Leading Innovation, Advocacy, and Inclusion in Our Community

As we reflect on all we’ve accomplished this past year, I’d like to thank you for your support in helping us maintain critical services for children and adults with developmental disabilities. During another year of the pandemic, our teams served more than 1,000 individuals on a daily basis. We maintained high-quality standards and excelled at innovating new and creative ways to deliver services in both virtual and in-person environments.

Our Children’s Therapy Services team offered both in-person and tele-therapy and relaunched group classes. Learning Links’ early learning and inclusive preschool centers made numerous improvements to physical spaces and taught hundreds of children with and without special needs. Our Family Support Services team provided emotional support, connected families with resources, and screened nearly 500 children to support early identification of developmental delays. Adult Programs provided services in a variety of formats to meet individual needs based on comfort levels with returning in person. Our Day Program continued to roll out the new Pathways curriculum, which helps individuals build skills and confidence by working together to take a project from concept to completion; one of the four projects this year was the production of the program’s first ever yearbook, including links to musical and audio narratives along with photo montages. Our Independent Living Skills program hosted six different clubs, providing social and learning opportunities for adults. Our Employment Services team supported over 50 adults to secure new jobs in the community.

AbilityPath also led a successful statewide advocacy campaign with 1,800 advocates who sent 2,800+ messages to elected officials about accelerating rate increases from California Department of Developmental Services, which is a start to addressing two decades of chronic underfunding. These advocacy efforts helped lead to a rate increase that will result in an additional $400K in annual revenue for AbilityPath.

Another exciting highlight of the year was our inspiring 13th Annual Power of Possibilities event hosted at Filoli Gardens. With your generous support, we raised over $750,000 to support our programs. Celebrating the accomplishments of Jennifer Gorman, this year’s Neal Poppin Award winner, was one of my favorite parts of the evening! Jennifer found her dream job in the bakery at Lucky in Redwood City. Her dedication and warm personality have made Jennifer a valued member of the Lucky Bakery Team. Congratulations, Jennifer!

Finally, we continue to spend significant time reflecting on the importance of our work around diversity, equity, and inclusion - values that are at the core of our vision. As part of our efforts, we expanded our DEI Core Curriculum and staff trainings. We expanded and now support six active Employee Resource Groups and work in close partnership with our teams to support the annual DEI goal setting for each department. While we’re proud of the progress we’ve made, we know there is more work to do.

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.

Bryan Neider
CEO
Our mission to accept, respect, and include people of all abilities extends to every member of our community. As an organization, we are committed to the lifelong process of diversity, equity, and inclusion (DEI) learning and application as we continue to build a more inclusive culture, where everyone plays a role in advancing DEI and has opportunities to represent themselves authentically. We aspire to use our advocacy to challenge ableism and all corresponding systems of privilege and oppression through our programs and services. We will always have work to do, and we look forward to doing it TOGETHER!

Learn more at abilitypath.org/DEI
Family Support and Access to Services Promote Each Child’s Development

Vilma* was introduced to AbilityPath through our Tú y Yo class, where Spanish-speaking parents learn about their child’s development through play and practice strategies to support their child. She quickly learned about AbilityPath’s other services and worked with our Help Me Grow Care Coordinator, Danielle, to complete a developmental screening because she was worried that her son Diego* was not speaking or developing as expected for his age. The screening results confirmed her concerns and Vilma immediately felt panicked, unsure what to do. Danielle calmly reassured her, explaining the benefits of early identification, describing how other families have helped their children, and presenting Vilma with several options for her son.

Since Vilma’s English is limited, Danielle helped her complete all the documentation for a speech and language evaluation. Then she worked with Vilma to find services, helping her understand the process and making it easier for her.

Every week, Danielle followed up. She stayed with Vilma for every step until Diego was connected to services. She even came to Vilma’s house with a bag of supplies and provided information about free community resources, programs, and events. Vilma says, “They showed me how to advocate for my child’s rights and not to be afraid to ask for help. They also assisted me in navigating through the hard systems and long wait lists to be able to get the early intervention that my son needed for future success.” With Danielle as her ally, Diego got the speech and language therapies he needed, and Vilma received the support she needed to become a critical part of her child’s care team.

They showed me how to advocate for my child’s rights and not to be afraid to ask for help.

585 children received 29,000 hours of speech, occupational, and physical therapy, and early intervention services

465 children screened for early identification of developmental delays

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

787 families received 1:1 guidance through 4,500 interactions with our Family Support Services coordinators to support their child’s development
When you walk into Savers in San Jose you'll see a flurry of activity and at the center of that is Ravi Ayer, a store associate. Ravi started at Savers through an internship, which was a great success. Working with his job developer, Joanne, Ravi applied to become a part-time employee, interviewed for the job, and was hired! Speaking about his work, Ravi says: “What I like most about my job is helping customers and putting out the clothes in the kids and adult sections. I want to keep working hard and achieve my goals.” Ravi’s mother, Mandeep, says she has seen a big change in Ravi since he started work. “He has so much more confidence,” she says. “He speaks more clearly and he looks forward to Tuesday each week when he goes back to work.”

When deciding on his goals for the coming year, Ravi said he is working on developing his customer service skills, particularly responding to customer questions when on the shop floor. And whenever asked about his performance at work, Ravi's supervisors say they wish he could work more often because he’s such a pleasure to have around!

Ravi is now a happier person, gaining skills, confidence, and independence - and helping to make his community a better place.

Access to Opportunities and Inclusion Benefit Our Entire Community

What I like most about my job is helping customers... I want to keep working hard and achieve my goals.

60+
community outings each week

16
exhibitions in the community featuring artwork by adults in our Phil Egan Program for the Arts

600
adults supported to achieve their individualized goals in health, recreation, independent living, and employment

30
new employment partners

216
adults with developmental disabilities with paid work in the community

Launched
a CareerPath Culinary Training Program, supporting participants to earn their Food Handler Certification

600
adults supported to achieve their individualized goals in health, recreation, independent living, and employment

16
exhibitions in the community featuring artwork by adults in our Phil Egan Program for the Arts

30
new employment partners

216
adults with developmental disabilities with paid work in the community

Launched
a CareerPath Culinary Training Program, supporting participants to earn their Food Handler Certification
Partnerships Expand Program Opportunities and Support Sustainability

In addition to delivering high quality services in FY22, our team expanded program offerings through mergers and affiliations. We are now one of the only providers of community-based rehabilitation programs and therapy services on the Peninsula for adults who have experienced a stroke or traumatic brain injury. Services for Brain Injury (SBI) and REACH Program were the two remaining organizations on the Peninsula providing these services prior to their closures due to the economic impact of the pandemic. AbilityPath assumed employment services for SBI in 2019, and since taking on their operations, we have grown the number of adults in that program by nearly 300%. In December 2021, AbilityPath assumed the therapy programs offered by REACH, retaining their staff and location in Palo Alto, ensuring these important services continued to be offered.

In June, we signed an Affiliation Agreement with Via Services, making us one of the largest and most comprehensive providers of services to people with developmental disabilities and their families on the Peninsula. As part of the Affiliation, we have added First Step children’s therapy services and Camp Via West, an incredible 13.5 acre campus, where the dedicated staff provide weekend daytime respite services and a summer camp program serving youth and adults with developmental disabilities. This incredible resource is located right in the heart of Silicon Valley.

Along with the mergers of ALLS and Abilities United, these actions were part of a strategy we developed nearly five years ago in order to overcome the challenges of the high cost of doing business in the Bay Area and nearly two decades of underfunding from the State of California.

As a result of these efforts, we have streamlined administrative, marketing, and overhead functions, allowing us to redeploy more resources to support staff and programs so we can expand, innovate, and improve our lifespan of services for children, adults, and families.
Through the generosity of our donors and as a result of strong fiscal management, AbilityPath was able to deliver high quality programs, invest in staff, and upgrade facilities, while managing during a time of uncertainty created by the pandemic. We are proud to have been able to maintain employee wages, support professional development, and expand benefits offerings; both which constitute 75% of operating expenses. For example, in FY22 we provided our staff with additional PTO days and additional mental health benefits during another challenging year.

There were two significant financial benefits in FY22 that impacted our results. First was the $2.6M forgiveness of a “Payroll Protection Program” loan under the U.S. CARES Act of 2021 which provided small businesses with the resources necessary to maintain payroll during COVID-19; proceeds from the loan were used to support staff retention during the pandemic. Second, $1.6M of restricted funds associated with the Abilities United Affiliation were contributed to AbilityPath in FY22; these restricted funds cannot be used for general operations.

Looking ahead, we anticipate FY23 will be a more challenging year financially. Economic uncertainty may impact our financial reserves and it may also affect philanthropic support. In addition, a tight labor market and hiring challenges might constrain our ability to fully staff our programs.

**Operational Outcomes**

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**Support and Revenue**

<table>
<thead>
<tr>
<th></th>
<th>Public Funding</th>
<th>PPP Loan Forgiveness</th>
<th>Unrestricted Contributions</th>
<th>Transfer of Restricted Gift</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adult Services</td>
<td>30%</td>
<td>$6.7M</td>
<td>17%</td>
<td>$3.7M</td>
</tr>
<tr>
<td>Children and Family Services</td>
<td>10%</td>
<td>$2.3M</td>
<td>7%</td>
<td>$1.6M</td>
</tr>
<tr>
<td>Private Fees</td>
<td>26%</td>
<td>$5.8M</td>
<td>12%</td>
<td>$2.6M</td>
</tr>
<tr>
<td>Donations, Grants, and Bequests</td>
<td>2%</td>
<td>($0.6)M</td>
<td>2%</td>
<td>($1.0)M</td>
</tr>
<tr>
<td>Support and Revenue Total</td>
<td>100%</td>
<td>$22.1M</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Operations and Net Surplus**

<table>
<thead>
<tr>
<th></th>
<th>Adult Services</th>
<th>Children and Family Services</th>
<th>Occupancy</th>
<th>Marketing and Development</th>
<th>Administration</th>
</tr>
</thead>
<tbody>
<tr>
<td>Programs</td>
<td>28%</td>
<td>34%</td>
<td>8%</td>
<td>7%</td>
<td>12%</td>
</tr>
<tr>
<td>Total Operations</td>
<td>88%</td>
<td>$19.4M</td>
<td>$1.7M</td>
<td>$1.5M</td>
<td>$2.7M</td>
</tr>
<tr>
<td>Net Surplus</td>
<td>12%</td>
<td>$2.7M</td>
<td></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>
<td></td>
</tr>
</tbody>
</table>

**Our teams served more than 1,000 individuals on a daily basis.**
Employment & Community Partners

Thank you to more than 350 employment and community partners!
For more than 70 years, the AbilityPath Auxiliary has hosted fundraising and social events, volunteered in our programs, and engaged in advocacy campaigns to support children and adults with developmental disabilities. We are grateful to the 150 members – who volunteered a combined 4,500 hours this year and made significant financial contributions – for their dedication to our mission and steadfast support. In total, the Auxiliary and its members have donated more than $6 million to support those we serve!
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
Ruthann and Robert Herendeen
Harry and Susan Hartzell
Geri Hadley and Ron Cote
Larry and Betsy Grotte
Estate of George Greene
Mary and David Goodman
Estate of Walter Howard Girdlestone
Karen Gaydon and Geoff Badger
Sharon and Joel Friedman
Jerianne Foley
Heidi M. Feldman
Shannon and Jeff Fallick
Linda and John L. Elman, J.D., CLU
Ellen and Tom Ehrlich
Estate of Phil Egan
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Karen Moore and Peter Watkins
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Wendy Kuehn and Porfio Ortiz
Mary P. O'Sullivan
Carolyn Caddes and Robin Robinson
Anonymous (1)
Anonymous (3)
Anonymous (10)
Anonymous (1)
Thank You to Our Donors

AbilityPath is grateful to the donors who made gifts between July 1, 2021 and June 30, 2022.

$100,000+  
Nasrallah and Ebbal Bobbehani  
County of Santa Clara  
The Gal and Susan Dunning Trust

$50,000-$99,999  
Gail and Susan Dunning Trust

$25,000-$49,999  
City of Palo Alto  
Cotchett, Pitre & McCarthy  
The O’Donnell Foundation  
Sutter Health, Mills-Peninsula Medical Center

$10,000-$24,999  
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Alberta and Bill Aldinger  
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Palco Alto Weekly  
Adam Pannell  
Barbara and Paul Rogan  
Judith and David Richardson  
Stanley E. Hanson Foundation  
Jennifer Wagstaff Hinton and John Hinton  
Wells Fargo Foundation  
Patty and Jeff Wheeler  
Patty and Jim White

$5,000-$9,999  
Anonymous (4)  
Aetna  
Anthem Blue Cross  
BenefitMall  
Blue Shield of California  
CIGNA HealthCare  
Clausen, Christopher Murphy  
Antje and Paul Newhagen  
Norman S. Wright Mechanical Equipment  
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Jennifer Wagstaff Hinton and John Hinton  
Wells Fargo Foundation  
Patty and Jeff Wheeler  
Patty and Jim White

$2,500-$4,999  
Anonymous (2)  
Sharon Andrews  
Phyllis and Scott Bedford  
Sandra and David Behling  
Barbara and Andy Billings  
Boucher Family Foundation  
Thomson and Wallace Brunner

Sue Merrill

Wallace Mersereau  
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Marie Pease  
Betty and Andris Ramans  
Sally Vitello

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Sally Vitello  
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Karin and Paul Wick

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Michelle Shutro
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Meenakshi Singla
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Christine Smith
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Beth and Robert Straccia
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Google
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OneDigital

AbilityPath makes every effort to recognize our donors accurately. If you are listed incorrectly, please email development@abilitypath.org so we can update our records for future listings.
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We are grateful for the financial, volunteer and leadership support of every board member.

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Community Volunteer / Hewlett Packard (Retired)
Sibylle Whittam
Philanthropy Consultant

* 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.

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Christiansen & Rafferty Fine Jewelry
Tish Dipman
B.D.K. Ranch
Sam Franco
AbilityPath
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MBA (Finance) & Parent
Renee Spooner
Graybird Foundation
Dave Wisnom III
SightCast Inc.
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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.

Georgia D. Faroog née Antonopoulos, Thrive

Andy Billings, Electronic Arts, Inc.
Elaine Cohen, Ed.D., University Administrator/Professor (Retired)
Dorothy Fletcher, M.A., Educator
Joel Friedman, Accenture (Retired)
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Cynthia Maus, PUTF Park Hill
Bryan Neider, AbilityPath and AbilityPath Housing CEO
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Toby Mumford, Franklin Templeton Investments (Retired)
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Burnie Sparks, Baird
Renee Sposato, Graybird Foundation
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Sheryl Young, Member Emeritus, Philanthropic Ventures Fund

Elaine Cohen, Ed.D., Chair
University Administrator/Professional (Retired)
Larry Grotte, Treasurer
SonomaLife

*Incoming FY23

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

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Supervisor Carole Groom, County of San Mateo
Larry Grotte, Treasurer
SonomaLife

Brad Baron, Vice Chair
JIBC Wealth Management
Elaine Cohen, Ed.D., Chair
University Administrator/Professional (Retired)
Shannon Fallick, Coastal Haven
Todd Gommer, Morgan Stanley
Bryan Neider, CEO, AbilityPath and Via Services

Jim Toby, Lex & Brain Engineering

Via Services Board of Directors

Looking ahead to FY23, we are excited about the Via Services affiliation and look forward to working with the new Board of Directors and Operating Committee to expand opportunities for those we serve.

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JIBC Wealth Management
Elaine Cohen, Ed.D., Chair
University Administrator/Professional (Retired)
Shannon Fallick, Coastal Haven
Todd Gommer, Morgan Stanley
Bryan Neider, CEO, AbilityPath and Via Services

Jim Toby, Lex & Brain Engineering

Camp Via West Operating Committee

In October 2022, the AbilityPath and Via Services Board of Directors formed a Camp Via West Operating Committee to offer strategic guidance and formulate plans to upgrade and improve camp facilities and explore new and innovative programs.

Jan Cohen, Consultant, Trainer & Internn Executive
Tish Dipman, BOX Ranch, Inc.
Adam Dolinko, Ouster Inc.
Michelle Gottlieb, Independent Consultant, CPA
Marc McGeever, Community Volunteer
Salli Price, Easterseals Camp Fairlee
Kit Studier, Camp Blue Skies (Retired)
David Solo, Special Olympics Northern California and Nevada
Jessamy Tang, Stanford Down Syndrome Research Center

Sabrina Zinkel, Santa Clara University School of Education and Counseling Psychology

David Wilson, Attorney (Retired)

Brent Wolfe, American Therapeutic Recreation Association (ATRA)
University of North Carolina, Greensboro Department of Community and Therapeutic Recreation

*Incoming FY23

Via Services Board of Directors
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