



**UNITED  
ABILITY**

*Formerly UCP of Greater Birmingham*

**2018**  
**IMPACT FOR CHANGE**  
United Ability Annual Report

## FROM THE CEO

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Friends,

As I look back on 2018, I do so with great pride and gratitude at what YOU, our valued supporters have empowered us to accomplish. 2018 was a year of unprecedented growth as we served more individuals than at any time in our agency's 70-year history!

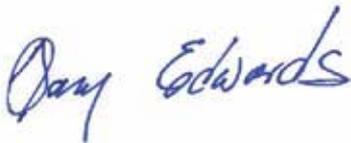
That's right; for SEVENTY years we have been helping children and adults with disabilities dream new dreams, see the impossible become possible, and experience inclusion. Through UNITED ABILITY'S ten programs, we served **5,341 individuals** in 2018, an amazing 36% growth in service reach over the past three years. With YOUR continued support, we are positioned to touch more lives.

As you read through our annual report, there are quotes from parents about the *life-changing* impact our Early Intervention and Ability Clinic services had on their children and families. You will see a photo of one of the **1,134** community outings the adults in our LINCPoint Adult Day Program took, further connecting them to their community, thus enabling them to live life to the fullest. Also, you will read how our Employment Services team connected a high school student to pre-employment training, and now as an adult, he has found full-time, meaningful employment.

These are just three experiences of the many that happen here every day **because of you** — our family of consumers, supporters, stakeholders, community partners, volunteers, and dedicated staff.

As we look to the future, there is much to be done to continue our advancement of medicines, technologies, and therapies. There are more adults in need of employment. There is more advocacy needed on behalf of others. We cannot do it alone. **We need you.**

I invite you to visit our campus, take a tour, and experience for yourself the pure joy that happens here and **celebrate with us** — every achievement, every ability, every milestone, every step of the way.



Gary Edwards, PhD  
Chief Executive Officer



INDIVIDUALS  
WITH  
DISABILITIES  
*dream new dreams*

## PROGRAMS

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### HAND IN HAND EARLY INTERVENTION

United Ability is the largest Early Intervention (EI) service provider of its kind in the state of Alabama. Serving a five-county footprint, **740** infants and toddlers and their families directly benefitted through visits by our therapists, special instructors, and service coordinators.

**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 the family to provide holistic training and therapy to help families meet the goals for their child. We provide these services in the child's natural environment — homes, daycares, parks, and playgrounds. Avery is one child who has benefitted from some of the **8,067** 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.



*"I love your program!  
Our therapists have been  
so amazing in helping me  
and my baby that I feel  
every mom should have  
you guys by their side!"*  
Carrie M, a mother of a child  
who receives EI services

As EI program Occupational  
Therapist Rohaun Green states,  
*"To have the opportunity  
to meet such wonderful  
and unique families at  
such a vulnerable but  
rewarding time in their  
life is a blessing."*

### HAND IN HAND EARLY LEARNING

Hand In Hand reflects more than just a state-of-the-art early learning program for children and families like the Maddoxes. 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 six 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 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, **188** infants, toddlers, and preschoolers — with and without disabilities — benefitted from Hand In Hand this year.

*“United Ability has been a huge blessing for Shepard, and for us. There has been much uncertainty with him, but we have found so much HOPE here.”*

Richard and Kati Maddox, parents of Shepard, a student at Hand in Hand



## PROGRAMS

### 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. United Ability's goal is to help both employers and individuals acquire and maintain a beneficial relationship. Employment brings both a sense of pride and accomplishment. With your help, our supported employment team helped **1,105 adults and students with disabilities — more than double our 2017 total —** learn job-readiness skills, and find or maintain MEANINGFUL employment.

### Transition Services

Transition Services 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. In 2017, Cordarius was a student at Woodlawn High School and participated in our program, where he learned pre-employment skills to prepare for life after high school. In 2018 he participated in our summer work program at St. Vincent's Hospital learning food preparation skills. After graduation, he was offered a full-time job and is still a valuable part of the dietary services team and continues to work with our employment specialists.



This past year we were in **32** high schools and worked with **749** students, exposing them to **1,332** training course encounters.

above: Cordarius and his Transition Specialist at St. Vincent's

### United Ability Enterprises - Gone for Good and Outsource Solutions

United Ability Enterprises was established to employ people with disabilities. In 2018, **88** adults living with physical, developmental, and intellectual challenges experienced the pride and joy of receiving a paycheck. Gone for Good (GFG), United Ability's secure document destruction business, is NAID AAA certified and adheres to the highest levels of security in the industry. Gone for Good's services include recurring daily and weekly pick-ups, one-time purges, and on-site services. In 2018, GFG had **730** active customers, and of those, **111** were new. When individuals or companies partner with Gone for Good, they can trust that their documents will be securely destroyed while making a difference by supporting our mission of employing individuals with disabilities.

### LINCPoinT Adult Day Program

LINCPoinT's Adult Day program provides a variety of experiences and services that promote independence, work skills, and community involvement to individuals with a wide range of disabilities age 21 and over. Our dedicated staff strives to give the **174** program participants the best day of their life every day by offering 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 brings joy and smiles to all. Because of YOU the adults took part in **1,134** community outings to places like the Birmingham Museum of Art helping to foster independence and community integration.



*above: The adults from LINCPoinT enjoying and learning about art and culture*

# LAST YEAR...

## HAND IN HAND EARLY INTERVENTION

**740**

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

**188**

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

**792**

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

## FIRST TEACHER HOME VISITING

**239**

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

## MEDICAL SERVICES

**1567**

children and adults received physical medicine and rehabilitation services from Dr. Charlie Law through 2774 patient encounters.

More than 5300 children, adults, and families living with a wide range of challenges and disabilities benefitted from 10 United Ability programs:

## OUTPATIENT THERAPY

speech, occupational, and physical therapy sessions were conducted by our licensed team for 408 patients (up to age 14).

**4951**

## HEARTS RESPITE

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

**77**

## LINCPOINT ADULT DAY

adults (ages 21 and up) worked on personal goals and life enrichment activities while enjoying 1134 outings to fully experience and participate in their communities.

**174**

## ENTERPRISES

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

**88**

## EMPLOYMENT SERVICES

adults (ages 18–67) with physical and cognitive disabilities received individualized job readiness instruction on their journey to meaningful job placement.

**1105**

*Your support is life-changing. THANK YOU for your generosity!*



*"I adopted Piper from China in March of 2018. When I received her file, Dr. Law was willing to review it to help provide insight before she came to Birmingham. Since she has come home, Dr. Law, along with the clinic staff, has been a constant source of knowledge and support.*

*I am very thankful for Dr. Law, his team, and the Ability Clinic that takes time with each family and encourages children to reach their full potential."*

Katie, Piper's mother

## **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 the 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 practicing physiatrist in the state of Alabama dually-certified to serve both pediatric and adult patients throughout their lifetime.

With your help, **1,567** children and adults received medical services through the Ability Clinic for a total of **2,774** patient encounters. Also, during 2018, Dr. Law and his team had **632** patient encounters at ten satellite locations throughout the state, bringing care and compassion to those who could not travel to Birmingham.

## Ability Clinic Outpatient Therapy

United Ability's Outpatient Therapy Program 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 is home to specialized feeding clinics; wheelchair evaluations and training; and assistive technology and augmentative communication training. This year our team helped secure **25** augmentative communication devices, giving children a voice to communicate and engage with family and friends.

Vanya is one of **408** patients who received outpatient therapy in 2018. He began outpatient Speech-Language and Physical Therapy while receiving Early Intervention services as an infant. Marliese, his physical therapist, advocated very early in his treatment for him to receive a prosthetic leg because she knew he would never be able to stand without one. Spring forward to December 2018, and he took four independent steps for the **FIRST** time.

Thank you for helping make **4,951** therapy sessions possible for children in our community.



# FINANCIALS

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## FOR FISCAL YEAR ENDING SEPTEMBER 30, 2018

### OPERATING EXPENSES

#### Children's Services

Child Nutrition Program	\$96,329	
Early Learning Program	\$1,946,299	
Early Intervention Gadsden	\$586,047	
CCEP	\$138,660	
ELP Therapy	\$202,122	
Outpatient Therapy	\$555,200	
Early Intervention Birmingham	\$1,890,922	
First Teacher Home Visiting Program	\$265,701	
Respite	\$31,830	
	<u>\$5,713,110</u>	49%

#### Adult Services

Adult Day	\$1,958,274	
Gate	\$13,280	
Community Dev Block Grant	\$ ---	
	<u>\$1,971,554</u>	17%

#### Admin/Fundraising

Admin	\$83,477	
Development	\$547,464	
	<u>\$630,941</u>	5%

#### Employment Services

Milestones	\$273,169	
Community Work	\$14,871	
Community Rehab Program	\$141,391	
Work Ethics	\$ ---	
Project Search	\$68,344	
School-Based Training Programs	\$157,158	
Summer Work	\$27,814	
	<u>\$682,747</u>	6%

#### United Ability Enterprises

Gone for Good	\$1,012,695	
Solutions	\$35,139	
ScanDo	\$ ---	
	<u>\$1,047,834</u>	9%

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](http://unitedability.org/accountability)

# FINANCIALS

<b>Ability Clinic</b>	<u>\$1,034,837</u>	
	\$1,034,837	9%

<b>Maintenance</b>		
LINCPoint Maintenance	\$270,024	
Hand in Hand Maintenance	\$298,007	
Admin Maintenance	<u>\$46,561</u>	
	\$614,592	5%

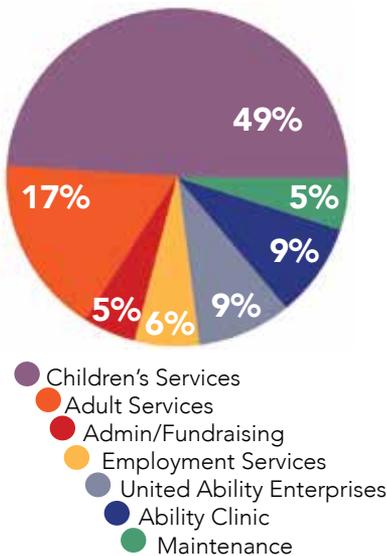
<b>TOTAL</b>	<b>\$11,695,615</b>	<b>100%</b>
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## OPERATING REVENUE

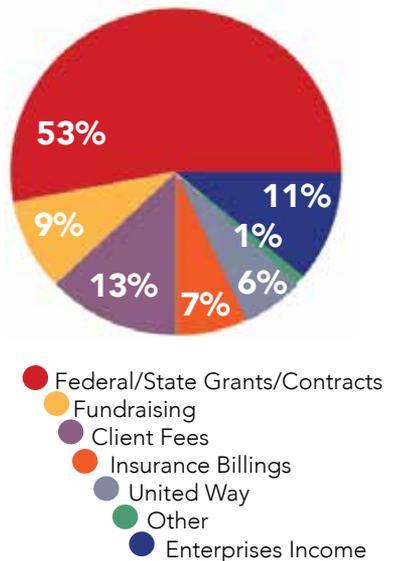
Federal & State Grants/Contracts	\$6,293,490	53%
Fundraising	\$1,011,586	9%
Client Fees	\$1,541,521	13%
Insurance Billings	\$816,851	7%
United Way	\$756,574	6%
Other	\$84,376	1%
Enterprises Income	\$1,311,848	11%

<b>TOTAL</b>	<b>\$11,816,246</b>	<b>100%</b>
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## OPERATING EXPENSES



## OPERATING REVENUE



## BOARD MEMBERS

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### BOARD OF DIRECTORS

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Brian Barksdale, *Executive Vice Chair*  
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Eddie Denaburg & Chad McCowan,  
*Co-Treasurers*

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Robert C. Chapman  
Mark P. Cohen, MD  
George Dennis  
Matt Gurley  
William King  
David LeGrand  
Anthony Morlandt, DDS, MD  
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Jeremy Raspberry  
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Chris Biggins, Luke Kennedy,  
& Will Leesburg,  
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Tom Hinton  
Marsha Hire  
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Alyssa McQuilling  
Grant Rafield  
Isabelle Rohr  
Leigh Russell  
Jacqueline Shunnarah  
Blake Thomas  
Van Trefethen  
Sara Beth Wilcox

*Associate Board Members*  
Katie Bailey  
Brooke Yarbrough



Sue, with the assistance of her physical therapist, is able to get out of her wheelchair and walk for the first time in many years, giving her a great sense of pride and accomplishment.



# UNITED ABILITY

*Formerly UCP of Greater Birmingham*

100 Oslo Circle  
Birmingham, AL 35211

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

## OUR MISSION

United Ability provides innovative services connecting people with disabilities to their communities and empowering individuals to live full and meaningful lives.

## OUR VISION

United Ability envisions a world where disability is neither defining nor limiting.



United Way  
of Central Alabama, Inc.

