ABILITY360

2025 Annual Report

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

Letter From Our President & CEO

I am proud to report that Ability360 concluded 2025 with the same unwavering commitment to serving and supporting people with disabilities that has made this great organization a staple on the local, state, and national stage for nearly 50 years.

With the strength and commitment of our dedicated employees, community partners, volunteers, and financial supporters, we continued to navigate various challenges facing the people we serve, and think creatively about how to expand and grow our already diverse array of programs and services.

Throughout this report, we cite various examples of how the many programs and services provided by Ability360 help people with disabilities enrich and better their lives. Whether it is youth, adults, or seniors with disabilities, Ability360's focus on maximizing independence and self-determination in the community remains paramount in all we do.

As we close the chapter on 2025 and look to the future, Ability360 will continue to confront any challenges or uncertainty affecting those with disabilities with the same innovative thoughtfulness and conviction that is always present when motivated by a clear and concise vision and mission.

As always, thank you to each of you for your ongoing support and trust in all that we do.

Sincerely,

Christopher J. Rodriguez
President & CEO

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*In memoriam:
We honor and remember
her dedicated service

"Ability360's focus on maximizing independence and self-determination in the community remains paramount in all we do."

We are Ability360

Ability360 is the largest Center for Independent Living in Arizona.

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 aspects of independent living.

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.

The Ability360 Center is a 62,000-square-foot universally designed, accessible and transit-oriented non-profit resource center that serves as a model for accessible design and collaborative programming. Located in the heart of Phoenix at 50th Street 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.

Pictured: The Ability360 sign in front of the campus.

13,355 People Used Ability360 Programs in 2025

Platinum Transparency 2025 Candid.

Candid Platinum Seal of Transparency

GOLD

Healthy Arizona Worksites Gold Award Winner

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.

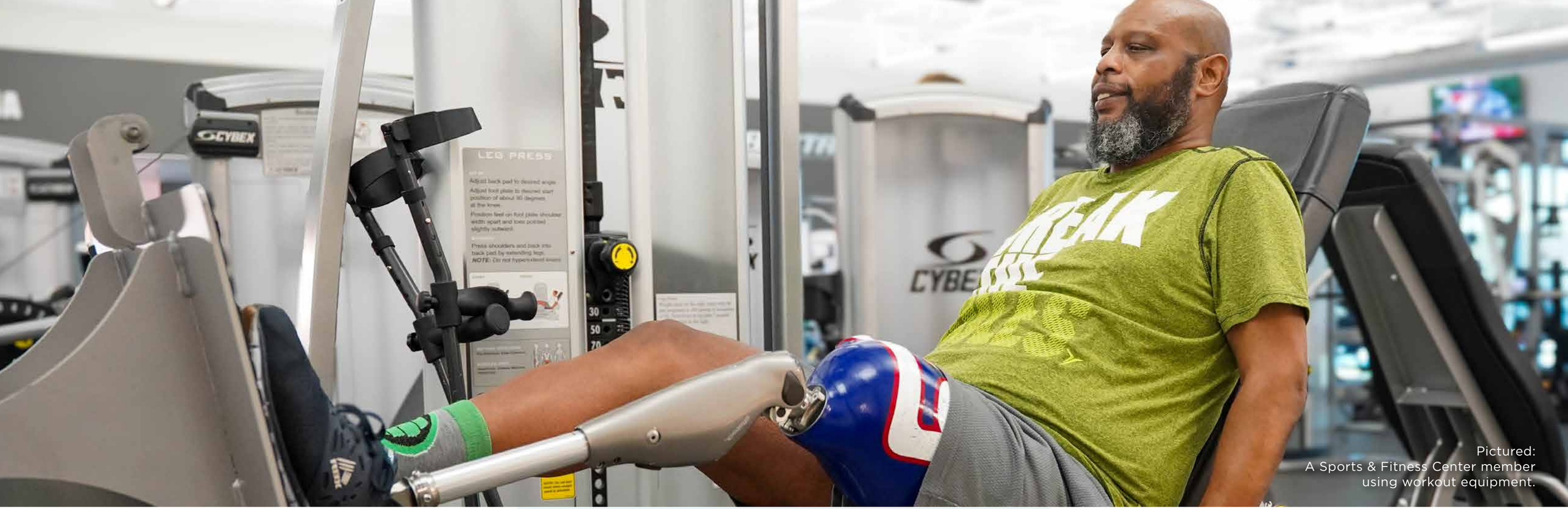
"My caregiver is my lovely wife. For me, that's a plus. You feel safe and comfortable. If you need a caregiver, there is no place like Ability360."

- Sal Nieto, who has received care through Ability360 for more than 20 years.

1,367
People Received Home Care Services

1,802,354
Hours of Care Provided

Pictured: An Ability360 caregiver assisting a powerchair user to brush their hair.



Pictured:
A Sports & Fitness Center member using workout equipment.

PROGRAMS & SERVICES

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, multi-purpose courts, a climbing wall, an indoor track, an aquatic center with a lap pool, therapy pool, and spa.

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. We strive to provide an inclusive environment.

Telephone Pioneer Park

Ability360 offers activities at Telephone Pioneer Park, which is located north of 19th Avenue and Bell Road in Phoenix. Activities at the park include: group fitness classes, recreational therapy sessions, sports clinics, archery and special events for youth and families.

8,165
People with Disabilities Participated in Sports, Fitness & Recreation

2,996
Sports & Fitness Members

Employment Services

With Ability360's employment-related programming, people with disabilities receive guidance with 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. 1,019 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. 95 students completed Pre-ETS.

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 16 new individuals were enrolled in Ability360 employment services through the Ticket to Work program.

1,019
People with Disabilities Received Work Incentive Planning Services

16
People Enrolled in Employment Services

Pictured: Two people sit and discuss employment-related services.

Pictured: Ability360 home modification recipient in a recently modified shower.

Home Modifications

The Ability360 Home Modification program assists seniors and individuals with disabilities in Maricopa and Pinal counties 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 to 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

Pictured: A home modification recipient using a modified sink.

$902,446
Funds Dedicated to Make Homes More Accessible

93
Completed Home Modification Projects

Advocacy Services

Pictured: Ability360 staff member participating in the annual march to the capitol in Washington, D.C. during the National Council on Independent Living Conference.

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

Empowering Workshops

We hosted 25 advocacy and community resource workshops, engaging 333 participants on vital topics such as healthcare, transportation, legislative advocacy, voter registration, and civil rights.

Self-Advocacy Training

We empowered 235 Division of Developmental Disabilities members through our “This is MY Life” program, promoting self-advocacy and self-determination.

25
Advocacy Sessions and Groups Held

627
Individuals Trained in Disability Awareness

Pictured: Ability360 staff member presenting a self-care class.

Independent Living Programs & Services

We offer a range of programs focused on providing opportunities for individuals seeking to live a more independent lifestyle.

Reintegration to Community

111 people with new disabilities were able to receive peer support, resources and information while they completed their rehabilitation.
3 people successfully moved back into the community from long-term care facilities.

Independent Living Skills

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

Peer Mentoring

49 Peer Mentors provided over 2,142 hours of support, guidance, and encouragement by sharing their experiences to others with disabilities.

3,295
Received Information & Referral Assistance

49
Peer Mentors Provided Support

IMPACT STORY

Voting Rights

The week of September 8, 2025, was recognized as Disability Voting Rights Week. The nationwide event encouraged individuals with disabilities to vote, update their voter registration, and raise awareness about the existing barriers that may prevent them from making their voice heard in the election process.

In recognition of this week, Ability360 hosted an event on Monday, September 8 in partnership with Maricopa County Elections that welcomed individuals with disabilities to come together to understand their voting rights and accessible voting. Attendees were able to partake in demonstrations on how to use accessible voting devices and ask questions they may have about voting in Maricopa County.

Angelica Bland, the Communications Coordinator for the voter outreach team at Maricopa County Elections, provided education on the services that they provide for people with disabilities and a hands-on demonstration of the election equipment that voters will find at the Vote Centers.

“We have multiple voting options for our voters in Maricopa County, whether that’s early voting and they want to request our special elections board, or our large-print ballot, or our braille ballots, those are the early voting services we offer,” Bland said. “We also offer our in-person voting services as well, such as our curbside voting and our accessible voting devices found at every one of our locations in Maricopa County.”

For in-person voting, accessible devices may include a large touch screen tablet where users can adjust the settings to their needs. The tablet includes a controller containing braille buttons for those who may be unable to access the touch screen, as well as a headset to be used as an audio component for those who may be unable to read the screen.

“A lot of our community members do not realize these voting accommodations are available to them,” April Reed, Ability360 Vice President of Advocacy, said. “We want them to be empowered and understand that these accommodations are here for you and you can use them anytime you need them.”

The event allowed individuals to try the voting devices to allow themselves to be comfortable when it is time to cast their vote. All voting booths are protected by privacy screens so every voter can feel confident and secure in their vote.

The event was designed to not only inform community members of the tools that are accessible for them but to reduce any stress related to any past challenges they may have experienced when voting. Both the presentation and demonstration serve as a reminder that every vote counts.

Attendee of the event, Jenny Cosgrove, shared her experience in exercising her rights when it comes to voting and how her disability does not change the value of her vote.

“We are the people whose voices are most ignored, so we have to be loud and give them our voices.” Cosgrove said. “It’s vital for us to share what we need and why we matter, and that our differences do not mean anything bad, it just means that we are different.”

Pictured: A woman on the right using an accessible voting device.

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+

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$10,000+

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BMO

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The Sundt Foundation

Thurston Family Foundation

Adrienne & Ryan Udarbe

Brad Wemhaner

$50,000+

Anonymous

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The Craig H Neilsen Foundation

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Scan the QR code to see all our donors.

Thanks to the generosity of our supporters! We thank all of our donors for your loyalty to our mission!

*In memoriam: We honor and remember her dedicated service.

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. 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!

"I truly love Ability360's mission and what they do, so I always try to add value however I can, which is why I jump at every chance to volunteer with them."

- Victor Perdue, Volunteer at Ability360's Sport & Fitness Center

806
Total Volunteers

16,538
Hours Donated by Our Volunteers

Pictured: An Ability360 volunteer assists with rock climbing.

Scan the QR code to see all our volunteers.

Pictured: Debbie and Kaitlyn Andre pose for a photo.

IMPACT STORY

Debbie and Kaitlyn Andre

The Importance of Family Caregiving

Being a full-time teacher, a caregiver and mother are all very rewarding things to do, but can quickly become overwhelming. Debbie Andre knows this all too well, as this was her position just a few years ago.

Now, Andre cares for her 19-year-old daughter Kaitlyn Andre who has spina bifida. The Division of Developmental Disabilities (DDD) program offers Debbie the opportunity to become a caregiver at Ability360, which allows her the emotional and financial freedom to care for her daughter, while helping to lower her stress of balancing so much at once.

“Juggling Kaitlyn’s medical care needs, appointments, therapy and a profession was very challenging,” Debbie said. She was also left wondering what she would do about work in the morning whenever Kaitlyn would wake up with high fevers or other critical health problems that required immediate attention. These factors, among other reasons, influenced her to make the decision to leave her job as a special education teacher and become Kaitlyn’s caretaker full-time. While this was a good decision, it presented some financial stress on the family. When Debbie heard of Ability360’s caregiving services, she jumped on the opportunity.

“We do a lot with the recreational side of Ability360, and I love working with their staff and how they respect this community,” Debbie said.

“Finding out that I could be the one to take care of her was a great fit for our family,” she added.

The benefits of becoming a DDD caregiver More than 50,000 Arizonans use DDD, which provides care to those diagnosed with various disabilities. DDD services are personalized to ensure each person gets the services they need. The Andre family was able to utilize DDD services and make the right adjustments for their family.

“Transitioning into the DDD services and into a paid, full-time caregiver was a very smooth and stress free process,” Debbie said. “Ability360 made it as easy on me as possible.”

Several trainings and certifications were done online at her own convenience, with someone available to answer any questions she had. Thanks to the caregiving position, Debbie and her daughter’s quality of life improved and they were not nearly as overwhelmed, giving them more time to focus on their relationship as a family.

Kaitlyn is very outdoorsy, and loves to participate in kayaking, fishing, swimming and other outdoor recreation.

> *“Transitioning into the DDD services and into a paid, full-time caregiver was a very smooth and stress-free process.”*
>
> ***- Debbie Andre***

“We spend more time doing recreation, social activities that bring joy to her life,” she said.

Debbie is also glad that she can be the primary caregiver for Kaitlyn.

“I know Kaitlyn’s medical history, I know what she likes and doesn’t like,” said Debbie. “It’s just wonderful for someone that knows the individual so well and has that history together to be the provider.”

If people want to become caregivers themselves, Debbie noted how Ability360 is an excellent resource.

“I’ve been so pleased with everything Ability360 has done to support me, to support Kaitlyn. Anytime I need a question answered [or] I need assistance with something, there’s always someone I can call,” Debbie said.

"I just feel secure knowing that Ability360 is in our back pocket."

Watch their story here.

Expenditure by Services

Investing in Impact

Each dollar spent by Ability360 contributes to fostering independence and empowering individuals with disabilities. We strive to ensure that our programs and resources are built to help people with disabilities thrive in every aspect of their lives. As a result of our initiatives, we can continue to help the disability community for years to come.

Advocacy	Employment Services
$454,595	$464,101
Information & Referral	Home Modifications
$117,127	$902,446
Peer Support	Sports & Fitness Center
$372,567	$3,733,255
Independent Living Skills	Home Care Services
$119,477	$44,038,075
Social Security Benefit Counseling	All Other
$442,496	$1,422,853

"Ability360 absolutely resonates with the community it builds and supports. Being able to learn about their efforts through adaptive sports, the annual breakfast, and a facility visit, my eyes were opened to their enlivened approach and the services they provide Arizonans. Just being asked to support Ability360 programs is a bonus."

- Teresa and Perry Pearson, Annual Donors and Supporters of Ability360.

You Can Make an Impact

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. 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

Donate

Your tax-deductible gift directly impacts the people we serve. 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

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!

THURSTON FAMILY FOUNDATION

"The Thurston Family Foundation is grateful to partner with Ability360 in support of their leadership capacity building efforts. It has been great to see the dynamic growth of this leadership team and the impact this investment has had on accelerating their mission within the deserving communities they serve. We look forward to continuing this exciting collaboration, partnering with more leaders at Ability360, in order to further the impact of the incredible work they do."

- Thurston Family Foundation

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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