



Looking beyond disabilities
Focusing on capabilities
Expanding possibilities

TOGETHER APART

2020 Annual Report





MISSION

AbilityFirst provides programs and services to help children and adults with disabilities realize their **full potential** throughout their lives.

VISION

At AbilityFirst, our vision is of a society that **values each individual** and provides the opportunity for all people to lead full and productive lives.

VALUES

Trust - Belonging - Personal Best

AbilityFirst stands for and alongside people with developmental disabilities and their families. We create a welcoming environment where everyone feels they belong 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.

TOGETHER APART

Dear Friends,

2020 was a challenging year for our AbilityFirst community and the world. We faced a global pandemic and experienced a loud cry for social justice across our nation, all while physically distancing from our families, friends and loved ones. But through it all, we came together and showed up for one another in ways we never had before.

By the end of March, the AbilityFirst program staff had successfully pivoted to implement **remote programming** to quickly help our participants to overcome some of the feelings of isolation and anxiety that came with the disruptions of their daily lives, while continuing to pursue their goals and interests. Some of these remote activities included arts and crafts, cooking, yoga and dance and other exercises, learning new technology, self-care and advocacy. Our College to Career program is continuing to offer remote support for students at Pasadena City College and other colleges and universities.

In August **AbilityFirst merged with FVO Solutions** allowing us to expand our community integration programs while helping people with disabilities to build the skills they need to be successful in the workforce. Thank you to the FVO board of directors and staff for their time, commitment and dedication during this transition.

In September we expanded to in-person services in one-on-one activities that complied with all safety and public health recommendations. These activities included meeting in an outdoor park, going for a walk or a hike, and working on a skill important to the individual outside of their home such as practicing money management skills while shopping or outdoor dining. These activities helped individuals explore their neighborhoods and interact with staff, while offering valuable respite for parents and caregivers.

Meanwhile, Camp Paivika postponed their in-person summer camp and replaced the beloved overnight camp program with **Camp @ Home** a virtual camp experience that continued through the end of 2020 with cooking classes, painting and other crafts, book clubs and cabin chats. Camp @ Home even featured videos with former counselors from Australia and England giving campers tours of local landmarks and gardens - all while staying safe at home.

Each of these unique experiences allowed our staff to stay engaged and connected with participants all while continuing the support our supported employees on the front lines. Together, we will continue to create a bright and engaging future for all AbilityFirst participants and their families we support now and in the future.

Thank you for your support – if there was ever a time for our communities to come together, it is now.



Lori Gangemi
Chief Executive Officer



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Change a Life, MAKE YOUR GIFT TODAY!

For 95 years, AbilityFirst has helped children and adults with disabilities realize their full potential, regardless of their families' ability to pay. To do this we rely on the **generous support of individual donors, volunteers and community leaders** to support our mission of looking beyond disabilities, focusing on capabilities and expanding possibilities.

Ongoing fundraising has made it possible for AbilityFirst to touch the lives of nearly 1,700 individuals and their families each year. This generosity has been the foundation by which AbilityFirst has made a positive impact on so many people with disabilities in the greater Los Angeles area.

DONATE ONLINE

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

TEXT TO GIVE

TEXT AbilityFirst to 44321

DONATE A GIFT OF STOCK

We accept gifts of stock and appreciated securities.

MATCHING GIFT

Many employers sponsor generous matching gift programs that match your charitable contribution! Find out if your employer has a matching gift program at www.abilityfirst.org/donate

PLANNED GIVING

All donors who make a planned gift to AbilityFirst will be immediately recognized by our Legacy Society. Contact Lauren Rayner, Chief Development Officer at lrayer@abilityfirst.org or **626-243-4844**

GIFTS IN TRIBUTE OR MEMORIAL

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

DONATE A VEHICLE

AbilityFirst partners with CARS to help you turn a vehicle you no longer need into a gift to support our mission. Learn more by visiting: 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 at 626-243-4844 or development@abilityfirst.org



AbilityFirst PossAbility

Meet Gregory!

Prior to the global pandemic, Greg didn't interact much with technology. He knew how to text and make phone calls, but Greg was suddenly faced with more complex technological demands, like using Zoom.

Luckily, Greg was participating in the AbilityFirst PossAbility program and his coach David was able to help. David worked with him via video chat to teach Greg how to navigate Zoom including creating or joining social sessions with his friends in the program.

PossAbility is a community integration program that empowers adults with developmental disabilities to explore their interests by becoming more involved in their communities. Through the program, individuals acquire skills and preparation for independent living and job readiness. Greg joined the PossAbility program in 2019 after leaving the former AbilityFirst Work Center. He arrived at the program enthusiastic about new possibilities, like learning how to use public transportation, improving his social skills and making new friends! Things were going great, but when the pandemic hit, Greg's daily life changed drastically, including how Greg received support from AbilityFirst.

During remote programming, some of the structured online sessions were stressful for Greg. His coach arranged for him to attend mock interviews to get him comfortable with responding to questions from a potential employer. Greg rose to the challenge of memorizing answers and sitting in the "hot seat" and began to successfully manage his stress.

Greg made strides in other areas too. He gained an even deeper understanding of the social skills involved in cultivating and maintaining friendships and relationships. These skills have helped him with his family, friends, and his girlfriend which he describes as the light of his life. He has been working on settling disagreements through



“I like AbilityFirst because I work hard and I have staff that support me, like David. He helps me with my goals.”

– Gregory, AbilityFirst PossAbility Participant

conversation and is now able to vocalize his wants and needs, like letting friends know when they've hurt his feelings.

Friends today describe Greg as kind and respectful, and as his coach and friend, David says he is a “bright light with a warm, loving spirit.” Greg has developed a flourishing sense of self-confidence as he continues to work on his goals. He has gained some independence and confidence through taking daily walks around his neighborhood, using his cellphone, tablet and maintaining a schedule, all with the help of AbilityFirst staff.

Greg shares that part of his future plans include proposing to his girlfriend! Greg has researched wedding planning and he continues to develop his employment skills with hopes to one day support this future wife and family.

To learn more about the AbilityFirst PossAbility program, please visit abilityfirst.org/programs.

AbilityFirst **CAMP PAIVIKA**

Megan's Story

Camp Paivika is not just a place, it's a spirit. That has never been truer than during the past year, when the Paivika Spirit has been most evident keeping campers connected through Camp Paivika @ Home, the newest Paivika experience. In addition to supporting our returning campers, Camp Paivika@ Home has some new campers including, Megan who lives in Altoona, Pennsylvania!

Megan's daily activities had come to an abrupt halt because of the pandemic, and she found herself sitting at home without much to do. Thanks to a support group for parents of children with cerebral palsy, Megan's mom learned about Camp Paivika's interactive programming. Both Megan and her mom were impressed to learn about Paivika @ Home's weekly club meetings, chat groups, fitness challenges, arts and crafts, and holiday-themed parties—all on line.

Megan was eager for new friends and fun, but would someone from out of state be allowed to enroll in Camp Paivika @ Home? With true Paivika spirit, Camp Paivika Director Kelly Kunsek said "why not!" and Megan signed up. She instantly felt a sense of belonging, like she was part of the camper community.

"Finding a daily program that I love is wonderful!" shares Megan, "...and with all the crazy things they have us doing, I always know it is going to be fun!"

For 74 years, Camp Paivika has provided a fully-accessible overnight summer camp for children and adults with disabilities in the San Bernardino National Forest. Ever since its inception, campers have developed confidence and independence, while exploring new interests, like horseback riding, sports, swimming or simply relishing the joy of gathering around a campfire and singing camp songs.



"I have developed important relationships with others that I am carrying on outside of Camp Paivika @ Home. I talked for hours the other night with my friend Sarah, who I met through the program. It was awesome!"

– Megan, AbilityFirst Camp Paivika camper

Even though the overnight camp is temporarily on hold, the spirit of Camp Paivika continues at home as campers learn new skills and enjoy new experiences, including cooking classes, book clubs and art classes while building their independence. With many adult programs closed due to the pandemic, adults are especially vulnerable to feelings of isolation and loneliness. Camp Paivika offers a way to alleviate those feelings, foster friendships, and promote a safe, engaging online experience for campers of all ages.

Through Camp Paivika @ Home, Megan has met new people and become more receptive to trying new things. She has been happily getting to know her new friends and no longer feels isolated.

Program HIGHLIGHTS

In 2020

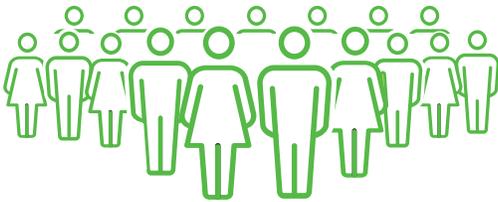
through the help of our valued contributors, AbilityFirst supported 1,650 individuals by providing:



**2,800
HOURS**

of person-centered
planning for

**376
PEOPLE**



115,000+

hours of remote &
virtual programming



2,400 hours of in-person,
one-on-one services for
136 participants

14,000 hours
of job coaching for
essential workers



**70
CAMPERS**
enrolled
in virtual
fall/winter
camp



**4,881
HOURS**
of virtual
summer camp for
**245
CAMPERS**



37 individuals with
NEW JOBS!

AbilityFirst CAPITAL CAMPAIGN

In 2020 we announced the AbilityFirst Capital Campaign for the **Lawrence L. Frank Center** and **Long Beach Center**. The \$5.9 million campaign will allow us to update these centers, opened more than 50 years ago, to meet the needs of our programs and participants today.

AbilityFirst aspires for our participants to have the fullest access possible to the community and, for many, that journey begins at an AbilityFirst center. The AbilityFirst Lawrence L. Frank and Long Beach Centers provide critical site-based instruction that enhance our important integration activities that occur in the community. AbilityFirst helps our participants achieve their personal best in the following areas: basic life skills, communication, socialization and healthy living.

From 2016 to 2017 the number of children and adults with developmental disabilities needing services within the Pasadena and Long Beach communities, increased by 1,000 people, or approximately 9%. And, 66% of these same people are between the ages of 6 and 51 years old—the target age for AbilityFirst programs. With this Capital Campaign, we are ready to meet this need.



Members of the Capital Campaign Committee at the Long Beach Center groundbreaking.

Board member and Capital Campaign co-chair Richard Frank with the golden hammer.



New teaching kitchen at Lawrence L. Frank Center in Pasadena.

AbilityFirst 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.**

Mary Alice and Bob Braly

Raymond G. De Peters

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For more information on Planned Giving or how to become a member of the Legacy Society, please contact Lauren Rayner, Chief Development Officer at lrayner@abilityfirst.org or 626-243-4844

DONORS

Our donor's 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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*Capital Campaign multi-year pledge
** Gift in kind

This annual report covers the fiscal year January 2020-December 2020. Gifts received after December 31, 2020 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 Lauren Rayner, Chief Development Officer at lrayer@abilityfirst.org or 626-243-4844.

FINANCIALS

2020 Unaudited Financial Statements (\$ in thousands)

REVENUE AND SUPPORT

January 1 - December 31, 2020

Program Revenue

Community Centers	\$4,991
Business Services	\$1,642
Housing Services	\$681
Camping Services	\$15
Supported Employment	\$1,414

Fund Development

General	\$1,878
Restricted Donations	\$993
Legacies and Bequests	\$1,620

Other Revenue

Facility & Other Revenue	\$236
Manufacturing Sales	\$64
Investment Income	\$7,761
Change in Value - Trusts	\$354
Gain on Sale of Asset	\$2,735
Government Grant	\$1,811
Contribution Value of Acquisition	\$6,406

TOTAL REVENUE/SUPPORT

\$32,601

OPERATING EXPENSE

Program Services \$12,242 81%

Support Services

Management & General	\$2,177	14%
Fund Development	\$769	5%

TOTAL EXPENSES

\$15,188 100%

CHANGE IN NET ASSETS

\$17,413

LOCATIONS

AbilityFirst person-centered programs are grounded in **individual choice, autonomy, and community participation**. They empower individuals to discover what is important to them in their lives, and to develop the skills that are important for them to achieve their goals.

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

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*



AbilityFirst (established in 1926 as the Crippled Children's Society) is a 501(c)3 nonprofit (Federal Tax ID #95-1690983) that provides programs and services to help children and adults with disabilities reach their full potential. To learn more, visit www.abilityfirst.org

AFTER SCHOOL AND ADULT DAY PROGRAM

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*

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*

GLENDALE CENTER

Pacific Avenue Education Center
440 West Lomita Ave.
Glendale CA 91205
Tel: 818.548.4677
Fax: 818.548.9587
malcantar@abilityfirst.org
On-site Services: *After School Program*

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*

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, Community-integration program*

LONG BEACH CENTER

3770 E. Willow St.
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*

EMPLOYMENT PROGRAMS

EMPLOYMENT SERVICES LONG BEACH

4811 Airport Plaza Dr,
Suite 210
Long Beach, CA 90815
Tel: 562.570.3667
Fax: 562.570.3670
employmentservices@abilityfirst.org

COMMUNITY AND SUPPORTED EMPLOYMENT OFFICE PASADENA

789 North Fair Oaks Ave.
Pasadena, CA 91103
Tel: 626.449.5662

POSSABILITY LOS ANGELES

3756 Santa Rosalia Dr,
Suite 601
Los Angeles, CA 90008
employmentservices@abilityfirst.org

RESIDENTIAL HOMES

CROWN HOUSE

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

SIERRA ROSE

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



1300 East Green St.
Pasadena, CA 91106

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Looking *beyond disabilities*

Focusing *on capabilities*

Expanding *possibilities*



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