



「FOCUSED」

on the Future

2016

AbilityFirst
Annual Report





「COLLEGE TO CAREER」



「DISCOVERABILITY」



「EXPLORABILITY」

「LOOKING AHEAD」

Dear Friends,

For more than 91 years, AbilityFirst has focused on giving our participants the critical tools they need to successfully navigate each transition in life; and 2016 brought several transitions to participants and programs.

Among the biggest highlights from 2016, we added three new programs specifically designed to meet the changing needs of our participants now and in the future:

- The **AbilityFirst College to Career** program at Pasadena City College provides support to adults with developmental disabilities so that they can accomplish their educational and future career goals. Our Educational Coaches empower participants to identify goals, create a plan, enroll in appropriate classes and reach their personal best!
- The **DiscoverAbility** program allows participants to complete in-depth assessments and career exploration by trying out new work experiences and volunteer opportunities on their journey to becoming employed.
- The **ExploreAbility** program at the Joan and Harry A Mier Center in Inglewood is a licensed adult program that includes some site based activities and extensive community activities aimed at the goals in each participants' Person Centered Plan.

We are excited about this expansion of AbilityFirst programs and look forward to continued growth in the coming years.

Thanks to your generous support, our annual fundraising campaign also grew an impressive 10% in 2016 to more than \$2.5 million. The annual AbilityFirst Stroll & Roll was held at the Universal Studios backlot and was met with much excitement and enthusiasm from all our strollers and rollers! And for the first time ever, we held our Festival of Fall Gourmet Food and Wine event at one of our centers – the Lawrence L. Frank in Pasadena allowing more than 300 guests to see their dollars, in action.

We are proud of our accomplishments, appreciative of the gratitude of our participants and families, grateful for the generosity of our donors, and eager to move forward with new and exciting programs, always guided by our mission to provide the opportunities for our participants to reach their full potential.

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Lori Gangemi
CEO

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Josh Chan, Chief Development Officer



AbilityFirst is a 501(c)3 nonprofit that provides programs and services to help children and adults with disabilities reach their full potential.



「MISSION」

Looking Beyond Disabilities.
Focusing on Capabilities.
Expanding Possibilities.

「VISION」

Our vision is of a society
that values each individual
and provides the opportunity
for all people to lead full
and productive lives.

「VALUES」

We stand for and alongside
people with developmental
disabilities and their families.
We create a welcoming
environment where everyone
has a sense of **BELONGING**
and are valued. Our first
consideration is always for the
well-being of our participants
and—through the mutual
TRUST that we share—each
person is supported to achieve
his or her **PERSONAL BEST**.



「DIEGO AND READY PAC FOODS」

A Job Match Made in Heaven

“Whatever you do, make sure you show up on time!”

That’s Diego’s best piece of advice for friends going through the DiscoverAbility program, which helped him secure a job at Ready Pac Foods, a fresh food product company in Irwindale, CA. After working in the AbilityFirst Pasadena Work Center for two years, Diego joined the DiscoverAbility program in fall of 2016. This process was perfect for a participant like Diego, who needed a step between high school and working in the community. He met with an AbilityFirst case manager, Amanda, to discuss what kind of work he was interested in and explore the openings available in his area.

After meeting with Diego, Amanda helped coordinate an internship for him which began in April 2017 at Ready Pac Foods. Diego shared that he was “really nervous and scared to start a new job and start something new”, but his job coach, Yadira, knew he could succeed and helped him work through his fears. When Diego first started his internship at Ready Pac Foods, she was with him every step of the way, providing him moral support and assistance during the transition. The internship was a resounding success and, in June of 2017, Ready Pac Foods offered Diego a permanent Team Member position.

When interviewed, Diego gushes, “I love my new job!” and it’s clear he means it. He has taken to the work naturally and loves to sweep. He’s excited that his hours (2:30PM-12:30AM) allow him to stay up late and he’s proud he’s become a worker that his boss can rely on. It’s not just the hours or responsibilities that Diego appreciates, though. He shares that his job has helped him build up more confidence and given him new opportunities to make friends.

Another aspect of the job Diego doesn’t mind? The paychecks. With his first paycheck, he bought an Apple Watch. “It felt good to buy my own,” he says, “...and I bought my own Xbox One.” Each payday, Diego brings his paycheck home and accompanies his mother to the bank, where they deposit it. And just like everyone else, he’s learning that “it goes quickly!”

Less than a year after joining the DiscoverAbility program, Diego’s been extremely successful. Ready Pac Foods has gained a valuable asset—an employee who cares about his coworkers and the quality of his work—and Diego’s gained a job he genuinely enjoys going to. Sounds like a job match made in heaven.

WAYS TO GIVE

Change a Life, Make Your Gift Today!

DONATE ONLINE

YOU can help make a difference by making your tax deductible donation today to AbilityFirst. www.abilityfirst.org/donate

PLANNED GIVING

All donors who make a planned gift to AbilityFirst will be immediately recognized by our Legacy Society. Contact Chief Development Officer Josh Chan for more information at donate@abilityfirst.org or 626-243-4844

GIFTS IN TRIBUTE OR MEMORIAL

Acknowledge a special occasion or honor a loved one with a memorial gift to AbilityFirst, and we will send a note to the person being honored.

MATCHING GIFT

Many employers sponsor generous matching gift programs that match your charitable contribution!

DONATE A GIFT OF STOCK

We accept gifts of stock and appreciated securities.

DONATE A VEHICLE

AbilityFirst partners with CARS to help you turn a vehicle you no longer need into a gift to support our mission. <http://www.careasy.org/nonprofit/abilityfirst>

MAKE A GIFT BY MAIL

Please make checks payable to AbilityFirst and mail to: AbilityFirst, 1300 East Green St., Pasadena, CA 91106

For more information on how you can support the programs and services of AbilityFirst, please contact: Development Department 626-243-4845 or donate@abilityfirst.org



“I care deeply for the organization and feel grateful I can help children and adults with developmental disabilities realize their full potential. AbilityFirst and its mission has a powerful emotional impact on me and my family. I appreciate seeing how their programming brings so much joy to an individual’s life and helps them to move further along their own personal path.”

— John Kelly, Retired Human Resources Executive with Capital Group and Current AbilityFirst Board Chair

CAPITAL GROUP

AbilityFirst Corporate Partnership Highlight

AbilityFirst is fortunate to work with many partners — foundations, financial institutions and other businesses who share our values and vision. Our partnerships bring expertise and provide meaningful, mission-related resources and benefits to our programs and services. We seek corporate partners who have like-minded values and those who are interested in gaining enhanced visibility within our community.

One such partner is Capital Group who first joined AbilityFirst as a corporate partner in 2001 and has since taken an active role in supporting our programs for children and adults with disabilities. We are grateful for the tremendous support they have provided us with over the past 16 years. Together, we are able to serve our community and truly do good.

Capital Group is unique in that its charitable giving and volunteer programs are driven by their associates’ interest and involvement. Behind each donation, there’s an associate —and often that associate’s family—who dedicates their time and/or resources to a cause they believe in. AbilityFirst has been fortunate enough to reap the benefits of Capital Group’s associates’ generosity and incredibly giving spirits.

Current AbilityFirst board chair, John Kelly, is a retired human resources executive with Capital Group and has been an outspoken voice for the organization. Through his donations and volunteering, John has become a remarkable supporter of AbilityFirst.

Each year, Capital Group associates support more than 3,000 non-profit organizations through donations and volunteer work. In turn, Capital Group and its charitable foundation enhance that support with additional funding in the form of grants, dollars for do-ers donations and matching gifts. Over the past decade, they have contributed more than \$241 million to impact charitable organizations down the street and around the world!

Proving that time is just as important as money, over the years, Capital Group volunteers have visited numerous AbilityFirst locations including the downtown and Pasadena work centers. There, they spend a “community-action day”, and work alongside the participants, barbecuing hot dogs for lunch and playing games with our participants. We are grateful for all the generous support from Capital Group associates, including more than two dozen interns who recently came out for a fun-filled afternoon of volunteering and games at our downtown location!

We believe the gift of time, enthusiasm and compassion can change lives. To learn more about how you can participate in the AbilityFirst Corporate Partners Program, please visit www.abilityfirst.org/about-us/partners/ or contact Adam Pilder at apilder@abilityfirst.org / call 626.243.4853

Capital Group manages money for individuals, families, corporations, governments, and non-profits around the globe. Serving investors for more than 85 years, the Capital Group is the home of American Funds, one of the largest mutual fund families in the United States.



「OUR DONORS」

Our donors support and generosity helps to sustain and ensure the future of AbilityFirst. Donations from individuals and foundations listed here help AbilityFirst participants to look beyond disabilities, focus on capabilities and expand possibilities!

GUARDIAN \$250,000 AND ABOVE

Estate of Selma E. Andrews
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This annual report covers the fiscal year January 2016-December 2016. Gifts received after December 31, 2016 will be acknowledged in the next annual report. We have made every effort to ensure that the information included is accurate. If an error has been made please accept our apology and contact Cheif Development Officer Josh Chan at 626.696.1010.

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「LEGACY SOCIETY MEMBERS」

The Legacy Society recognizes those visionary and caring individuals who have included AbilityFirst in their estate plans. Their commitment and dedication are shining examples of generosity that will help AbilityFirst continue its efforts to help children and adults with developmental disabilities realize their full potential! By becoming a member of the AbilityFirst Legacy Society, you can celebrate today the transformations you will help to make possible in the future.

- Anonymous
Mary Alice and Bob Braly
Dean Carr
Josh Chan
Raymond De Peters
Joetta Di Bella
Blanka and Jim Douglass
Robert Elftman
Barbara Feiga
Maria French
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For more information on Planned Giving or how to become a member of the Legacy Society, please contact our Chief Development Officer Josh Chan at donate@abilityfirst.org



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AS&F Foundation
The Capital Group Companies
Charitable Foundation
Comerica Bank

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Edison International
Lawry's Restaurants, Inc.
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Union Bank Foundation
The Weingart Foundation

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The Bialis Family Foundation
Brightview Landscape Development
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Charter Communications
Coca-Cola North America
Columbian Foundation Supporting People
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The Fred L. Hartley Family Foundation
George Hoag Family Foundation
The Georgina-Fredrick Children's Foundation
The Green Foundation
Industrial Tire Service
Jordana Cosmetics
Josephine S. Gumbiner Foundation
Lluella Morey Murphey Foundation
Marian and Pink Happ Fund
NRG Energy, Inc.

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Pasadena Host Lions Club
Pepsi Company (Gift in Kind)
Performance Team
Recology Los Angeles (Gift in Kind)
SC Fuels
SCAN: Independent at Home
Simon-Strauss Foundation
Tesoro Companies
Von Der Ahe Foundation
Wal-Mart Giving

LOCATIONS

AbilityFirst’s Southern California locations offer a broad range of recreational, socialization programs for children and adults with disabilities and employment programs for adults with disabilities.

HEADQUARTERS

1300 East Green St.
Pasadena, CA 91106
Tel: 626.396.1010
Fax: 626.396.1021
info@abilityfirst.org

On-site Services:
College to Career Program

LAWRENCE L. FRANK CENTER

201 S. Kinneloa Ave.
Pasadena, CA 91107
Tel: 626.449.5661
Fax: 626.449.1519
afpasadena@abilityfirst.org
On-site Services:*After School Program, Aquatics (seasonal)*
Facility License # 191223376

CROWN HOUSE

3055 E. Del Mar Blvd.
Pasadena, CA 91107
Tel: 626.440.9090
Fax: 626.440.0535
housing@abilityfirst.org
On-site Services:*Accessible Housing*
Facility License # 19220419

EMPLOYMENT SERVICES PASADENA

2555 E. Colorado Blvd., Ste. 202
Pasadena, CA 91107
Tel: 626.768.7192
employmentservices@abilityfirst.org
On-site Services:*Employment Services*

PASADENA BUSINESS & EMPLOYMENT SERVICES CENTER

2570 East Foothill Blvd.
Pasadena, CA 91107
Tel: 626.449.5662
Fax: 626.449.0418
businessservices@abilityfirst.org
On-site Services:*Employment Services Business Services: Assembly & Packaging, Order Fulfillment, Shredding, Mailing, Light Industrial Staffing*

SIERRA ROSE

3053 ½ E. Del Mar Blvd
Pasadena, CA 91107
Tel: 626.578.0120
housing@abilityfirst.org
On-site Services:*Accessible Housing*
Facility License # 197603944

GLENDALE CENTER

1700 E Mountain St., Rm. 6
Glendale, CA 91207
Tel: 818.548.4677
Fax: 818.548.9587
malcantar@abilityfirst.org
On-site Services:*After School Program*
Facility License # 198018595

CLAREMONT CENTER

480 S. Indian Hill
Claremont, CA 91711
Tel: 909.621.4727
Fax: 909.624.8388
afclaremont@abilityfirst.org
On-site Services:*After School Program, Aquatics program*
Facility License # 191501798

EAST LOS ANGELES CENTER

154 N. Gage Ave.
Los Angeles, CA 90063
Tel: 323.268.8178
Fax: 323.268.2359
afeastla@abilityfirst.org
On-site Services:*After School Program*
Facility License # 191871195

L.L. FRANK BUSINESS & EMPLOYMENT SERVICES CENTER

3812 S. Grand Avenue
Los Angeles, CA 90037
Tel: 213.748.7309
Fax: 213.748.7248
businessservices@abilityfirst.org
On-site Services:*Employment Services Business Services: Assembly & Packaging, Order Fulfillment, Shredding, Mailing, Light Industrial Staffing*

JOAN & HARRY A. MIER CENTER

8090 Crenshaw Blvd.
Inglewood, CA 90305
Tel: 323.753.3101
Fax: 323.753.5472
afinglewood@abilityfirst.org
On-site Services:*Adult Day Program, After School Program, Community Integration Program, Aquatics*
Facility License # 191601509, 197400546

LONG BEACH CENTER

3770 E. Willow Street
Long Beach, CA 90815
Tel: 562.426.6161
Fax: 562.426.6148
aflongbeach@abilityfirst.org
On-site Services:*Adult Day Program, After School Program, Aquatics*
Facility License # 191600097, 191600444

EMPLOYMENT SERVICES LONG BEACH

3447 Atlantic Ave., 3rd Floor
Long Beach, CA 90807
Tel: 562.570.3667
Fax: 562.570.3670
employmentservices@abilityfirst.org
On-site Services:*Employment Services*

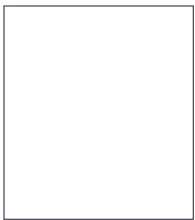
CAMP PAIVIKA

Mailing Address:
PO Box 3367
Crestline, CA 92325
Camp Address:
600 Playground Dr.
Crestline, CA 92322
Tel: 909.338.1102
Fax: 909.338.2502
camppaivika@abilityfirst.org
On-site Services:*Overnight Summer Camp, Overnight Winter/Spring Camp Experiences, Mom’s Retreat, Facility Rentals*

FINANCIALS

Audited Financial Statements
(\$ in thousands)

REVENUE AND SUPPORT	Jan. 1 - Dec. 31, 2016	
	Amount	%
Program Revenue		
Community Centers	\$3,229	20%
Business Services	\$2,248	14%
Housing Services	\$685	4%
Camping Services	\$385	2%
Supported Employment	\$2,332	15%
Fund Development		
General	\$2,292	14%
Restricted Donations	\$559	3%
Legacies and Bequests	\$773	5%
Other Revenue		
Facility Revenue	\$448	3%
Investment Income	\$2,888	18%
Change in Value - Trusts	\$216	1%
Gain on Sale of Asset	(\$5)	0%
TOTAL REVENUE/SUPPORT	\$16,050	100%
OPERATING EXPENSE		
Program Services	\$11,863	78%
Support Services		
Management & General	\$2,592	17%
Fund Development	\$747	5%
TOTAL EXPENSES	\$15,202	100%
CHANGE IN NET ASSETS	\$848	



1300 East Green St.
Pasadena, CA 91106



「THANK YOU」 For Your Support



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Focusing on Capabilities.

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