

**Florida Governor's Alliance for the  
Employment of Citizens with Disabilities**



**2003**  
**Annual Report**



## **Our Mission**

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*To be the leader in providing Floridians with disabilities fair employment opportunities through fundraising, grant programs, public awareness and education.*

## Message from the Chair



People with disabilities represent a largely untapped labor pool for employers today. Yet despite laws such as the Americans with Disabilities Act, the unemployment rate for citizens with disabilities remains at a staggering 65% nationwide. Florida is home to over 2 million people with disabilities, of which more than five hundred thousand still remain jobless.

The Able Trust, also known as the Florida Governor's Alliance for the Employment of Citizens with Disabilities, was established to provide support for employing Floridians with disabilities and to promote public awareness about the vocational rehabilitation process. Over the past eleven years the Foundation has worked to break down barriers between job seekers with disabilities and employers, in order to help these individuals become productive, working members of our society.

When The Able Trust was designated as the Florida Governor's Alliance six years ago, it took on a number of initiatives to go beyond the Foundation's grant making process and begin educating employers about the benefits that people with disabilities can bring to their workplace. As the FGA we localized national programs that help prepare youth with disabilities for the workplace, creating a better pool of employees from which businesses can hire. These programs, including High School/High Tech and the Youth Leadership Forum, have now grown to serve over five hundred youth with disabilities each year.

Many myths surround the type of employee a person with disability can and will make. These misconceptions also create barriers between the employer and the job seeker, as well as the agencies that work on their behalf. The Able Trust/FGA focused its efforts in 2003 to identify these myths through a statewide employer study and stronger employer communications through the Business Leadership Network (BLN). Today more than eight hundred businesses across Florida are benefiting from BLN information and resources, all free of charge.

Through activities and programs such as Disability Mentoring Day, The Able Trust/FGA worked to dispel these myths by connecting employers with job seekers with disabilities so they could learn, first hand, how these employees can enhance their workforce. In 2003 over seven hundred students with disabilities had a mentoring experience, giving them a chance to learn more about a future career, while creating an eye opening experience for more than three hundred employers.

The Able Trust/FGA also expanded its national outreach efforts by connecting with the Milbank Foundation for Vocational Rehabilitation in New York to co-fund a statewide employer study to address employer attitudes about hiring people with disabilities. In addition, the Foundation recently received a national grant award of \$990,000 over five years from the US Department of Labor Office of Disability Employment Policy. These activities have given The Able Trust/FGA national recognition for the great strides we are making for people with disabilities within our state.

We hope you find this annual report informative about the many projects The Able Trust/FGA undertook in 2003. Together the Board of Directors, staff and volunteers worked tirelessly to ensure that Florida's citizens with disabilities continue to receive fair employment opportunities in hopes of dispelling myths so that all persons with disabilities will have a chance to be productive in Florida's workforce.

A handwritten signature in cursive script that reads "Florence Seiler".

Florence Seiler  
Chair

## **FGA Responsibilities & Tasks**

- **National Promotion of the State of Florida as an Innovative Leader in the Employment of People with Disabilities**
- **Represent the Governor of Florida to the U.S. Department of Labor Office of Disability Employment Policy**
- **Promote the Employability of Citizens with Disabilities in Florida, and by that Promotion, Achieve Results in Employing Persons with Disabilities**
- **Maintain Positive Liaisons with the U.S. Department of Labor Office of Disability Employment Policy and Statewide Agencies Serving Citizens with Disabilities**
- **Provide Information and Referral to the Disability Community, Corporations and the General Public**
- **Review Policy and Make Recommendations to the Governor**

# **National Promotion of the State of Florida as an Innovative Leader in the Employment of People with Disabilities**

## **Florida High School/High Tech Program Receives Federal Grant**

In October The Able Trust/FGA was awarded a federal grant of \$990,000 over five years from the US Department of Labor that will support President George W. Bush's New Freedom Initiative's goal of integrating Americans with disabilities into the workforce. The Able Trust/FGA was awarded the grant from the department's Office of Disability Employment Policy (ODEP).



Funds will be used over a five-year period to expand The Able Trust's Florida High School/High Tech (HS/HT) program, which provides training for high school students with disabilities with an interest in careers in science, technology, engineering, and math. HS/HT programs help youth with disabilities make better, more informed decisions about their careers and futures. HS/HT's mission is to reduce the dropout rate of youth with disabilities, increase their enrollment in college and improve their participation in employment-related activities.

In Florida, thirteen programs provide over 300 high school students and 100 alumni, who are in post-secondary education or employed, with activities such as field trips to high tech facilities, educational workshops on resume building and career exploration and paid summer internships. ODEP is supporting the expansion of HS/HT in 24 states. Florida is the first program with a statewide sponsor, The Able Trust/FGA, which helps provide funding and staff support to the thirteen projects. It has been designated "The Florida Model" and is featured in the ODEP High School/High Tech manual as a program model to follow.

## **Statewide Study Addresses Employer Attitudes Toward Hiring Individuals with Disabilities**

In 2003 The Able Trust/FGA partnered with the Milbank Foundation for Vocational Rehabilitation in New York to conduct a study of business employers in Florida concerning their policies, practices, and attitudes related to hiring persons with disabilities. The study was conducted by the Center for Information, Training and Evaluation Services (CITES) of Florida State University (FSU), who obtained a sample of businesses from forty-eight Florida counties from the Florida Chamber of Commerce. "A Study of Employer Attitudes Toward Hiring Individuals with Disabilities" was completed and made available to the public in November.

A major finding of the study was a lack of knowledge among employers about disability issues and disability resources available to businesses. Only 33% of all respondents report being highly aware of disability issues; 50% have no formal policy for hiring individuals with disabilities; 25% feel they are recruiting well; and 35% have disability-training programs. Moreover, the majority of employers showed a lack of familiarity with agencies and programs related to individuals with disabilities (especially those that provide financial assistance). Most employers, however, expressed positive attitudes toward employees with disabilities. Small businesses (less than 20 employees) had more positive attitudes than larger ones.

The study also dealt with how businesses that are Florida Chamber of Commerce members differ from non-Chamber members in their attitudes toward employees with disabilities. The study found the Chamber group to be more sensitive to the needs of workers with disabilities and possibly to the advantages of hiring them. Chamber members appear to have a greater level of awareness of disability issues (including more familiarity with disability programs and services), more experience dealing with employees with disabilities (more Chamber businesses have formal disability hiring policies and have made accommodations for employees with disabilities) and more positive attitudes than non-Chamber members.

The Able Trust/FGA is collaborating with the Milbank Foundation to develop an extensive marketing plan to promote the results of the study both in Florida and nationwide. In addition, programs are being developed to inform businesses about the benefits of hiring people with disabilities and the resources available to them to do so. The Able Trust/FGA is also developing partnerships with statewide organizations such as the Florida Chamber of Commerce and Human Resource Association of Florida to create a statewide speakers bureau, increase support and marketing efforts for service providers to promote hiring of people with disabilities to Florida businesses and increase the visibility of the existing Able Trust/FGA resources for employers.

A complete copy of the employers study is available on The Able Trust/FGA website at [www.abletrust.org](http://www.abletrust.org).

## **Florida Youth Leadership Forum Alumni Selected for National Youth Leadership Event**

The Florida Youth Leadership Forum (YLF) is a unique career and leadership training conference sponsored by The Able Trust/FGA each year. It brings together high school juniors and seniors with disabilities each summer to learn about career options, academic and community resources, and leadership development in a unique five-day conference. Since the program began in 2000, more than one hundred and fifty students with disabilities have benefited from the YLF.



2002 YLF Delegate Evan Wainwright (right) with Dr. Robert Pasternack, Assistant Secretary of USDOE's Office of Special Education and Rehabilitative Services, at the National Youth Leadership Network Institute in Washington, DC.

In 2003, Stephanie Kovacs (YLF '01) and Evan Wainwright (YLF '02) were selected to attend the National Youth Leadership Network (NYLN) Advanced Leadership Institute that took place on August 21<sup>st</sup> through 25<sup>th</sup>, 2003, in Washington DC. Stephanie and Evan are the first Florida youth Leadership Forum alumni selected to participate with the NYLN.

The NYLN's mission is to promote leadership development and education that ensures all youth with disabilities have the opportunity to attain their maximum, unique, and personal potential. The Institute will bring together approximately 32 experienced, young disability leaders from across the country who are Resource Consultants with the National Youth Leadership Network and/or who have participated in their State Youth Leadership Forum.

## **National Database of Students with Disabilities Made Available to Florida Employers**

The Office of Disability Employment Policy's Workforce Recruitment Program (WRP) 2003 database was made available through The Able Trust/FGA's Business Leadership Network (BLN). The BLN is a free employer membership group designed to help businesses improve their business practices by including people with disabilities in their workforce.

In May 2003, The Able Trust/FGA provided more than two hundred WRP CD-Roms to Florida businesses as part of its BLN activities. The CD-ROM contained information on over 1,200 qualified college students with disabilities from 200 of the nation's leading colleges. Students with majors ranging from engineering to technology to finance were screened by ODEP and eager to work in summer internships and permanent positions.

## **The Able Trust/FGA Nominated for the New Freedom Initiative Award**

In July 2003, The Able Trust/FGA was nominated for the US Department of Labor Office of Disability Employment Policy Secretary of Labor's 2003 New Freedom Initiative Award. Established in 2002, this award recognizes individuals who have demonstrated exemplary and innovative efforts in furthering the employment objectives of President George W. Bush's New Freedom Initiative.

## **Florida High School/High Tech Program Promoted Nationally**

The Able Trust/FGA's Florida High School/High Tech program makes several national presentations annually to promote and share the successes of the program. The State Coordinator has been invited by groups such as the Governor's Planning Council in Indianapolis, National Weather Service in Maryland, Workforce Development Region V Conference in Chicago and the Virginia and Indiana state HS/HT projects. In addition, ODEP regularly invites the State Coordinator to serve as a resource to states starting the HS/HT program.

# **Represent the Governor of Florida to the U.S. Department of Labor Office of Disability Employment Policy**

## **Member of the National Association of Governor's Committees**

The Able Trust/FGA is an active member of the National Association of Governors' Committees (NAGC) which consists of the 50 state liaisons with the U.S. Department of Labor, Office of Disability Employment Policy (ODEP). The President of FGA, Sharon Griffith, was elected Secretary in 2003 and serves as a member of the NAGC Executive Committee.

The NAGC Executive Committee meets via telephone conference monthly to discuss disability employment issues, best practices, opportunities, and trends. Griffith has also served as Chair of the NAGC Strategic Planning Committee, which helps set the association's goals for the next three years, as well as the national agenda for the liaison role with ODEP.

## **Communications with Office of Disability Employment Policy**

The Able Trust/FGA staff participates in regular conference calls and listservs to share ideas relating to ODEP projects, including the Business Leadership Network, the Youth Leadership Forum and High School/High Tech. The Able Trust/FGA Staff has provided resources and guidance to a number of states that are looking to replicate the success of the Florida programs.

## **Florida Sponsor of Disability Mentoring Day**

On Wednesday, October 15, 2003, students with disabilities had the opportunity to explore their career interests through one-on-one mentoring as part of National Disability Mentoring Day. Across the State of Florida over seven hundred students shadowed career professionals at more than three hundred businesses and government agencies that matched their career interests. The job shadowing experience provided students with the opportunity to see the connection between school and work as well as understand the skills necessary for full-time employment in a particular career field.



Students were recruited through The Able Trust/FGA's Florida High School/High Tech sites located in thirteen counties. Additionally various high schools from Central and Northeast Florida also joined efforts, giving more than seven hundred students an opportunity to participate.

Disability Mentoring Day is a national initiative of the American Association of People with Disabilities (AAPD) and the US Department of Labor's Office of Disability Employment Policy (ODEP). It was sponsored in Florida by The Able Trust/FGA, Florida's official liaison to ODEP. Additional Florida sponsors included Clear Channel Radio, Merrill Lynch, Commission for Transportation Disadvantaged and the Florida Division of Vocational Rehabilitation.



Space Coast CIL's High School/High Tech student Lauren shadowed Antoinette Prisco of Antoinette Unique Interiors in Cocoa Beach during Disability Mentoring Day.

## **Promote the Employability of Citizens with Disabilities in Florida, and by that Promotion, Achieve Results in Employing Persons with Disabilities**

### **Grant Awards**

Under the auspices of The Able Trust, the FGA works to award grants to assist with the employment of Florida citizens with disabilities. Grants are awarded to Florida not-for-profit agencies to develop programs that directly result in the employment of persons with disabilities.

In calendar year 2003, The Able Trust awarded \$1,675,712 in grants to 50 agencies and 4 individuals. This included \$285,000 in funding for High School/High Tech programs in thirteen sites around the State of Florida.

As a result of this year's grant making activity, The Able Trust/FGA reached a significant milestone. In addition to 2003 being the eighth year The Able Trust has awarded over \$1 million in grants, the Foundation reached the \$13 million mark in total grant awards.



The ARC St. Lucie received a \$34,101 grant from The Able Trust for the startup of a thrift and bead retail store that will give clients retail experience that can be used during community employment.

## Ability Awards 2003

On February 9<sup>th</sup>, 2004, The Able Trust/FGA will host honor recipients of the 2003 Ability Awards at the Wyndham Bonaventure Resort in Ft. Lauderdale, Florida. The Ability Awards recognize individuals and organizations that have instituted and promoted best practices toward the employment, independence and service to Florida citizens with disabilities. Specifically, they seek to recognize those that have not only met the legal compliances of the ADA, but have demonstrated a clear and conscious effort to be 'disability-friendly'. Nominations were distributed in November 2003 and made available via The Able Trust/FGA website.



Awards will be given in the following categories:

- **Beverly Chapman Award for Outstanding Employment Placement Program**, which recognizes a nonprofit organization that has developed an outstanding job placement program for people with disabilities;
- **The Able Trust Award for Outstanding Entrepreneur**, which recognizes an individual with a disability who has shown proven advancements in his or her self-owned business;
- **Employer of the Year**, which recognizes small, medium and large-sized businesses showing outstanding leadership in the employment of people with disabilities;
- **Media Award**, which recognizes a member of the media for his or her innovative promotion of the employment of people with disabilities through the use of print, radio, television or electronic media in Florida; and
- **Youth Leader Award**, which recognizes a young adult (age 15-21) with a disability who has shown outstanding leadership, community service or advocacy to help advance the efforts or raise positive awareness about Florida's disability community. This youth should serve as a model leader for other young adults with disabilities.

## Statewide Public Awareness Campaign

The Able Trust/FGA developed public service announcements for radio and television media in an effort to educate the public about the benefits of hiring people with disabilities. Constituents of The Able Trust who have disabilities were used for the campaign. In addition, the Trust sponsored segments on Florida Public Radio to promote the value of employing citizens with disabilities.

Throughout the year, The Able Trust/FGA distributes press releases to media to promote its programs and services relating to employing people with disabilities. In addition, the FGA reproduces releases from the Office of Disability Employment Policy to include on its website and in its quarterly newsletter. Notices are also sent regularly to service providers and state agencies to update them on ODEP activities and current events occurring in the disability community.

## **Florida Disability Mentoring Day**

Across the State of Florida over seven hundred students shadowed career professionals at more than three hundred businesses and government agencies that matched their career interests on Disability Mentoring Day (DMD), October 15<sup>th</sup>. To promote the DMD experience, The Able Trust/FGA partnered with Clear Channel Radio stations across the state of Florida to conduct a public service campaign.

The campaign was designed to promote the employability of people with disabilities, as well as help recruit business participants. In addition, eleven Clear Channel radio stations statewide took an active role in DMD by inviting students to job shadow and meet with broadcast professionals.

The Able Trust/FGA also developed buttons for each participating student to wear on DMD when they entered their assigned workplace. This gave excellent exposure to DMD activities and helped to recognize students for taking a leadership role in their career development. In addition, The Able Trust/FGA, in conjunction with several statewide organizations, provided students with Futures Kits, which contained resource materials and information about services available to them in their local communities and statewide.

The Able Trust/FGA also partnered with the Governor's Mentoring Initiative to provide each participating student and business with a certificate of recognition from Governor Jeb Bush. The feedback from participants receiving the certificates was outstanding, and many expressed enthusiasm for getting involved in DMD again next year.



Ft. Myers High School/High Tech student Tommy is shown here with Ron Shepard, WBTT FM 105.5 Clear Channel Radio Program Manager during Disability Mentoring Day.

## **Disability Employment Awareness Month Presentations**

The Able Trust/FGA was invited to serve as guest speakers for several organizations during October—Disability Employment Awareness Month. These included presentations at Society of Human Resource Management meetings in Martin County, St. Petersburg and Lakeland, as well as the World Congress on Disabilities. Additionally, The Able Trust/FGA's statewide High School/High Tech coordinator presented at the Walt Disney World Co. CastABLE meeting. CastABLE (Cast, Appreciating, Supporting, Teaching Ability, Better Living and Equality), is a Walt Disney World Diversity Resource Group promoting respect, equality and appreciation through awareness, education, and inclusion. President Sharon Griffith made several television appearances and presentations during October as well.

## **"Show Your Colors, Show You Care" - Motorcycle Specialty License Plate**

In 2003 Governor Jeb Bush signed legislation that creates Florida's first specialty license tag for motorcycles. The proceeds from the sale of Florida's first Bikers Care Tag are designed to help improve the quality of life for Floridians with disabilities.

The 2003 legislature chose four statewide organizations to benefit from sales of the tag. The Able Trust/FGA receive proceeds from the tag and in turn will distribute the funds evenly among the Brain and Spinal cord Injury Program, the Centers for Independent Living and Prevent Blindness Florida. The tag could raise hundreds of thousands of dollars for these organizations each year.

In early August 2003, members of these organizations came together at Florida's Old Capitol with ABATE Florida and HB 287 sponsor Representative Larry Cretul to celebrate the new tag through a highly publicized press conference. Additional promotions to raise awareness about the tag are being developed through a collaboration of the benefiting organizations. Upon the Florida State Cabinet's approval of the tag design in 2004, these promotions will begin.



Members of ABATE and Tallahassee motorcyclists came together to support the legislative signing for the new Bikers Care tag during an August press conference on the steps of the Old Capitol.

## **Maintain Positive Liaisons with U.S. Department of Labor Office of Disability Employment Policy and Statewide Agencies Serving Citizens with Disabilities**

### **Cultural Diversity Initiatives**

The Able Trust/FGA has modeled the Office of Disability Employment Policy's Cultural Diversity Initiative, which improves employment opportunities for minorities with disabilities. In 2003 The Able Trust/FGA awarded two \$30,000 grants to provide vocational services to Native Americans with disabilities in Escambia and Santa Rosa Counties. Funds for these grants are provided to The Able Trust/FGA through the Melba B. Meyer Fund for Native Americans with Disabilities, an endowment established through Wachovia Bank of Florida. The Muscogee Nation of Florida will use the funds for HIRE Power 2004 to establish several job fairs to bring employers and prospective employees with disabilities together. The Perdido Bay Tribe, Southeast Lower Muscogee Creek, will use funds to support the Cultural Heritage and Resource Center, which will provide Native Americans with disabilities with job training, education and placement in the Pensacola community.

## **Florida Business Leadership Network**

The Florida Business Leadership Network (BLN) is a part of a national program led by employers in concert with state Governor's Committees and/or other community agencies that engages the leadership and participation of companies throughout the United States to hire qualified job candidates with disabilities. This program offers employers access to applicants with disabilities, pertinent disability employment information, a network of companies sharing information on specific disability employment issues and recognition for best disability employment practices.



The Able Trust/FGA is the lead sponsor for the BLN In Florida. The Able Trust/FGA works in conjunction with a volunteer chair, Rita Craig of the Craig Group, to provide employer-to-employer partnering and initiate activities throughout the state. Rita Craig takes an active role in the Florida BLN by making presentations to employer groups throughout Florida, managing the volunteer steering committee and educating employers about the benefits of hiring people with disabilities.

Florida's BLN has more than 700 members representing small business, large corporations, disability agency representatives and human resource organizations, all of which have an interest and desire to include Floridians with disabilities in their business practices. Membership in the BLN is free to all Florida businesses that join.

BLN members receive regular communications via *Connections*, an electronic newsletter that contains tips about hiring people with disabilities, local resources for recruitment, national policy information, ADA case law updates and much more. Members also receive several handbooks and materials to help with the disability hiring process. A free online employer resource kit enables employers to download information about hiring a person with a disability. A comprehensive CD-Rom, "Guide to Hiring People with Disabilities," addresses recruitment, making the workplace disability friendly, state and national resources, and much more. Several regional tax incentive booklets are also available, as well as etiquette booklets, ADA handbooks and accommodation updates.

The BLN website contains several links to online job banks that specifically market to persons with disabilities. The site also features hiring resource links, best practice examples, a calendar of BLN events and disability-related activities, useful tools and membership information.

In March 2003 The Able Trust/FGA made the Workforce Recruitment Program CD Rom available to BLN members. This CD Rom contained over 1,000 resumes of college students with disabilities who are seeking summer internships, and in some cases, fulltime employment upon graduation.

## **Disability Workshops**

The Able Trust/FGA sponsors several speaking engagements throughout Florida to educate employers about the benefits of hiring people with disabilities. These included presentations to Martin County, St. Petersburg and Lakeland's human resource groups, as well as presentations at the World Congress of Disabilities and at Walt Disney World Co.'s CastABLE meeting.

## **High School/High Tech**

High School/High Tech is a collaboration among parents, educators, business leaders and community organizations that is designed to help prepare high school students with disabilities for post-secondary education and careers in the areas of science, technology, engineering or math. In Florida, High School/High Tech is sponsored by The Able Trust/FGA through grant funding and administrative assistance. Thirteen projects across the State of Florida assist over three-hundred high school students and one hundred alumni each year through career development activities.

In June 2003, The Able Trust/FGA awarded \$285,000 in grants to assist with the continuation of these sites, which are located in Alachua, Brevard, Broward, Duval, Hillsborough, Lee, Leon, Madison, Manatee, Marion, and Sarasota counties. Several projects also receive funding assistance through the regional Workforce Development Boards, local businesses and community organizations

Each site hosts a kickoff event to encourage student participation and educate parents, faculty members and community leaders about the program. Several sites hosted their kickoff events at unique technology-related locations, including college campuses, science centers and local businesses. In Tallahassee, Ability 1st hosted their kickoff event at the Challenger Learning Center. In Brevard County, the Space Coast Center for Independent Living hosted their kickoff event at Kennedy Space Center, which included astronaut Captain Winston Scott as the main speaker. In Duval County, the Jacksonville HS/HT project hosted their kickoff at the Sally Corporation, a company specializing in designing and building interactive 3-D theme park rides.

High School/High Tech activities throughout the year include guest speakers, career preparation through mentoring or job shadowing, field trips to local businesses and summer internships. Students visited several interesting locations such as NASA/Kennedy Space Center, the University of Florida Robotics Laboratory, the National High Magnetic Laboratory at the Florida State University and Harris Corporation.

During the summer of 2003, more than 138 students participated in summer internships. Students worked at a variety of interesting locations, including the Ocala Star Banner, Milam Land Surveying, Gem Aerospace and Tital Geospacial Systems. Seven students were hired either full or part-time as a result of their internship.



Alachua County High School/High Tech student Antonio worked in Accounts Payable & Receivable at Shands Hospital in Gainesville as a student intern.

In October 2003, each High School/High Tech site participated in Disability Mentoring Day activities. Students were paired with business mentors for a day of job shadowing. Students from Goodwill Industries of Southwest Florida shadowed a local Clear Channel radio station in Ft. Myers. In Ft. Lauderdale students visited with SunTrust Bank and Marsh USA. In Gainesville students visited with the University of Florida Particle Engineering Research Lab and Cath and Radiology Labs at Shands Hospital. Many of these relationships will ultimately lead to summer internship opportunities in 2004.

As a result of High School/High Tech, students are gaining greater knowledge and becoming more prepared for the workforce. Florida High School/High Tech served three hundred and fifty students in the 2002-2003 school year at forty-two schools. One hundred and seven of those students graduated in May of 2003, and almost 100 percent (101 students) entered either post-secondary education or became gainfully employed. The breakdown of student successes included sixty who enrolled in community college, seven who enrolled in a four-year college, thirteen who enrolled in technical schools, eight who entered the military and ten who entered full or part-time employment.

In October The Able Trust/FGA also received notification that it was awarded a \$990,000 grant over five years to expand the Florida High School/High Tech program. The grant was funded through the US Department of Labor Office of Disability Employment Policy. As a result The Able Trust/FGA will have the opportunity to increase existing program activities and establish new projects to serve more areas of the state.

## **Florida Youth Leadership Forum**

In July 2003, Forty-eight high school juniors and seniors from across the state came to Tallahassee to participate in The Able Trust/FGA's Florida Youth Leadership Forum. The Youth Leadership Forum (YLF) is an annual event that teaches students with a wide variety of disabilities how to identify community resources, use those resources to live independently, establish support networks, and participate in community life.

During the five-day forum students attended workshops on self-advocacy, career options, academic resources, community service and leadership. They met with dignitaries including Lieutenant Governor Toni Jennings, Agricultural Commissioner Charles Bronson and Representative Loranne Ausley. Social activities, such as a dance, talent show and a volunteer service project helped them to network with each other and make friendships that will last a lifetime.

Additionally students were paired with adults from various career backgrounds during the Mentors Luncheon. The luncheon enabled student delegates to participate in one-on-one discussions with professionals and learn more about various career options and experiences.



YLF Delegates learned about self-advocacy in the House Chamber during a trip to the Capitol.

Student delegates also received guidance and inspiration from former participants who returned to serve as Junior Staff for the event. These youth served as peer mentors, logistical coordinators and junior facilitators for student home groups. Twenty-two Junior Staff were chosen for this year's forum. The YLF was funded through corporate sponsorships and donations. Major sponsors included the Florida Developmental Disabilities Council, Florida Department of Education, Brain & Spinal Cord Injury Program, Sun Trust Bank, and the Tallahassee Rotary Club.

The fifth annual YLF will take place July 22-25, 2004. Applications have been made available and fifty new delegates will be selected in early 2004.

## **Provide Information and Referral to the Disability Community, Corporations, and the General Public**

### **Disability Event Participation**

The Able Trust/FGA attended several disability-related events in 2003 to promote its services and show its support for the disability community. The FGA exhibited information at events such as the AG Bell Conference for the Deaf and Hard-of-Hearing, Governor's ADA Working Group, IDEA Conference, Sportsability recreation expo, Family Café and the Division of Vocational Rehabilitation training meeting.

Additionally, The Able Trust/FGA participated in several employer-related conferences to promote its Business Leadership Network and the value of employing persons with disabilities. These included several Society for Human Resource Management meetings, the World Congress on Disabilities and Walt Disney World Co's CastABLE meeting.

### **The Able Trust/FGA Website**

The Able Trust/FGA host an extensive website that receives approximately 90,000 hits per month. The site includes information about FGA programs such as the Business Leadership Network, High School/High Tech and the Youth Leadership Forum. An extensive list of links provides users with access to state and national resources, including the US Department of Labor Office of Disability Employment Policy and the President's New Freedom Initiative. The site also contains information about The Able Trust grants programs and other activities.

Employers can access the site for information about hiring people with disabilities. A free online employer resource kit provides them with tips about interviewing, making workplace accommodations, recruitment and much more. It also features links to online job banks and the Job Accommodation Network, which offers free advice on adapting the workplace to meet the job candidate's needs. In addition, members of the Florida Business Leadership Network receive monthly updates and resource information via the BLN *Connections* electronic newsletter.

Other aspects of the website include online grant booklets, currents and archived editions of the *Florida Grantor*, The Able Trust/FGA's quarterly newsletter, a calendar of disability events and a resource listing of nonprofit agencies in Florida.

## **Online Knowledge Center**

The Able Trust/FGA developed the "Knowledge Center" to provide nonprofit organizations with information and resource links that address how to write effective grant proposals, examples of successful grant projects and how to implement a successful disability employment program. The Knowledge Center was created to provide a forum where organizations that have successfully implemented programs can share their ideas and experiences with organizations that are interested in incorporating their own disability employment program.

## **Governor's Clearinghouse on Disabilities**

The Able Trust/FGA cooperates with the ADA Working Group by referring callers with disability-related questions to the Clearinghouse on Disabilities. The Able Trust/FGA also makes information available about the Clearinghouse's programs and helps to promote it through its publications and website.

## **Statewide Speaker's Bureau**

The Able Trust/FGA staff and Board of Directors regularly make presentations to civic groups, disability organizations, corporations and others about Foundation programs. These presentations address employing an individual with a disability, estate planning for special needs families, The Able Trust Grants Program, the Youth Leadership Forum and High School/High Tech projects.

Presentations were made to the following organizations throughout the year: World Congress on Disabilities; IDEA Conference; Pensacola Society for Human Resource Management (SHRM); Martin County SHRM; South Brevard SHRM; Melbourne SHRM; St. Petersburg SHRM; Lakeland SHRM; Disability Summit, Pensacola and Walt Disney World Co.'s CastABLE.

# **Review Policy and Make Recommendations to the Governor of Florida**

## **Study of Employer Attitudes Toward Hiring Individuals with Disabilities**

In February 2003 The Able Trust/FGA collaborated with the Milbank Foundation for Vocational Rehabilitation to conduct a study of business employers in Florida concerning their policies, practices and attitudes related to hiring persons with disabilities. The Able Trust contracted with the Center for Information, Technology and Evaluation Services (CITES) of Florida State University to conduct the study. The general objective of the study was to identify obstacles that prevent employers from recruiting and hiring individuals with disabilities and the resources needed to address perceptions of these obstacles.

A sample of businesses was obtained from members and member-prospects of the Florida Chamber of Commerce. The respondents of the survey included businesses from forty-eight Florida counties. The businesses that responded tended to employ fewer than two hundred employees. The primary activity of the responding businesses was service (37.0%), with production companies as the second most numerous (22.2%). Approximately three-fourths of the respondents classified themselves as having responsibility for hiring and supervising employees with disabilities.

Approximately one-third of all respondents reported being highly aware of disability issues. Chamber members indicated a higher level of awareness than non-Chamber Members. The two groups agreed that persons with behavioral disabilities were the most difficult of all categories to accommodate on the job.

Approximately 80% of the businesses in the total sample said that they employed one or more persons with disabilities; 70% reported hiring between 1 and 15 employees. Approximately 40% of all respondents did not anticipate hiring any persons with disabilities within the next two years, and 12.8% of Chamber members, as opposed to only 4.8% of non-Chamber members, anticipated hiring 3 or 4 employees with disabilities within that time frame.

Fifty percent of the respondents stated that their business has a formal policy for hiring persons with disabilities. More Chamber businesses (56.0%) have formal policies for hiring persons with disabilities than do non-Chamber businesses (42.8%).

Of the businesses that responded, Chamber businesses are more likely than non-Chamber businesses to have attempted to hire persons with disabilities in the past (68.5% vs. 56.2%). Only 29.9% of all businesses in the total sample have policies that commit them to actively recruit persons with disabilities. However, 81% of all businesses in the sample have policies that commit them to help temporarily disabled workers return to work. Approximately 83% of the businesses in the total survey sample have policies that guarantee disabled workers equal opportunities for career development and advancement.

Beliefs of the respondents concerning implementation of their business policies toward disabled workers show differences between Chamber and non-Chamber businesses to be negligible. Over 50% of the total sample believes that their companies do a good job of providing adequate accommodations, matching jobs and abilities, creating a disability-friendly work environment and handling termination of workers with disabilities when necessary. Finally, they also agree that hiring workers with disabilities is good for public relations.

Only 24.8% of the total sample indicated that their businesses do a good job of recruiting individuals with disabilities and only 34.7% indicated that their businesses provided disability awareness or sensitivity training to all employees.

Over 50% of the total sample of businesses have modified existing facilities or work schedules and restructured job requirements to accommodate workers with disabilities. Fewer than 50% have adjusted or modified qualification examinations or provided qualified readers or interpreters for workers with disabilities. More Chamber than non-Chamber businesses have modified equipment or devices for use by workers with disabilities; also 26.8% of Chamber members versus 18.2% of non-Chamber members have adjusted or modified training materials.

A lack of familiarity with several state and national agencies and programs related to individuals with disabilities was found among respondents. Exceptions included employers having “some” or “a great deal” of familiarity with Welfare to Work, School-to-Work training programs, One-Stop Career Centers, Florida Division of Vocational Rehabilitation and Department of Veterans Affairs.

Chamber members displayed greater familiarity with most programs or agencies than did non-Chamber members. More non-Chamber than Chamber members responded “not at all” for each program or agency, while more Chamber than non-Chamber members responded “some” or “a great deal.”

The overall results of this survey illustrate that the practices, policies and attitudes of Florida’s employers towards workers with disabilities are generally positive. Recommendations for action stem from three general findings: differences seen between Chamber and non-Chamber groups, employers’ lack of awareness of disability issues and resources and employer attitudes toward individuals with disabilities.

The Able Trust/FGA is collaborating with the Milbank Foundation to develop an extensive marketing plan to promote the results of the study both in Florida and nationwide. In addition, programs are being developed to inform businesses about the benefits of hiring people with disabilities and the resources available to them to do so. The Able Trust/FGA is also developing partnerships with statewide organizations such as the Florida Chamber of Commerce and Human Resource Association of Florida to create a statewide speakers bureau, increase support and marketing efforts for service providers to promote hiring to Florida businesses and increase the visibility of the existing Able Trust/FGA resources for employers.

A complete copy of the employers study is available on The Able Trust/FGA website at [www.abletrust.org](http://www.abletrust.org).

**THOMAS, HOWELL, FERGUSON P.A.**

Certified Public Accountants  
2120 Killarney Way  
PO Drawer 14569  
Tallahassee, FL 32317-4569

Phone: (850) 668-8100

Fax: (850) 668-8199

## Report of Independent Auditors

The Board of Directors  
The Florida Endowment Foundation for  
Vocational Rehabilitation, Inc.  
d/b/a The Able Trust

We have audited the accompanying statements of net assets of The Florida Endowment Foundation for Vocational Rehabilitation, Inc., d/b/a The Able Trust (the "Foundation"), a component unit of the State of Florida, as of June 30, 2003 and 2002, and the related statements of revenues, expenses and changes in net assets and cash flows for the years then ended. These financial statements are the responsibility of the Foundation's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards (1994 revision)*, and any amendments thereto, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Foundation as of June 30, 2003 and 2002, and the results of its operations and cash flows for the years then ended in conformity with accounting principles generally accepted in the United States of America.

Our audits were conducted for the purpose of forming an opinion on the basic financial statements taken as a whole. The other financial information as listed in the table of contents, is presented for purposes of additional analysis and is not a required part of the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements and, in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

August 8, 2003

*Thomas Howell Ferguson P.A.*

# 1. Summary of Significant Accounting Policies

## Nature of Activities

The Florida Endowment Foundation for Vocational Rehabilitation, Inc. d/b/a The Able Trust (the "Foundation") was created by the 1990 Florida Legislature and was incorporated on February 25, 1998, as a not-for-profit corporation. The Foundation was established as a direct support organization for the Florida Division of Vocational Rehabilitation, for the purpose of providing grants and raising funds to support public and private non-profit vocational rehabilitation programs and services leading to the employment of Florida citizens with disabilities.

Funding for the Foundation is provided under Florida statutes through a surcharge on non-criminal moving traffic violations and through allocation of fees for temporary disabled parking permits. In addition, the Foundation receives revenue through private gifts, grants and donations.

## Basis of Accounting

The Foundation follows financial reporting requirements for enterprise funds, which use the accrual basis of accounting. Under this method, revenues are recorded when earned and expenses are recognized when they are incurred.

## Cash and Cash Equivalents

Cash and cash equivalents include demand deposits with financial institutions, deposits in highly liquid money market funds and certificates of deposit with original maturities of three months or less. Deposits with financial institutions are insured by the Federal Deposit Insurance Corporation (FDIC) up to \$100,000. At June 30, 2003, the Foundation had total demand deposits with financial institutions of \$669,125 of which, \$525,978 is in excess of FDIC coverage.

## Restricted Cash

The Foundation reports cash with contractual restrictions as restricted cash.

## Investments

Investments consist of certain mutual funds, fixed maturity investments and equity securities. Investments are carried at market value which is based on quoted market values for these or similar instruments.

Earnings on investments of permanently restricted endowment funds are recorded as unrestricted revenues unless their use is limited by donor restrictions. Investment earnings received with donor-imposed restrictions, which expire during the fiscal year, are recorded as unrestricted income.

# 1. Summary of Significant Accounting Policies

## Furniture and Equipment

Furniture and equipment are stated at cost, net of accumulated depreciation. Depreciation is computed using accelerated methods over the estimated useful lives of the assets. The estimated useful life for furniture and equipment is five to seven years.

## Contributions Receivable From Split-Interest Agreements

Contributions receivable from split-interest agreements consist of amounts receivable from various irrevocable charitable remainder trust agreements and are considered promises to give. Unconditional promises to give that are expected to be collected within one year are recorded at net realizable value. Unconditional promises to give that are expected to be collected in future years are recorded at the present value of their estimated future cash flows. The discounts on these amounts are based on average investment rates earned by the Foundation in the year in which the promises are received. Amortization of the discounts as well as changes in the estimated future cash flows is included on the statement of activities as change in present value of split-interest agreements.

## Income Taxes

Pursuant to a determination letter received from the Internal Revenue Service, the Foundation is exempt from federal income taxes under Section 501(c)(3) of the Internal Revenue Code.

## Revenue Recognition

### *Operating revenues*

Operating revenues consist of revenue received from special events and public support programs which are the principal revenues used by the Foundation to carry out their exempt purpose. Revenues from these sources are recorded in the period in which they are earned.

### *Contributions*

Annual contributions and gifts are recorded as revenue at the time they are received, or when all eligibility requirements are met, whichever is first. Contributions received with permanent restrictions are recorded as nonexpendable contributions on the Statement of Net Assets.

## Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Accordingly, actual results could differ from those estimates.

# 1. Summary of Significant Accounting Policies

## Functional Allocation of Expenses

The costs of providing the various programs and other activities have been summarized on a functional basis. Accordingly, certain costs have been allocated among the programs benefited.

## Election to Apply FASB Statements

The Foundation has elected to apply all FASB Statements and interpretations issued after November 30, 1989, except for those that conflict with GASB pronouncements, as permitted by GASB Statement No. 20, "Accounting and Financial Reporting for Proprietary Funds and Other Governmental Entities That Use Proprietary Fund Accounting."

## Reclassification

Certain 2002 amounts have been reclassified to conform to the 2003 presentation.

# 2. Investments

Investments at June 30, 2003 consist of the following:

	Cost	Unrealized Gains (Losses)	Market and Carrying Value
Mutual funds	\$6,153,806	\$(1,123,050)	\$5,030,756
Equity securities	3,362,137	(20,057)	3,342,080
Fixed maturity investments	3,354,208	185,339	3,539,547
	\$12,870,151	\$(957,768)	11,912,383
Less: Restricted for endowments			<u>2,144,043</u>
			\$9,768,340

Investments at June 30, 2002 consist of the following:

	Cost	Unrealized Gains (Losses)	Market and Carrying Value
Mutual funds	\$6,283,208	\$(673,718)	\$5,609,490
Equity securities	3,133,117	114,825	3,247,942
Fixed maturity investments	4,293,227	(553,804)	3,739,423
	\$13,709,552	\$(1,112,697)	12,596,855
Less: Restricted for endowments			<u>1,924,738</u>
			\$ 10,672,117

Investment earnings consists of the following:

	Year ended June 30, 2003	2002
Interest and dividends	\$352,943	\$361,869
Change in unrealized gains and losses, net	154,929	(1,149,219)
Realized gains and losses, net	<u>(331,668)</u>	<u>(357,691)</u>
Total investment earnings	\$176,204	\$(1,145,041)

The Foundation's investments (other than real estate) at June 30, 2003, are categorized to give an indication of the level of risk assumed. Category 1 includes investments that are insured or registered or for which the securities are held by the Foundation or its agent in the Foundation's name. Category 2 includes uninsured and unregistered investments for which the securities are held by the counterparty's trust department or agent in the Foundation's name. Category 3 includes uninsured and unregistered investments for which the securities are held by the counterparty, or by its trust department or agent, but not in the Foundation's name. All investments of the Foundation are included in Category 1.

### 3. Furniture and Equipment

Furniture and equipment consist of the following:

	June 30, 2002	Additions	Deletions	June 30, 2003
Furniture and fixtures	\$170,440	\$4,599	\$-	\$175,039
Leasehold improvements	64,747	3,200	-	67,947
Office equipment	70,172	10,229	26,032	54,369
	305,359	18,028	26,032	297,355
Less: Accumulated depreciation	<u>187,125</u>	<u>31,108</u>	<u>26,032</u>	<u>192,201</u>
	\$118,234	\$(13,080)	\$-	\$105,154

### 4. Net Assets

The Board has designated a portion of the Unrestricted Net Assets as follows:

	June 30, 2003	2002
Board Designated General Reserve	\$300,000	\$300,000
Board Designated Grant Reserve	690,020	739,318
Board Designated Endowment	11,177,443	11,161,295
Board Designated Endowment Earnings	47,746	-
Unrestricted, undesignated	<u>759,517</u>	<u>804,916</u>
	\$12,974,726	\$13,005,529

Unrestricted net assets that are Board designated grant reserve represent resources designated for the payment of grants approved, but not yet paid, at year-end. Unrestricted net assets that are Board designated endowments represent resources contributed by the Foundation to increase endowment principal. Board designated general reserves represent unrestricted net assets available only for Board approved projects.

Non-expendable net assets represent endowment contributions received from donors to be invested in perpetuity and permanently restricted net assets from the present value of various charitable remainder trusts (split-interest agreements), in which the Foundation has been designated as the beneficiary. Split-interest agreements are more fully explained in Note 5.

## 5. Split-Interest Agreements

The Foundation is a beneficiary of various charitable remainder trusts. A charitable remainder trust provides for the payment of distributions to the donor or other designated beneficiaries over the trust's term (usually the designated beneficiary's lifetime). At the end of the trust's term, the remaining assets will be transferred to the Foundation for the purpose of establishing an endowment. The portion of the trust attributable to the present value of the future benefits (using a discount rate of 7.5%) to be received by the Foundation is recorded in the statement of activities as permanently restricted contributions in the period the trust is established. The balance of the contributions at June 30, 2003, net of unamortized discounts of \$1,609,193 totaled \$733,715. There were no revenues recognized from split-interest agreements during the fiscal year ended June 30, 2003, however, discount amortization and revaluations of expected future benefits of \$21,099 were recorded on the statement of revenues, expenses and changes in net assets as the change in present value of split-interest agreements. Changes in present value of split-interest agreements recognized during the year ended June 30, 2002 were \$(425,703).

Contributions receivable under split-interest agreements are recorded on the statement of financial position and are expected to be received in more than five years. No provision for uncollectible contributions has been recorded as of June 30, 2003 and 2002.

## 6. Operating Lease

The Foundation entered into a five-year lease agreement for office space through August 2007. Rent expense under this lease was \$96,030 and \$93,759 for the years ended June 30, 2003 and 2002, respectively. The following is a schedule of future minimum lease payments (net of sales tax) required under the lease:

<u>June 30,</u>	
2004	87,972
2005	90,763
2006	93,317
2007	96,287
2008	<u>16,115</u>
	\$384,454

## **7. Commitments**

As previously discussed in Note 4, the Foundation had approved grants of \$1,604,627 and \$1,123,800 during the years ended June 30, 2003 and 2002, respectively. Because the grant periods do not coincide with the Foundation's fiscal year-end, \$690,020 and \$739,318 of these grants has not been paid as of June 30, 2003 and 2002, respectively. Although the payment of the outstanding grants is contingent upon the grantee's satisfactory compliance with grant conditions, it is probable the Foundation will fund the entire unpaid balance.

## **8. Retirement Plan**

Effective January 31, 1998, the Foundation implemented a defined contribution pension plan, which covers substantially all employees. Employees are 100% vested in employer contributions to the plan after five years of service to the Foundation. The employer contributions to the plan are contingent upon a minimum contribution by the participant. Contributions charged to expense during the years ended June 30, 2003 and 2002 are \$23,164 and \$20,646, respectively.

## **9. Brain and Spinal Cord Injury Program Agreement**

During September 2002, the Foundation entered into an agreement with the Florida Association of Centers for Independent Living and the Office of the State Attorney to receive and disburse funds for the Personal Care Attendance Pilot Program. Acting primarily as an agent for this agreement, the Foundation receives and disburses funds in accordance with the agreement. At June 30, 2003, the Foundation has restricted cash and accounts payable of \$43,417 related to the program.

# Friends of The Able Trust/FGA

Abilities of Florida  
AFIRE of Pasco County, Inc.  
Against All Odds-Macular Degeneration Network  
ARC Gateway, Inc.  
ARC Glades Area  
ARC Jacksonville  
ARC Marion, Inc.  
ARC Monroe, Inc.  
ARC Nature Coast  
ARC of Alachua County  
ARC of Bradford County  
ARC of Broward  
ARC of Martin County  
ARC of Palm Beach County  
ARC Putnam County  
ARC Ridge Area  
ARC Santa Rosa  
Archways Behavioral Healthcare  
Bayview Center for Mental Health  
Beckham Hall  
BIRC-Cognitive Programs  
Bob Joyner  
Boley Centers for Behavioral Healthcare, Inc.  
Brain Injury Association of Florida  
Brevard Achievement Center  
Caring & Sharing CIL  
Celestial Therapeutic & Ornamental Gardens  
Center for Drug Free Living  
Center for Independence, Technology & Education  
Charles & Lorraine Whalen  
Children's Haven & Adult Community Services  
Chipola Junior College  
CIL of Broward  
CIL of Central Florida  
CIL of North Central Florida  
CIL of Northwest Florida  
CIL of South Florida  
CIL of Southwest Florida  
CIL of the Space Coast  
CIL of the Suncoast  
CRAFSS  
Deaf Service Center-Manatee/Sarasota  
Department of Children & Families  
Division of Vocational Rehabilitation  
Dyslexia Research Institute  
Easter Seal Rehabilitation Center, Inc.  
Easter Seals Miami Dade  
Elizabeth & Mark Shorestein  
Emmanuel A.M.E. Zion Church & Childcare Center  
Epilepsy Foundation of South Florida  
Eric Cravey  
Fellowship House  
Florida Alliance for the Mentally Ill  
Florida Association of Rehabilitation Facilities  
Florida Center for the Blind, Inc.  
Florida Council for Community Mental Health, Inc.  
Florida Lions Conklin Center for the Blind  
Friends of the Deaf Service Center  
Gabriel & Audrey Ehrenstein  
Good Hope Equestrian Training Center  
Goodwill CDC  
Goodwill Heart of Florida  
Goodwill Industries of Broward  
Goodwill Industries of Central Florida  
Goodwill Industries of North Florida  
Goodwill Industries of SW Florida  
Goodwill Industries Suncoast  
Gulf Coast Community Care  
Gulf Coast Jewish Family Services  
Gulfstream Goodwill Industries, Inc.  
Habilitation Center for the Handicapped  
HOPE Center  
I Can Grow, Inc.  
Jewish Association for Residential Care  
Jewish Association of South Palm Beach County  
Jewish Community Services  
JP Expression Ministries, Inc.  
L'Arche Harbor House, Inc.  
Lakeview Center Foundation  
Lakeview Center, Inc.  
Latino Leadership, Inc.  
Leon Advocacy & Resource Center  
Life Management Center of NW Florida  
Life Stream Behavioral Center, Inc.  
Lighthouse for the Blind of the Palm Beaches, Inc.  
Lighthouse of Broward County, Inc.  
Lock Towns Community Mental Health Center, Inc.  
MacDonald Training Center, Inc.  
Mental Health Association of Palm Beach County  
Mental Healthcare, Inc.  
Miami Lighthouse for the Blind  
Miami Projects, Inc.  
Mickie Oliva  
National Wheelchair Sports Fund  
New Horizons Community Mental Health Center, Inc.  
New Horizons of the Treasure Coast  
Northside Mental Health Hospital  
Okeechobee Rehabilitation Facility  
Palm Beach Habilitation Center, Inc.  
Paralyzed Veterans Association of Florida  
PARC  
Perdido Bay Tribe, Inc.  
Pine Castle, Inc.  
PMM Rehabilitation, Inc.  
Primrose Center, Inc.  
Quest, Inc.  
Raphaelle Cesar  
Rehab Solutions, Inc.  
Rehabilitation Services, Inc.  
Renaissance Behavioral Health System, Inc.  
Robin Courter, OTR  
Seacamp Association, Inc.  
Seagull Industries for the Disabled  
Self Reliance, Inc.  
Social Security Administration  
Suncoast Epilepsy Association  
Sunrise Community, Inc.  
Sunrise Community of Hendry/Glades  
Sunrise Community of Polk County  
Sunrise Community of Southwest Florida  
Tampa Lighthouse for the Blind  
The Center for Positive Connections  
The Learning Experience School  
Thomas H. Turja  
Tri-County TEC  
Tyler Institute  
United Cerebral Palsy of Sarasota-Manatee  
United Cerebral Palsy of Tallahassee  
Urban League of Broward County  
Valencia Community College  
Visually Impaired Persons of SW Florida  
Volunteer Jacksonville  
Volusia/Lake/Flagler P.I.C.  
Watson Center for the Blind  
WAVE The Workshop for Adult Vocational Enrichment  
Working Solutions

**The Able Trust**

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**Florida Governor's Alliance for the  
Employment of Citizens with Disabilities**

106 East College Avenue, Suite 820

Tallahassee, FL 32301

850.224.4493 Voice or TDD

888.838.ABLE (2253) Toll-free

850.224.4496 Fax

[www.abletrust.org](http://www.abletrust.org)