



IMPACT FOR CHANGE

United Ability Annual Report 2016



**UNITED
ABILITY**

Formerly UCP of Greater Birmingham

LETTER FROM DIRECTOR

Friends,

I am incredibly fortunate. Every day for the past 35 years, I have walked the halls of what is now United Ability and witnessed miracles happening all around me. On any given day, I might have reason to marvel as:

- A three-year-old child with cerebral palsy takes her first steps, though her parents were told she would never walk.
- A nonverbal nine-year-old boy says “I love you” to his dad for the first time using a communication device adapted to his needs.
- A 24-year-old living with a disability bursts with pride as he is matched with an employer and realizes his dream of working independently has come true.

These are *life-changing* experiences—and just the first three that come to mind. The impact our agency has had over the past 69 years is immeasurable when you talk to the countless families touched. You—our family of supporters, stakeholders, collaborative partners, volunteers, and staff—are what make each miracle, “inchstone,” and milestone possible.

United Ability is unique in our state, offering life-spectrum services to individuals living with all types of disabilities. As you look through this impact report, please accept our heartfelt thanks for all you do to strengthen our organization and our community.

I’ll be walking the halls again tomorrow. Will you join me? Your time spent on campus will bring joy to your heart and it will absolutely be the best part of your day.



Gary Edwards, PhD
Chief Executive Officer





HAND IN HAND EARLY INTERVENTION

United Ability is the largest early intervention service provider in the state of Alabama. With a seven-county footprint, nearly **750** infants, toddlers, and families benefit annually from our early intervention services.

We serve children from birth to three years old who:

1. have at least a 25% delay in one or more of the five major areas of development;
2. have a diagnosis that results in a high probability of developmental delays; or
3. are at risk for developmental delays.

Team members work closely with families to provide holistic training and therapy that helps meet goals for their child. These services are provided in the child's natural environment—homes, daycares, parks, and playgrounds. Elaine is one child who has benefitted from the **8,185** therapy and special instruction visits made this year. Her family believes the foundation provided by Hand In Hand's Early Intervention program will help their daughter live a life filled with independence and inclusion. Thank you for making this possible!



“The one-on-one sessions with the therapists in our home are invaluable. They’ve really helped educate us as parents. And that helps us communicate Elaine’s needs better to other family members and childcare providers.”

*David Crawford, father of Elaine,
a Hand In Hand Early Intervention participant*

HAND IN HAND EARLY LEARNING PROGRAM

For families like the Motes, Hand In Hand is more than just a state-of-the-art early learning program. It is a place where children of all abilities learn, play, and grow together to develop understanding, acceptance, and caring for one another. Children who have delays in one or more areas of development learn alongside children who are developing typically. From six weeks to five years of age, the program focuses on building a foundation for future success.

Hand In Hand is fully accredited and licensed by the National Association for the Education of Young Children (NAEYC) and the Department of Human Resources. It features 10 spacious classrooms with the latest in technology and tools, plus nature gardens and fully-accessible outdoor experiences. Because of you, **188** infants, toddlers, and preschoolers—with and without disabilities—benefited from Hand In Hand this year.

“During the past three years at Hand In Hand, McKinley has truly thrived. She is able to receive all of her therapy while still participating in a classroom setting with her peers of all abilities. She’s learned so much from her friends, and they have learned patience and understanding with her. It’s truly a phenomenal organization and has been the best decision we have made for our daughter, McKinley. ”

Jodi & Sam Motes, parents of McKinley, a Hand In Hand Early Learning participant



EMPLOYMENT SERVICES

United Ability's Employment Services program offers adults with a wide range of physical and cognitive disabilities individualized job placement and support within competitive employment sites. At United Ability, we envision disability as a common part of the human experience and we are committed to making this vision a reality. Eight years ago, our Employment Services program placed Scott at HealthSouth where he began a part-time position. Since then, he has advanced into full-time employment and is described as a "rock-star" and "a valued member of the team." United Ability's goal is to help both employers and individuals with disabilities create beneficial relationships like this one. Employment brings a sense of pride and accomplishment. With your support, the program helped **265** adults with disabilities find or maintain meaningful employment.



UNITED ABILITY ENTERPRISES: GONE FOR GOOD

United Ability Enterprises was established with a mission to provide employment for people with disabilities. Its businesses currently employ more than **100** adults living with physical, developmental, and intellectual challenges. Gone For Good, United Ability Enterprises' document destruction company, is AAA-certified and adheres to the highest levels of security in the industry. Its services include recurring daily and weekly pickups, one-time purges, and onsite services. When individuals or companies partner with Gone For Good, they can trust that they are making a difference in the lives of individuals with disabilities.

LINCPPOINT ADULT DAY PROGRAM



LINCPpoint's Adult Day program provides a variety of experiences and services that promote independence, work skills, and community involvement for individuals age 21 and over with a wide range of disabilities. The LINCPpoint staff strives to give our **169** adult day program participants the best day of their life every day. They offer enrichment activities, socialization, speech therapy, occupational and physical therapy, nursing and medical services, art programs, community outings, and vocational training. The socialization and family atmosphere bring joy and smiles to all. Thank you for making this possible. Because of you, Sue receives much-needed therapies that allow

her to communicate, enjoy group activities, and explore a path to employment.



ABILITY CLINIC PHYSICAL MEDICINE & REHABILITATION

The Ability Clinic provides an unprecedented level of care and functions as a source of hope and support for families. Through innovative medical and therapy interventions, our team delivers a family-focused approach designed to improve overall health and quality of life for children and adults living with special needs. Under the direction of Dr. Charlie Law, the clinic provides physical medicine and rehabilitative services to reduce symptoms caused by disabilities. Dr. Law is the only dually-certified practicing physiatrist (Physical Medicine and Rehabilitation physician) in the state of Alabama serving both pediatric and adult patients throughout their lifetime.

Star athlete Montaeus Bell, who was not born with a disability, credits Dr. Law and the Ability Clinic for helping him gain independence after a car accident left him with severe paralysis. With your help, **1,410** children and adults received medical services through the Ability Clinic for a total of **2,323** patient encounters. In addition, **30** health professionals participated in the clinic throughout the year, ultimately impacting their understanding and perspective of the health needs of individuals with disabilities.



“Our daughter, Brooke, is incredibly blessed to be a part of [United Ability]. She has been given a gift of being part of a wonderful community of friends.”

*Lee & Leigh McCarty, parents of Brooke,
a LINCPoint Adult Day participant*





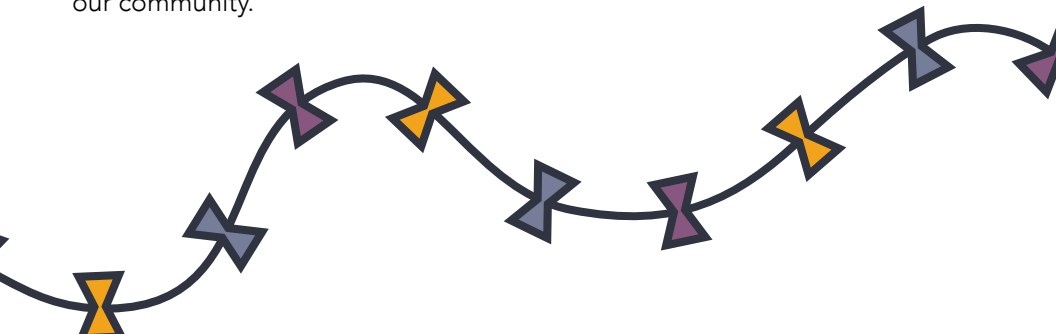
ABILITY CLINIC OUTPATIENT THERAPY



United Ability's outpatient clinic offers holistic care that centers around the child and family. Our multi-disciplinary team is specially trained in pediatrics and serves children from birth through 14 years. In addition to speech therapy, physical therapy, and occupational therapy, our outpatient clinic provides specialized feeding clinics, wheelchair evaluations and training, assistive technology, and augmentative communication training.

This year our team helped secure **23** augmentative communication devices for patients. Samuel, one of **357** patients who receives outpatient therapy, has grown his confidence

thanks to solid communication skills made possible by his augmentative communication device. Our therapists are going the extra mile to help him gain independence. They collaborate with both the school system and his parents to help him communicate bilingually. He's ready for a kindergartener's most important activities—learning, expressing himself, and play! Thank you for helping make **4,793** therapy sessions possible for infants and children in our community.



FOR FISCAL YEAR ENDING SEPTEMBER 30, 2016

OPERATING EXPENSES

Children's Services

Child Nutrition Program	\$95,311	
Early Learning Program	\$1,779,505	
Early Intervention Gadsden	\$499,886	
CCEP	\$127,851	
Other	\$19,153	
Early Intervention Birmingham	\$1,656,488	
Parents As Teachers	\$455,284	
	\$4,633,478	43%

Adult Services

Adult Day	\$2,022,060	
Community Dev Block Grant	\$9,698	
Summer Camp	\$45,170	
	\$2,076,928	19%

Admin/Fundraising

Administration	\$121,356	
Development	\$447,974	
	\$569,330	5%

Employment Services

Milestones	\$183,294	
Community Rehab Program	\$282,556	
Smart Work Ethics	\$11,550	
	\$477,400	5%

UCP Enterprises

Gone For Good	\$1,048,494	
Outsource Solutions	\$16,316	
ScanDo	\$23,130	
	\$1,087,940	10%

OPERATING EXPENSES

Life Without Limits Clinic

Outpatient Therapy	\$488,646	
Life Without Limits Clinic	\$907,836	
	\$1,396,482	14%

Maintenance

LINCPoint Maintenance	\$195,365	
Hand in Hand Maintenance	\$219,920	
Admin Maintenance	\$38,644	
	\$453,929	4%

TOTAL	\$10,695,485	100%
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OPERATING REVENUE

Federal & State Grants/Contracts	\$6,054,663	53%
Fundraising	\$1,035,272	9%
Client Fees	\$1,533,822	14%
Insurance Billings	\$825,857	8%
United Way	\$772,553	7%
Other	\$14,638	0%
Enterprise Income	\$977,867	9%

TOTAL	\$11,214,672	100%
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United Ability's most recent 990 form along with the most recent Audit Report certified by RMS, US, LLP can be found at unitedability.org/accountability

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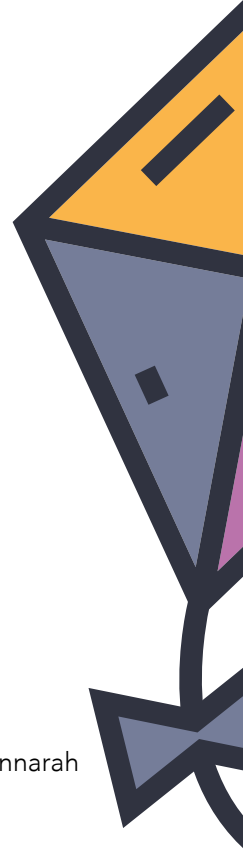
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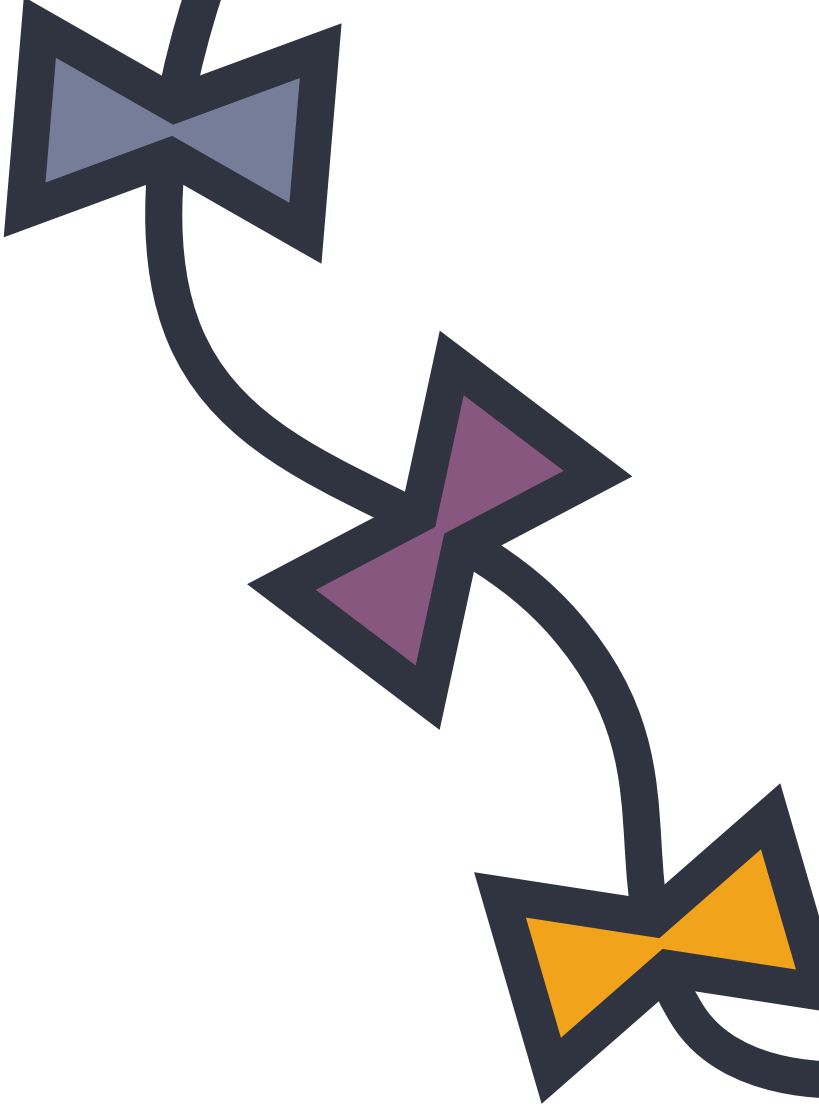
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