ABILITY360

2024 Annual Report

Committed to our Mission

Throughout 2024, Ability360 continued to build on the strength and commitment of our dedicated employees, community partners, volunteers and financial supporters in our effort to provide supports and services to the disability community.

This report highlights our continued commitment to our mission and how it has resulted in highly tangible and measurable outcomes, all of which support youth and adults with disabilities in their pursuit of self-determination, community inclusion and independence. Some of those highlights include providing:

- ***over 1,800,000 hours of home care services so that individuals with disabilities can remain in the community as opposed to more congregate-type settings;***
- ***967 individuals who have disabilities with benefits management support so that they may pursue employment;***
- ***142 home modifications so that individuals with disabilities can safely navigate their homes and remain in the community;***
- ***358 individuals with disability awareness training to help ensure individuals with disabilities are always treated with the dignity that they deserve;***
- ***4,076 individuals with disabilities information and referral assistance so that they can find necessary disability-related supports and services;***
- ***6,330 individuals with disabilities the opportunity to build community through participation in sports, fitness, recreation and so much more!***

While we want to celebrate our accomplishments and take a moment to thank those who have contributed to our success, we also want to recognize that there is still work to be done.

As we look to 2025, Ability360 remains in constant pursuit of new and innovative ways to meet the needs of the disability community and is committed to thinking creatively about how to navigate any challenges or barriers that might come our way.

Thank you all for your ongoing support. We look forward to continuing our role as a respected and trusted leader within the disability community.

Sincerely,

Christopher J. Rodriguez
President & CEO

Board of Directors

Nathan Pullen, Chair
Vicki Copeland, M.D., Vice Chair
Jill Wysolmierski, Treasurer
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Tina Brown
Todd Lemay
Corey Lovato
Greggory Ohannessian
Susan Segal
Catherine Sienko
Anne Stupp
Susan Webb
Candyce Williams, M.D.

Pictured:
Christopher J. Rodriguez,
President & CEO of Ability360.

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 the 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 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

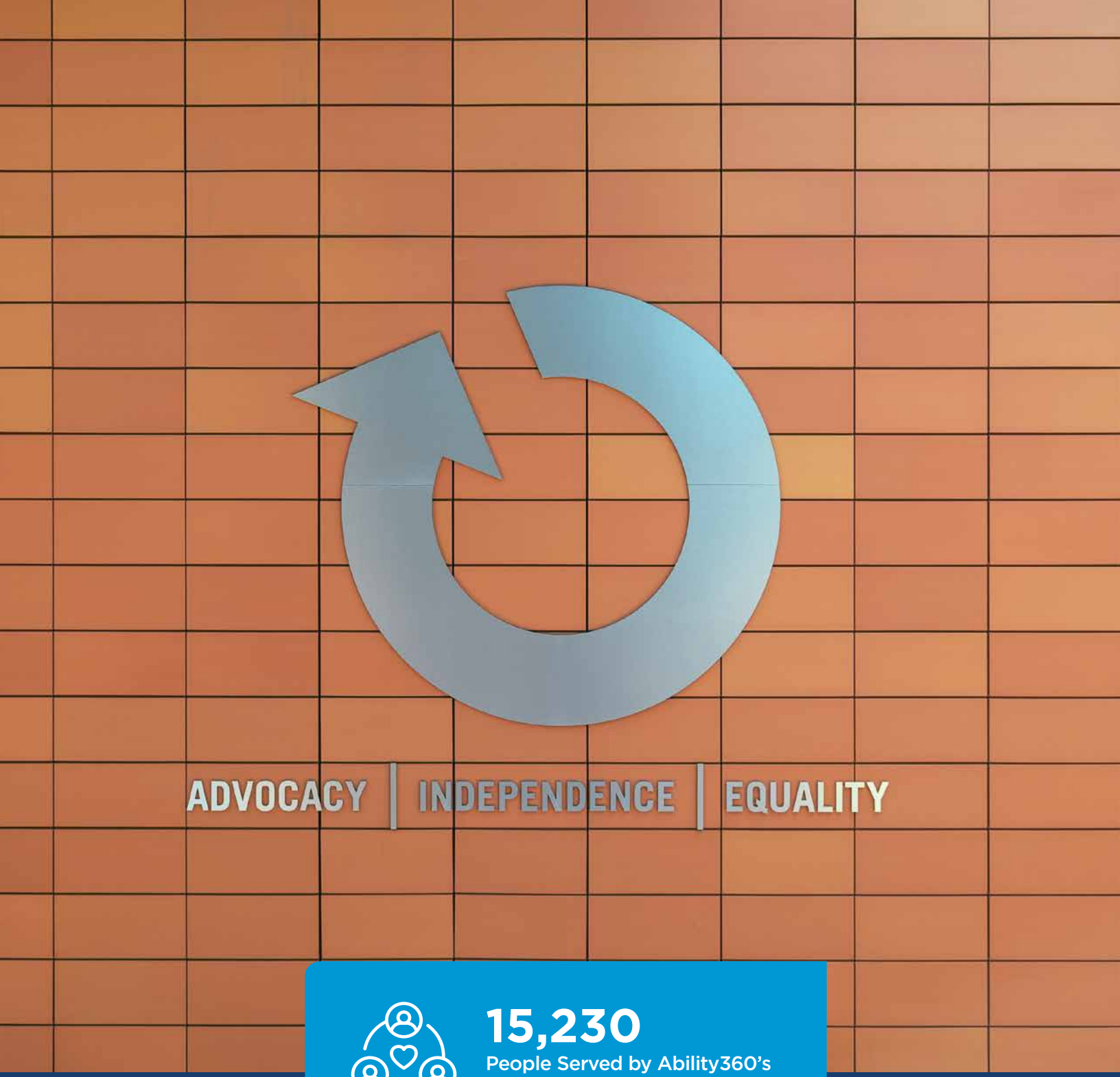
The Ability360 Center

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 that 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
- Advocacy
- Employment
- Home Modifications
- Independent Living Programs & Services



15,230
People Served by Ability360's Programs in 2024

Platinum Transparency 2024
Candid.

Candid Platinum Seal of Transparency

GOLD

Healthy Arizona Worksites Gold Award Winner

Photo:

A participant of Ability360's 360Youth Program engaging in an activity with a staff member.

Home Care Services

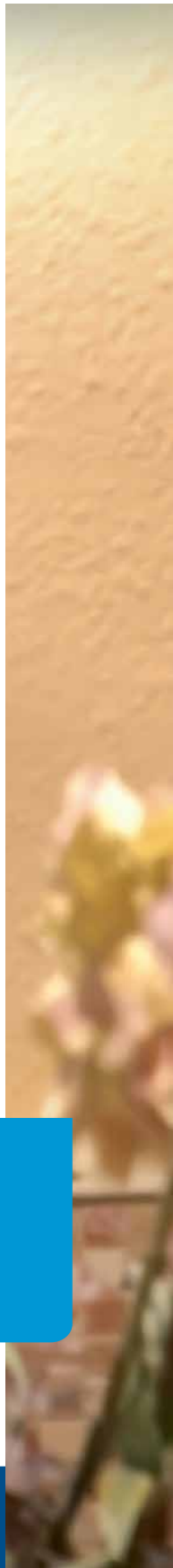
Ability360's Home Care Services offers compassionate, high-quality, non-medical home and community-based support to individuals with disabilities, seniors, and their caregivers. This program promotes self-determination and independence within the community.

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 AHCCCS (Medicaid) and Division of Developmental Disabilities funding.

Home Care Services Offered

- Personal & Respite Care
- Homemaking
- Companionship
- Habilitation
- Medication Reminders
- Meal Preparation

Ability360 has been providing nationally recognized in-home care for over 25 years



1,380
Personal Care Assistants

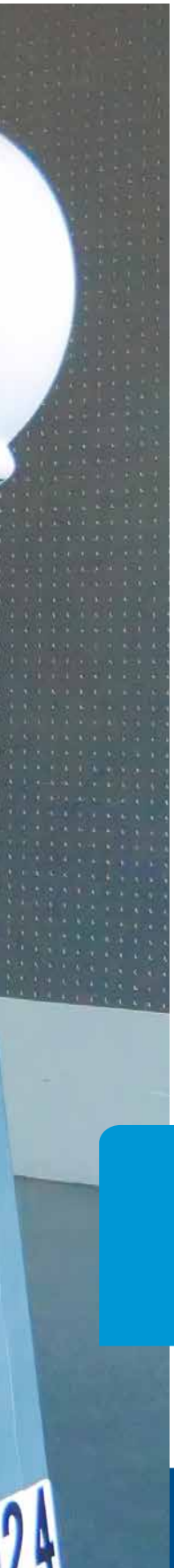
1,813,304
Hours of Care Provided

Pictured:
Ability360 in-home caregiver assisting with personal hygiene activities.

Photo:

A Sports & Fitness Center member using adaptive equipment.

Ability360 Sports & Fitness Center



Welcome to Arizona's 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. The Sports & Fitness Center features accessible weights, cardiorespiratory machines, sports courts, a climbing wall, an indoor track, an aquatic center with a lap pool, therapy pool, and spa.

Additional services offered at the Sports & Fitness Center include: personal training, group fitness classes, recreational therapy, outdoor adventure programs, youth and family programs, military programs, senior programs, and competitive sport teams. We strive to provide an inclusive environment.

Adaptive Sports & Fitness

From hosting international adaptive sports competitions and adaptive outdoor activities to daily fitness classes, our Sports & Fitness Center is the go-to place for so many! Paralympians, past and current military members, seniors, youth and their families are welcomed.

Telephone Pioneer Park

Ability360 offers activities at Telephone Pioneer Park, which is located north of 19th Avenue and Bell Road.

Activities at the park include: group fitness classes, recreational therapy sessions, sports clinics, archery and special events for youth and families. Enjoy a sample of what Ability360 offers in a satellite location.

6,330
People with Disabilities Participated in Sports, Fitness, & Recreation

2,819
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 2024, 967 Social Security Administration beneficiaries were empowered to understand the impact of earned income.

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 2024, 78 students completed Pre-Employment Transition Services.

Employment Services

Ability360 helps people with disabilities prepare for, find, and succeed in employment. Through individualized career counseling, job search support, and ongoing guidance, people reach their work goals while understanding how employment affects their benefits. A total of 15 new individuals were enrolled into the program.

967
People with Disabilities Received Work Incentive Planning Services

15
People with Disabilities Received One-on-One Employment Assistance

Pictured:

Ability360 staff member meeting with a youth to review employment goals.

"I hadn't been outside in four years. Ability360's Home Mod team came and gifted me a new door...I get to relax. I get to breathe the fresh air."

Daniel Esquivel is a chair-user who received a wider door to finally be able to access his backyard area thanks to Ability360's Home Modification program.

Photo:

Daniel Esquivel utilizes his new entryway.

Home Modifications

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.

The Arizona Long Term Care System, Community Development Block Grants and foundations are primarily used to fund home modifications for low-to-moderate-income residents. A range of essential modifications are offered in the program including but not limited to: ramps, widened doorways, grab bars, sinks, toilets, roll-in showers, and light switch relocation. These modifications promote independence and help seniors and people with disabilities thrive in the community.

Home Modifications Examples:

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

An Example of Home Modifications (Pictured)

$1,091,778
Funds Dedicated to Make Homes More Accessible

142
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 358 individuals to increase their awareness and understanding of best practice language and etiquette.

Empowering Workshops

We hosted 29 advocacy and community resource workshops, engaging 433 participants on vital topics such as healthcare, transportation, legislative advocacy, voter registration, and civil rights.

Self-Advocacy Training

We empowered 192 Division of Developmental Disabilities members through our “This is MY Life” program, promoting self-advocacy and self-determination.

29
Advocacy Sessions and Groups Held

358
Individuals Trained in Disability Awareness

Pictured:
Ability360 at the
Arizona State Capitol.

Pictured:

Ability360 staff member talking with an individual.

Independent Living Programs & Services

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

Early Intervention

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

Independent Living Skills

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

Socialization Through Recreation

72 people were provided the opportunity to meet new people and develop interpersonal skills.

Reintegration Highlights

2 consumers successfully moved back into the community from long-term care facilities.

Empowering Youth

34 interactive workshops were presented to 334 students aged 14-22 who are transitioning from high school into community life.

Peer Mentoring

53 Peer Mentors provided over 1,680 hours of support, guidance, and encouragement by sharing their experiences to others with disabilities.

4,076
Received Information & Referral Assistance

53
Peer Mentors Provided Support

IMPACT STORY

Meet a Family Impacted:

Ahrenberger Family

Lori and Steve Ahrenberger describe their 26-year-old son, Brian, as a happy-go-lucky, "go-with-the-flow" type of person.

He enjoys spending time with his parents, accompanying them on various types of outings, from the grocery store to Lake Havasu, where the family spends time on their boat. Born with Cerebral Palsy and Hypotonic quadriplegia, their family has experienced challenges navigating Brian's disability but are proud of how close they have become through this experience.

One significant support that the Ahrenberger family has come to greatly appreciate is the caregiving services provided by Ability360.

"It's nice to have help doing the daily things we do for Brian—showering, taking him to the bathroom, making lunch and dinner," Lori said.

The Ahrenberger family has used Ability360's caregiving services for the past two years.

It takes some pressure off of Lori and Steve, allowing them to have time to care for themselves while having the comfort of knowing Brian has his needs met.

Additionally, having these caregiving supports allows the family time to enjoy more activities outside of the house, such as lake trips and fishing outings.

The Ahrenberger family has used Ability360's caregiving services for the past two years.

Photo:
One of Brian Ahrenberger's favorite activities is fishing.

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+

Deborah & Jeffry Beardsley
Big-D Construction
Connie & James Binns
Trista & Stuart Burns
Ormond Davis
Donnell Family Charitable Fund
Kate & Kevin Foley
Julie Friedly
Stacy Fuson Foundation
General Dynamics
Jean Goblet
Laura Goloub
Melvin R & Ada C Greiser Foundation
Maureen Harrop & Jane Schroeder
Ginny Higgins
Jabara Family Foundation
Cathy & Scott Jackson
Matt King
Christine & Richard Kovach
Kroger Co. Family of Stores
Holly & Jim Macchiaroli
Jane & Robert McNichols
Molly McQuaid
Brian Mikulak
Daniel Peitzmeyer
Bradley Pristelski
Jim Sexton
Laura & Frank Sole
Swift Charities
The Synchronocity Fund
Sarah Weiss
John Wernet
Sylvia & James Whitehead
David Willis
Elisa & Dr. Thomas Wilson

$2,500+

Carstens Family Funds
Cox Communication
Davignon Charitable Fund
Judy & Dr. Wayne Kuhl
LIME Scooters
Mesa HoHoKam Foundation
SRP Employee Boosters Association
United States Tennis Association
Will2Walk Foundation

$5,000+

Arizona Sports and Tourism Authority
Blue Cross Blue Shield of Arizona
John Bohnert
Margaret Bohnert
Cale Clayton
Susan Cordts
Desert Financial Credit Union
Jeff Ehret
Executive Council Charities
Daniel Grob
JW Johnson Charitable Family Trust
Keven & Thomas Jones
Lerner & Rowe Gives Back
David Martens
Virginia G. Piper Charitable Trust
PNC Bank
Q90/CIL Suite
Caleb Reese

The Saguaros

Silverman Family Foundation

The Surplus Line Association of Arizona Foundation

The Thunderbirds

Richard Underwood

Tyler Van Gorder

Wells Fargo

Paul Wood

$10,000+

BMO

Forever Young Foundation

Lebherz Family Foundation

Marsh McLennan Agency

U.S. Bank

WAYMO

$20,000+

Anonymous

Arizona Diamondbacks

Bank of America

The Charro Foundation

Cowin Charitable Fund

Nothing But NET

The Pakis Family Foundation

Perry & Teresa Pearson Foundation

Thomas N Abdella MD Foundation

$50,000+

Anonymous

Arizona Complete Health

Barrow Neurological Institute

Citizens Supporting Tory Rocca

Dignity Health

Diane & Bruce Halle Foundation

Duke Harris

Move United

Phoenix Suns/Phoenix Mercury Foundation

The David E. Reese 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.

arizona complete health™

Arizona Complete Health is committed to fostering an inclusive, accessible future where everyone has the opportunity to thrive. We are proud to work alongside Ability360 to support the health and independence of our community. Together, we can transform the health of the communities we serve, one person at a time."

- Martha J. Smith, Plan President & CEO, Arizona Complete Health

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.

Volunteers play a vital role at Ability360. In 2024, they contributed time, skills, and knowledge that strengthened our programs and expanded our reach. Their work supported everything from community events to day-to-day operations, helping us serve more people and deliver on our mission. To everyone who gave their time and effort this year—thank you!

As a longtime donor and former board member, I have seen firsthand the positive impact Ability360's programs and services have on the lives of people with disabilities. The one-on-one support given by the organization is enhanced by an environment that provides many ways for their consumers to create meaningful connections with each other. Through programs ranging from adaptive recreation and peer mentor groups, to classes teaching cooking and navigating public transportation, Ability360's mission to help individuals achieve independence is at the forefront of all they do. I am honored to continue to support Ability360."

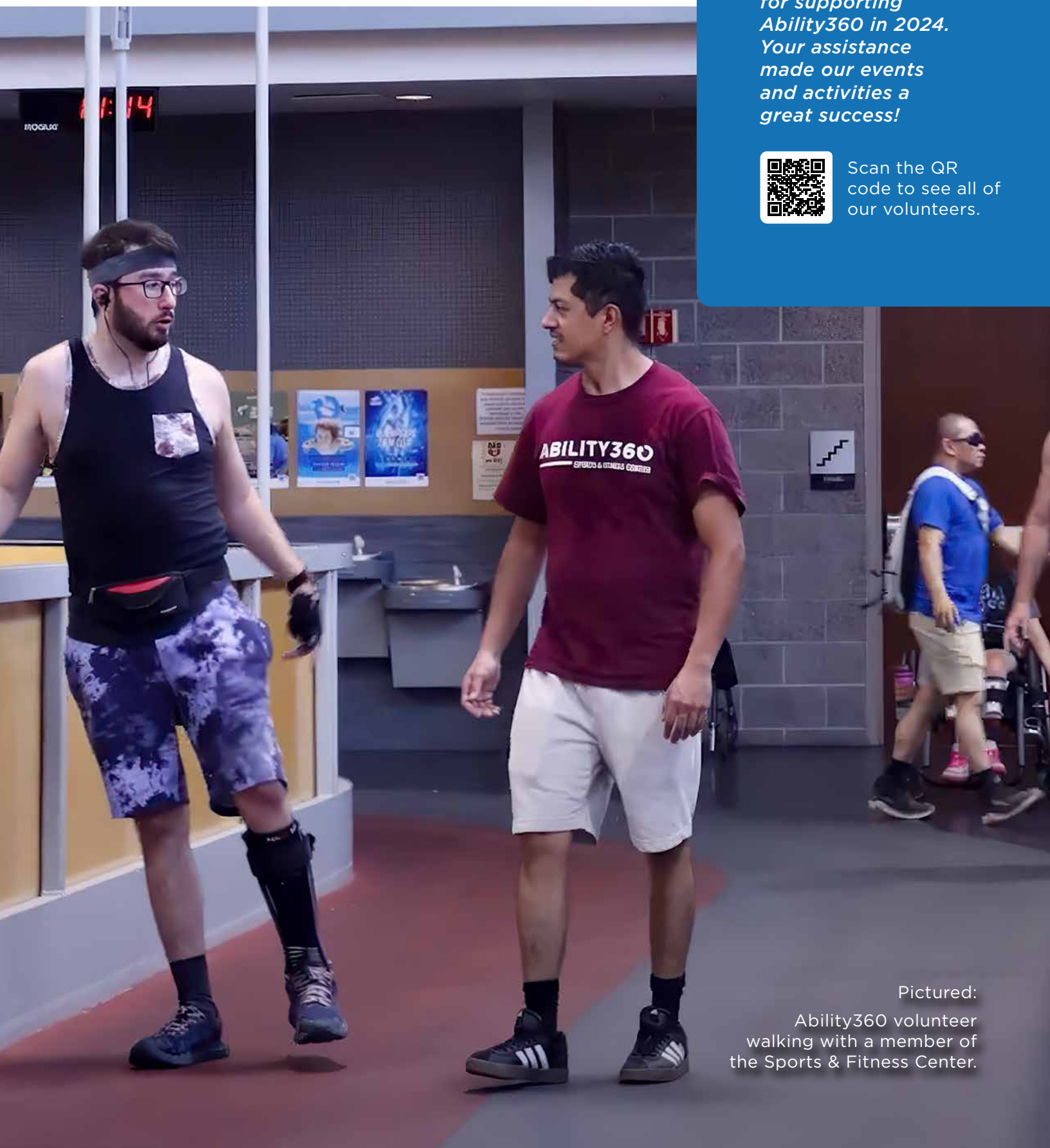
- Brad Wemhaner, former Ability360 Board Chair

307
Total Number of Volunteers

7,179
Hours Donated by Our Volunteers

Thank you to all our amazing volunteers for supporting Ability360 in 2024. Your assistance made our events and activities a great success!

Scan the QR code to see all of our volunteers.



Pictured:

Ability360 volunteer walking with a member of the Sports & Fitness Center.

Power of Sport:

Evan Palmer

It's hard to overstate the sense of community one can cultivate through competition in a team sport. It gives rise to friendships, challenges and a sense of camaraderie.

Evan Palmer and his family came to Ability360 specifically for this sense of community.

"We're from Canada, and during Covid we were trying to figure out something that Evan could do," said Justin Palmer, Evan's father. ***"We decided that we were going to move. We were looking at San Diego, Dallas, here in Phoenix... and we heard about this gym."***

The Palmer family visited Ability360 to see if the power soccer program would be a good fit for Evan. They were impressed. So much so, they packed their bags and moved to Arizona so Evan could join the Phoenix Rising Power Soccer team.

"We moved here to Phoenix because of [Ability360]," Justin said. ***"Evan started playing with his team and [they] became his instant friends."***

Evan's newfound friendships continue even outside of Ability360. One of those friends is fellow Phoenix Rising power soccer player, Kai Rivas. Evan and Kai have become friends on and off the court and often play video games and talk on the phone after practice. They even went trick-or-treating together on Halloween.

"The friendships that are made here are going to be lasting friendships," Justin said. ***"They have that immediate bond."***

But friendship and camaraderie aren't the only positive aspects of Evan's experience. The Phoenix Rising Power Soccer team traveled to Montreal, Canada to compete in the Défi Sportif Tournament, where they won a silver medal.

The team toured the city, sampled Canadian cuisine and met with power soccer players from around the world.

"Getting to meet other teams and just playing my favorite sport, it's just so much fun," Evan said.

Evan and his teammates still talk about the silver medal game, according to Justin. For him, it is a dream come true to watch his son partake in the unique experiences and triumphs that team sports can offer.

"I grew up playing sports and, you know, that's kind of the dream that you have for your kids," he said.

"When we found out about Evan's diagnosis, we kind of thought that wasn't going to be a possibility. ... He has all the good things that come with team sports; having competition, having friends, talking with each other, goofing off with his buddies. All the things that we all had in sports growing up, they're able to get here and at Ability360."

Beyond power soccer, Evan has participated in Ability360's 360Youth program, which aims to prepare youth with disabilities for future employment.

As for the future, Evan has plans to continue playing power soccer in college and hopes to win the World Cup.

"[Evan's] in high school," Justin said, ***"and we just keep on telling him that this right now—you're here with your buddies. Don't always just look for the future. But look to your time here together. Enjoy it as much as you can."***

Photo:
Evan Palmer playing
power soccer.

"Getting to meet other teams and just playing my favorite sport, it's so much fun."

ABILITY360

Photo:
Ability360's outrigger canoe program offers a unique on-the-water experience.

Expenditure by Services

Investing in Impact

Each dollar spent by Ability360 contributes to fostering independence and empowering individuals with disabilities. By working in partnership with our consumers, we strive to 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
$376,971	$116,915	$370,300
Independent Living Skills	Social Security Benefit Counseling	Employment Services
$127,144	$403,539	$404,700
Home Modifications	Sports & Fitness Center	Home Care Services
$1,091,778	$3,443,538	$42,423,989
	All Other	
	$443,273	

WAYMO

Ability360 is a lodestar in Phoenix. The staff is passionate, and every program is thoughtful. I've seen firsthand how the fitness facility is both a space for ruthless competition and familiar kinship. Through collaboration with Ability360, Waymo has connected with like-minded community members who care about improving accessibility and the future of mobility for everyone. Guests who don't have an Ability360 where they're from, leave its doors wanting one in their hometown."

- Amanda Ventura, Public Affairs, Waymo

You Can Make an Impact

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. Learn more about becoming a volunteer.

Ability360.org/Volunteer

Sponsor an Event

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

Ability360.org/FundRaising

Leave a Legacy

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!

Ability360 is the best-kept secret in Phoenix, Arizona. It is a fantastic 501(c)(3) organization that has spectacular services for thousands of people in Arizona. It is a must to tour the facility and understand how they change peoples' lives on a daily basis!"

- Bill Saul, Ability360 donor

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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