What a year this has been! Last summer we kicked off the new fiscal year by finalizing the merger of Abilities United and Gatepath. I continue to be amazed by how seamless the transition has been, thanks to the teamwork of our staff and supporters who are so dedicated to our mission.

As a result of the merger, we were able to repurpose the former administrative offices on Charleston Road in Palo Alto into modern, functional spaces to be fully dedicated to our employment, computer, and art programs for adults. We celebrated the renovations with a grand re-opening, which included performances by our choir and our first gallery exhibition in the new space to help artists in our program share their art with the community and sell their work.

In the last quarter of our fiscal year we had to quickly adapt to new realities due to the COVID-19 pandemic. We immediately pivoted all our in-person programming to engaging virtual formats. From teletherapy and preschool circle times to weekly activity packets, online classes, and remote support for independent living and job coaching, our team ensured the continuity of services for the families, children and adults we serve.

While we never imagined our 100th anniversary celebration would be hosted online, this year’s Power of Possibilities event was a spectacular virtual event. We were absolutely overwhelmed by the warmth and generosity of our community. With your support, we exceeded our fundraising goal of $1,000,000, making it the most successful fundraising event in our history. Your celebratory photos and video messages, and the music video created by adults in our performing arts program were all so inspiring.

Dr. Temple Grandin, world-renowned autism self-advocate, was a riveting guest speaker. And one of my favorite parts of each Power of Possibilities event is the presentation of the Neal Poppin Award. This year’s honoree was Rolando Hernandez, who has worked in the housekeeping department of the San Francisco Marriott Waterfront for 17 years. He is a quiet, humble man who is extremely dedicated to his job. Congratulations, Rolando!

Wrapping up the fiscal year, we made the exciting announcement of our new name and brand, and once again you showed us such incredible support. This year was remarkable and memorable in so many ways. I hope you enjoy reading more about all we achieved together on the following pages. The agility of our team and your unwavering support was a fitting tribute to our 100-year history. Thank you for being part of the AbilityPath family and inspiring inclusion in our community.

“Thank you for being part of the AbilityPath family.”
Vision
A world where people of all abilities are fully accepted, respected and included.

Mission
Empower people with special needs to achieve their full potential through innovative, inclusive programs, and community partnerships.

Values
People First
Collaboration
Inclusion
Community
Innovation
Dedication
On July 1, 2019, we announced the exciting news of Abilities United and Gatepath joining forces — making our combined nonprofit the largest provider of services for individuals with developmental disabilities on the Peninsula! With a shared mission of empowering people of all abilities to achieve their full potential, and alignment in the services offered, the merger of our teams and organizational cultures was a natural fit.

The integration of our organizations has been advantageous to the individuals and families we serve, and it has provided more opportunities for our dedicated staff, too. Our teams have learned from each other and adopted best practices from each organization. We have leveraged our administrative and management functions across both organizations, enabling more resources to be directed towards our programs and staff, including increased wages for direct care employees, additional training opportunities, and upgrades in technology and facilities. These changes helped support a 70% one-year retention of the 60 Abilities United employees who were hired by Gatepath.

The unwavering support of the community has made our success possible. Thanks to you, we are creating more opportunities for those we serve and improving our long-term sustainability.

Better Together

The largest provider of services for individuals with developmental disabilities on the Peninsula!

1,000+ children, adults, and families served daily

290 employees

12 locations

many providing multiple services

Admin

Adult Services

Children’s Therapy Services

Family Support Services

Preschool
Our Impact

607 developmental screenings completed to identify delays as early as possible

18 monthly caregiver support groups

45,500 hours of speech, occupational, and physical therapy and early intervention services for children

389 children with and without special needs learned together in our inclusive preschools

40+ volunteer sites where adults learned pre-vocational skills

328 adults with paid work in the community

Jasmine is a kind, smart, honest, and hardworking person who loves to socialize. She has become a confident and accomplished young woman since joining AbilityPath’s independent living programs more than five years ago. Our team helped Jasmine secure a part-time job at the Palo Alto YMCA welcome desk where she greets members, scans badges, hands out towels, makes coffee, answers phones, and more.

Her independent living coaches are also supporting her with goals addressing meal planning and preparation, personal care, household tasks, social skills, and computer education. Jasmine aspires to move into her own apartment and become financially independent by obtaining a full-time job with benefits. She’s well on her way, and has even taken training courses to learn about the duties of a membership desk clerk so she can apply when a position becomes available!

Jasmine aspires to move into her own apartment and become financially independent.
A New Brand Identity For Our Next Century of Service

After 100 years of serving the community and providing a lifespan of support services to individuals with special needs and developmental disabilities, we have a new brand to help further our mission and values! On our founding date of June 20th, we revealed that the combined Gatepath + Abilities United organization is now AbilityPath—a name that better conveys our mission of acceptance, respect, and inclusion. The tagline, Inspiring Inclusion, motivates people to experience the power of inclusion, so everyone can reach their full potential.

This announcement marked the culmination of two years of hard work and input from our entire community. Our rebranding discussions coincided with Abilities United becoming affiliated with Gatepath last year. The merger, coupled with our 100th anniversary and generous support from Graybird Foundation, made it clear that we had a unique opportunity to create a long-term impact on our organization and those we serve by implementing a branding change.

We also launched a new website, which aligned with our new brand! You can learn more about our services, special events, and how to support our advocacy efforts at abilitypath.org. Thank you for your ongoing support of our mission and those we serve. Together, as AbilityPath, we will continue inspiring inclusion for the next 100 years!
Innovating During a Global Health Crisis

Brady has been receiving services at AbilityPath since he was two years old. His mom, Anh, says the AbilityPath team has helped Brady become the person he is today — a lively, happy kid who loves to dance. She was nervous about switching to teletherapy during the pandemic but knows how important it is for him to continue learning during this time. “Brady isn’t one to sit still,” she said. To Anh’s surprise, Brady’s speech therapist, Angie, has been able to keep him engaged during the entire online session and he has continued to make great progress! “I want him to be able to communicate verbally to the point that people understand him, and Angie is helping us achieve that,” says Anh. One big stride Brady has made is using an assistive communication device during class to ask and answer questions from teachers and his family. For more than five years, the AbilityPath team has helped Brady achieve his goals every step of the way. “AbilityPath feels like a second home with all the familiar faces and care he receives,” said Anh.

“AbilityPath feels like a second home with all the familiar faces and care he receives.”

Weekly
online lunch gatherings for adults to socialize with staff and Auxiliary volunteers

2x a day
virtual circle time for preschoolers; resumed in-person services for children of essential workers

63
participants have continued working in the community during the pandemic with virtual job coaching support

160+
online classes each week for adults to learn health, independent living, and social skills

361
children received teletherapy

450
activity packets delivered between April and June so adults could sustain their learning and engagement
The operational outcomes associated with the joining of Gatepath and Abilities United — to form AbilityPath — had many positive outcomes for our combined organization and the community we serve. Due to cost savings realized from merging our administrative and overhead functions, and from the combining of our shared assets, we were able to strengthen the finances of our organization and make important investments in our teams and programs. For example, we renovated our location on Charleston Road in Palo Alto, transforming the former administrative offices into spaces that support employment, computer, and art programs, and provide community meeting rooms. In addition, we invested in new technology for employees, enabling our teams to work more efficiently, thereby improving support for the people we serve.

Marketing and rebranding support from Graybird Foundation and all new furniture from Insidesource for our Charleston Road location positively influenced our outcomes and significantly increased in-kind donations to nearly $1 million for the year. Lastly, several generous individuals included AbilityPath in their estate plans, resulting in bequests of over $800,000 that will impact our programs into the future and honor their legacy.

Operational Outcomes

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We were able to strengthen the finances of our organization and make important investments in our teams and programs.

Support and Revenue

<table>
<thead>
<tr>
<th></th>
<th>Adult Services</th>
<th></th>
<th>Children and Family Services</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Public Funding</td>
<td>28%</td>
<td>$6.3M</td>
<td>17%</td>
<td>$3.7M</td>
</tr>
<tr>
<td>Private Fees</td>
<td>31%</td>
<td>6.8M</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Donations and Grants</td>
<td>19%</td>
<td>4.2M</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bequests</td>
<td>4%</td>
<td>0.8M</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investment Income</td>
<td>1%</td>
<td>0.3M</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Support and Revenue</td>
<td>100%</td>
<td>$22.1M</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Operations and Net Surplus

<table>
<thead>
<tr>
<th>Program</th>
<th>Adult Services</th>
<th></th>
<th>Children and Family Services</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Public Funding</td>
<td>20%</td>
<td>$6.7M</td>
<td>39%</td>
<td>8.6M</td>
</tr>
<tr>
<td>Children and Family Services</td>
<td>39%</td>
<td>8.6M</td>
<td></td>
<td></td>
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<tr>
<td>Occupancy</td>
<td>6%</td>
<td>1.4M</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Marketing and Development</td>
<td>9%</td>
<td>1.9M</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administration</td>
<td>12%</td>
<td>2.7M</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Operations</td>
<td>96%</td>
<td>21.2M</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net Surplus</td>
<td>4%</td>
<td>0.9M</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Operations and Net Surplus</td>
<td>100%</td>
<td>$22.1M</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

As a result of the merger of Abilities United and Gatepath, there was an additional increase in net assets of $1.8 million, which is not reflected above.

7,800 volunteer hours
75 interns
1,930 donors
$915K value of in-kind and pro bono support
60+ bilingual staff who speak 19 different languages
27 hours of training per employee, on average

We were able to strengthen the finances of our organization and make important investments in our teams and programs.
Thank You to Our Donors

AbilityPath is grateful to the donors who made gifts between July 1, 2019 and June 30, 2020.

Legacy Giving Society
In recognition of including AbilityPath in estate plans
Anonymous (4)
Brian Beckwith
Martin M. Berndt
Carolyn and Richard Brennan
Carolyn Caddes and Robin Robinson
Patricia J. Campbell
Estate of Maria Carter
Mary D. Chigos
Linda and Ray Chin
Elaine and George Cohen
Mary and Emilio Colombo
Mike and Beth Connor
Eleanor B. Crippen
Marla J. de Broekert
Carrie Drake
Ellen and Tom Ehrlich
Linda and John L. Elman, J.D., CLU
Shannon and Jeff Fallick
Heidi M. Feldman
Susan Perez
Jeronne Foley
Sharon and Joel Friedman
Karen Gaydon and Geoff Badger
Walter Howard Girdlestone
Mary and David Goodman
Estate of George Greene
Larry and Betsy Greta
Geri Hadley and Ron Cota
Harry and Susan Hartzell
Ruthann and Robert Hereaudeen
Frank Hunt
Pat Irish
Laurel and Jim Jarrett
Trish and Tim Jemison
John and Alice Kataoka Trust
Suzanne Keith
Estate of Raymond and Dorothy Kealey
Estate of Marie Kieraldo
Kathleen P. Kilcare Trust
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Mary F. Kutz Trust
Ginny Langmuir
Chris and Dan Logan
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Jane Mallen
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Agnes Michaels Trust
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Karen Moore and Peter Watkins
Tami and Timothy Murcathy
Katie and Bryan Neider
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Richard Pospisil
Ann Poulson
Gina and Michael Rayfield
Barbara and Paul Regan
Judith and David Richardson
Katherine Allen Shapp
The Robert R. Snell Trust
Estate of Lynda J. Steele
Maddy and Isaac Stein
Heloise and Howard Stewart
Estate of Freddie and Arthur Stromborg
Kant Taylor
Jacqueline S. Thelen Living Trust
Martha W. Thompson Estate
Sandra Ann, J.D.
Darla and Mitch Tuchman
Ellen and Mike Turbow
Beth and Kurt von Emster
John F. Weigan, MD
Mary Ellen White-Vondran
Mary S. Wilkinson
Estate of Louisa Williams
Betty Wright Wyborn
Sheryl Young

1920 Giving Society
Recognizing lifetime philanthropy of $100,000+
Anonymous (9)
AbilityPath Auxiliary
Alberta and Bill Aldinger
American Century Companies Foundation
Carrice Anderson
Arrillaga Family Foundation
A&T
Bailard, Inc.
Nasirallah and Eblal Behbehani
Bothin Foundation
Deborah and Jeffery Byron
Chan Zuckerberg Initiative
Cisco Systems Foundation
Elizabeth and Michael Connor
Cotchet, Pitt & McCarthy
David and Lucille Packard Foundation
Department of Developmental Services
Nancy Drapkin
Dudley-Vehmeyer-Brown Memorial Foundation
Ellen and Thomas Ehrlich
Electronic Arts, Inc.
Heidi Feldman and Jay McClelland
Mary and Clinton Gilliland
Graybird Foundation
The Jill Grossman Family Charitable Fund
Eva Grove
Geri Hadley and Ronald Cote
Stanley E. Hanson Foundation
Susan and Harry Hartzell
William Randolph Heart Foundation
Hurlbut Johnson Charitable Trust
Laurie Jarrett
Samantha and James Jungroth
Christina Kennick
Lynn and Tom Kiley
Linda and Richard Leao
Juanita Mast and Jeanne Dunford
Yvonne and Nail McCarthy
Carole Middleton
Moore Family Foundation
Katie and Bryan Neider
Antje and Paul Newhagen
Alicia and Merrill Newman
The O'Donnell Foundation
Mary and Clinton Gilliland
Graybird Foundation
The Jill Grossman Family Charitable Fund
Eva Grove
Geri Hadley and Ronald Cote
Stanley E. Hanson Foundation
Susan and Harry Hartzell
William Randolph Heart Foundation
Hurlbut Johnson Charitable Trust
Laurie Jarrett
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Juanita Mast and Jeanne Dunford
Yvonne and Nail McCarthy
Carole Middleton
Moore Family Foundation
Katie and Bryan Neider
Antje and Paul Newhagen
Alicia and Merrill Newman
The O'Donnell Foundation
$2,500-$4,999

Bryce Lee and Cristiand de Guzman
Lisa and Kevin Cullinane
City of Burlingame
Carol A. Chinn
Anne Carey
Carolyn G. Bunje and Robert P. Bunje
Kate and Jeff Brown
Books Inc.
Blue Shield of California
Andy Billings
Sandra and David Behling
Laura Barton
Arborwell, Peter Sortwell
Anonymous
Sherry and Bill Young
Florence Wong and Andrew Haskell
Sherry and Bill Young

$1,000-$2,499

Bainco International Investors
Mary Artibee and Milt Mallory
Janice Apol and Mark McCormick
Mary Artibee and Milt Mallory
Banco Internacional Financiers
Kevin Bates
Annis Bittane and Eyal Bilgrai
Kay and August Benz
Pauline and John Beare
Cathy and Duncan Beardsley
Kevin Bates
Bainco International Investors
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Kevin Bates
Annis Bittane and Eyal Bilgrai
Kay and August Benz
Pauline and John Beare
Cathy and Duncan Beardsley
Kevin Bates
we can update our records for future listings. Please email development@abilitypath.org so that we can ensure donors are listed accurately. If you are listed incorrectly, AbilityPath makes every effort to recognize our donors accurately. If you are listed incorrectly, AbilityPath makes every effort to recognize our donors accurately.
Congratulations to the AbilityPath Auxiliary on their 70th anniversary! In addition to fundraising and social events, this group of dedicated women leads advocacy campaigns to support children and adults with special needs and developmental disabilities. We are grateful to the 170 members — who volunteered a combined 5,300 hours this year and made significant financial contributions — for their dedication to our mission and steadfast support for 70 years!

Louise Agardy
Marilyn Alberding
Suzanne Barberini
Betty Barnes
Jane Barr
Pat Barr
Cathy Beardley
Pauline Beane
Pearl Bender
Kate Bennett
Kay Benz
Bonnie Bertetta
Helena Biggerstaff
Bambi Bisch
Susan Bloom
Mickey Bock
Peggy Biro Jones
Kathryn Breaux
Carole Brooks
Joy Brower
Denise Browne
Sheila Brucato Young
Noreen Bulotti
Carolyn Bunja
Melody Butterworth
Gayle Carboni
Anne Carey
Cheri Carr
Jane Carr
Mary Chigos
Carol Chin
Connie Clark
Judy Clark
Susan Clark
Lynne Colabba
Elaine Cohen
Susan Comartin
Mary Connelly
Kathy Cook
Betty Cookson
Margot Cookson
Gloria Corey
Patti Crisafi
Anne Curry
Barbara Curry
Mary Lee Delanthy
Susan Desautels
Kim Diefendorf
Sylvia Dovel
Happy Dumas
Lonalee Durkee
Susan Ferno
Nancy Fick
Madalyn Fitzpatrick
Rose Folsom
Deanne Foster
Caroline Friedman
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Gay Gerity
Barbara Gilmartin
Caroline Gimbel
Marjorie Giordano
Louise Gray
Lynn Gross
Betsy Grotte
Janet Grove
Marianne Guttas
Pam Hakman
Ellen Halsted
Roberta Hamilton-Puccinelli
Lynzie Haynes
Ruth Haynes
Christine Hevener
Sky Hill
Jacquie Himes
Charlene Hines
Janet Hooper
Carolyn Irvine
Leila Jensen
Carol Kelb
Louise Kerr
Carol Kiley
Kathryn Kiley
Sue King
Suzanne Klein Lewis
Lora Peterson
Susan Pizzi
Pat Pitts
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Kathy Quale
Colleen Rafferty
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Virginia Reed
Barbara Richard
Joan Riggs
Beth Ritchie
Virginia Roberts
Barbara Rogers
Patricia Rouke
Mary Rutgers
Vivian Salama
Robert Salmi
Jeanne Salerno
Clyde Schauer
Sue Schellenberg
Christina Scribben

Donna Saligman
Peg Shambarger
Kala Sharp
Susan Shea
Anne Sibell
Renada Stephenson
Alice Starn
Belinda Stayer
Sue Stockton
Bev Stowell
Beth Stacchia
Suzanne Sullivan
Sandra Ann Titch
Pat Toft
Beliee Trinkner
Molly Wenderh
Gene Watermuller
Linda Wilhel
Kris Willig
Carol Windsor
Gayle Youlden
Barbara Zwierlein

Thank you for 70 years of service!
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We are grateful for the financial, volunteer and leadership support of every board member.

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Community Leader

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Suman Prasad
Google

Gayle Younker
AbilityPath Auxiliary/La Belle Gourmande

Committee Members

We are grateful to the following individuals who volunteered their time alongside board members to support our mission through 10 active committees.

Alberta Aldinger
Community Leader

Susan Graubard
AbilityPath Auxiliary

Henry P. Cohn
University Administrator/Professor (Retired)

Samantha Grace
Electronic Arts

Jennifer Wagstaff-Hinton
Community Volunteer / Hewlett Packard (Retired)

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AbilityPath CEO

Charlie Munn
Morgan Stanley

Vanessa Jolivet
Electronic Arts

Rebecca Sponser
Graybird Foundation

Dorothy Fletcher, M.A.
Educator

* served during a portion of the fiscal year

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AbilityPath’s Advisory Council is comprised of dedicated volunteers, including former board members and community leaders, who provide strategic advice and support.

Stern Advisors
Seyfarth Shaw LLP

Burns Sarlo
Electronic Arts

Sam Mates
CA Assemblyman and Educator (Retired)

Renee Spooner
Graybird Foundation

Lightboard Foundation
Olenka Villareal
Magical Bridge Foundation

Gary Stowe
Philanthropic Ventures Fund

Jennifer Cramm
Morgan Stanley

* served during a portion of the fiscal year

ALBERTA ALDINGER
Community Leader

Diane Christensen Mason
Christensen & Rafferty Fine Jewelry

Toby Mumford
Franklin Templeton Investments (Retired)

Ray Marino
Mission West Properties Inc.

Scott Atkinson
Syfardt Shear LLP