



# 2023-2024 ANNUAL REPORT

“We all have **ABILITY**.

The difference **IS** how we use it.”

-Stevie Wonder



## *Our Mission:*

**Enriching the lives of people with disabilities by  
actively providing community opportunities for  
independence and individual growth.**



## *Our History...*

The Center was founded in 1958 by a group of parents with disabled children. The group was able to rent a barracks building at Fort Douglas for \$1 a year. When public education for all children was mandated in 1975, our focus changed to assisting adults with disabilities .

Throughout the 70's and 80's, services grew to support a wider variety of needs. Employment programs were created so that individuals could go out into the community and earn a paycheck. Residential services were started to address the needs of individuals that needed support to live on their own. A community day program opened in the 90's so participants could have community and sensory experiences.

In 2023, the Center updated their logo and in 2024 changed the name to Ability Inclusion Services with a focus on our shortened name of Ability IS. Today, Ability Inclusion Services is one of Utah's most vibrant community resources, providing invaluable support for numerous participants and their families.

## *Our Future!*

As we started to think about our future, who we are, who we want to be and where we want to go, we realized that our name did not represent what we do best. It also did not represent the many opportunities available for the individuals we support, we changed our name to better reflect who we are! We transitioned from the Work Activity Center to Ability Inclusion Services with a focus on our shortened name of Ability IS!

This rebranding symbolizes our dynamic evolution and dedication to better serving our community through a comprehensive and inclusive approach.



## Letter from the Director...

The Work Activity Center has been serving people with disabilities for over 65 years here in the Salt Lake Valley. However, this year we have gone through some exciting changes and new discoveries!

As a collective group, we decided it was time that we took inventory of what our organization really stands for and what we mean in the community. We wanted to see where we could be part of a solution, not just a service.

As we started on this discovery journey we realized that our name did not represent what we did best and did not represent the many opportunities for clients. This year we moved from the Work Activity Center to Ability Inclusion Services with a focus on our shortened name of Ability IS!



Because-

Ability IS: Living in an affordable apartment that meets a client's abilities

Ability IS: Inclusive opportunities in the community

Ability IS: Access to health services

Ability IS: Making your own decisions

The Work Activity Center is one of just a few organizations celebrating the levels of abilities of each person and finding ways to support it. Our programs have allowed us to serve some amazing individuals with a variety of activities.

Each of our programs allow individuals to be involved in ways that many of us take for granted. Each of these programs allow families to get much needed support and each of these programs allow individuals to meet their own individual goals.

I love this quote from Jordon Steele John, the first visibly disabled member of parliament. He said...

*"We must now recognize that disability is not created as the result of various medial impairments, but in fact, created by society's collective failure to adapt to and embrace and celebrate the varying levels of ability which we all have."*

I want to express my sincere gratitude to everyone that has assisted us during this transition year BUT most of all I want to thank the amazing staff at the new Ability Inclusion Services for showing up with love for helping others and making a difference in the lives of our clients. They are my heroes!

Thank you,

*Kristen Floyd*





# Community Day Program



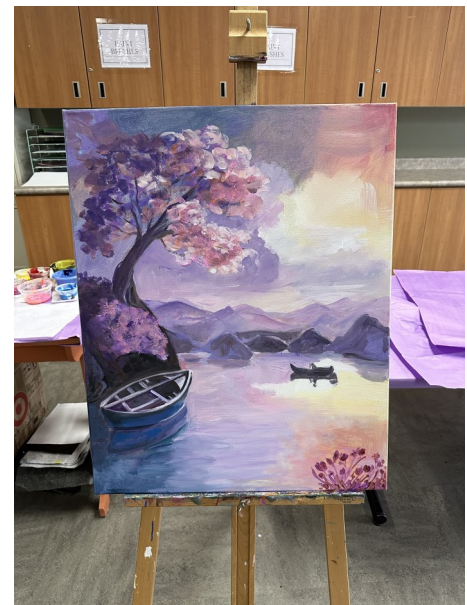
## Community Inclusion



The Center also organizes opportunities for clients to visit community offerings such as parks, zoos, festivals, museums, and tours. As our participants become engaged in the community, they grow as individuals and develop lasting community connections. We feel it is equally important to give the community opportunities to meet and interact with our individuals. We promote building relationships and awareness within the community and the people we support.

## Creative Arts

The desire to express oneself through art is an essential part of our humanity. For individuals whose verbal communication skills are limited by physiological barriers, art can be the most effective and rewarding method of communicating their world to us. The Creative Arts Program provides access to quality instruction and adaptive materials to express oneself through meaningful pieces of individual and community art. Our program includes dance instruction, painting and drawing techniques, ceramics and mixed media crafts.



## Healthy Lifestyles

The Center takes a whole-wellness approach to teaching healthy habits within our programs. This includes teaching physical and mental fitness as well as nutrition. The Fitness area is filled with accessible, adaptive equipment where any of our participants can find a way to move their body. Our Exercise Specialist works with individuals to find equipment and exercises that fit each need. We also have garden boxes in our courtyard where our participants can learn about growing vegetables and herbs and then use those ingredients in our nutrition and cooking classes. Yoga and meditation round out the program to address mental fitness.

# Residential Services

Ability Inclusion Services is a trusted resource helping adults with disabilities and their families transition to supported independent living. Our residential program promotes independence, offering support and opportunities to participate in community events, activities, and personal interests.

We are a person-centered organization. We prioritize the needs of the individuals we serve, and we strive to create an environment that is vibrant, engaging, and supportive that includes:

## Housing

We maintain several multi-unit residential sites specifically for adults with developmental and physical disabilities – each available at the Fair Market Rate set by state government guidelines. For individuals participating in our residential program, Ability Inclusion Services assist in securing and maintaining funding through the housing authority.

## Daily Living

This program assists and teaches independent living skills.

- Maintaining proper health and safety
- Weekly activity planning
- Community activities
- Grocery shopping
- Personal shopping
- Many other daily living skills



## Community Access and Leisure

Individuals receive support to pursue and participate in desired activities. These activities include:

- Weekly life skills classes
- Sporting leagues,
- Community events
- Dances

Individuals choose the activities they desire to participate in.

## Financial & Medical Case Management

The Center offers personal budget assistance which helps individuals maintain a monthly budget, pay bills, and manage accounts. Residents can learn how to use cash, maintain a checking account, pay bills, and manage finances according to their personal goals.

Individuals receive encouragement and assistance if necessary to maintain a healthy lifestyle. Medical issues are addressed as needed and medical protocols are followed as ordered by their medical provider. Case Management provides assurance everyone receives quality care, meeting requirements set by state agencies.



# Employment Support



## *Person-First Approach*

We firmly believe that our clients are not defined by their disabilities but their unique abilities. That's why our services are based on the Person-First approach. We respect everyone's preferences, strengths, goals, and tailor our services to provide personalized support, thereby ensuring a path to personal and professional growth that is right for them.

## *Ticket to Work*

This program offers our clients with comprehensive services including career counseling, benefits advice, and job placement to facilitate reentry into the workforce. Participants can retain their SSI/SSDI healthcare benefits during this transition. Our seasoned team offers personalized advantages and assists clients achieve their career aspirations.



## *Transportation*

Ability Inclusion Services (AIS) offers comprehensive transportation services to support all our programs. The individuals we serve are unable to drive due to their disabilities and rely on others to meet their transportation needs. Given these challenges, we operate with a fleet of 12 that is comprised of both accessible and non-accessible options. This program not only ensures transportation for our internal programs, but also helps individuals get to medical appointments, work, shopping, and other community activities.

The transportation program provides both on-demand and fixed-route services for those enrolled in AIS programs. We also partner with UTA's paratransit services and have a fleet of accessible and standard vehicles to accommodate various transportation requirements and door to door service.





# Volunteers

We have a fantastic volunteer base! We partner with the following schools

- Occupational Therapy Assistant class at Joyce University.
- Occupational Therapy students and any classes related to disabilities at the Salt Lake Community College.
- Physical Therapy and Kinesiology classes at the University of Utah.

Volunteer students visit the Center during the week in accordance with their school schedules.

Students have the opportunity to apply the knowledge and skills gained in their classes to assist our program participants.

Their involvement encompasses various activities, including aiding in exercises, nutrition and wellness, teaching skills. Volunteers utilize adaptive techniques that aid in independence, engaging in games, socializing, mobility, and sensory activities, as well as assisting with hygiene-related tasks.



1237 Volunteer Hours

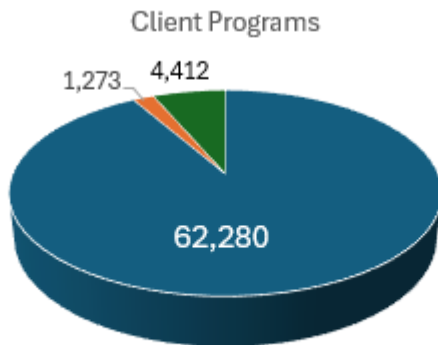
Volunteering at Ability Inclusion Services has absolutely been the highlight of my life. When I walked in to the Day Program that first day, I had no idea how tremendously my life would be impacted. The incredible people not only touched my heart that first day – they have each and every time I've spent time with them since. They remind me what is truly important in life, as well as about the kind of person I want to be. They are the utmost examples of what it means to be good, genuine, and full of love.

~Pam Koffel

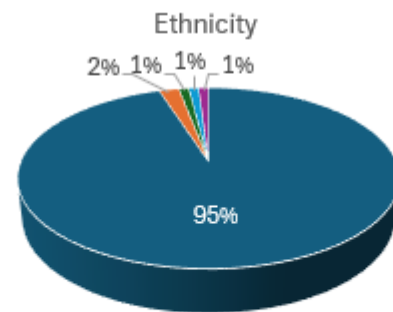
Volunteer Impact

\$40,723 Saved

# Client Stats

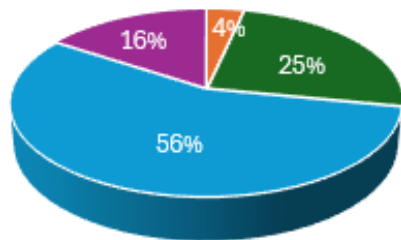


■ Day Program Hours ■ Volunteer Hours ■ Community Outing Hours



■ White ■ Undisclosed  
■ Black/African American ■ Native American  
■ Koren

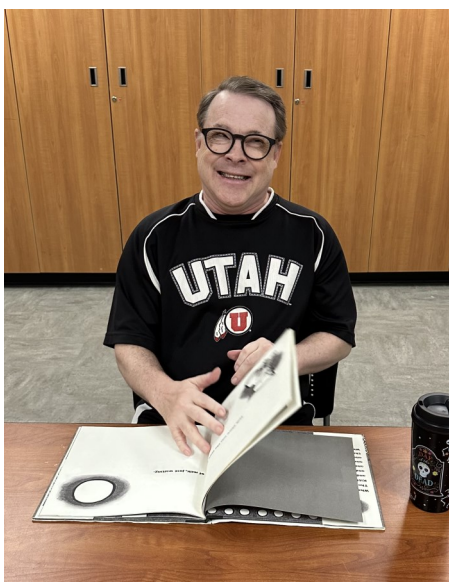
## Age Demographics



■ Ages ■ 18-21 ■ 22-40 ■ 41-65 ■ 66-85

# Client Corner

Cary joined Ability Inclusion Services in 1991, starting off in the employment program, and eventually moving into our residential program. Cary loved working in the employment program, gradually learning all of the different jobs he could do and then rotating between them throughout the week. He was proud to be earning money and was very careful with his spending. Cary also participated in the Special Olympics, earning a spot in the Utah Hall of Fame in 2007 for his teamwork and perseverance. Unfortunately, in recent years Cary's health has forced him to retire both from employment and Special Olympics, and he is now a full-time participant in the Day Program. Despite no longer having the physical stamina to continue two of the things he has loved, he is still a positive influence among his peers and staff. He always has a smile and a compliment for anyone he sees, and will often be the first to approach a new person to offer a handshake and introduce himself. Cary works hard to keep himself and his apartment in top form and takes pride in his clean and homey space. Cary roots for the Jazz, is a Diet Coke fanatic, and a great friend. He also takes his role of walking the admin staff every day very seriously to make sure that no one is stationary for too long. We feel so lucky to have had Cary as part of the AIS family for 33 years, and we are looking forward to many more.





# Finances



## REVENUES

State Contracts	\$ 2,057,868.00
Grants	\$ 303,548.00
Day/Transportation	\$ 304,286.00
Residential Program	\$ 65,396.00
Supported Employment	\$ 357,769.00
Investment Income	\$ 120,874.00
Special Events	<u>\$ 7,359.00</u>
Total Revenue:	\$3,217,100.00

## Our Residential Homes



# Fundraising & Grants

Our fundraising efforts this year have been instrumental in advancing our mission and achieving our goals. This year, we were excited to introduce a new fundraising event, the Spring Fling. This vibrant and engaging event was designed to celebrate the season while bringing our community together in support of our mission. The inaugural Spring Fling exceeded our expectations, attracting a large number of participants and generating significant funds for a new program we are implementing to help people who have spent years on a waiting list for government funds to get access to services like ours that they so desperately need.

We are deeply grateful to our donors, partners, and volunteers for their unwavering support and commitment. As we look to the future, we remain dedicated to exploring innovative ways to fundraise, engage our supporters, and maximize our impact.

*Thank you to you our Grant funders for your support!*

American Express National Bank  
David Kelby Johnson Memorial Foundation  
George S. & Delores Doré Eccles Foundation  
Intermountain Partner Fund  
Jess and Marilyn Peck Foundation  
Kennecott Charitable Foundation  
Masonic Foundation of Utah, Inc.  
R. Harold Burton Foundation  
R.W Keener & B.J Keener Foundation  
Rocky Mountain Power Foundation  
Ruth Eleanor and John Ernest Bamberger Memorial Foundation  
Salt Lake Running Company  
Sorenson Legacy Foundation  
Thornton Family Foundation  
Utah Medical Association Foundation



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