



2022  
Impact for Change



# Dear Friend of United Ability,

If the challenges of the past few years have taught us anything, it is that we are all unified — and we must take care of each other the way strong communities do. Strong communities are active, not static: they grow and change to respond to new challenges. They adapt to new circumstances and opportunities. Most importantly, they are committed to those who entrusted them with their care.

*For 75 years, United Ability has been unwavering in our service to the disability community, which included an astounding 4,800 individuals last year alone.*

None of this would have been possible without your support and dedication. Your generosity and belief in our mission have made a difference in countless lives. Your role in building this community of care is truly invaluable.

We have witnessed the power of united action. Through established and new partnerships and deepened relationships, steadfast leadership from our Board, and most of all, a staff that is compassionate and cares deeply about every child, adult, and family member that is part of United Ability — we have made incredible strides in changing lives and breaking down barriers.



*Susan says, "One of the joys of my life is spending time with those we serve."*



We see this every day. Our commitment to walking alongside people with disabilities as they achieve their goals immensely impacts their independence and quality of life.

## *We thrive together.*

The work we set out to do 75 years ago continues — inspired by your support and the individuals we serve. Your faithful involvement enables us to adapt, seize opportunities, and provide better services. Together, we will create a brighter future for individuals with disabilities.

With sincere gratitude,



Susan E. Sellers  
Chief Executive Officer



United Ability's "Mayor,"  
The Honorable Jercollie,  
and Susan met with  
the honorable James D.  
Stewart, Mayor of Irondale  
about our programs  
and services. The city of  
Irondale is now a Gone For  
Good client, hosted a shred  
day event, and made a  
generous donation.  
Thank you, Mayor Stewart.



467

## Ability Clinic

infants, children, and adults are served in a safe, family-focused environment.

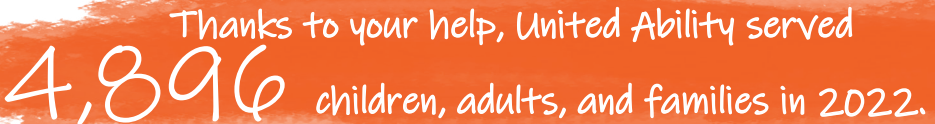
This new partnership with Cahaba Medical Center brings primary and specialty care, including integrated behavioral health, social support and nutrition services, together to better serve children and adults with disabilities - all under one roof.

## Employment



1,125

participants were enrolled in one of six employment programs. At **32** area high schools, **801** students received Pre-Employment Training Services. Further, **167** individuals were supported and assisted in maintaining employment.



Thanks to your help, United Ability served **4,896** children, adults, and families in 2022.

## Outpatient Therapy



4,840

therapy sessions were conducted with **506** patients who received speech, physical, or occupational therapy services.



109

## Adult Day Program

adults were served through life enrichment training, therapy, community integration opportunities and employment to enhance their independence, productivity, work skills training, and employment. **8,299** participant hours were worked in community employment small groups and **610** community outings were provided to foster inclusion and integration.

## Hearts Respite



50

families benefited from financial assistance to help cover the cost of a caregiver, allowing parents or guardians some time for self-care in order to decrease the stress of caring for a child with special needs and the likelihood of child abuse and/or neglect.



## Early Intervention

786

infants, toddlers, and families were served in their home, daycare, community setting, or virtually through **7,027** therapy and special instruction sessions which fostered a more independent and integrated lifestyle within their natural environments.

## Gone For Good

1,104

active, and **122** new customers, accessed Gone For Good (GFG) for secure document shredding services. **50%** of GFG's employees have a physical or intellectual disability and in 2022, **\$112,181** of GFG's revenue was invested back to our programs. We also very successfully expanded to other areas of Alabama.

Your support is life changing.

We are so grateful for your generosity!

## Childcare Enhancement with a Purpose

806

teachers in childcare settings were provided with training and support in serving children with special needs, allowing for greater success in inclusive environments. **64** childcare centers, after receiving Childcare Enhancement with a Purpose training, reported they were now prepared to accept children with special needs.

## First Teacher Home Visiting Program

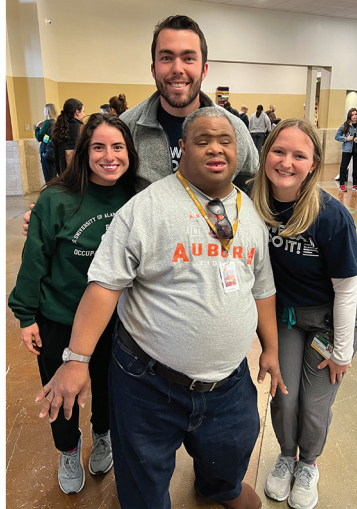
204

infants, toddlers, and families were served in their home, daycare, community setting, or virtually to improve parenting skills. **100%** of families reported that it strengthened their relationship with their child.

## Early Learning Program

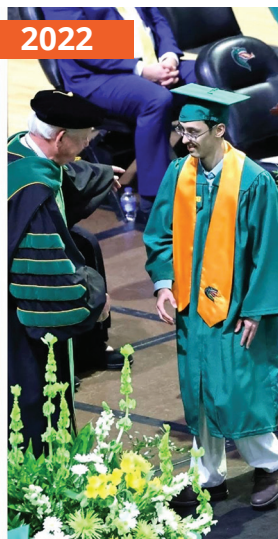
192

children, six weeks to five years of age, were served in an award-winning inclusive child development environment where children of mixed abilities learn, play, and grow together. **100%** of children with disabilities achieved their benchmarks toward developmental goals based on their Individualized Education Plan.



United Ability changes not only the lives of those we serve, but also the lives of future healthcare providers. Pictured here are The University of Alabama at Birmingham Occupational Therapy graduate students who spent four weeks at LINCPoint learning to better serve adults with disabilities.

It is the physical, speech, and occupational therapy Harper receives in class at Hand In Hand Early Learning Program that is "THE game-changer" according to her dad, Henry.



In 2022, we celebrated Matthew's graduation from The University of Alabama at Birmingham. Born at 24 weeks and weighing 14 ounces, Matthew began his journey with United Ability in our Early Intervention Program, received outpatient therapy, and attended the Hand In Hand Early Learning Program. As his dad told us, "you guys are part of the VILLAGE that helped him reach this goal."

# Programs

## Early Intervention

United Ability, Alabama's largest Early Intervention (EI) service provider of its kind, has a significant impact in a five-county footprint. In 2022, we directly supported **786** infants, toddlers, and their families through in-home visits by our dedicated therapists, special instructors, and service providers. Additionally, we conducted **521** evaluations in 2022 to determine if a child had a developmental delay and facilitated **30,672** units of service coordination to ensure families could access the necessary resources and supports.

Our team works closely with families, delivering holistic training and therapy tailored to their child's goals. These interventions take place in the child's natural environment, encompassing homes, daycares, parks, and playgrounds.



"I want to give a HUGE shout-out to our Early Intervention Team! They have given us so many tools and knowledge to help us give Everleigh a chance to thrive and grow at home." Crystal, Everleigh's mother





## Early Learning

Hand In Hand is more than just an exceptional Early Learning Program; it embodies a space where children and their families thrive. It fosters an environment where children of all abilities come together, learn, play, and grow, cultivating empathy, acceptance, and compassion. Strengthening the foundation for future success, children from ages six weeks to five years with delays in one or more areas of development learn side-by-side with their typically-developing peers.

With full accreditation and licensing from the National Association for Education of Young Children and the Alabama Department of Human Resources, this distinctive program integrates cutting-edge technology tools, nature gardens, and fully accessible outdoor activities. Because of YOUR support, we proudly served **192** infants, toddlers, and preschoolers, both with and without disabilities, within our award-winning inclusive child development environment in 2022.

*At right: Students and parents from our inclusive Hand In Hand Early Learning Program had so much fun at Gone Fishin'. They fished, painted, played on the beach, and enjoyed being together at Oak Mountain State Park.*







## Ability Clinic: Pediatric and Adult Care



In 2022, we took a major step forward in enhancing our medical services through an innovative collaboration with Cahaba Medical Care, a leading Federally Qualified Health Center. Together, we proudly introduced The Ability Clinic: Pediatric and Adult Care. This exciting partnership brings together our dedicated medical providers, clinic staff, and the team from Cahaba Medical Care to deliver a holistic approach to health care at our newly-renovated Ability Clinic and LINCPoint locations.

Through this unified effort, we aim to provide exceptional medical care to individuals of all ages. Our shared expertise and resources enable us to offer a comprehensive range of services, catering to the unique needs of both pediatric and adult patients with disabilities and their families. We are thrilled to embark on this journey, united in our mission to deliver exceptional healthcare experiences to our community.

Our innovative clinic model will offer a comprehensive range of services including Pediatric Primary Care, Rehabilitative Care, Family Medicine, Behavioral Health, and Dental and Optometry services. We eagerly anticipate the opportunity to serve you!





## All These Services Offered Under One Roof:



## Ability Clinic Outpatient Therapy



*"They told me he would never walk, talk, or have any quality of life. Not Cam, he is a fighter. We've seen so much improvement. He is now using a walker. I've seen him take three steps. He's been saying more words, too." Dinaste, Cam's mother*

Our outpatient clinic is a hub of specialized services, offering invaluable resources such as feeding clinics tailored to specific needs, evaluations and training for wheelchair usage, as well as guidance and training in assistive technology and augmentative and alternative communication devices. Additionally, our program encompasses speech, physical, and occupational therapy, ensuring a well-rounded approach to addressing each child's unique requirements.

Through our commitment to excellence and expertise, we strive to make a lasting impact on the lives of the children and families we serve, empowering them to reach their full potential. In 2022, our team completed **4,840** physical, speech-language, and occupational therapy sessions with **506** patients served.

## Hearts Respite

Caring for a child with a disability is emotionally and physically demanding. The Hearts Respite Program allows the parent to train a caregiver of their choice to care for their child. This program enabled United Ability to directly impact **150** adults and children in a effort to decrease the likelihood of child abuse and/or neglect and strengthen families.



*Respite Care provides families time to refresh.*

## Childcare Enhancement with a Purpose

Childcare Enhancement With A Purpose (CCEP) is making a profound impact by offering onsite training and classroom technical assistance to community childcare centers. Our primary goal is to enhance the competencies and curriculum of existing centers providing inclusive environments for children with special needs and to expand the number of centers enrolling children with special needs.

**64** childcare centers, after receiving CCEP training, reported they were now prepared to accept children with special needs. **19** new childcare centers received training on serving children with special needs. **14** childcare centers received ongoing support for children with social-emotional issues from the First Five Alabama team, who also provided **177** family sessions.

## First Teacher Home Visiting Program

In 2022, our First Teacher Home Visiting Program (FTHVP) served **204** children and family members promoting successful child development and improving parenting skills. The program is for children from birth to five years who have a diagnosed disability or have certain factors that put them at risk for developmental delay. FTHVP also provides services to women who are pregnant and who could benefit from parenting training. Our program is a Blue Ribbon Affiliate as awarded by the Parents as Teachers national organization. This designation recognizes the First Teacher Home Visiting Program's commitment to excellence.



Strengthening families  
is vital to what we do.





Welcome to the Wild West, LINCPoint Adult Program style! We had a great day with our friends from the WBRC FOX6 sales team bowling, painting, dancing, and more! We love volunteers that make days like this happen.



It's always a "magical" day at LINCPoint when Kevin Spencer visits. Kevin's work focuses on using the art of magic to impact change in the lives of children and adults with disabilities. Thank you, UAB Arts in Medicine, for making his visit possible.



## Adult Program

LINCPoint's Adult Program provides various experiences and services that promote independence, work skills, and community involvement to individuals age 21 and over with a wide range of disabilities. Our dedicated staff strives to give the **109** Adult Program participants the best day of their life every day by offering enrichment activities, socialization, nursing and medical services, art programs, community outings, and vocational training. The socialization and family atmosphere brings joy and smiles to all.

In 2022 the adults took part in **610** community outings.

In addition to the hours of therapy, we provided a staggering **8,299** hours in small group employment settings such as the Birmingham CrossPlex and the City of Birmingham Horticultural Center, providing meaningful employment for adults with disabilities.

*Sue is all smiles because she has found her first job outside United Ability, working for the City of Birmingham.*





Over 150 eager job seekers attended our second **disABILITY** Hiring Expo, with 28 vendors and over 30 individuals finding employment.



Our Employment Services Team assists with workplace accommodations to empower employers in providing an accessible environment that benefits everyone.



## Employment and Transition Services

United Ability's Employment Services Program offers adults and students with a wide range of physical and cognitive disabilities individualized job placement and support within competitive employment sites.

Because of your support, **1,125** individuals were enrolled in one of our four employment programs — **65** clients found community employment, **167** were supported and assisted in maintaining employment during a global pandemic, and 91% of eligible clients were placed in competitive jobs in 2022.

**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 for high school students after graduation. In 2022, we worked with **801** students who were enrolled in Pre-Employment Training Service Programs. These training sessions took place in **32** local high schools, exposing them to **3,011** units of service.



*Our Employment Services team works with community partners like Hibbett Sports to provide job skills training.*

*Students in our Transition Services Program learn about employment opportunities on outings to Milo's and other employers.*





*Gone For Good has been serving the community for 18 years. Rick (L) and "Big Ced" (R) have each been here for over 15 years.*

## Gone For Good

Gone For Good (GFG), United Ability's secure document and e-waste destruction business adheres to the industry's highest levels of security. Gone For Good's services include recurring daily and weekly pick-ups, one-time purges, drop-off, and on-site shredding services.

In 2022, GFG increased its number of active customers to **1,104**, with **122** new customers added, and a 10.4% increase in revenue that funds our programs and employs adults with disabilities.

*Meet Miracle — yes that is his real name. He embodies the mission of Gone For Good to provide meaningful employment for individuals with disabilities.*





## Ability Connections Family Events

Ability Connections comprises three vital sub-programs that cater to the diverse needs of families. Mothers of children receiving early intervention through United Ability can participate in our empowering **Mommy and Me Group**.

Our **Dads' Group**, facilitated monthly, provides fathers of children with special needs a safe space to connect with like-minded individuals who share similar experiences — last year, **over 40** dads came together to share their experiences and have fun at local restaurants and sporting events.

The **Family Connections Group** had **110** families take part in numerous events that included a sensory-friendly Birmingham Barons game, trips to the zoo, and crafts at Little Professor book store.

Through Ability Connections, we are fortifying families, empowering parents, and building a supportive community where every child with special needs thrives.



*Hannah's father says,  
"The Dads' Group provides a  
haven for pure socialization,  
where there was no  
pressure to explain our family  
circumstances or the unique  
challenges we encounter daily.  
We all are in the boat, so it's a  
safe place to be real."*



# Our Board

## BOARD OF DIRECTORS

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Heather Baty, MCD, MBA, AuD, *Secretary*  
Tina Lewis, *Treasurer*

Brian Bateh  
Chris Biggins  
John Boydstun  
Carolyn Campbell  
Sonia Carrington, Ed. D  
Neil Caudle  
Robert C. Chapman  
Sherita Etheridge, DNP, CPNP-PC, CNE  
Larry Goldberg  
Trey Hamer

Mark Cohen, MD, *Emeritus*

David Hobbs  
Harvey Knighten  
Mike Koslin, DMD  
Anthony Morlandt, DDS, MD  
Rob M. Moss  
Gary Smith  
Scott Smith  
Kanti Sunkavalli, MD MBA  
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Susan E. Sellers, *CEO, United Ability, Inc.*

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Brian Bateh  
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Jay Ezelle  
Jimmie Harvey, MD  
Ronne Hess

Marsha Hire  
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Dan Haun  
Grant Rafield  
Lindsey Rau

Samantha Rhodes  
PJ Shackelford  
Blake Stacy  
Torian Turner  
Jacques Watkins  
Donna White







# Financials

## OPERATING EXPENSES

### Children's Services

Child Nutrition Program	\$107,616	
Early Learning Program	\$2,477,466	
Early Intervention Gadsden	\$179,084	
CCEP	\$158,402	
First 5 Alabama	\$115,747	
ELP Therapy	\$159,864	
Outpatient Therapy	\$618,787	
Early Intervention Birmingham	\$2,089,020	
First Teacher Home Visiting Program	\$350,443	
Ability Connections	\$70,467	
Hearts Respite	\$33,275	
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	\$6,360,171	51%

### Adult Services

Adult Day	\$1,649,677	
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	\$1,649,677	13%

### Admin/Fundraising

Admin	\$829,423	
Development	\$474,680	
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	\$1,304,103	11%

### Employment Services

Community Rehab Program	\$416,645	
Project Search - Birmingham	\$64,610	
Project Search - Hoover	\$19,926	
School-Based Training Programs	\$514,441	
ACDD-DMH Employment	\$35,133	
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	\$1,050,755	9%

### United Ability Enterprises

Gone For Good	\$948,483	
Enterprise Solutions	\$21,599	
	<hr/>	
	\$970,082	8%

### Ability Clinic

	\$301,422	
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	\$301,422	2%

### Maintenance

LINCPoint Maintenance	\$266,590	
Hand In Hand Maintenance	\$384,436	
Admin Maintenance	\$71,371	
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	\$722,397	6%

<b>TOTAL</b>	<b>\$12,358,607</b>	<b>100%</b>
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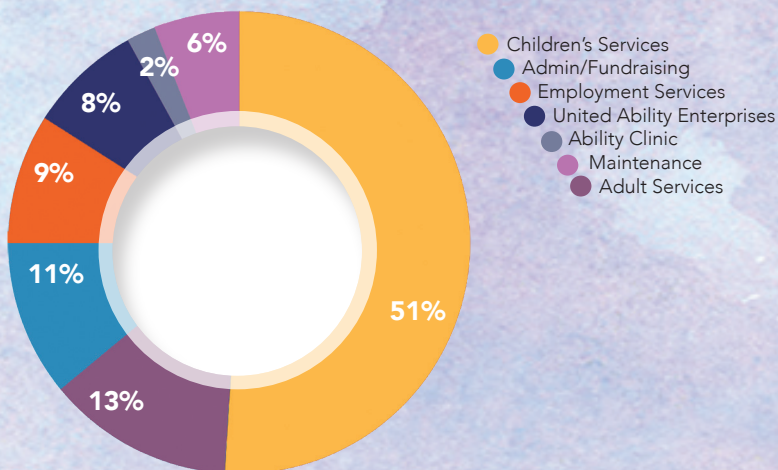


## OPERATING REVENUE

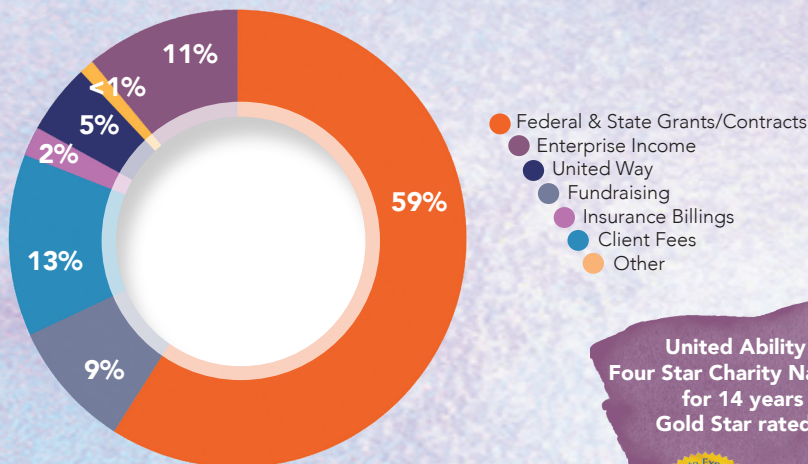
Federal & State Grants/Contracts	\$7,757,930	59%
Fundraising	\$1,241,196	9%
Client Fees	\$1,701,379	13%
Insurance Billings	\$324,922	2%
United Way of Central Alabama	\$652,006	5%
Other	\$6,707	0%
Enterprises Income	\$1,403,768	11%

<b>TOTAL</b>	<b>\$13,087,908</b>	<b>100%</b>
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## OPERATING EXPENSES



## OPERATING REVENUE



United Ability has received a Four Star Charity Navigator rating for 14 years in a row and is Gold Star rated by GuideStar.





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.

