



# 2017 IMPACT FOR CHANGE

United Ability Annual Report



**UNITED  
ABILITY**

*Formerly UCP of Greater Birmingham*

## LETTER FROM DIRECTOR

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Friends,

It is my great honor to share the impact that YOU—our family of supporters, stakeholders, collaborative partners, volunteers, and staff—had during 2017 through UNITED ABILITY's 11 programs. We served over **4,500 children, adults, and their families living with disabilities, more than ever before** in our history.

I am also honored to say that we remain the premier organization in Alabama providing a life-spectrum of disability services, and as always, strive to deliver a gold standard of care, enrichment, support, and more.

Yes, we have much to be proud of, but we must always look to the future and work hard each day to improve the quality and quantity of our services. Being on the cutting edge of new therapies and technology will enable us to further create a world where individuals will not be defined nor limited by their disability. **YOUR support makes that possible.**

It has been a privilege to lead this incredible organization for over 35 years. We have the most dedicated and passionate staff in the world. We have been and will continue to be a beacon of hope for families; always remembering the infant we serve today, will, in a few years, be turning to us for assistance entering the workforce, or perhaps, becoming a leader in OUR community.

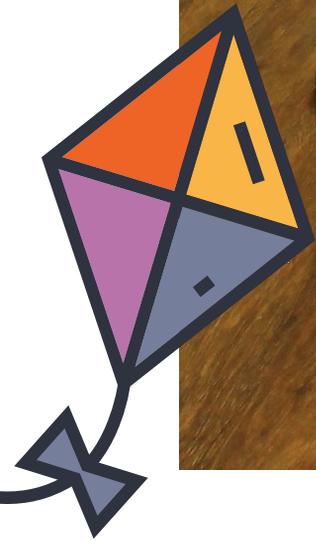
As you look through our Impact Report, please accept **my heartfelt thanks** for all that you do to strengthen our organization and our community.

Together, we are transforming the lives of many!



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. Serving a seven-county footprint, more than **750** infants, toddlers, and families benefit annually from our Early Intervention services.

*Our EI program serves 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 help families meet the goals for their child. These services are provided in the child's natural environment—homes, daycares, parks, and playgrounds. Jerrin is one child who has benefitted from one of the **8,283** individual instruction and therapy visits made this year. His family acknowledges that the foundation provided by Hand In Hand's Early Intervention program will help their son live a life filled with independence and inclusion. Thank you for making this possible!



*Jerrin's mother, Alexis, shared, "I am blessed by what our therapist shows me to work on in between visits. Each month, because of the work we do, Jerrin reaches new milestones, and we have to set new goals. This would not be possible without the dedication of our therapist." Rohaun Green, an Occupational Therapist in our EI program, adds, "the beauty of Early Intervention is that it empowers the parents."*

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## HAND IN HAND EARLY LEARNING PROGRAM

Hand In Hand reflects more than just a state-of-the-art early learning program for children and families like the Hudsons. It is a place where children of all abilities learn, play, and grow together to develop understanding, acceptance, and caring for one another. Strengthening the foundation for future success, children from 6 weeks of age to five years who have delays in one or more areas of development and those who are typically developing learn side by side in 10 spacious classrooms.

Fully accredited and licensed by the National Association for the Education of Young Children (NAEYC) and the Department of Human Resources, this unique program features the latest in technology tools, nature gardens, and fully accessible outdoor experiences. Because of YOU **193** infants, toddlers, and preschoolers—with and without disabilities—benefited from Hand In Hand this year.

“Hand In Hand has been a place of support, not just for Emily, but for us as parents. The caring staff at Hand In Hand has provided great support and therapy, and we are confident that we are giving Emily the best possible education. Watching the growth in Emily these past three years has been a source of strength. The entire team at Hand In Hand has made our lives easier.”



*April and Brad Hudson, parents of Emily, a student at Hand In Hand Early Learning Center*

## 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 an everyday part of the human experience and we are committed to making this vision a reality. Through our Employment Services Program, Nakisha began volunteering at Red Mountain Park (RMP) in 2016. They immediately saw value in Nakisha's skills in organizing their volunteer and donor databases and, in August of 2017, the organization budgeted to create a position for Nakisha. She now works 25 hours a week and is an integral member of the RMP team. United Ability's goal is to help both employers and individuals with disabilities acquire and maintain a beneficial relationship. Employment brings a sense of pride and accomplishment. With your help, the program helped **505** adults with disabilities find or maintain meaningful employment.



"Nakisha has provided us with ways to understand different groups of people better and has been pivotal in making Red Mountain Park a more inclusive, accessible place. Because United Ability connected us to Nakisha, we are better able to connect our community!"

*Claire Heard, Director of Programs-Red Mountain Park*

## UNITED ABILITY ENTERPRISES: GONE FOR GOOD AND OUTSOURCE SOLUTIONS

United Ability Enterprises was established with a mission to provide employment for people with disabilities. Its businesses currently employ more than **90** 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



LINCPoint'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 LINCPoint staff strives to give the **173** 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, Terri receives much-needed therapies including custom assistive technology services that enable her to comfortably participate in group activities and community outings.

## TRANSITION SERVICES

Transition Services is our newest program and is part of our Employment Services department. Transition Services offers pre-employment training to our local school systems. Our Transition Specialists go into the special education classes and teach job-readiness skills to enhance employability skills for high school students after graduation. This past year we were in **22** high schools and worked with **227**, exposing them to **388** training courses.



# LAST YEAR...

More than 4,500 children, adults, and families living with a wide range of challenges and disabilities benefited from 11 United Ability programs:

## HAND IN HAND EARLY INTERVENTION

**757** children from birth to age 3 and their families received holistic training and therapy in each child's natural environment—at no cost to the family.

## HAND IN HAND INCLUSIVE EARLY LEARNING

**193** children ages 6 weeks to 5 years attended our nationally-accredited program where children with and without disabilities learn and play side by side.

## CHILDCARE ENHANCEMENT WITH A PURPOSE

**650** teachers in community childcare settings were given training and support in serving children with special needs.

## PARENTS AS TEACHERS

**230** children and family members were served, receiving training and support to improve parenting skills and strengthen relationships.

## MEDICAL SERVICES

**1,499** children and adults received physical medicine and rehabilitation services from Dr. Charlie Law through 2,549 patient encounters.

Your support is l

## OUTPATIENT THERAPY

**4,932** speech, occupational, and physical therapy sessions were conducted by our licensed team for 387 patients (up to age 14).

## HEARTS RESPITE

**55** families were given financial assistance to cover a caregiver, allowing family members some much-needed respite to recharge.

## TRANSITION SERVICES

**227** high school students in 22 schools were exposed to 388 pre-employment training courses to enhance employability skills.

## LINCPOINT ADULT DAY

**173** adults (ages 21 and up) worked on personal goals and life enrichment activities while enjoying 778 outings to fully experience and participate in their communities.

## ENTERPRISES

**166** adults were enrolled in on-campus employment programs including Gone for Good (secure document destruction) and Outsource Solutions (kitting, assembly, and packaging).

## EMPLOYMENT SERVICES

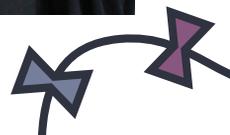
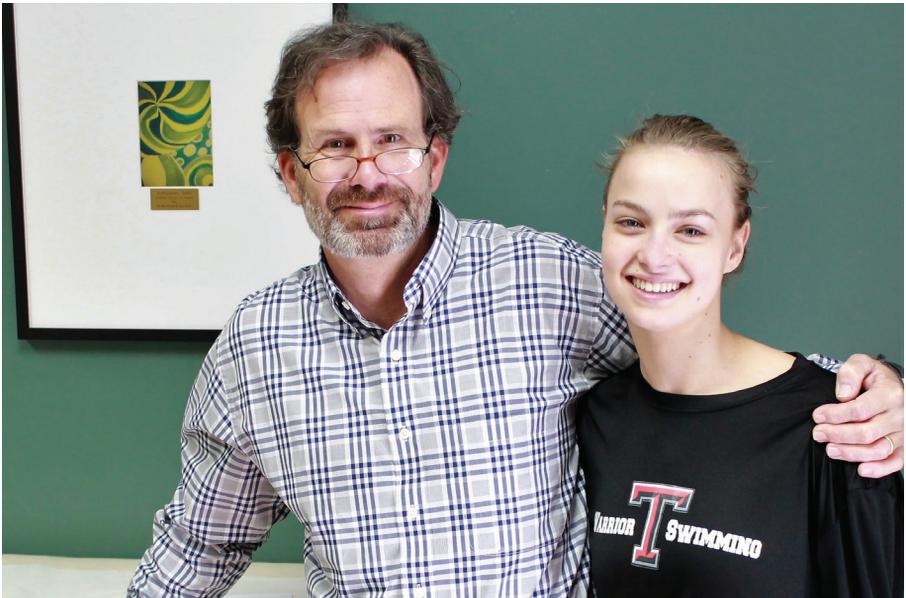
**505** adults with physical and cognitive disabilities received individualized job readiness instruction on their journey to meaningful job placement.

s life-changing. **THANK YOU** for your generosity!

## ABILITY CLINIC PHYSICAL MEDICINE & REHABILITATION

As a source of hope and support to families, the Ability Clinic provides a new level of care to children and adults living with disabilities. Through innovative medical and therapeutic 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.

Kailee, born with Cerebral Palsy has been a patient of Dr. Law and the Ability Clinic since she was four. She is a competitive Adaptive Swimmer and holds state records in two distances. She was the first competitive Adaptive Swimmer in the state and started a movement of inclusion. Her goal is to make the US Paralympic team and states that her disability has opened doors for her to be a voice for other student-athletes with disabilities. With your help, **1,499** children and adults received medical services through the Ability Clinic for a total of **2,549** patient encounters. In addition, **85** health professionals participated in the clinic throughout the year, ultimately impacting their understanding and perspective of the health needs of individuals with disabilities.

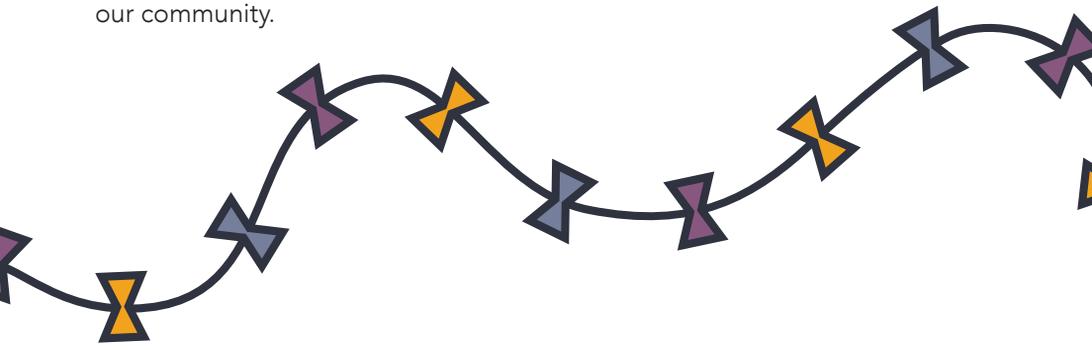


## ABILITY CLINIC OUTPATIENT THERAPY



United Ability's outpatient clinic offers holistic care that centers around the child and family. Our multidisciplinary 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 **24** augmentative communication devices for patients. Caroline, one of **387** patients who receives outpatient therapy, has grown in confidence, learning not only to use her augmentative communication device but also learning to talk! "United Ability opened up every door and every possibility of hope. Before we had no hope. They gave us hope. There will never be a point where we do not need United Ability." Meredith and Jonathan Hornsby, parents of Caroline, Ability Clinic. Thank you for helping make **4,932** therapy sessions possible for infants and children in our community.



**FOR FISCAL YEAR ENDING SEPTEMBER 30, 2017**

**OPERATING EXPENSES**

**Children's Services**

Child Nutrition Program	\$96,659	
Early Learning Program	\$1,926,219	
Early Intervention Gadsden	\$543,051	
CCEP	\$135,408	
ELP Therapy	\$166,942	
Outpatient Therapy	\$538,440	
Early Intervention Birmingham	\$1,735,948	
Parents As Teachers	\$295,897	
Respite	\$57,572	
	\$5,496,136	50%

**Adult Services**

Adult Day	\$1,832,486	
Gate	\$11,723	
Community Dev Block Grant	\$6,274	
	\$1,850,483	17%

**Admin/Fundraising**

Admin	\$72,880	
Development	\$494,304	
	\$567,184	5%

**Employment Services**

Milestones	\$202,997	
Community Work	\$13,170	
Community Rehab Program	\$197,168	
Work Ethics	\$13,550	
Project Search	\$63,106	
School Based Training Programs	\$20,180	
Summer Work	\$18,950	
	\$529,121	4%

**UCP Enterprises**

Gone For Good	\$1,016,875	
Solutions	\$27,266	
ScanDo	\$11,622	
	\$1,055,763	10%

<b>Ability Clinic</b>	\$957,839	
	\$957,839	9%
<b>Maintenance</b>		
LINCPoint Maintenance	\$240,945	
Hand In Hand Maintenance	\$266,053	
Admin Maintenance	\$55,058	
	\$562,056	5%
<b>TOTAL</b>	<b>\$11,018,582</b>	<b>100%</b>

**OPERATING REVENUE**

Federal & State Grants/Contracts	\$5,857,518	51%
Fundraising	\$992,434	9%
Client Fees	\$1,544,515	14%
Insurance Billings	\$879,958	8%
United Way	\$772,966	7%
Other	\$50,370	0.4%
Enterprise Income	\$1,271,586	11%
<b>TOTAL</b>	<b>\$11,369,347</b>	<b>100%</b>

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](https://www.unitedability.org/accountability)

## BOARD MEMBERS

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### BOARD OF DIRECTORS

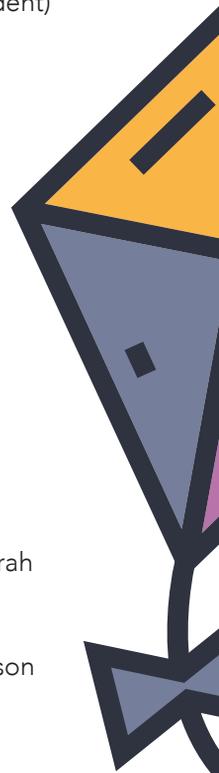
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### JUNIOR BOARD

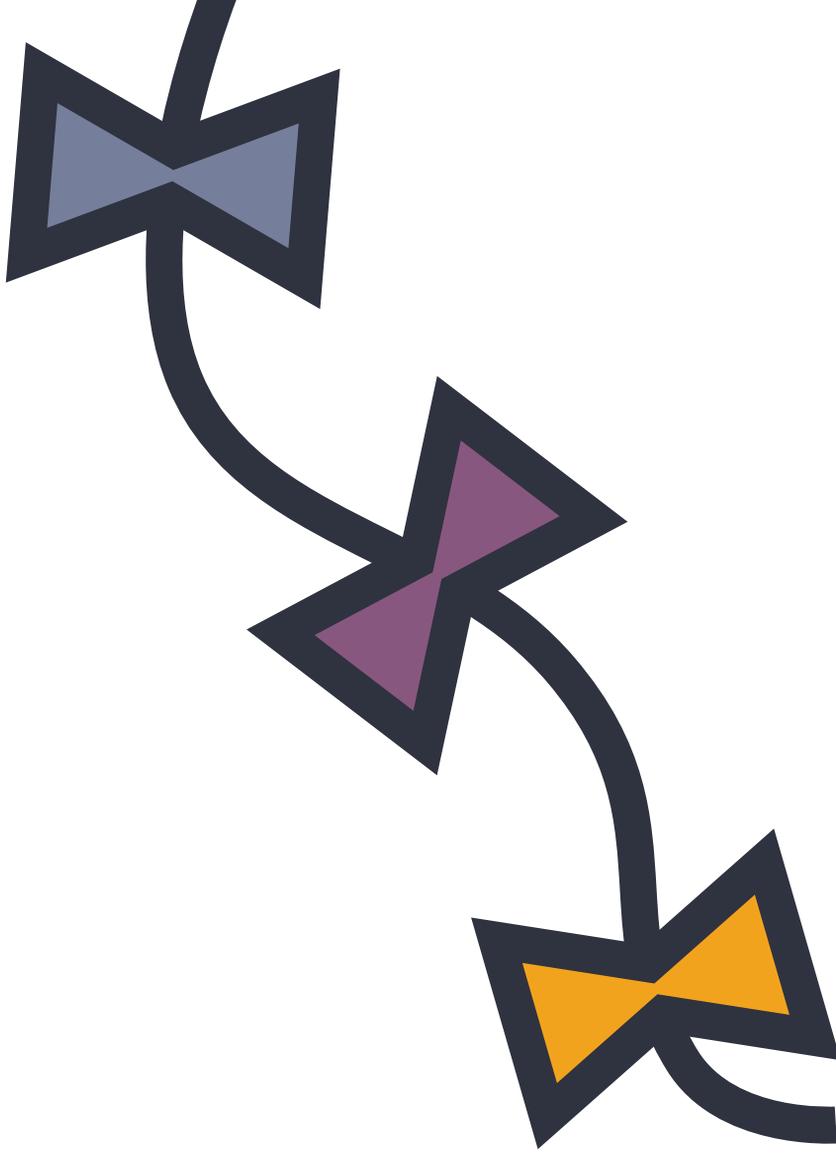
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Marsha Hire  
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Steve Crawford (United  
Ability Board President)







# UNITED ABILITY

*Formerly UCP of Greater Birmingham*

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[www.unitedability.org](http://www.unitedability.org)