



Better Together, Better With You



abilitypath

INSPIRING INCLUSION

ANNUAL REPORT 2020-2021

Resiliency Spurs Innovation and Expansion

I am extremely proud of the resiliency our staff and those we serve have shown over this past year. Their ability to adapt during the pandemic, which has lasted longer than any of us could have imagined, has been inspiring. Our team maintained consistent, high-quality standards and excelled at innovating new and creative ways to deliver services in a virtual environment—from teletherapy for children to online classes for adults and

remote support services for families whose needs were amplified by the pandemic. Some of our teams, such as our preschool staff and adult program employment specialists, continued to serve the community as frontline workers throughout the year.

In addition to delivering high-quality services, our team focused on new, innovative program designs, renovating our physical spaces, and developing



Our staff and those we serve reflect the wonderful diversity of the Bay Area.



community partnerships to lay the foundation for future expansion and new services. Our Adult Services team updated its program design to be more like “life coaches,” supporting each individual in identifying and achieving their dreams. The new *Pathways* program offers more flexibility and choice for adults. We even had the opportunity to share the *Pathways* model with the California Department of Developmental Services.

At our Middlefield Road location in Palo Alto, we invested in our facilities to increase the number of

preschool classrooms, allowing us to serve more children in our unique inclusive early childhood education program. We upgraded and improved the playground, children’s therapy, and adult services spaces. We also partnered with Peninsula Health Care District, PARCA, and Golden Gate Regional Center, opening two new independent living homes in San Mateo.

Another exciting highlight during the year was our first-ever hybrid event when we hosted *Power of Possibilities* at Filoli Gardens. It was a huge success, raising more than \$575,000 to support our programs. One of my favorite parts of the evening was presenting our Neal Poppin Award to Sharon Boddie, who has been on the job at Safeway throughout the pandemic. In fact, Sharon was promoted to manager of the “drive up and go” service. Congratulations, Sharon!

Finally, we spent significant time this past year elevating our work around

diversity, equity, and inclusion (DEI). Our staff and those we serve reflect the wonderful diversity of the Bay Area and our mission to accept, respect, and include people of all abilities extends to the identities and backgrounds of every member of our community.

We formed a staff committee to evaluate DEI and make recommendations; a subcommittee developed our DEI Statement. Our team also engaged in trainings and important conversations about diversity, equity, and inclusion.

What our organization has achieved over the past year has been remarkable. I look forward to seeing what the AbilityPath family can achieve in the coming year. Thank you wholeheartedly for supporting our mission and inspiring inclusion within our communities.

Bryan Neider
CEO



Better Together, Better With YOU

Our mission to accept, respect, and include people of all abilities extends to the identities and backgrounds of every member of our community.

AbilityPath disrupts all forms of discrimination, injustice, and oppression. We oppose violence and discrimination against all members in our community, particularly BIPOC and LGBTQ+ people. We are committed to diversity, equity, and inclusion.

In solidarity with these core values, we recognize that we have work to do. We are creating a culture where community members can thrive as their authentic self.

We are a stronger community when everyone is included.

Learn more about our commitment to diversity, equity, and inclusion at www.abilitypath.org/dei



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

Inclusion

Innovation

Collaboration

Community

Dedication

Maximizing Learning and Connection During the Pandemic



560

children received speech, occupational, and physical therapy, and early intervention services

Weekly

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

3,000+

activity packets delivered to adult participants, sustaining their learning and engagement from home

180+

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

45

tablets and laptops distributed to adults in need of technology to participate in online program

Advocated

to prioritize vaccines for children and adults with developmental disabilities, their families, and the professionals who serve them



“I am proud of how she is developing thanks to the program!”



In winter 2019, Stephanie completed a developmental screening for her daughter, Nicole, through AbilityPath’s Help Me Grow program. The screening identified some delays that were confirmed by Nicole’s pediatrician, and they were referred to the regional center, which authorized services for Nicole.

Stephanie recognized the significance of early intervention, and, despite the beginning of the pandemic, Nicole began speech and occupational teletherapy with AbilityPath. As a new parent, Stephanie was nervous about ensuring the best for Nicole, however the therapists were so helpful and knowledgeable that she was soon at ease and put her trust in them. As Stephanie describes, “Nicole’s therapist has given me strength that I didn’t know I had in me as a mom.”

During the past year, Nicole’s speech has progressed significantly. She uses many words to express how she feels, and is currently working on numbers. Nicole participates in both English and Spanish classes for speech therapy, and she also understands sign language!

Stephanie is overjoyed at seeing her daughter meet milestones and show off all she’s learned. Through her therapy services, Nicole has even introduced her mom to other parents, friends, and teachers, which are critical relationships for families of children with special needs. Her mom says, “There is no handbook for this journey but the constant communication with the teachers and therapists is vital for me. I am proud of how she is developing thanks to the program!”

Partnerships and Renovations Lead to New Opportunities



Lonela is sensitive to handling high stress levels and transitions. However, this hasn't stopped her from completing her goals. One of her first experiences through an Independent Living Skills (ILS) program was learning to take public transportation before she got her driver's license. Since then, Lonela has completed many milestones that have set her up to live with greater independence.

Now, Lonela is enjoying her own space at the new independent living homes in San Mateo and receives ILS support from AbilityPath. Lonela's ILS instructor has helped her in various aspects of her life, including managing her finances, math, preparing for a career, setting boundaries, and so much more. Lonela is a visual

learner, and her ILS instructor understands and adapts to her preferred learning style. For example, her instructor helped Lonela organize her finances by showing her how to use a spreadsheet to keep track of her banking transactions. With the help of ILS, Lonela has been thriving, and we are excited to see what she accomplishes next!



At our Middlefield Road location in Palo Alto, we invested in numerous renovations that increased the number of preschool classes and improved the playground, children's therapy, and adult services spaces.

We also partnered with Peninsula Health Care District, PARCA, and Golden Gate Regional Center to open two new independent living homes in San Mateo. This collaborative effort helps fill a significant need for affordable housing among adults with developmental disabilities. The homes were named in honor of two women who have made significant contributions to our community: Elaine Cohen and Sheryl Young.





Thank You to Our Frontline Workers

We are grateful to the 80+ participants in our Employment Services who have continued working in the community during the pandemic and the employment specialists who support them.

- | | | | |
|----------------|--------------|-------------|---------------|
| Adrian P. | David P. | Joshua M. | Scott G. |
| Alicia B. | Derek P. | Juan P. | Sean D. |
| Amanda S. | Douglas V. | Julie B. | Shane O. |
| Amy F. | Elaine L. | Jun L. | Sharon B. |
| Amy G. | Eric G. | Katie | Siddhartha D. |
| Andrew G. | Fernando A. | Katrina M. | Sigrid L. |
| Andrew T. | Giampiero M. | Kelly | Stephen P. |
| Angela C. | Grace A. | Kenneth L. | Steven P. |
| Angelica K. | Gupinder S. | Keri J. | Theodora H. |
| Ann E. | Henry C. | Linda B. | Thomas M. |
| Annett G. | Jack C. | Marco P. | Tom O. |
| Anthony C. | Jacob T. | Mary R. | Trevor I. |
| Bernard M. | James M. | Michael B. | Troy V. |
| Billy A. | Jansen P. | Michael C. | Veronika W. |
| Brandon H. | Jason Z. | Michael N. | Victoria P. |
| Camilla S. | Jenna Y. | Mizuki M. | Vincent H. |
| Catalina C. | Jennifer G. | Natashia B. | Vincent K. |
| Christian C. | Jeremy S. | Nathan R. | William S. |
| Christine V. | Jesus G. | Omar H. | Wimm B. |
| Christopher A. | John M. | Philip N. | Yohannes G. |
| Clay K. | Jon B. | Rebecca K. | Zoltan E. |

Our Impact



200

children screened to identify developmental delays

41,000

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

322

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

600

adults supported to achieve their individualized goals in health, recreation, independent living, and employment

725

families received 1:1 guidance through 4,000+ interactions with our Family Support Services coordinators to support their child's development

Tripled

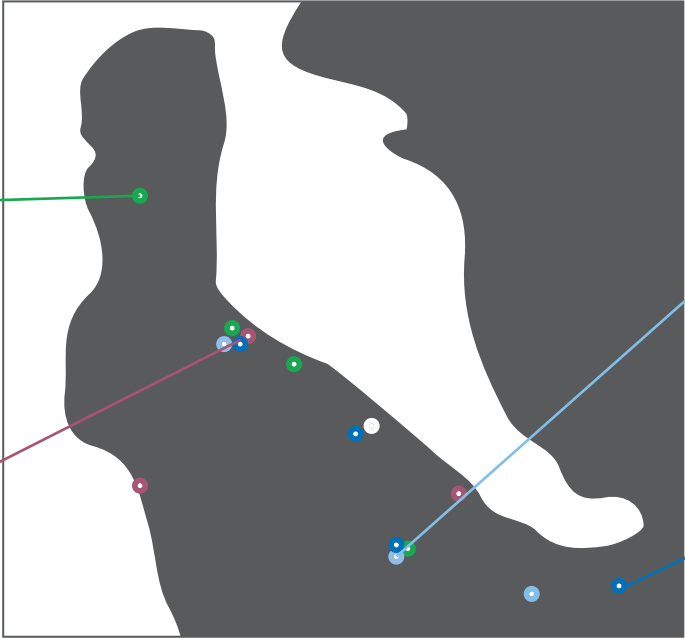
the number of individuals receiving job support in Santa Clara County by providing continuity of services for clients of Services for Brain Injury (SBI) when the organization closed

1,000+

children, adults, and families served daily

215

employees



12 locations

many providing multiple services

- Admin
- Adult Services
- Preschool
- Family Support Services
- Children's Therapy Services

10,500

hours from volunteers and interns

47

interns, including almost half with specialized training in Psychology, Occupational Therapy, Recreational Therapy, and Music Therapy

1,200+

donors

\$470K

value of in-kind and pro bono support

45

bilingual staff who speak 17 different languages

30

hours of training per employee, on average during the year

5 week

training for Adult Services instructors to learn technology tools and best practices for teaching virtual programs

Operational Outcomes

AbilityPath's strong fiscal management has enabled the organization to continue delivering high quality programs and invest in staff and facility improvements while managing the impact of the pandemic on our team and community. Our team is at the core of our mission, and 75% of operating expenses go to providing employee wages and benefits.

and offer additional wellness PTO days and mental health benefits for staff during a challenging year. The net surplus for the year will help fund anticipated additional expenses as we recover from the pandemic and return to in-person services.

The CARES Act Employee Retention Tax Credit program provided one-time federal funding which supported staff retention, professional development, and program innovation. We were proud to have been able to maintain employee pay and benefits throughout the pandemic



Support and Revenue

Adult Services		
Public Funding	31%	\$6.2M
Children and Family Services		
Public Funding	12%	2.5M
Private Fees	25%	5.1M
Donations, Grants, and Bequests	16%	3.2M
Employee Retention Tax Credit	13%	2.6M
Investment Income	3%	0.6M
Total Support and Revenue	100%	\$20.2M

Operations and Net Surplus

Programs		
Adult Services	30%	\$6.0M
Children and Family Services	37%	7.5M
Occupancy	8%	1.7M
Marketing and Development	7%	1.3M
Administration	12%	2.5M
Total Operations	94%	19.0M
Net Surplus	6%	1.2M
Total Operations and Net Surplus	100%	\$20.2M

Our team is at the core of our mission, and 75% of operating expenses go to providing employee wages and benefits.

Employment & Community Partners

Thank you to our more than 330 employment and community partners!

4Cs of San Mateo County
AbilityPath Auxiliary
AchieveKids
Ada's Café
Adapt Tech
Aegis
Ala Costa Centers
Linda Alepin, You As a Leader
Alpha Public Schools
Amazon
Assemblymember Ash Kalra
Assemblymember Marc Berman
Assemblymember Jim Frazier
Assemblymember Chris Holden
Assemblymember Kevin Mullin
Assemblymember Phil Ting
Association of Regional Center Agencies (ARCA)
Avenidas
Ayudando Latinos A Soñar
B.O.K. Ranch
Baby Basics
Bailard
Bank of the West
Bayshore Elementary School District
Bed Bath & Beyond
Big Wave Farm
BJ's Restaurant and Brewhouse
Blue Shield
BoardSource
Books, Inc.
Bon Appétit
Boys & Girls Clubs of the Peninsula
Susan Bradley
Bravemaker
Burlingame Library
Burlingame Parks & Recreation
Burlingame University Transition Program
Burlington Coat Factory
Cabrillo Unified School District
Cal State East Bay
Cal State University Northridge
California Children's Services
California Disability Services Association (CDSA)
California State University, Sacramento

Caminar
Cañada College
Carl's Junior
Carlmont Gardens Nursing Home
Preston Carter
CaseMagic
Chan Zuckerberg Initiative
Channing House
Chuck E Cheese
Kenneth Chun
City of Daly City
City of Mountain View
City of Palo Alto
City of San Mateo Police Department
City of South San Francisco
City of Sunnyvale
Cognoa
College of San Mateo
Michael Collopy
Colma Community Center
Community School of Music & Arts
Congregational Church of Palo Alto
Congresswoman Anna Eshoo
County of San Mateo
County of Santa Clara
CQEL
CuriOdyssey
CVS
Daly City Partnership
Dave & Buster's
Deer Hollow Farm
Department of Developmental Services (DDS)
Department of Rehabilitation
Design Tech High School
DH Scott
Doelger Center, City of Daly City
Down Syndrome Connection of the Bay Area
Draeger's Market Place
Eclectic Cookery
ED Collaborative
Eden Housing
El Camino Hospital
Electronic Arts
Execushield

Family Dog Rescue
Family Health Center
Family Housing and Adult Resources, Inc.
First 5 San Mateo County
First Congregational Church Palo Alto
First Presbyterian Church of San Mateo
Fitness 19
Foothill College
Forbes Nonprofit Council
Foster City Library
Franklin Templeton
Freebird Development Company
Futures Explored
Geek Club Books
Nob Hill Gazette
Golden Gate Regional Center
Golden Valley Bank
Gonzaga University
Good Shepherd School
Goodwill
Google - Bon Appétit
Graybird Foundation
Great American Framing Company
Greater Opportunities
Heal Project
Health Plan of San Mateo
Henry's Place
Hill Physicians
HIP Housing
Home Depot
Home Goods
Homewood Suites Palo Alto
Hope Services
Housing Choices
Wendy Hsiao
Todd Husak
Inclusion Counts
Infant Development Association
InsideSource
Izzi Early Education
Intercommunal Preschool
Intuit
Jameco Electronics
Jefferson Union High School District and Transition Program

Jewish Community Center of Palo Alto
Jiffy Lube
John Stewart Company
Juut Salon
Kainos
Kaiser Permanente
Kara
Barbara Key, You As a Leader
Kidzplace
King Center, City of San Mateo
La Comida
Lanerman Housing Alliance
Leadership Council of San Mateo County
Legal Aid Society of San Mateo
Levi's Jeans
Life Services Alternatives
Life Steps Foundation
LifeMoves
LinkedIn
Los Altos School District
Los Gatos Union High School District
Los Prados Community Garden
Lucille Packard Children's Hospital
Lucky
Magical Bridge
Magnolia Center, City of South San Francisco
Jen Maravillas
Marin Ventures
Marriott
Mazzetti's Bakery
McDonald's
Menlo College
Millbrae Library
Millbrae Parks & Recreation Department
Mills Legal Clinic, Stanford Law School
Sutter Health, Mills-Peninsula Medical Center
Mitchell Park
Mitchell Park Library
Monitor Deloitte
Mountain View Police Department
MW Properties

National Center for Equine Facilitated Therapy
New Creation Home
Nob Hill
Not Without Us
Notre Dame de Namur
Ocean Grove Charter School
OK Lumber
One Step Beyond
Oracle
Our Second Home
Outback Steakhouse
Outfront Media
PACE
Pacific Nurseries
Pacifica Gardens
Pacifica School District
Palo Alto Art Center
Palo Alto Chamber of Commerce
Palo Alto Children's Pre-School
Palo Alto Family YMCA
Palo Alto High School
Palo Alto Junior Museum & Zoo
Palo Alto Kiwanis Club
Palo Alto Online
Palo Alto Police Department
Palo Alto Unified School District
Palo Alto Weekly
Parca
Parents Helping Parents
Peninsula Family Service
Peninsula Health Care District
Peninsula Jewish Community Center
PenTV
PetSmart
Pick of the Litter, Burlingame SPCA
Pomeroy Recreation and Rehabilitation Center
Project Open Hand
Pullman Hotel
Ravenswood Family Health Center
Redwood City Chamber of Commerce
Rite Aid
Joe Roark
Ronald McDonald House at Stanford
Rose's Kitty Rescue
Rotary Club of Belmont and Redwood Shores
Rotary Club of Burlingame
Rotary Club of Palo Alto

Rotary Club of San Mateo
Round Table Pizza
Rubicon
Safeway
Salvation Army
Samaritan House
SamTrans ParaTransit Coordinating Council
Samuel Merritt Univeristy
San Andreas Regional Center
San Bruno Church
San Bruno Park School District
San Carlos Charter Learning Center
San Francisco State University
San Jose State University
San Mateo - Foster City School District
San Mateo County Health System
San Mateo County Human Service Agency
San Mateo County Libraries
San Mateo County Office of Education
San Mateo County Special Education Local Plan Area
San Mateo County Voting Accessibility Advisory Committee
San Mateo Daily Journal
San Mateo Leadership Program
San Mateo Senior Center
San Mateo Union High School District
Santa Clara County Special Education Local Plan Area
Santa Clara University
Science From Scientist
Second Harvest Food Bank
Gary Selick
Senior Citizen Center of San Mateo, City of San Mateo
Sequoia Health Care District
SF-Marin Food Bank
Shartsis Fries LLP
Silicon Valley Community Foundation
Skyline College
Smile Farm
South San Francisco Community Learning Center
South San Francisco Library
South San Francisco Unified School District

Special Olympics of Northern California
Speech Goals
Sprouts
St. Francis High School
St. Ignatius Preparatory School
Stanford Athletic Department
Stanford Bookstore
Stanford Children's Health: Lucile Packard Children's Hospital
Stanford Graduate School of Business Alumni Consulting Team for Nonprofits
Stanford University
StarVista
State Council on Developmental Disabilities
Stevenson House
Sunnyvale School District
Sunnyview
Supervisor Carole Groom
Supervisor Dave Pine
Supervisor Joe Simitian
Taekwon Kids
Target
Tech Museum
Ted Lempert and Children Now
Ted's Village Pharmacy
The Alliance
The Arc CA
The Arc San Francisco
The Cats' Inn

The Children's Movement
The Grill on the Alley
The Lanterman Coalition
The Magnolia of Millbrae
The Matthew Foundation
The Primary School
The Renaissance Center
Therapy Dogs International
Thermo Fisher Scientific
Thrive
TJ Maxx
TRACE Transition Program, Sequoia Union High School District
Trader Joe's
Underground
UNIQLO
Unitarian Church
Unity Church
University of San Francisco
Veterans Memorial Senior Center
Via Services
Village Pharmacy
Walgreens
Washington State University
Western Rigging
Whole Foods
WIC (Women, Infants & Children)
Willow Commons
Wings Learning Center
YMCA of the Peninsula



Legacy Giving Society

We thank the members of our community who have chosen to name AbilityPath in their estate plans.

Anonymous (3)
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
Phil Egan
Ellen and Tom Ehrlich
Linda and John L. Elman, J.D., CLU
Shannon and Jeff Fallick
Heidi M. Feldman
Jerianne Foley
Sharon and Joel Friedman
Karen Gaydon and Geoff Badger
Estate of Walter Howard Girdlestone
Mary and David Goodman
Estate of George Greene
Larry and Betsy Grotte
Geri Hadley and Ron Cote
Harry and Susan Hartzell

Ruthann and Robert Herendeen
Frank Hunt
Pat Irish
Laurie and Jim Jarrett
Trish and Tim Jemison
John and Alice Kataoka Trust
Suzanne Keith
Estate of Raymond and Dorothy Kelley
Estate of Marie Kieraldo
Kathleen P. Kilcare Trust
Victoria and Paul Kojola
Wendy Kuehnl and Porfirio Ortiz
Mary F. Kutz Trust
Ginny Langmuir
Chris and Dan Logan
Terry Lucido
Jane Mallen
Juanita Mast
Agnes Michaels Trust
Susan Monjauze
Karen Moore and Peter Watkins
Tami and Timothy Mulcahy
Katie and Bryan Neider
Donald Ostrus, D.D.S.
Beverly D. Pabst
David Parry
Jane Paulson
Nancy and Steve Player
Mieko and Nick Poppin
Richard Pospisil

Ann Poulson
Gina and Michael Rayfield
Barbara and Paul Regan
Judith and David Richardson
Katherine Allen Sharp
The Robert R. Snell Trust
Burnie and Cheri Sparks
Estate of Lynda J. Steele
Maddy and Isaac Stein
Heloise and Howard Stewart
Estate of Freddie and Arthur Stromberg
Kent Taylor
Jacqueline S. Thielen Living Trust
Martha W. Thompson Estate
Sandra Ann Tilch
Daren and Mitch Tuchman
Ellen and Mike Turbow
Beth and Kurt von Emster
John F. Weigan, MD
Mary Ellen White-Vondran
Mary S. Wilhelmson
Estate of Louisa Williams
Betty Wright Trust
Christine Wyborn
Sheryl Young

If you have included AbilityPath in your estate plans, or would like information on how to make a bequest, please contact 650-201-9596 or development@abilitypath.org.

1920 Giving Society

In recognition of lifetime philanthropy of \$100,000+

Anonymous (10)
Alberta and Bill Aldinger
American Century Companies Foundation
Carrie Anderson
Arrillaga Family Foundation
AT&T
Bailard, Inc.
Nasrallah and Ekbal Behbehani
Bothin Foundation
Deborah and Jeff Byron
Chan Zuckerberg Initiative
Cisco Systems Foundation
City of Palo Alto
Elizabeth and Michael Connor
Cotchett, Pitre & McCarthy
David and Lucile Packard Foundation
Department of Developmental Services
Nancy Drapkin
Dudley-Vehmeyer-Brown Memorial Foundation
Ellen and Tom Ehrlich
Electronic Arts, Inc.
Heidi Feldman and Jay McClelland
First 5 San Mateo County
Flora Family Foundation
Sharon and Joel Friedman
Genentech Foundation

Mary and Clinton Gilliland
Graybird Foundation
The Jill Grossman Family Charitable Fund
Eva Grove
Geri Hadley and Ronald Cote
Harry and Susan Hartzell
Hurlbut-Johnson Charitable Trust
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Sara and James Jungroth
John and Alice Kataoka Trust
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Alicia and Merrill Newman
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The O'Donnell Foundation
Pierre and Pamela Omidyar Fund
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Betty and Donald Ostrus
Rachel and Adam Paley

Melinda Parry
Peninsula Health Care District
Mieko and Nick Poppin
The Rathmann Family Foundation
REDF
Barbara and Paul Regan
William Reller
San Jose Mercury News Wish Book
Sand Hill Foundation
Rachel and Simon Segars
Sequoia Healthcare District
Carol and Michael Shealy
Silicon Valley Community Foundation
Sobrato Family Foundation
Stanley E. Hanson Foundation
Sutter Health, Mills-Peninsula Medical Center
Sandra and John Thompson
TOSA Foundation
Town of Colma
United Way Silicon Valley Valley Foundation
Susan and Sanjay Vaswani
Beth and Kurt von Emster
Jenn Wagstaff Hinton and John Hinton
Mary and James Weersing
Wells Fargo
Patty and Jim White
William Randolph Hearst Foundation

Thank You to Our Donors

AbilityPath is grateful to the donors who made gifts between July 1, 2020 and June 30, 2021.

\$100,000+

Nasrallah and Ekbal Behbehani
The Philip Egan Living Trust
First 5 San Mateo County
Sharon and Joel Friedman
Graybird Foundation
The Jill Grossman Family
Charitable Fund
Sobrato Family Foundation

Katie and Bryan Neider
Mieko and Nick Poppin
Rachel and Simon Segars
Estate of Freddie and Arthur
Stromberg
Jenn Wagstaff Hinton and John
Hinton
Patty and Jim White

\$10,000-\$24,999

Anonymous (3)
AbilityPath Auxiliary



\$50,000-\$99,999

City of Palo Alto
County of San Mateo
The O'Donnell Foundation
Sequoia Healthcare District
Sutter Health, Mills-Peninsula
Medical Center

\$25,000-\$49,999

Cotchett, Pitre & McCarthy
Hurlbut-Johnson Charitable Trust
Koret Foundation
Linda and Richard Leao

Aetna
Alberta and Bill Aldinger
Atkinson Foundation
Darrell W. Baggs
Bailard & The Bailard Foundation
Janice Berthold, Heffernan Insurance
Brokers
Blue Shield of California
Bothin Foundation
Kate and Jeff Brown
Karelle Celestin and Sean Quinlan
Elaine and George Cohen

Cynthia Maus and Sean Delehanty
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A. Lee and Victor Sher
Stanley E. Hanson Foundation
Linda and Greg Stroud
Susan and Sanjay Vaswani
Joseph W. Welch Jr. Foundation Trust



\$5,000-\$9,999

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Mark Adams
Anthem Blue Cross
Laura and Ken Barker
Patricia and Steve Barulich
Jeanne and William Barulich
Phyllis and Scott Bedford
Beere&Purves
Nina and Frank Berry
Breaking Glass Forums
Kate and Dick Breaux
Margaret Burchell and Michael
Brownrigg
Cassy Christianson and Michel Sayag
CIGNA HealthCare
City of Sunnyvale
Claudia Claussen

Nancy Drapkin
Endue Foundation
Tracy and Steve Eskenazi
Judith Fallick
Jerianne Foley Trust
Kathleen Foley-Hughes and
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Kathy and Dan Francis
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Goldman Sachs Gives
Susan and Bruce Herman
Gregory Holmes
Ishrag Khababa
Tammy and Tom Kiely
Diane and Charles Mason
Steve and Laurel Miranda
Erikka and Mark Molumphy
Elizabeth and Mark Moragne



Cynthia and Dennis Moreau
 Sonya and Awais Mughal
 OneDigital Health and Benefits
 Stephanie and Sam Parker
 Jane Paulson
 Gunde and Ernest Posey
 Lilli J. Rey
 Connie and Bill Ring
 Barbara and Andrew Rosenberg
 Patti and Rusty Rueff
 Safeway Foundation
 San Mateo County Office of Education
 Susan and Nicholas Simon
 Cheri and Burnie Sparks
 Bev and Dan Stowell
 Margaret Taylor and Floyd Gonella
 Thelma Doelger Charitable Trust

Town of Colma
 Janice Uccelli
 UnitedHealthcare Services, Inc.
 Warner Pacific Insurance Services
 Patty and Jeff Wheeler
 Jim and Lia Whitehead
 Wilson Sonsini Goodrich & Rosati
 Florence Wong and Andrew Haskell
 Child Care Coordinating Council of
 San Mateo
 Peninsula Health Care District

\$2,500-\$4,999

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 Ada's Café
 Danny Allustiarti
 Yoshiko and Takeshi Amemiya

Sandra and David Behling
 Boucher Family Foundation
 Thomas and Wallace Brunner
 Carolyn G. Bunje and Robert P. Bunje
 Young and Timothy Chao
 City of Burlingame
 Breanna Colella
 County of Santa Clara
 Vanessa and Michael de la Cruz
 DouxVin, Inc.
 Dudley Vehmeyer-Brown Foundation
 Donna Dubinsky and Leonard Shustek
 Abby and Matthew Edling
 Natalie Fair
 Heidi Feldman and Jay McClelland
 First Congregational Church of
 Palo Alto
 Karen and Todd Gemmer
 Barbara and Robert Gilmartin
 Betsy and Larry Grotte
 Sara and Mike Hammond
 Nikki and Rex Ishibashi
 Barbara Jones
 Mary and David Kabakov
 Heather and Jeff Karp
 Jason Krikorian
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 Theresa Lajoie
 Lake Merced Golf Club
 Barbara Leighton and Philip Green
 Grace and Paul Leung
 Nellie and Antony Ling

Helen Marlo and Lawrence
 D'Arcangelis
 Kirsten and Tim McCarthy
 Morrison & Foerster Foundation
 Susan and Toby Mumford
 LeRoy Neider
 Alicia and Merrill Newman
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 George Smith
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 Robert and Olenka Villarreal
 Sally Vitello
 Rita and Hardeep Walia
 Molly Wantuch
 Elizabeth B. Wolf
 Gerri and Rich Wong
 Ruth and Jack Woodruff

\$1,000-\$2,499

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 4C's Child Care Coordinating Council
 Lage Andersen

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Google

Mike Reed
Franklin Templeton Investments

Paul Regan*
Hemming Morse, Inc., CPAs

Bev Stowell
AbilityPath Auxiliary

Jennifer Wagstaff Hinton
Community Leader / HP, Inc. (Retired)

Sibylle Whittam
Philanthropic Advisor

Carol Windsor*
AbilityPath Auxiliary

David Wisnom III*
SightCast Inc.

** served during a portion of the fiscal year*



Committee Members

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

Alberta Aldinger
Community Leader

Daniel Allustiarti
Grant Thornton LLP

Diane Christensen Mason
Christensen & Rafferty Fine Jewelry

Tish Dipman
B.O.K. Ranch

Sam Franco
AbilityPath

Felynn Haberecht
Wells Fargo

AC Hernandez
Journalist

Erica Iyer
Parent

Jeff Karp
Electronic Arts

Toby Mumford
Franklin Templeton Investments (Retired)

Kevin Murphy
Bank of the West

Pat Romzek
Cisco Systems (Retired)

Sraddha Shukla
MBA (Finance) & Parent

Renee Spooner
Graybird Foundation



CEO Advisory Council

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

Andy Billings
Electronic Arts, Inc.

Georgia D. Farooq née Antonopoulos
Thrive

Dorothy Fletcher, M.A.
Educator

Joel Friedman
Accenture (Retired)

Larry Grotte
SonomaLife

Laurie Jarrett
Parent/Community Leader

Jeff Karp
Electronic Arts

Jere King
Cisco Systems (Retired)

Ray Marino
Mission West Properties Inc.

Gene Mullin*
Former CA Assemblyman and Educator

Toby Mumford
Franklin Templeton Investments (Retired)

Supervisor Dave Pine
San Mateo County Board of Supervisors

Burnie Sparks
Bailard

Renee Spooner
Graybird Foundation

Olenka Villareal
Magical Bridge Foundation

Sheryl Young, Member Emeritus
Philanthropic Ventures Fund

** served during a portion of the fiscal year*



AbilityPath Housing Board of Directors

AbilityPath Housing is an affiliated nonprofit organization focused on supporting affordable housing projects that promote inclusion and independence for adults with developmental disabilities.

Joel Friedman
Accenture (Retired)

Supervisor Carole Groom
County of San Mateo

Bryan Neider
AbilityPath and AbilityPath Housing CEO

Paul Regan
Hemming Morse, Inc., CPAs

Larry Grotte
SonomaLife



In Memory of Former Assemblyman Gene Mullin

AbilityPath was fortunate to have Gene's support and leadership as a Board Member, CEO Advisory Council Member, and advocate. Gene was a man of integrity, character, service, generosity, and conviction. Through his example, he showed us how to live our values, enjoy life, and be a person of service. His influence will continue to be felt far and wide by those that had the good fortune to know him.



AbilityPath (formerly Gatepath + Abilities United)
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Inspiring Inclusion