and much more.

With a new year ahead, we continue to set ambitious goals that aim to expand supports for Arizona’s underserved populations: youth with disabilities, veterans with disabilities, people with intellectual disabilities, and others.

Ability360 appreciates the on-going support and looks forward to what lies ahead!

Sincerely,

Christopher J. Rodriguez
President & CEO
(Pictured Left)

Nathan Pullen
Board Chair
(Pictured Right)
About Us

We Are Ability360

Our Mission

Ability360 is a non-profit 501(c)(3) organization offering and promoting programs designed to empower people with disabilities to take personal responsibility, so that they may achieve or continue to live independent lifestyles within their community.

Our Work

The United States is home to over 400 Centers for Independent Living (CIL)s, each of which offers five core services: Information & Referral, Advocacy, Independent Living Skills Training, Peer Mentoring and Transition. As a CIL, Ability360 consistently offers these five core services and provides a wide range of additional programs to address other aspects of independent living.

The Ability360 Center

We are the largest Center for Independent Living in Arizona.

Ability360 owns and operates both the Ability360 Center, where it is co-located with other disability service organizations, and the Ability360 Sports & Fitness Center, which opened in 2011.

The Ability360 Center is a 62,000-square-foot universally-designed, accessible and transit-oriented non-profit resources center which serves as a model for accessible design and collaborative programming. Located in the heart of Phoenix at 50th St. and Washington, the Ability360 Center is a hub for uniting those with common goals to improve the lives of people with disabilities, hosting numerous events each year.

Our Featured Programs

Home Care Services  Sports & Fitness Center

Employment  Home Modifications

Advocacy & Legislative  Additional Programs

15,300+

Served by Ability360’s programs in 2022

Platinum Transparency 2022

Candid Platinum Seal of Transparency

Healthy Arizona Worksites Gold Award Winner
Ability360 Center
View when entering the Ability360 Center from Washington Street
Advocacy, Independence, Equality.

FLOW: Female Leaders Of the World
First time in USA, facilitated by Ability360 staff.
Photo taken in Phoenix, AZ.
PROGRAMS & SERVICES

Home Care Services

Ability360’s Home Care Service offers compassionate, high-quality, non-medical home and community-based support to individuals with disabilities, seniors, and their caregivers, promoting self-determination and independence within their communities.

This critical program has been providing nationally recognized in-home care for over 25 years, emphasizing the holistic well-being of individuals and their independence. We recruit, train, and employ caregivers to provide personal assistance services to qualified individuals through various healthcare plans as well as agencies.

Home Care Services Offered:

- Personal Care
- Homemaking
- Respite Care
- Companionship
- Housekeeping
- Hygiene
- Medication Reminders
- Meal Preparation

“I’ve been using Ability360 since 1995. I chose Ability360 because they do an excellent job, especially for people with disabilities. When I need the help, they’re there. I always try to take it day by day. When they come in, they help me out, with showering and transferring. They are always there fulfilling your needs, and I love that.”

— Salvador Nieto, Home Care Services Consumer

1,877,444
Hours of care provided in 2022

1,412
Average number of Personal Care Aides
PROGRAMS & SERVICES

Ability360 Sports & Fitness Center

Welcome to the epicenter of adaptive sports, recreation, and fitness for individuals with disabilities and their families. The Ability360 Sports & Fitness Center is not just exceptional; it’s the only one of its kind in the western United States. We take pride in pushing boundaries, leading the way in accessible sports and fitness programs.

Unmatched Accessibility

Our 45,000-square-foot Sports & Fitness Center is specifically designed to cater to the unique needs of individuals with disabilities. Featuring accessible weight machines, sports courts, a climbing wall, an indoor track, and an aquatic area with lap, therapy, and spa pools, we provide an inclusive environment for all.

360Outdoors

In January 2022, Ability360 acquired Daring Adventures, leading to the establishment of the 360Outdoors program; empowering people with disabilities to continue engaging in recreational and outdoor activities.

Adaptive Sports & Fitness

From hosting international adaptive sports competitions to daily fitness classes, we’ve been the choice place for everyone from Paralympians and veterans to youth and their families.

70,165
Visits to the Sports & Fitness Center

2,078
Sports & Fitness members
With Ability360’s employment-related programming, consumers receive guidance and support at various stages of their workforce journey, whether they are reentering the workforce, starting work for the first time, or preparing for career changes.

**Benefits 2 Work AZ**

Arizona’s Work Incentives Planning & Assistance Program (WIPA), assists individuals receiving Social Security Disability benefits who wish to return to work. In 2022, 1,466 Social Security Administration beneficiaries were empowered to understand the impact of earned income. 867 people were able to maintain their employment, and many continued their exploration of work opportunities.

**360Youth**

360Youth is our Pre-Employment Transition Services (Pre-ETS) program for students ages 14-22. The program assists students in finding employment and preparing for a career after high school. In 2022, 21 students completed Pre-Employment Transition Services.

**Employment Services**

A total of 29 new ticket holders were enrolled, and 296 individuals were counseled and interviewed in 2022, creating pathways to meaningful employment.

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1,466
People received work incentive planning services
The Ability360 Home Modification program assists seniors and individuals with disabilities in Maricopa County and Pinal County who need to modify their homes for accessibility and safety.

AZ Long Term Care System and Community Development Block Grants are primarily used to fund home modifications for low-to-moderate-income residents. A range of essential modifications are offered in the program including ramps, widened doorways, grab bars, sinks, toilets, and light switch relocation. These modifications promote independence and help seniors and people with disabilities thrive in their communities.

Pictured below: roll-in shower for accessibility

$1.1M+
Used to make homes accessible and safe

113
Completed Home Modification projects
An accessible ramp was added to Mr. Lee's home.
Advocacy in Action

Our Advocacy Programs help ignite self-advocacy and promote independent living principles for individuals with disabilities. We create learning opportunities that foster peer support, self-determination, and personal development. By promoting consumer involvement in the legislative process, providing training, and building coalitions, we empower individuals to lead more independent lives. We work to educate and engage our community members on policy and system change efforts to further disability inclusion and awareness.

Disability Awareness

Disability awareness training is critical for businesses and organizations to successfully engage and serve the disability community. We trained 241 individuals to increase their awareness and understanding of best practice language and etiquette.

Empowering Workshops

We hosted 21 advocacy and community resource workshops, engaging 351 participants on vital topics such as healthcare, transportation, legislative advocacy, voter registration, and civil rights.

Self-Advocacy Training

Empowered 164 Division of Developmental Disabilities members through our “This is My Life” program, promoting self-advocacy and self-determination.

547 Advocacy groups and sessions held

241 Individuals trained in Disability Awareness
Mentors at Legislative Advocacy Day
Picture taken inside of the Arizona State Capital building.
Additional Independent Living Programs & Services

In addition to the programs previously mentioned, we also offer a range of other initiatives meeting the needs of various aspects of the disability journey.

**Early Intervention**
217 people with new disabilities were able to receive peer support, resources and information while they completed their rehabilitation.

**Independent Living Skills (ILS) Programing**
1,204 people received one-on-one personal assessments so they may make the most of their abilities and increase their self-reliance and self-confidence.

**Socialization Through Recreation**
146 People were provided the opportunity to meet new people and develop interpersonal skills.

**Reintegration Highlights**
4 successful reintegration from nursing homes to community living, $40,000 savings/year/per person = $160,000 savings of taxpayer monies in 1 year.

**Empowering Youth**
28 interactive workshops were presented to 121 students ages 14-22 who are transitioning from high school into community life.

**Peer Mentoring**
35 Mentors provided over 1,055 hours of support, guidance, and encouragement by sharing their experiences to others with disabilities.
Diego Suazo is a former United States Navy firefighter and a member of the Ability360 Cardinals Wheelchair Football Team. On New Year’s Eve, when he was 24, he was shot in the back after breaking up a fight and was paralyzed.

“Sports was the first thing I got into,” he said. It provided immediate solace, a refuge from the numerous challenges he was facing, but what he didn’t expect was the level of support from his team.

“Being in a chair can be a hard thing, but when you get around some people that are positive and motivated and just want to get after it, man, it brings out the life in you.”

Diego emphasizes the importance of sports as an opportunity for him to share his personal experiences and support, especially for new players navigating life post-injury.

Through Ability360, Diego passionately challenges the misconception surrounding wheelchair athletes, emphasizing the remarkable skill and athleticism displayed on the field.

“A misconception…most people [have] is they don’t think that the guys who are out there playing are actual athletes. They think they’re just guys in wheelchairs–but when you actually come and watch and see what those guys can do? Yeah, they’re athletes.”

However, beyond the game itself, Diego places immense value on the camaraderie and positive atmosphere among his teammates. He recognizes how these elements uplift and motivate individuals like himself.

Diego’s story serves as an example to the tremendous impact of Ability360 programming for people with disabilities.
Ability360 helped me find my independence again.
TO OUR GENEROUS DONORS & PARTNERS

Building a Better Future, Thanks to You

Collaboration has the ability to elevate individuals with disabilities and empower them to live full and independent lives. At Ability360, we strongly believe in this power. We extend our heartfelt gratitude to our compassionate and dedicated partners who stand with us in this journey.

$1,000
Jane & Stan Ackley
American Association On Health
Robert Armstrong
Berkley Aspire
Chase Barbier
Mark Braunstein
Trista & Stuart Burns
Maurice Carr
Debra & Jim Larson
Local Boy Production Company
Brian Mikulak
John Propstra
Lisa & Paul Rinde
Kathy & Larry Staley
Haley & Trevor Strawhecker
John Wernet
David Willis

$2,500+
Abilities Expo
Arizona Complete Health
Davignon Charitable Fund
Tyler Van Gorder
Haaker Equipment Company
Kone Elevators
Todd Lehr
Mesa HoHoKam Foundation
Phil Pangrazio
Position Sports
Suzanne Schill

$5,000+
Laura & Frank Sole
SRP Employee Boosters Association
Anne Stupp
Thunderbird Charities
Brian Trachsel
Unity of Phoenix
Sue Volk
Brad Wemhaner
Paul Wood

Patricia Amesbury
Bell Lexus North Scottsdale
Peg & George Bohnert Family
Butler Family Foundation
Casa Colina
Catalytic Health Partners
Cale Clayton
CopperPoint Insurance Companies
Executive Council Charities
Fairmont Scottsdale Princess
Keven & Thomas Jones
Judy & Dr. Wayne Kuhl
Legacy Cares
Bill Lewis
Longbow Golf Club
David Martens
Optima Inc.
PRO EM National Event Services
Caleb Reese
Judy & William Schubert
Gretchen & Ryan Schubert
Silverman Family Foundation
Elisa & Dr. Thomas Wilson

$10,000+
Deborah & Jeffry Beardsley
Blue Cross Blue Shield of Arizona
Doris Brink
Epic Plumbing
Guild Giving Foundation
Johnson Charitable Family Trust

$20,000+
Arizona Diamondbacks Foundation
AZBlue Foundation
Bank of America
Bank of The West
Fiesta Bowl Charities
Forever Young Foundation
Guild Mortgage
Lovitt & Touché Inc.
Move United
Nothing But NET
Perry & Teresa Pearson Foundation
Stacy Fuson Foundation
The Charro Foundation
The Duke & John Harris Scholarship Fund
The Saguaros
The Thunderbirds
U.S. Bank

$50,000+
Barrow Neurological Institute
Cowin Charitable Fund
Dignity Health
Weezie & David Reese

Thanks to the generosity of our supporters, we raised over a million dollars this past year. We thank all of our donors for your loyalty to our mission.

Scan the QR code to see all our donors.

Ability360 motivates us to realize our full potential and strive for excellence. Thunderbird Charities is honored to support the great work being done on Ability360’s campus and in the community. Everyone has unique abilities that should be celebrated and embraced.”

— Thunderbird Charities
TO OUR DEDICATED VOLUNTEERS

The Heart of Ability360: Our Volunteers

At Ability360, we believe that unity and community are essential elements of effective work, and our volunteers embody that belief to the fullest. With their compassion, skills, and unwavering dedication, our volunteers have become an integral part of Ability360’s mission, ensuring that our programs and services continue to make a profound impact on the lives of those we serve. Through our volunteers, we can forge a path towards a more inclusive society. To those who gave of your time, talents and treasures in 2022: thank you. Your support helped to ignite the hope of a brighter tomorrow.

Our dedicated volunteers are the lifeblood of our organization. They selflessly contribute their time, skills, and passion to support our mission and transform lives.

128 Total number of volunteers

4,466 Hours donated by our volunteers

As a family, we have this amazing opportunity to witness people on the path of learning to live well with their disabilities and see how Ability360 services supports them in that journey. We started volunteering as a family several years ago...[and] we’re so lucky to have such a world-class facility right here in the Valley.”

— Gretchen and Ryan Schubert, Donors & Volunteers
A SPECIAL THANK YOU TO:

Vicki Andrada
Heysi Arjona
Maggie Atkinson
Emily Bailey
Kat Bauer
Ida Bender
Jennifer Blatt
John Britton
Eric Brooks
Tina Brown
Jamie Burke
Luke Burns
Benson Chyr
Dan Clemente
Calvin Cook
Vicki Copeland
Shawn Cordova
Lucas Crisanti
John Curry
Talia Dahan
Joan Davis
Annette Denny
Evelyn Duerr
Michael Duncan
Abigail Dustin
Alina Echemendia
Daniel Enriquez
Elizabeth Estes
Susan Foster
Joe Freye
Zoe Frias
Daniel Gaines
Maddie Garber
Terry Gerber
Nancy Gerber
Michael Gibson
Katie Griffith
Toni Grimes
Linda Gudger
Jubilee Gutierrez
Minerva Gutierrez
Ilze Hattingh
Gary Hawkins
Julie Helfer
Tracy Heuermann
Miranda Hinrichs
Jerod Hodge
Christian Honan
Anne Marie Howe
Greg Hyland
Chase Jackson
Richard Jackson
Annica Jensen
Kara Kahnke
Aneesh Kalya
Lexi Kasofsky
Justin Ketchum
Kris Kimes
Todd Lemay
Emily Lemke
Jamie Lindsey
Mark Lister
Corey Lovato
Stephanie Lovinger
Kelsy Lum
Kaylee Madriz
Melissa Mahon
Jenny Majerus
Neil Makwana
Sharon Malone
Trent Maruyama
Sami McGinnis
Francis Meagher
Bridget Mendoza
Mayra Mendoza
Kevin Messner
Andrew Mestas
Brandon Mieth
Levente Mihaly
Kathy Moum
Ahmed Nasr
Brenda Navarro
Michelle Nguyen
Salvador Nieto
Elle Oberle
Seth O’Brien
Greggory Ohanessian
Romir Parmar
Emma Pedersen
Dan Peitzmeyer
Al Potter
Nathan Pullen
Mady Purdy
Kathryn Reichert
Andrew Reilly
Eric Reister
Suzi Riley
Joseph Roybal
Christina Sanchez
Taylor Sarnoski
Taylor Scarpelli
Schubert Family
Susan Segal
Jack Sheahan
Catherine Sienko
Beth Sliks
Mason Snailum
Wendi Socha
Greg Stelzer
Ilyse Stern
Charity Stoltz
Anne Stupp
Michael Sullivan
Shaun Tam
Loal Thompson
Tiffany Truong
Lily Vu
Susan Webb
Sarah Weller
Candyce Williams
Kevin Wilson
Tim Wolf
Jill Wysolmierski
Andrea Wymore
Christine Zeigra

We thank all our volunteers and have made every attempt to list them all here. We apologize if any were inadvertently left any off.
Volunteer Spotlight

Honoring 20+ Years of Service

Terry & Nancy

People often say volunteering changed their lives, but for Terry and Nancy, volunteering brought theirs together. They met while kayaking on Lake Pleasant at a Daring Adventures event. He was a volunteer, and she was a participant.

"Not only was that great volunteering, but I also found my wife—how’s that?" Terry says. Their volunteer work began under Daring Adventures, and continues under Ability360 as 360Outdoors. Not only are they volunteers, Terry says, but participants as well.

Through the years they’ve been together, their appetite for adventure has spanned multiple adaptive recreational activities from kayaking, off-roading, archery, and even the iconic Mainstream Experience, a 212-mile white water rafting trip through the Grand Canyon on the Colorado River.

As a former park ranger, Terry is no stranger to the great outdoors, but 360Outdoors gave him a new perspective on volunteering for people with disabilities.

Through these programs, Nancy was able to partake in sports like biking and golfing—activities she enjoyed before her injury. And it was more than just physical fitness that Nancy gained from these adaptive outdoor programs. "From my perspective, it really changed the direction of my life, and also my psyche, to be able to get out," Nancy says.

After more than 20 years, the two have no plans to slow down. They volunteer outdoors, indoors, with seniors, youth and everyone in between. The people they’ve met and the memories they’ve made are priceless moments that have colored their lives.

"Volunteering has forever changed our lives."
## Expenditure by Services

### Investing in Impact

Each dollar spent by Ability360 contributes to fostering independence and empowering individuals. By working in partnership with our consumers, we ensure that our programs and resources are built to help them thrive in every aspect of their lives. As a result of our initiatives, we can continue to help the disability community today, tomorrow, and for years to come.

<table>
<thead>
<tr>
<th>Service</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advocacy</td>
<td>$446,882</td>
</tr>
<tr>
<td>Information &amp; Referral</td>
<td>$113,120</td>
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<tr>
<td>Peer Support</td>
<td>$378,781</td>
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<tr>
<td>Independent Living Skills</td>
<td>$112,852</td>
</tr>
<tr>
<td>Social Security Benefit Counseling</td>
<td>$394,768</td>
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<tr>
<td>Employment Services</td>
<td>$330,722</td>
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<tr>
<td>Home Modifications</td>
<td>$1,112,857</td>
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<tr>
<td>Sports &amp; Fitness Center</td>
<td>$2,410,460</td>
</tr>
<tr>
<td>Home Care Services</td>
<td>$35,620,904</td>
</tr>
<tr>
<td>All Other</td>
<td>$311,796</td>
</tr>
</tbody>
</table>

— Lovitt & Touché, A Marsh & McLennan Agency
WAYS TO GIVE

You Can Impact a Life

Donate
Your tax deductible gift directly impacts our members and consumers. With over 100 programs and services in our community, every dollar donated helps maintain these avenues for independent living. There are a number of ways you can donate at any level. Consider making a donation today!
Ability360.org/Donate

Volunteer
Whether you’d like to be a regular volunteer or support a one-time event, we have a variety of opportunities available to you. There is no doubt that our volunteers are the backbone of our organization and we are grateful for every minute they contribute. Consider becoming a volunteer today!
Ability360.org/Volunteer

Sponsor an Event
As a 501(c)(3) organization, Ability360 relies on private, public, and family foundations to support our mission. We value these partnerships and work hard to make them mutually beneficial.
Ability360.org/FundRaising

Legacy Giving
With a planned charitable gift through your will, trust, or estate plans, you can support our mission to empower people with disabilities to live their lives to the fullest, and leave a lasting legacy.
Ability360.org/Legacy

You can make a difference. Scan to donate today!

"It has been an honor and blessing for over the past few years to be a donor and contributor to Ability360. Laura and I believe in the mission of Ability360 and the impact it has made on the community in large and have committed to make monthly contributions again for 2023-2024."

— Laura and Frank Sole, members of High Five Monthly Giving Group
Join the Ability360 Legacy Circle!

For nearly half a century, Ability360 has been providing children, adults and seniors with disabilities diverse services so that they may live independently in the community. We humbly invite you to support our efforts by including Ability360 in your estate planning and becoming a part of the Ability360 Legacy Circle. By doing so, you will be ensuring that the disability community will continue to have an organization advocating alongside them for years to come.

Ability360.org/Legacy