ABILITY360

ADVOCACY | INDEPENDENCE | EQUALITY

2023 Annual Report

Mission Accomplished

We are excited to report the state of Ability360 continues to be as strong as ever. Guided by our founding principles, and anchored by the philosophies of independent living, we continue to think creatively about how to best support those we serve.

Building on more than four decades of service, this past year has been an exciting time of action and growth. Our relationships with community partners and donors continued to grow reaching the highest level of support since the Covid years. Thanks to the generosity of our donors, we hosted several self-care summits for our 1,200+ caregivers, providing them with essential and well-tailored support. The organization also expanded our home modification program to include those on Medicare and signed a contract with the Department of Veterans Affairs enabling the expansion of in-home support for disabled veterans.

As we look forward to the year ahead, we continue to pave a path built on our mission and informed by those we serve.

As always, Ability360 could not do all of this without the generous support of our community partners, volunteers and donors. We are grateful!

Sincerely,

Christopher J. Rodriguez
President & CEO

Nathan Pullen
Board Chair

Pictured: Nathan Pullen (Left) and Christopher J. Rodriguez (Right)

BOARD OF DIRECTORS

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"Ability360 could not do all of this without the generous support of our community partners, volunteers and donors."

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.

Ability360
is the largest Center for Independent Living in Arizona

The Ability360 Center

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.

14,163
Served by Ability360's Programs in 2023

Our Featured Programs

- Home Care Services
- Sports & Fitness Center
- Advocacy
- Employment
- Home Modifications
- Independent Living Core Services

Platinum Transparency 2023 Candid.

Candid Platnium Seal of Transparency

GOLD

Healthy Arizona Worksites Gold Award Winner

We Are

ABILITY360

Home Care Services

Ability360's Home Care Services 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 service 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 & Respite Care
- Homemaking
- Medication Reminders
- Companionship
- Habilitation
- Meal Preparation

Salvador "Sal" Nieto, is a longtime consumer since 1995 and as utilized many services at Ability360. An advocate for living life day by day, Sal counts on Ability360's Home Care Services to maintain an independent lifestyle within the community, and we count on him to continue his work as an Ability360 Peer Mentor, an advocate for those with spinal cord injuries and for those needing resources and community supports in the Latino American disability community.

1,406
Number of Personal Care Assistants

1,879,683
Hours of Care Provided

Pictured: Salvador Nieto (Left) with a caregiver (Right)

Ability360 member Phil Fowlie took his first 'swing' at golf after 18 years without playing. "I was a little nervous ahead of time, but Tim and Miranda quickly put me at ease," Phil wrote about his experience at an adaptive golf clinic led by Ability360 staff Tim Surry and Miranda Vaughn. Phil credits them for building his confidence in using the equipment and getting him safely situated in a stand-up golf cart. He left the clinic with increased confidence and excitement for more after a 'hole-in-one' experience. Beyond golf, Phil is now curling, considering Power Soccer and attending Krank Fusion class, 360Youth and family events at Ability360.

Pictured: Phil Fowlie participating in a Krank Fusion class

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 Southwest 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.

Fitness Programs & Services Offered

- Group Fitness Classes
- Gym & Sports
- Outdoor Programs
- Recreation Therapy

360Outdoors

The 360Outdoors program empowers 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.

5,275
People with Disabilities Participated in Sports, Fitness, & Recreation

2,356
Sports & Fitness Members

Employment Services

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.

Employment Programs & Services Offered

- Benefits 2 Work AZ
- 360Youth
- Employment Services

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 2023, 484 Social Security Administration beneficiaries were empowered to understand the impact of earned income. 871 people were able to maintain their employment, and many continued their exploration of work opportunities.

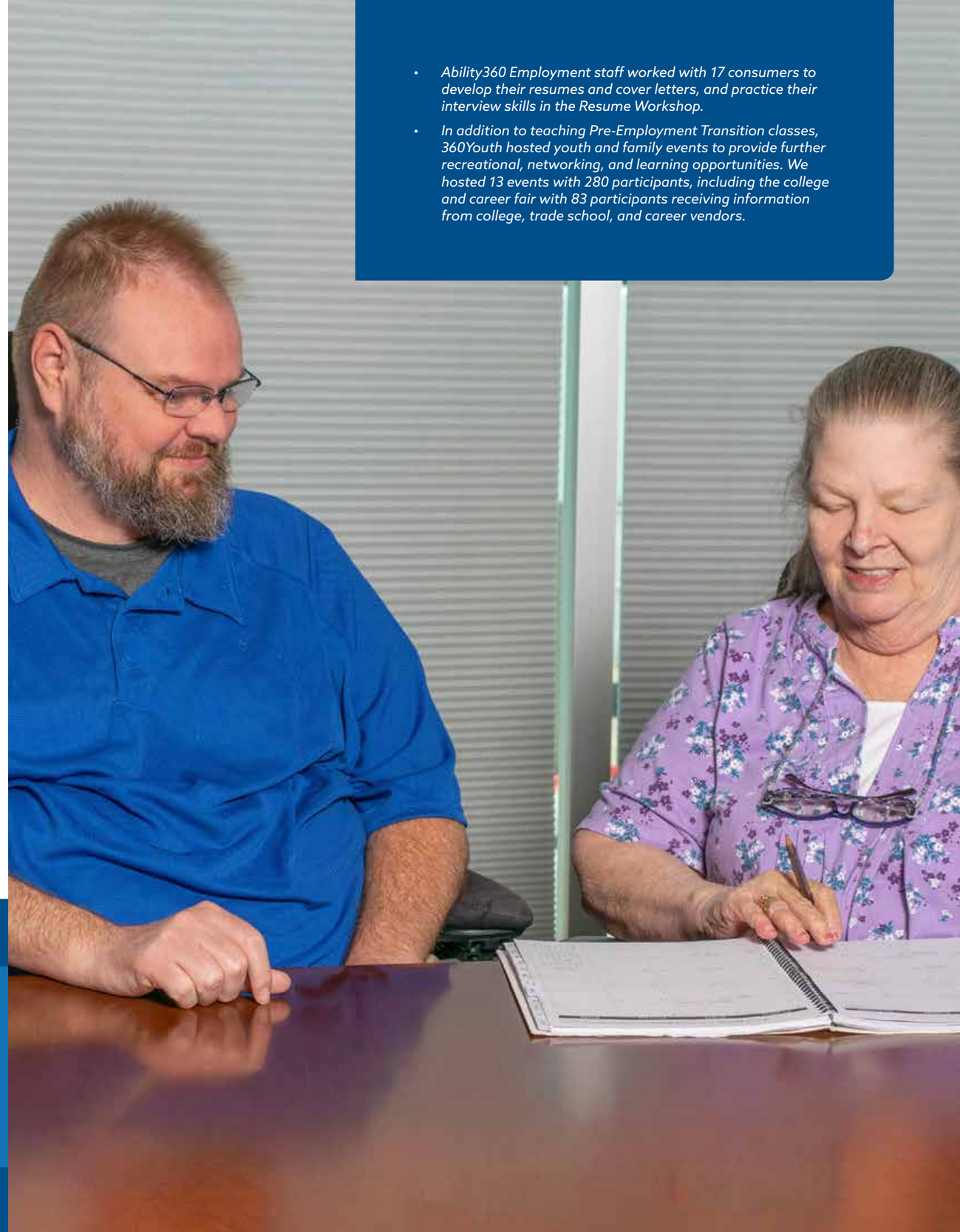
360Youth

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 2023, 25 students completed Pre-Employment Transition Services.

Employment Services

A total of 28 new ticket holders were enrolled, and 314 individuals were counseled and interviewed in 2023, creating pathways to meaningful employment.

- *Ability360 Employment staff worked with 17 consumers to develop their resumes and cover letters, and practice their interview skills in the Resume Workshop.*
- *In addition to teaching Pre-Employment Transition classes, 360Youth hosted youth and family events to provide further recreational, networking, and learning opportunities. We hosted 13 events with 280 participants, including the college and career fair with 83 participants receiving information from college, trade school, and career vendors.*



484
People with Disabilities Received Work Incentive Planning Services

56
People with Disabilites Received One-on-One Employment Assistance

Melissa Mogensen's home became inaccessible for her two sons, Mason and Jaxton, when they became power chair users. From opening the front door to brushing their teeth, the boys required extra assistance to complete everyday tasks. Through Ability360's Home Modification program, a ramp was installed at the front door, allowing the boys to open and close it freely on their own. The bathroom was also modified to feature a roll-in shower, roll-in sinks and other adaptations to make it more accessible. The modifications not only made tasks easier to achieve, it also allowed the boys to live more independent lives.

Pictured: Jaxton Mogensen in his accessible bathroom.

Home Modification

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.

Examples of Home Modifications Performed Include:

- Ramps
- Widened Doorways
- Grab Bars, Sinks & Toilets
- Roll-in Showers
- Light Switch Relocation

Examples of Home Modifications (Pictured)

$812,125
Funds dedicated to make homes more accessible

100
Completed Home Modification Projects

Advocacy Services

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.

Advocacy Programs & Services Offered

- Disability Awareness
- Empowering Workshops
- Self-Advocacy Training

Disability Awareness

Disability awareness training is critical for businesses and organizations to successfully engage and serve the disability community. We trained 303 individuals to increase their awareness and understanding of best practice language and etiquette.

Empowering Workshops

We hosted 32 advocacy and community resource workshops, engaging 373 participants on vital topics such as healthcare, transportation, legislative advocacy, voter registration, and civil rights.

Self-Advocacy Training

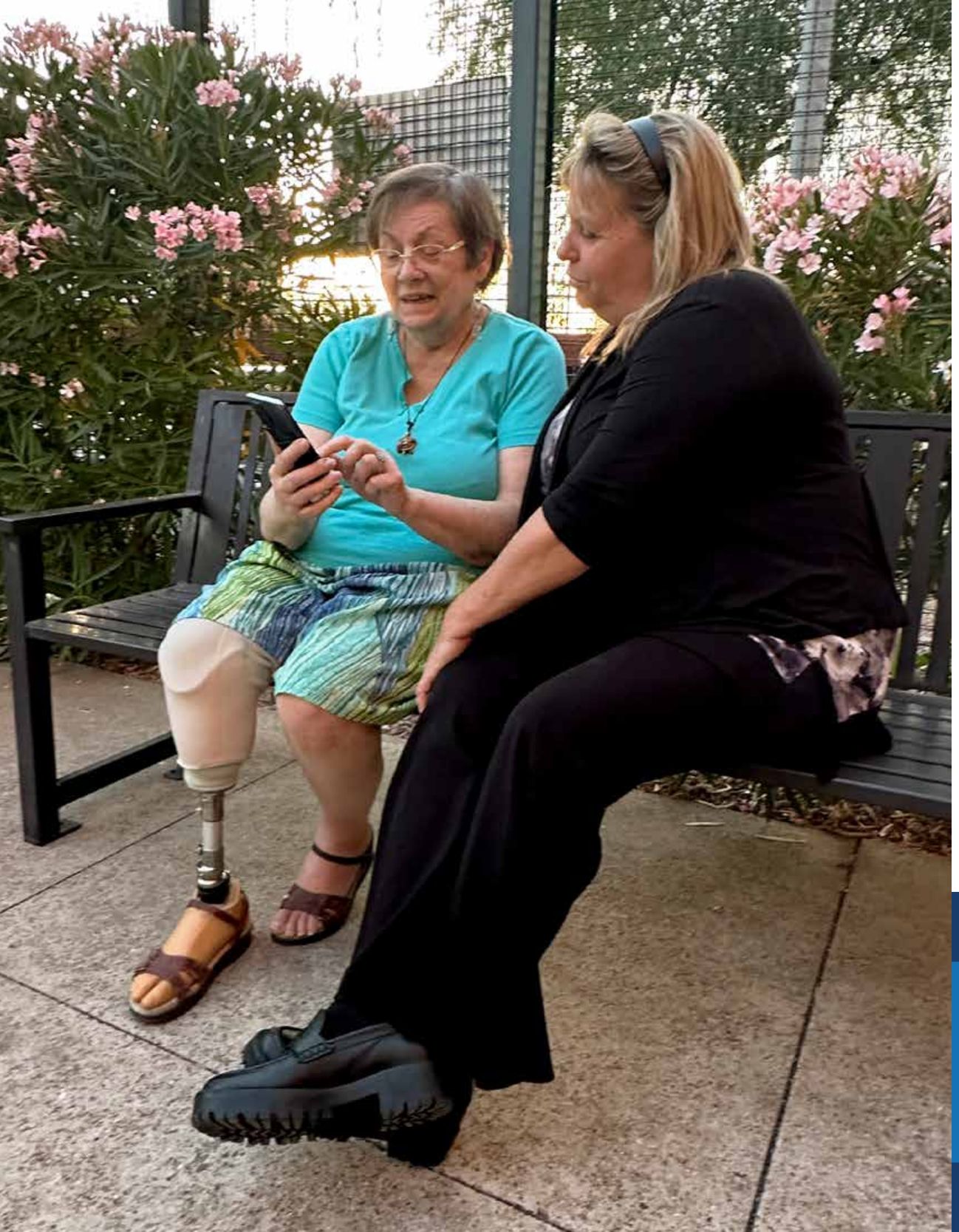
Empowered 138 Division of Developmental Disabilities members through our “This is MY Life” program, promoting self-advocacy and self-determination.

32
Advocacy Sessions and Groups Held

303
Individuals Trained in Disability Awareness

- *Fifty-two individuals joined our “Legislative 101” and “ Advocating at the Legislature” classes. We hosted four Ability360 Days at the Capitol with 32 participants receiving customized training at the Capitol.*
- *Hosted Disability Voting Rights Week Voter Education event with ten participants and 11 staff participants.*
- *Twenty participants from the National MPACT Conference were provided a tour of our 50th Street Light Rail Station, highlighting the accessible features.*

Pictured: Ability360 Peer Mentor Annette Denny at the Arizona State Capitol.



Independent Living Core 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

Two hundred one people with new disabilities were able to receive peer support, resources and information while they completed their rehabilitation.

Independent Living Skills

One hundred eleven people received one-on-one personal assessments to create steps for personal goals to increase their self-reliance and self-confidence.

Socialization Through Recreation

Two hundred eight people were provided the opportunity to meet new people and develop interpersonal skills.

Reintegration Highlights

Six consumers successfully moved from long-term care facilities back into the community, $40,000 savings/year/per person = $160,000 savings of taxpayer monies in 1 year.

Empowering Youth

Seventeen interactive workshops were presented to 204 students aged 14-22 who are transitioning from high school into community life.

Peer Mentoring

Thirty Mentors provided over 1,233 hours of support, guidance, and encouragement by sharing their experiences to others with disabilities.

4,616
Received Information & Referral Assistance

776
Received a Disability Survival Guide

Meet a Life Impacted: *Josh Stephenson*

Josh Stephenson began showing signs of Ehlers-Danlos Syndrome (EDS) in his late 30s—an atypical diagnosis for a rare genetic disorder that is typically caught young. This disorder primarily affects the body's ability to produce collagen in the bones. For Stephenson, this results in a lack of stability as well as his joints dislocating on a frequent basis as his disorder progresses with age.

"I remember how it felt when I first realized that I had a disability as severe as this," said Stephenson. *"When my geneticist told me that my life was going to drastically change over the course of just a couple years...it felt daunting. I had no idea who to reach out to, and what to plan for."*

His doctors soon recommended that his first priority should be finding a home with access to a pool, as it would be the only form of regular exercise his body would be capable of sustaining without a high risk of injury.

The search for a suitable home led him and his family to purchasing a two story home in Queen Creek. This was a financial move that required him to cash in on his retirement early, as the onset of his disorder prevented him from being able to continue his full-time job.

"I bought this house thinking we'd be able to live in it a long time," said Stephenson. *"This is the home we wanted our kids to grow up in."*

One thing he did not consider upon purchasing this forever home were the stairs.

It did not occur to him that his EDS would one day progress to such a point that the entire second floor of his home would become completely inaccessible, as walking up the stairs in his current state would mean his legs and joints dislocating. Upstairs was where his wife and kids slept. It's where the playroom that his children spent a lot of their time was.

Upstairs was now off limits.

His life became the first floor. A mattress in his home office became his new bedroom. The pool became his new shower as the downstairs bathroom did not have one. Now without a way to navigate the stairs, the only solution seemed to be to either sell the house or renovate.

Every scenario seemed to meet a dead end. Selling the house for a single-story home within their budget would not have the square footage to fit their family. Renovating the downstairs bathroom to include a shower would have been too costly and would still keep him limited to the first floor.

He and his wife began exploring the idea of installing a stair lift; however, every potential resource and organization they reached out to seemed to fall through.

It was not until he discovered Ability360's Home Modification program that he finally found a solution.

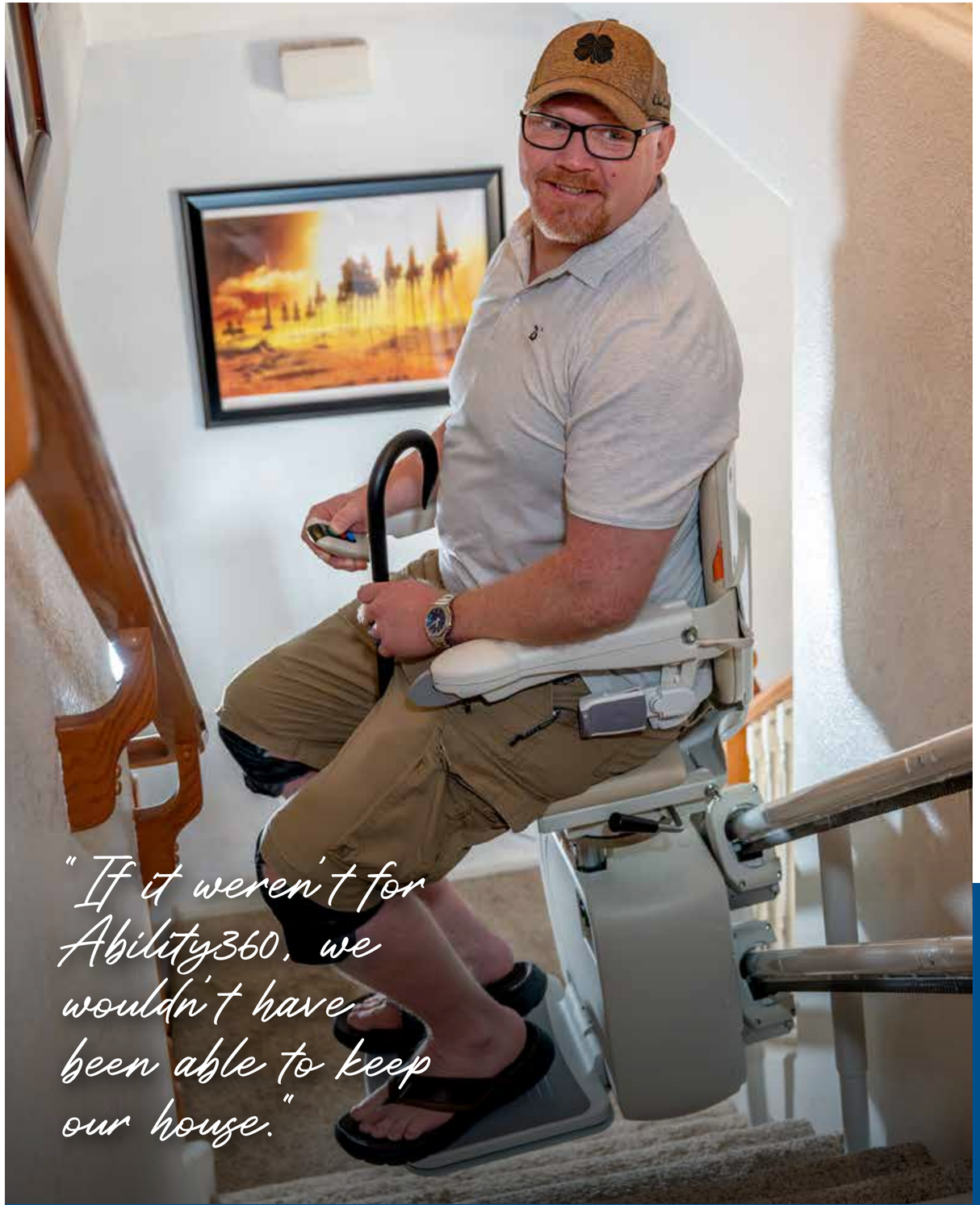
"Ability360 was the only [organization] that said they could actually accomplish this goal of putting in a stair glide," said Stephenson. *"They've been able to actually come through with what they promised and that is amazing."*

The process was beyond what he had initially anticipated. The cost of the stair lift's installation ended up being fully covered through Ability360's Home Mod program. He can now travel between his first and second floor with ease, allowing him to sleep in his own bedroom and spend more time with his family.

Upstairs is now back in his life.

"Ability360's home mod department is something that I think every state—every community—needs to have...," said Stephenson.

"We are so grateful for Ability360 for making this happen...so that we have the option to keep our house. That means a lot to us."



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
Ak-Chin Indian Community
Banner University Family Care
Chase Barbier
John Barnes
Melvin R & Ada C Greiser Foundation
Andrew Braunstein
Trista & Stuart Burns
Maurice Carr
Donnell Family Charitable Fund
Kate & Kevin Foley
The Fry Bread House
Julie Friedly
Melissa Germain
Laura Goloub
Jeff Hall
Connie Kadansky
Thomas Lavery
Local Boy Production Company
Brian Mikulak
Molina Complete Care of Arizona
Phil Pangrazio
Per4Max
Sonoran Center for Excellence in Disabilities University of Arizona
Haley & Trevor Strawhecker
John Wernet
Dr. Candyce Williams & James Hines
David Willis

$2,500+

Glen Appell
Arizona Community Foundation
The Charro Foundation
Davignon Charitable Fund
Dina Demara
Fennemore Foundation
Jeff Fujimoto
Sammy Goe
David Korse
Judy & Dr. Wayne Kuhl
Leslie & Todd Lehr
Mercy Maricopa Integrated Care
Mesa HoHoKam Foundation
Lawrence Place
SRP Employee Boosters Association
Suzanne Schill
Laura & Frank Sole
Anne Stupp
Swift Charities
Thunderbirds Charities
United States Tennis Association
John Turner
UnitedHealthcare
Unity of Phoenix
Tyler Van Gorder
WAYMO
Brad Wemhaner
Paul Wood

$5,000+

Patricia Amesbury
Arizona Complete Health
Bell Lexus - North Scottsdale
Margaret Bohnert
Cale Clayton
CopperPoint Insurance Companies
Susan Cordts
Dust Devil Legal
Epic Plumbing AZ
Executive Council Charities
Duke Harris
Humana Healthy Horizons
Keven & Thomas Jones
JW Johnson Charitable Family Trust
Legacy Cares
Bill Lewis
Felice Loverso
David Martens
PRO EM National Event Services
Optima Inc
Teresa & Perry Pearson
Q90/CIL Suite
Caleb Reese
Gretchen & Ryan Schubert
Judy & William Schubert
Silverman Family Foundation
The Surplus Line Association of Arizona Foundation
Wells Fargo
Elisa & Dr. Thomas Wilson

$10,000+

Arizona Coyotes Foundation
Blue Cross Blue Shield of Arizona
BMO
Doris Brink
Forever Young Foundation
Lebherz Family Foundation
Lerner & Rowe Gives Back
Lovitt & Touche A Marsh & McLennan Agency
Move United
Stacy Fuson Foundation
The Thunderbirds
U.S. Bank

$20,000+

AZ Blue Foundation
Bank of America
Fiesta Bowl Charities
Nothing But NET
Phoenix Suns/ Phoenix Mercury Foundation

$50,000+

Arizona Super Bowl Host Committee
Barrow Neurological Institute
Cowin Charitable Fund
Garcia Family Foundation

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.

NOTHING BUT NET

At Nothing But NET, we're honored to partner with Ability360, empowering individuals with disabilities. Their impactful work promotes accessibility, equality, and independence, transforming lives and communities. Through our collaboration, we amplify Ability360's mission, driving tangible progress and sustainable change. Their programs inspire us, highlighting the significance of our joint efforts in enhancing the lives of those with disabilities."

- Bob Cox, President, Nothing But NET

The Heart of Ability360, Our Volunteers

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

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 2023: thank you. Your support helped to ignite the hope of a brighter tomorrow.

As a veteran, I appreciate seeing how adaptive sports help wounded warriors recover both physically and mentally. Sports provide the competition, camaraderie, and Esprit de Corps, that we enjoy in the Armed Forces; and you see how it helps veterans recover more quickly by being involved at Ability360. We are honored to have the opportunity to support, volunteer, and donate to Ability360."

- Trista & Stuart Burns, Ability360 Sports & Fitness Center Donors & Volunteers

137
Total Number of Volunteers

4,614
Hours Donated by Our Volunteers

Thank you to all our amazing volunteers for supporting Ability360 in 2023. Your assistance made our events and activities a great success!

Scan the QR code to see all of our volunteers.

Dynamic Duo: *Wendi & Mavrick*

Every volunteer has a different reason for giving their time. While some volunteers have a personal connection to the community they support, others simply wish to give back in service to a cause greater than themselves. For Wendi and Mavrick Socha, service runs in the family.

The mother-son duo started volunteering at Ability360 in 2020 amidst the COVID-19 pandemic. Wendi worked as a special education teacher part time, and she wanted to find somewhere she could support the functional needs of people with disabilities and volunteer her time. She recalled some of her students visiting Ability360 and participating in archery and kayaking. Inspired by the possibilities, Wendi wondered how she could contribute in similar ways by making activities like these accessible for people with disabilities.

"I have always been involved with sports as a youth," said Wendi. *"Being active and being a special education teacher, and finding out about Ability360, it just kind of put the two and two things together."*

Equally as energetic as his Mother, Mavrick has a similar passion for serving the Ability360 community.

"I like coming [to Ability360]," said Mavrick. *"I like sports and I wanted to [volunteer]."*

These overlapping interests make Wendi and Mavrick a perfect fit for Ability360. From scorekeeping at Ability360's many sporting events, to assisting on the 360Outdoors trip through the Grand Canyon on the Colorado River, the dynamic duo facilitates a multitude of events and experiences with Ability360 consumers.

"I like this place as an organization and a non-profit, so I wanted to keep making memories," said Mavrick, adding many things make Ability360 "awesome".

The well-organized, unique events and experiences keep the dynamic duo coming back to Ability360.

"As a volunteer, I was able to help people do things that they might not have ever done," said Wendi, recalling her experience with 360Outdoors. *"I just love seeing people succeed in being happy in all parts of their life. This is a great way for us to help out with that."*

Mavrick recently celebrated his Bar Mitzvah, a significant rite of passage for members of the Jewish faith. He donated a portion of the money from his Bar Mitzvah to Ability360 to help fund programs and services. However, he was reluctant to receive praise for this fact. For Wendi and Mavrick, it rewards them as much as it does Ability360.

"Being active and being a special education teacher, and finding out about Ability360, it just kind of put the two and two things together."

Advocacy.
Independence.
Equality.

Autumn Ewert, Program Specialist - Military Programs, leading a yoga class on the rooftop of the Ability360 Center.

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.

Advocacy	Information & Referral	Peer Support
$385,552	$116,412	$370,382
Independent Living Skills	Social Security Benefit Counseling	Employment Services
$114,884	$423,870	$399,397
Home Modification	Sports & Fitness Center	Home Care Services
$812,125	3,148,168	$42,145,364
	All Other	
	$1,234,388	

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!

Arizona

I am proud to support Ability360, an organization that empowers people with disabilities to live independently, promote societal participation and achieve their goals. Ability360 is a jewel in our community, providing vital services, resources, and advocacy for those with disabilities. They deserve the support of all Phoenicians who value inclusion, diversity, and dignity for everyone. Thank you, Ability360, for your amazing work!"

- Mike Groeger, Vice President, Group Commercial & Specialty Sales, Blue Cross® Blue Shield® of Arizona

Ability360 is more than just a facility—we have experienced the tremendous work from the dedicated staff first-hand and witnessed the impact of the countless programs that have transformed lives. Ability360 is unparalleled with its commitment to making a meaningful difference through adaptive sports while fostering a community of resilience."

- Kate & Kevin Foley, Ability360 Sports & Fitness Center Donors

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

ABILITY360

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