

FGA

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



2004

Annual Report

Our Mission

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

The Able Trust

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

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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 Expands

In 2004 The Able Trust/FGA expanded the Florida High School/High Tech program from thirteen to twenty operational sites across the state. High School/High Tech is designed to promote technology-based careers and education for youth with disabilities between the ages of fourteen and twenty-two. Its purpose is to encourage these young people to explore their own interests and potential in science, technology, engineering, and math, with an ultimate goal to help them aim for college and a degree in their chosen field. Expansion of the program was made possible by a five-year federal grant of \$990,000 awarded to The Able Trust/FGA in 2003 from the US Department of Labor Office of Disability Employment Policy (ODEP), as well as from support funding from local Workforce Development Boards.



New High School/High Tech sites are now located in Orange, Volusia, Escambia, Taylor, Gilchrist, Columbia, Dixie and Union Counties. Together with existing sites, Florida High School/High Tech projects provide over five hundred students with disabilities with activities such as field trips, educational workshops on resume building and career exploration, and paid summer internships.

Additionally, The Able Trust/FGA has partnered with the Florida Space Authority to enhance the High School/High Tech program for its participants. Over the coming year students will have the opportunity to take a field trip to the Florida Space Authority and visit launch sites at Cape Canaveral, as well as the world-class Space Life Sciences Lab at Kennedy Space Center. In addition, Captain Winston Scott, a two-time Space Shuttle Astronaut, will meet with students and share experiences from his space travels, as well as aeronautical and aerospace careers.

High School/High Tech is part of a national initiative of the Office of Disability Employment Policy and is conducted in 24 states. Florida is the only program with a statewide sponsor, The Able Trust/FGA, which helps provide funding and staff support to the twenty projects. Florida High School/High Tech also has over ninety-four percent of its graduates enrolled in post-secondary education or training, with these students reporting that High School/High Tech motivated them in their decisions to pursue these goals.

Statewide Awareness Campaign Promotes Employer Attitudes Study Results

The Able Trust/FGA kicked off the 2004 year with an awareness campaign to dispel myths of the untapped workforce of people with disabilities. The campaign began with a press conference with Lieutenant Governor Toni Jennings releasing the results of the statewide study of employer attitudes toward hiring people with disabilities. The press conference was held at The Capitol in Tallahassee and local and statewide print and broadcast media attended the event. Additional guest speakers included Rita Craig, chair of the Florida Business Leadership Network, Sharon Griffith, President of The Able Trust/FGA and Akin Akinyemi, a Tallahassee architect who has had positive experiences employing people with disabilities.



Lt. Governor Jennings (podium) hosted a press conference with The Able Trust/FGA to release results of the Employer Attitudes Study. Also pictured from left to right: Sharon Griffith, Akin Akinyemi and Rita Craig.

In 2003 The Able Trust commissioned the study with New York's Milbank Foundation for Rehabilitation to discover barriers keeping people with disabilities out of the workforce. The study was conducted by the Center for Information, Training and Evaluation Services at the Florida State University. 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 towards employees with disabilities. Small businesses (less than 20 employees) had more positive attitudes than larger ones.

The Able Trust developed an informational brochure to highlight statistics from the employer study and address resources available to help employers include more people with disabilities in their workforce. The brochure was distributed to more than three hundred local Chambers of Commerce, as well as Florida's Small Business Development and One Stop Centers. The brochure also included information about joining The Able Trust/FGA's Florida Business Leadership Network, which provides disability employment resources free to members on a regular basis. Hundreds of employers joined the BLN in 2004 after receiving the brochure from their local Chamber. The Able Trust also made posters available showcasing similar information and will feature a billboard campaign in early 2005.

A complete copy of the employers study and its marketing materials are available on The Able Trust/FGA website at www.abletrust.org.

National Database of Students with Disabilities Made Available to Florida Employers

The Office of Disability Employment Policy's Workforce Recruitment Program (WRP) 2004 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. The Able Trust/FGA provided WRP CD-Roms to Florida businesses as part of its BLN activities. The CD-ROM contained information about 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.

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 information about the success of the program. The State Coordinator has been invited by national groups across the country to speak about High School/High Tech. In addition, the Office of Disability Employment Policy regularly invites the State Coordinator to serve as a resource to other states, including Colorado, South Carolina and Ohio, looking to implement the 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 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.

Florida Disability Mentoring Day Sponsor

On October 20, 2004, almost six hundred students with disabilities across the state participated in Florida Disability Mentoring Day (DMD). During DMD, these students shadowed a business mentor to learn more about the workforce and see the day-to-day responsibilities required of a person in their career field of interest. Governor Jeb Bush and other state agency leaders joined with more than three hundred Florida business executives, elected officials and other career professionals to share their experiences as on-the-job mentors. George Koehn, President and CEO of SunTrust Banks of Florida, served as the 2004 DMD Honorary Chair.



Jennifer Skaja of the Florida Space Authority is shown here with Jonathon during his visit to Kennedy Space Center's Space Life Sciences Lab.

Disability Mentoring Day is a nationally coordinated job shadowing opportunity sponsored by the American Association of People with Disabilities (AAPD). Young adults and job seekers with disabilities are matched with professionals based on their career interests. They spend the day with mentors observing job responsibilities and gaining a better understanding of the workplace environment.

Based on Florida's outstanding student and business participation over the past three years, the state has been selected by AAPD as the national kickoff site for 2005.

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 2004, The Able Trust awarded fifty-four grants in the amount of \$1,797,455. This included \$348,000 in funding for High School/High Tech programs 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 2004 being the ninth year The Able Trust has awarded over \$1 million in grants, the Foundation reached the \$15 million mark in total grant awards.

Ability Awards 2004

On February 9th, 2004, The Able Trust/FGA honored recipients of the Ability Awards at the Wyndham Bonaventure Resort in Ft. Lauderdale, Florida. The awards luncheon, which took place during the Emerging Workforce Conference, featured George Koehn, President and CEO of SunTrust Banks of Florida, as the keynote speaker. Rita Barreto Craig, chair of the Florida Business Leadership Network, presented the awards on The Able Trust/FGA's behalf.

Hillsborough Association for Retarded Citizens

HARC received the *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. HARC of Tampa's Community-Based Supportive Employment program serves individuals with developmental disabilities and encourages them to participate in community integrated competitive employment. Their philosophy is focused on person-centered planning in which HARC's employment coaches encourage consumers to assess their current strengths and abilities to help them choose what type of job they desire.



Able Trust/FGA President Sharon Griffith (left) and Florida BLN Chair Rita Craig (right) present Richard Lilliston and David Rosynsky with the 2004 Beverly Chapman Award.

Mongolian Grill

Mongolian Grill was named *Small Employer of the Year*. The Mongolian Grill opened in Pensacola in February 2003 and has worked closely with the ARC Gateway to hire people with disabilities. Charlotte Boedigheimer and Paul Carpenter, co-owners of the Mongolian Grill, have accommodated every employee in every way.

Nationwide Insurance

Nationwide was named *Large Employer of the Year*. Through a strong partnership with the Center for Independent Living of North Central Florida in Gainesville, Nationwide has made continued efforts to hire people with disabilities, offering them various, competitive jobs. They promote awareness among all of their employees to ensure all staff members with disabilities have the accommodations and support needed for a successful workplace environment.



Rita Craig presents Teresa Ruccione and the staff of Nationwide Insurance with the 2004 Large Employer of the Year Award.



Rita Craig presents Cindy Marshall with the 2004 Media Award.

Cindy Marshall

Marshall received the *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. Marshall is night/weekend editor for the *Sebring News-Sun*. Marshall is known for writing and assigning stories about people with disabilities that demonstrate to the public not only the struggles of citizens with disabilities, but also spotlight their triumphs.

Cynthia Szuka

Szuka received the *Youth Leader Award*, which recognizes a young adult 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. Szuka is an active volunteer in Wellington's special needs community. She is a founding volunteer at the Christ Fellowship Church's Special Needs Ministry and organizes wheelchair drives for a disability outreach organization.



Emerging Workforce Conference

The Able Trust/FGA served as a major sponsor for the first national Emerging Workforce Conference, which was held in Ft. Lauderdale from February 8-10, 2004. The Trust hosted its annual Ability Awards during the event, provided support to assist with logistics and promotions, exhibited during the event's tradeshow and provided several workshop speakers.

More than five hundred leaders from various governmental, private and nonprofit organizations came together to discuss ways to enhance employment opportunities for people with disabilities. Keynote speakers for the event included longtime disability advocate John D. Kemp, Commissioner of Social Security Administration JoAnne Barnhart, Chair of the US EEOC Cari Dominguez and Assistant Secretary for the US Department of Labor's Office of Disability Employment Policy Roy Grizzard. Governor Jeb Bush also provided a keynote address, in which he cited The Able Trust's Employer Attitudes Study on several occasions.

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 six hundred students shadowed career professionals at more than three hundred businesses and government agencies that matched their career interests on Disability Mentoring Day, October 20. 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, ten 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 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.



Robert spent the morning shadowing WJBT of Jacksonville's morning show producer, Ronda.

“Bikers Care” Tag Awareness Campaign

In April 2004, Florida's first specialty license tag was made available for motorcyclists. 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 Able Trust/FGA distributes funds raised from the sale of the tag among the Brain and Spinal Cord Injury Program, the Centers for Independent Living and Prevent Blindness Florida.

Throughout 2004 The Able Trust/FGA organized and managed a statewide promotional campaign to raise awareness about the tag. The campaign featured a television public service announcement, direct mailings to registered motorcyclists, tradeshow materials and promotional postcards and posters. In just six months almost \$80,000 has already been collected from tag sales.



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 2004 The Able Trust/FGA awarded a \$20,000 grant to the Perdido Bay Tribe -Southeast Lower Muscogee Creek- to provide vocational services to Native Americans with disabilities in Escambia and Santa Rosa Counties.

Florida High School/High Tech

High School/High Tech is designed to promote technology-based careers and education for youth with disabilities between the ages of fourteen and twenty-two. Its purpose is to encourage these young people to explore their own interests and potential in science, technology, engineering, and math, with an ultimate goal to help them aim for college and a degree in their chosen field. Expansion of the program was made possible by a five-year federal grant of \$990,000 awarded to The Able Trust/FGA in 2003 from the US Department of Labor Office of Disability Employment Policy (ODEP), as well as from support funding from local Workforce Development Boards.

In June 2004, The Able Trust/FGA awarded \$328,000 in grants to assist with the continuation of twelve existing sites, and assist with the establishment of eight new sites. Each site hosted a kickoff event to encourage student participation and educate parents and faculty members about the program.

High School/High Tech takes place during and after the school day. Students participate in a number of activities based on four evidence-based features: preparatory exercises, work-based experiences, connecting activities and youth development and leadership. Each High School/High Tech project offers a core curriculum ranging from vocational assessments, work readiness

skills, tutoring and mentoring, field trips, personal leadership and interpersonal skills training. High School/High Tech also offers students on-the-job experiences through job shadowing and internship opportunities.



Students from Brevard County High School/High Tech took a tour of Harris Corporation.



State Coordinator Donna Mundy (right) presented Carolyn Marchbank of Children's Haven with the 2004 Florida High School/High Tech Project of the Year Award.

In 2004, five hundred and ten students, grades nine through twelve, were enrolled in the High School/High Tech program statewide, which spanned throughout seventy-seven high schools. Of the one hundred and forty-four students who graduated in May 2004, one hundred and thirty five are enrolled in post-secondary education, military or some type of employment (94%). One hundred and fifty-five High School/High Tech students participated in a summer internship in 2004, with sixty-seven percent being paid through a collaboration with WIA Youth Programs. Internship positions ranged from data entry clerks to radiology assistants.

Each year The Able Trust/FGA recognizes a High School/High Tech project for outstanding activities. In March 2004, Children's Haven and Adult Community Services, Inc. (CHAC) was honored as the Project of the Year. In Sarasota and Manatee counties, CHAC is working with seven high schools, where they help High School/High Tech students learn more about their career interests through career assessments and internships. Activities include weekly workshops, tutoring sessions, and field trips.

Florida Youth Leadership Forum

In July 2004, forty 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 four-day forum students attended workshops on self-advocacy, career options, academic resources, community service and leadership. They met with dignitaries including Agricultural Commissioner Charles Bronson, Representatives Bev Kilmer and Dennis Baxley, General Counsel for Chief Financial Officer Tom Gallagher and Jim Warford, Chancellor of Florida Public Schools.

Special guest speakers, such as former Miami Dolphins Special Teams Coach Doug Blevins, helped to motivate students and encourage them to reach for their career goals. 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. During a visit to the Florida Capitol, delegates participated in a Disability Sensitivity Training which gave them an opportunity to experience disabilities other than their own.



YLF Delegates experienced different disabilities while visiting the House Chamber at Florida's Capitol during a Sensitivity Training hosted by Ability 1st.



Doug, a YLF Junior Staff member, showed off his artwork during the talent show.

They learned about etiquette during an interactive training event, which helped provide them with a better understanding of how to network, greet and introduce dignitaries, participate in a formal dining setting and communicate more effectively over the phone. They also participated in a community resource round robin exercise, in which they met with speakers from various state and local disability agencies.

Additionally students were paired with adults with disabilities 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. After lunch delegates were greeted by Florida State University athletes who shared personal stories about leadership, as well as posed for pictures and signed autographs.

Student delegates also received guidance and inspiration from former participants who returned to volunteer as Junior Staff for the event. These youth served as peer mentors, logistical coordinators, and junior facilitators for student home groups. Twenty 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, Wachovia Bank, Brain & Spinal Cord Injury Program, Sun Trust Bank, AXA Advisors and the Tallahassee Rotary Club.

The sixth annual YLF will take place July 21-24, 2005. Applications have been made available and fifty new delegates will be selected in early 2005.

Personal Care Attendant Pilot Program

The Able Trust/FGA has a collaborative 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 Attendant Pilot Program. The Able Trust/FGA serves as fiscal agent for the program while also participating in regular conference call meetings to stay up-to-date on the program's progress.

Disability Mentoring Day Statewide Planning Committee and Kickoff Event

The Able Trust/FGA organized and chaired a statewide planning committee to assist with planning and implementing activities for Disability Mentoring Day 2004. Members of the committee included representatives from the Division of Vocational Rehabilitation, Governor's ADA Working Group, Volunteer Florida, Governor's Mentoring Initiative and the Florida Division of Community Colleges.

The committee raised money and developed statewide promotional materials for DMD, including a Save the Date card, radio and television public service announcements, certificates of appreciation and local coordinator tool kits. In addition, the committee put together student goodie bags, which contained resource materials and information about services available to them in their local communities and statewide.

The Able Trust/FGA also coordinated the press conference to promote the collaborative efforts of the statewide events transpiring around Disability Mentoring Day 2004. The press conference was held in the Governor's large conference room and included Governor Jeb Bush, his mentee Austin, DMD Honorary Chair George Koehn of SunTrust Bank, director of the Agency for Persons with Disabilities Shelly Brantley and three additional student mentees. Members of the media who attended the event represented the Miami Herald, Tampa Tribune, Associated Press, Tallahassee Democrat and Capitol News Service. This gave DMD excellent statewide exposure in preparation for the 2005 event in which Florida will serve as the national kickoff site.



Governor Bush gives his mentor, Austin, an opportunity to speak during the DMD 2004 statewide kickoff press conference in Tallahassee.



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

Florida Business Leadership Network

The Florida Business Leadership Network (BLN) is 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 about 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. Florida's BLN has more than 900 members representing small businesses, 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 monthly 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 2004 The Able Trust/FGA provided support to Wilson Resources and the Florida Developmental Disabilities Council to assist with expanding local chapters for the Florida BLN. Three local chapters have been established in Miami-Dade, Polk County and the Big Bend area (representing Leon and surrounding counties). Each chapter is recruiting members and a leadership team to develop goals representative of the area's employment needs.

The Miami-Dade BLN Chapter hosted its kickoff event on November 5 with Governor Jeb Bush as the keynote speaker. The Able Trust/FGA provided resource materials, promotional and volunteer support for the event and Rita Barreto Craig attended on The Able Trust/FGA's behalf. Additionally, The Able Trust/FGA will serve as the fiscal agent for the chapter's fundraising efforts to underwrite a county-wide public awareness campaign about the benefits of hiring people with disabilities.

Disability Event Participation

The Able Trust/FGA participated in several disability-related events in 2004 to promote its services and show its support for the disability community. The FGA exhibited information at events such as the Grassroots Forum, ARC Florida conference, Florida Supportive Housing Coalition conference, Developmental Disabilities Day at The Capitol and Sportsability recreation expo.

The Able Trust/FGA provided guest speakers for several conferences to promote its programs, as well as the value of employing persons with disabilities. These included the Division of Vocational Rehabilitation annual training, Emerging Workforce conference, National Association for Adults with Special Learning Needs, the Job Accommodation Network Symposium and the Grassroots Forum.

Additionally, The Able Trust/FGA helped sponsor several disability-related events, including Commission for Transportation Disadvantaged Day at The Capitol, AG Bell Deaf & Hard of Hearing Conference and the Emerging Workforce Conference.

The Able Trust/FGA Website

The Able Trust/FGA hosts an extensive website that receives approximately 120,000 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. A detailed 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.

Three free electronic newsletters provide subscribers with information about hiring people with disabilities, youth activities and other disability-related news and updates. Other aspects of the website include online grant booklets, current 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.

Review Policy and Make Recommendations to the Governor of Florida

President Serves on Bioterrorism Task Force

Sharon Griffith, President and CEO of The Able Trust/FGA, is a volunteer member of the Florida Bioterrorism Task Force. The task force is a statewide group working together to address emergency issues for people with disabilities in the event of a terrorist attack or natural disaster. The group has been meeting regularly and will conduct mock training events in seven Florida regions that will help develop plans for first responders, including EMS, local law enforcement and hospital staff, to ensure their preparedness when providing support and assistance to people with disabilities.

Vice President of Grants Program Appointed to Blue Ribbon Task Force

Guenevere Crum, Vice President of Grants Program for The Able Trust, was appointed by Governor Bush in 2004 to serve as a member of the Blue Ribbon Task Force on Inclusive Community Living, Transition and Employment of Persons with Developmental Disabilities. The purpose of the task force is to develop a plan of action for individuals with disabilities, coordinate the provision of transition services for students with disabilities that are leaving school and work on improving employment opportunities for individuals with developmental disabilities.

Employer Attitudes Study Awareness Campaign

The Able Trust/FGA developed an extensive marketing campaign to promote the results of the Employer Attitudes Study both in Florida and nationwide. The campaign is designed to inform businesses about the benefits of hiring people with disabilities. The Able Trust/FGA has created a statewide speakers bureau, promotional materials, posters, billboards and radio public service announcements. As a result of this campaign, The Able Trust/FGA has been asked to provide support to the Governor's office and members of the Florida Legislature seeking information about disability hiring statistics on several occasions.

A complete copy of the employers study is available on The Able Trust/FGA website at www.abletrust.org.



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, 2004, 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* 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, 2004, 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.

In accordance with *Government Auditing Standards*, we have also issued our report dated August 13, 2004, on our consideration of the Foundation's internal control over financial reporting and our tests of its compliance with certain provisions, laws, regulations, contracts, and grants. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* and should be read in conjunction with this report in considering the results of our audit.

The accompanying Management's Discussion and Analysis on pages 3 through 6 is not a required part of the basic financial statements but is supplementary information required by the Governmental Auditing Standards Board. We have applied certain limited procedures, which consisted principally of inquiries of management regarding the methods of measurement and presentation of required supplementary information. However, we did not audit the information and express no opinion of it.

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 13, 2004

Thomas Howell Ferguson P.C.

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 vocational rehabilitation programs and services leading to the employment of Florida citizens with disabilities. Funding for The Able Trust 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, 2004, the Foundation had total demand deposits with financial institutions of \$941,660 of which, \$741,660 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 its 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."

2. Investments

Investments at June 30, 2004 consist of the following:

	Cost	Unrealized Gains (Losses)	Market and Carrying Value
Mutual funds	\$472,149	\$(1,732)	\$470,517
Equity securities	6,883,372	586,277	7,469,649
Fixed maturity investments	5,648,054	436,173	6,084,227
	\$13,003,575	\$1,020,718	14,024,293
Less: Restricted for endowments			<u>2,415,348</u>
			\$11,608,945

Investment income for the year ended June 30, 2004 consists of the following

Interest and dividends	\$328,176
Change in unrealized gains and losses, net	1,014,870
Realized gains and losses, net	<u>(16,853)</u>
Total investment earnings	\$1,326,193

The Foundation's investments (other than real estate) at June 30, 2004, 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, 2003	Additions	Deletions	June 30, 2004
Furniture and fixtures	\$175,039	\$8,774	\$-	\$183,813
Leasehold improvements	67,947	-	-	67,947
Office equipment	54,369	13,259	8,560	59,068
	297,355	22,033	8,560	310,828
Less: Accumulated depreciation	<u>192,201</u>	<u>36,758</u>	<u>7,304</u>	<u>221,655</u>
	\$105,154	\$(14,725)	\$1,256	\$89,173

4. Net Assets

The Board has designated a portion of the unrestricted net assets as follows:

	June 30, 2004
Board Designated General Reserve	\$300,000
Board Designated Grant Reserve	558,687
Board Designated Endowment	12,426,780
Board Designated Endowment Earnings	46,619
Unrestricted, undesignated	<u>861,520</u>
	\$14,193,606

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 represents resources contributed by the Foundation to increase endowment principal. Board designated endowment earnings are earnings on permanently restricted endowments that are available to be returned upon request by the affiliate agency and approval by the Executive Director. 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, 2004, net of unamortized discounts of \$1,426,533 totaled \$706,292. There were no revenues recognized from split-interest agreements during the fiscal year ended June 30, 2004, however, discount amortization and reevaluations of expected future benefits of (\$24,423) were recorded on the statement of revenues, expenses and changes in net assets as the change in present value of split-interest agreements.

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, 2004.

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>		
2005	90,763	
2006	93,317	
2007	96,287	
2008	<u>16,115</u>	
		\$296,482

7. Commitments

As previously discussed in Note 4, the Foundation had approved grants of \$1,738,027 during the year ended June 30, 2004. Because the grant periods do not coincide with the Foundation's fiscal year-end, \$558,687 of these grants has not been paid as of June 30, 2004. 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, 2004 are \$23,802.

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 Attendant Pilot Program. Acting primarily as an agent for this agreement, the Foundation receives and disburses funds in accordance with the agreement. At June 30, 2004, the Foundation has restricted cash and accounts payable of \$223,777 related to the program.

Friends of The Able Trust/FGA

Abilities of Florida
 AFIRE of Pasco County, Inc.
 Against All Odds-Macular Degeneration Network
 American Foundation for Visual Rehabilitation
 ARC Gateway, Inc.
 ARC Glades Area
 ARC Jacksonville
 ARC Madison-Jefferson
 ARC Marion, Inc.
 ARC Nature Coast
 ARC Putnam County
 ARC Santa Rosa
 ARC of Alachua County
 ARC of Bradford County
 ARC of Broward, Inc.
 ARC of Martin County
 ARC of Palm Beach County
 Archways Behavioral Healthcare
 Bayview Center for Mental Health
 Beckham Hall
 BIRC-Cognitive Programs
 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
 Center for Positive Connections
 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
 CRAFSS
 Deaf & Hearing Connection for Tampa Bay
 Deaf Service Bureau of West Central Florida
 Deaf Service Center-Manatee/Sarasota
 Deaf Service Center of Palm Beach County
 Department of Children & Families
 Developmentally Disabled Residential Corp.
 Division of Vocational Rehabilitation
 Dyslexia Research Institute
 Easter Seal Rehabilitation Center, Inc.
 Easter Seals Miami Dade
 Easter Seal Society of E. Central Florida
 Emmanuel A.M.E. Zion Church & Childcare Center
 Epilepsy Foundation of South Florida
 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
 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
 JP Expression Ministries, Inc.
 I Can Grow, Inc.
 Jewish Association for Residential Care
 Jewish Association of South Palm Beach County
 Jewish Community Services of S Florida
 L'Arche Harbor House, Inc.
 Lakeview Center Foundation
 Latino Leadership, Inc.
 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 Health Care, Inc.
 Miami Lighthouse for the Blind
 Miami Projects, Inc.
 Mickie Oliva
 NAMI Florida, Inc.
 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.
 Primrose Center, Inc.
 Quest, Inc.
 Rehab Solutions, Inc.
 Rehabilitation Services, Inc.
 Renaissance Behavioral Health System, Inc.
 Seacamp Association, Inc.
 Seagull Industries for the Disabled
 Self Reliance, Inc.
 Social Security Administration
 SOS Children's Village of Florida
 Space Coast CIL
 Suncoast CIL
 Suncoast Epilepsy Association
 Sunrise Community, Inc.
 Sunrise Community of Hendry/Glades
 Sunrise Community of Polk County
 Sunrise Community of SW Florida
 Tampa Lighthouse for the Blind
 The Center for Positive Connections
 The Learning Experience School
 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
 Woodland Hall Academy
 Working Solutions

