

FLORIDA GOVERNOR'S ALLIANCE FOR THE  
EMPLOYMENT OF CITIZENS WITH DISABILITIES



Because People Want to Work

# 2007 Annual Report





The Able Trust is a 501(c)(3) public-private partnership foundation established by the Florida Legislature in 1990. Its mission is to be the leader in providing Floridians with disabilities fair employment opportunities through fundraising, grant programs, public awareness and education.

Since its establishment The Able Trust has awarded over \$22 million in grants to individuals with disabilities and nonprofit agencies for employment-related purposes. Its programs enable over 2,000 Florida citizens to enter the workforce each year.

In 1997, The Able Trust was designated, by executive order of the Governor, as the Florida Governor's Alliance for the Employment of Citizens with Disabilities (FGA). Under this designation, The Able Trust/FGA serves as Florida's official liaison to the US Department of Labor, Office of Disability Employment Policy (ODEP).

In this capacity, The Able Trust/FGA has expanded its statewide activities and implemented several national initiatives for youth and adults with disabilities, addressing cultural diversity, employer outreach, transitioning, career development and other supports that create a more inclusive workplace for Florida's citizens with disabilities.



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

## Role and Responsibilities

Since 1997, The Able Trust has been designated by Executive Order as the Florida Governor's Alliance for the Employment of Citizens with Disabilities (FGA), Florida's official liaison to the US Department of Labor Office of Disability Employment Policy (ODEP). Under this designation, The Able Trust/FGA is responsible for the following initiatives:

1. National Promotion of the State of Florida as an innovative leader in the employment of citizens with disabilities;
2. Promotion of the employability of citizens with disabilities in Florida, and by that promotion, the achievement of results in employment of people with disabilities;
3. Represent the Governor of Florida with the Office of Disability Employment Policy and other entities;
4. The maintenance of positive liaisons with the Office of Disability Employment Policy and statewide agencies serving citizens with disabilities;
5. Initiate business and corporate support for hiring citizens with disabilities and the provision of information and referrals to the business and corporate communities;
6. Initiate and support linkages with the corporate and business communities and young persons with disabilities to provide employment opportunities for young persons with disabilities;
7. Provision of information and referrals to the disability community and to the general public to educate and facilitate the employment and related needs of citizens with disabilities; and
8. Policy review and recommendation to the Governor.

## NATIONAL PROMOTION OF THE STATE OF FLORIDA AS AN INNOVATIVE LEADER IN THE EMPLOYMENT OF CITIZENS WITH DISABILITIES

The Able Trust/FGA serves as Florida's official liaison to the US Department of Labor, Office of Disability Employment Policy (ODEP). In this capacity, The Able Trust/FGA implements several national initiatives of ODEP, including the Florida High School/High Tech program, Florida Youth Leadership Forum and the Florida Business Leadership Network. These programs are recognized across the country for their rapid growth, innovation and leadership in providing employment opportunities for citizens with disabilities and ability to leverage so many important partners to achieve statewide success.

The Able Trust/FGA represents Florida on several national associations, including the National Association of Governor's Committees of People with Disabilities (NAGC), where The Able Trust past President, Sharon Griffith, was elected for a second term as the association's Chair. Vice President of Public Relations Kristen Knapp serves as a member of the Association of Youth Leadership Forums (AYLF). The Able Trust/FGA's affiliation with these associations allows the Foundation to exchange ideas with other states on disability employment activities. In April 2007, The Able Trust/FGA hosted a combined 2007 annual conference in Orlando for NAGC, AYLF and the American Association of People with Disabilities (AAPD), during which the Foundation had the opportunity to showcase Florida's best practices on disability employment issues.

The Able Trust/FGA's Florida Business Leadership Network (USBLN) is affiliated as the state chapter of the US Business Leadership Network. In 2007, The Able Trust/FGA partnered with the USBLN to host its national conference in Orlando. More than 300 Florida and national employers attended the event, which also included the AAPD's national Disability Mentoring Day kickoff event that was organized by The Able Trust/FGA.

In 2007 Vice President of Grant Programs, Guenevere Crum, served as a member of the parent involvement committee for the International Division on Career Development and Transition conference, which took place in Orlando in October 2007 and brought together over 200 Florida and national representatives to address youth transition.

### Florida Business Leadership Network

The Business Leadership Network (BLN) is a business-led venture that promotes best practices in hiring, retaining and marketing to people with disabilities. It operates as a national network of 32 states organizing over 40 BLN chapters under the US Business Leadership Network. The Able Trust/FGA sponsors the Florida BLN, which is a peer-to-peer membership group of more than 1200 small and large businesses seeking to promote two primary personnel policies: diversity policies that include people with disabilities and hiring practices that target candidates with disabilities.



The Able Trust/FGA works in conjunction with a steering committee comprised of representatives of key industries, such as Walt Disney World Co., NASA/Kennedy Space Center and the Human Resource Association (HR) Florida to serve in an advisory capacity to help develop annual goals for the Florida BLN. The Florida BLN is organized as an information clearinghouse that provides disability hiring resources to members through an extensive website, a monthly electronic newsletter, a new member tool-kit, a statewide speaker's bureau and business-to-business workshops and networking opportunities.

Through partnerships with the Division of Vocational Rehabilitation, Workforce Florida and the Agency for Persons with Disabilities, 13 local chapters of the Florida BLN have been established in the Big Bend area, the Panhandle, the First Coast area, Miami-Dade, Greater Orlando, West Palm Beach, Gainesville, Ft. Myers and Tampa, as well as Bay, Broward, Brevard and Polk Counties. These local chapters are working to assist businesses and organizations with recruiting, hiring, training and retaining people with disabilities in their membership area.

# FGA 2007 ANNUAL REPORT

In September 2007, the USBLN tapped The Able Trust/FGA to assist with hosting its annual conference in Orlando. The Able Trust/FGA served on the planning committee, assisted with statewide promotions, sponsorship and attendee recruitment, speaker recommendations and event marketing. During the event, The Able Trust/FGA organized a statewide career fair for high school and college students with disabilities. This event served as the state and national kickoff for Disability Mentoring Day, with a ribbon-cutting ceremony that included Lt. Governor Jeff Kottkamp, executives from Walt Disney World Co., Publix, Darden Restaurants and NASA. The event attracted over 600 students from across Florida and was the first-ever event of its kind for students with disabilities.

## Florida High School/High Tech

High School/High Tech (HS/HT) is designed to provide high school students with all types of disabilities the opportunity to explore jobs or post-secondary education leading to technology-related careers. HS/HT links youth to a broad range of academic, career development and experiential resources and experiences that will enable them to meet the demands of the 21st century workforce.

Florida High School/High Tech is sponsored by The Able Trust/FGA. Because of the leadership of The Able Trust/FGA, Florida boasts the largest High School/High Tech (HS/HT) programs in the nation, representing 42% of student enrollment in the program nationally (2700 total). Through a partnership with the Division of Vocational Rehabilitation, The Able Trust/FGA has established 37 HS/HT sites across Florida. Over 1,100 students participate in the program each year in over 120 Florida high schools. It has shown proven success among its participants, with nearly 95% of Florida's 2007 HS/HT graduates entering post-secondary education or employment.



Florida HS/HT is part of a national initiative of the US Department of Labor Office of Disability Employment Policy (ODEP), where it is conducted in 15 states. Florida's program is recognized nationally by ODEP as a Promising Practice and regularly provides technical assistance to other states regarding the operation and promotion of their HS/HT programs.

## Florida Disability Mentoring Day

Every year during the month of October, which is National Disability Employment Awareness Month, the American Association of People with Disabilities (AAPD) sponsors Disability Mentoring Day (DMD). Florida has been participating as a statewide partner for DMD since 2001, when a collaboration between The Able Trust/FGA and the Division of Vocational Rehabilitation provided for the first DMD job shadowing opportunities for students with disabilities.

The Able Trust/FGA coordinates the DMD Florida statewide planning committee with the support of the Division of Vocational Rehabilitation, Volunteer Florida, Florida Mentoring Partnership, Governor's Commission on Disabilities, Clear Channel Radio, Agency for Persons with Disabilities and the Division of Community Colleges. Several state agencies also lent their support with participation as volunteer mentors, including the Florida Department of Parks & Recreation, the Governor's Office and the Florida Department of Management Services.



Lt. Governor Kottkamp joins DMD sponsors and supporters to cut the ribbon to kickoff the statewide career fair in Orlando.

In 2007, AAPD selected Florida for the second time as the national launch site for Disability Mentoring Day. The national launch was held in conjunction with a career fair for students with disabilities hosted by The Able Trust/FGA during the USBLN annual conference in Orlando. The event began with a ribbon cutting ceremony with Lt. Governor Jeff Kottkamp, who attended on behalf of Governor Charlie Crist, Florida's 2007 DMD Honorary Chair. The event attracted over 600 high school and college students with disabilities who had the opportunity to network with 40 state and national employer booths during the career fair. The fair included keynote presentations from nationally-recognized speakers, such as Ollie Cantos, special assistant to the assistant Attorney General from the US Department of Justice and Alan Muir of the University of Tennessee's Career Opportunities for Students with Disabilities. Breakout sessions also provided students with information about budgeting, choosing high-tech careers, disability disclosure and preparing for life beyond school. Representatives from HR Florida's State Council provided hands-on interview tips and resume reviews. Publix Super Markets and American Express served as major sponsors for DMD 2007 and helped to offer this event free to participating students.

## Florida Youth Leadership Forum

The Able Trust/FGA's Florida Youth Leadership Forum (YLF) is an annual career and leadership training program for high school juniors and seniors with disabilities. The event takes place every July, bringing over 100 students and volunteers with disabilities together to spend a long weekend in Tallahassee learning about community and academic resources, disability history, career options and personal leadership.

The Able Trust/FGA has hosted the YLF since 2000 and has become a resource to other states seeking information on developing a similar program. The Able Trust/FGA serves as a member of the National Association of Youth Leadership Forums (AYLF) and participates in monthly conference calls to share best practices related to planning a YLF with over 30 states. In 2007, The Able Trust/FGA hosted the AYLF national conference in Orlando. The Foundation served on the conference planning committee, coordinated meeting logistics and helped to organize workshop activities. Representatives from 16 states attended the event, which provided attendees an opportunity to share best practices on student recruitment, forum activities, funding and sponsorship development, as well as alumni relations.



Florida YLF alumnae Mervin Hernandez (back row, right center) represented The Able Trust/FGA during the AYLF national conference.

## Participation in National Events

In 2007, The Able Trust/FGA participated in a number of national conferences to promote Florida's innovative means of developing partnerships among state and community resource groups to improve employment opportunities for its citizens with disabilities.

The Able Trust/FGA presented information about its youth programs, including Florida High School/High Tech, Youth Leadership Forum and Disability Mentoring Day, during the national Dropout Prevention Council Conference. Several High School/High Tech presentations were also made during the Rehabilitation Professional National Conference in San Diego, the Southeastern Vocational Rehabilitation Conference in Atlanta and the National Dropout Prevention Conference in Kentucky. Presentations were also made regarding The Able Trust/FGA's Florida Business Leadership Network during the Bridges to Employment conference in Miami, which targeted Latinos with disabilities, as well as the HR Florida conference in Orlando which attracted over 1,100 human resource professionals.

# FGA 2007 ANNUAL REPORT

The Able Trust/FGA was involved in the planning of several national events, including the International Division on Career Development and Transition conference, the USBLN national conference and the joint conference of the National Association of Governor's Committees/ Association of Youth Leadership Forums and American Association of People with Disabilities. All of these events took place in Orlando in 2007.

## National Recognition

In 2007, The Able Trust/FGA received the Exceptional Partner of the Year Award from the US Business Leadership Network. The award was presented during the USBLN national conference in Orlando and was given to the Foundation for its outstanding efforts to grow the BLN and provide outreach on disability employment efforts to over 1,100 Florida businesses. In addition, it recognized The Able Trust/FGA for connecting its BLN membership with students and job seekers with disabilities during Disability Mentoring Day, providing over 1,000 matches that enable mentees to experience successful job shadowing opportunities.



Board members Richard Cole (left) and Eladio Amores (right) accept the USBLN 2007 Exceptional Partner Award on behalf of The Able Trust. Also shown, Barbara Cole and USBLN President Katherine McCary.

## PROMOTION OF THE EMPLOYABILITY OF CITIZENS WITH DISABILITIES IN FLORIDA, AND BY THAT PROMOTION, THE ACHIEVEMENT OF RESULTS IN EMPLOYMENT OF PEOPLE WITH DISABILITIES

The Able Trust/FGA promotes the employability of citizens with disabilities through a statewide grants program, which awards over \$2 million each year to nonprofit organizations and Florida citizens with disabilities. In addition, several programs, including the Ability Awards, Florida High School/High Tech, Florida Youth Leadership Forum, Florida Disability Mentoring Day and the Florida Business Leadership Network, all contribute to bottom line results of helping people with disabilities gain meaningful employment. A statewide public relations campaign, which includes radio and television public service announcements, media activities and online communications, helps raise awareness about The Able Trust/FGA programs as well as the value people with disabilities bring to the workforce.

### Grant Awards

Under the auspices of The Able Trust grants are awarded quarterly to Florida nonprofit agencies and individuals with disabilities for employment-related purposes. These grants support a diversity of projects, including job skills training, supported employment, employer outreach and other programs leading to the employment of Florida citizens with disabilities. The positive impact of The Able Trust/FGA's grant awards extends to all of Florida's 67 counties, benefiting not only the individual with a disability but also local and state economies. Studies show that for every \$1 invested in vocational rehabilitation, \$16 are returned to society in saved public funds and taxes paid\*. (*Information taken from The Able Trust/FGA 1999 Cost Benefit Analysis*).

In 2007, The Able Trust/FGA approved \$2,449,527 in grant awards to 77 agencies, including one organization that specifically addressed the employment of Native Americans with disabilities. This brings The Able Trust/FGA's total grant awards to over \$21 million since its establishment in 1990, a remarkable accomplishment for the Foundation. The Able Trust/FGA grants program serves all segments of the disability community. Grants have been awarded to support individuals with any disability recognized under the ADA, including but not limited to learning disabilities, epilepsy, spinal cord injuries, developmental disabilities, visual and hearing impairments, mental health disabilities, drug and alcohol recovery and HIV/AIDS.

## Ability Awards

During October, Disability Employment Awareness Month, businesses and individuals around the state are annually honored for their employment, leadership and service to Florida citizens with disabilities at The Able Trust/FGA's annual Ability Awards program. Each award winner was recognized for encouraging people with disabilities to gain and maintain employment and for seeing the value that Floridians with disabilities have to contribute to the workforce.

The 2007 Ability Awards recipients, who were recognized during a ceremony in Tallahassee, were nominated by members of their community for going above and beyond the legal compliances of the Americans with Disabilities Act (ADA) and demonstrating a clear and conscious effort to be "disability-friendly". The award winners competed on a state level and were recognized for their efforts with a commendation from Governor Charlie Crist.

### Small Employer of the Year

Crystal Bay Enterprise, Inc. owner Debbie Hietala operates the cafeteria in the Hillsborough County Courthouse in Tampa, with over half of her current workforce having a disability. Being visually impaired herself, Debbie has a long standing commitment to hiring, serving and accommodating employees with disabilities, particularly the visually impaired.

### Medium Employer of the Year

Regal Cinema in Pinellas Park currently makes including people with disabilities in their workforce a priority. Manager Cheryl Basaldo sets aside jobs to match the capabilities and goals for employment for people with disabilities and encourages them to move up and explore work opportunities in the theater. The Cinema's managers are given the time and encouraged to work with those with disabilities so that they might fulfill their full potential.

### Large Employer of the Year

Blue Cross Blue Shield of Florida (BCBSF) has a long standing commitment to diversity and inclusion and recognizes the importance of increased access to meaningful employment opportunities for people with disabilities. Company chairman and CEO Dr. Robert Lufrano recently made a commitment to becoming the "employer of choice" for Floridians with disabilities over the next few years. The company has a dedicated team member whose role is to develop and provide individualized accommodations for new and returning employees with disabilities. They are also actively involved in the Florida Business Leadership Network (BLN), including serving as the lead employer in the local BLN chapters of Orlando and Jacksonville.

### Beverly Chapman Award for Outstanding Employment Placement Program

The Florida Lions Conklin Center for the Blind in Daytona Beach has an outstanding track record for helping people with disabilities build careers. The organization's Supported Employment Program provides adult Floridians with disabilities with assistance with finding and maintaining employment in their community. Clients are served for as long as assistance is requested in the areas of job retraining, communication, problem resolution and transportation assistance.

### Dr. George L. Spelios Leadership Award

In 1995, Grace-Anne Alfiero developed the idea for and co-founded the Creative Clay Cultural Arts Center, Inc., with the goal of making the arts accessible for all members of the community, particularly individuals with developmental, physical or behavioral disabilities. Today Creative Clay offers four art programs in St. Petersburg, including ARTLINK which pairs artists with students for visual art, theater scripts or musical performance collaboration and ARTBIZ which provides the necessary vocational skills for students to market and advertise artwork.



Small Employer of the Year  
Debbie Hietala (left) accepts  
The Able Trust Ability Award  
from past President Sharon  
Griffith (right).

# FGA 2007 ANNUAL REPORT

## Media Representative Award

Geoff Oldfather is a columnist with Scripps Treasure Coast Newspapers. With over his 28 years of reporting in South Florida, advocating for and working with individuals with disabilities has always been important to Geoff. He has a personal passion, being a father of a son with a disability, and a community passion, serving as vice chair of the board of directors for The ARC of Martin County. Through that role he founded the Treasure Coast Challenge Ride, a major motorcycle event which draws thousands of people to Stuart each year.

## Youth Leader Award

Twenty-two year old John Thomas (JT) Davis lives with a learning disability that affects his ability to grasp math, reading and spelling, yet he doesn't allow it slow him down. JT is a strong, outspoken advocate for people with disabilities, serving as a role model at The Able Trust's Florida Youth Leadership Forum (YLF) for the past five years, as well as a member of the Florida Youth Council. In addition to attending school, JT is employed by the Florida Department of Environmental Protection's Division of Recreation and Parks where he is working to make sure all of Florida's parks are ADA compliant and accessible for individuals with disabilities.



JT Davis (right) accepts the 2007 Youth Leader Award from The Able Trust past President Sharon Griffith and Director Eladio Amores (left).

## Disability Employment Awareness Celebration

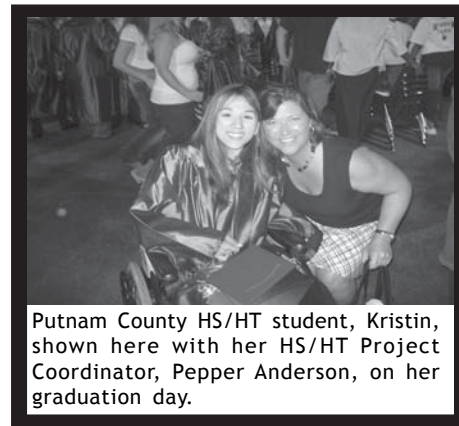
The Able Trust/FGA, in conjunction with the Agency for Persons with Disabilities (APD) and the Division of Vocational Rehabilitation (DVR), hosted a Disability Employment Awareness Celebration in October in honor of Disability Employment Awareness Month. The event took place at Tallahassee City Hall and featured The Able Trust Ability Awards, as well as networking with local and statewide disability providers through hands-on exhibits. Over 150 people attended the event, including former Commissioner of Education Jeanne Blomberg, Chair of the Governor's Commission on Disabilities Lance Block and special assistant to the Chief Financial Officer R. Jai Howard. In addition to The Able Trust/FGA awards, both DVR and APD recognized their top employers locally and statewide. Attendees were also presented with the 2007 Resolution that was signed by Florida's Cabinet in honor of October serving as Disability Employment Awareness Month.

## Florida High School/High Tech

Florida High School/High Tech (HS/HT) activities are based on five Guideposts/evidence-based features: Preparatory Exercises, Work-based Experiences, Connecting Activities, Youth Development and Leadership and Family Involvement. Florida HS/HT has developed a sample curriculum based on these guideposts, which includes vocational assessments, work readiness skills, tutoring and mentoring, field trips, personal leadership and interpersonal skills training. In addition, HS/HT offers students on-the-job experiences through job shadowing and internship opportunities.

In 2007, 1,145 students, grades nine through twelve, were enrolled in 37 local HS/HT sites. The program spans through over 123 high schools, with several providing elective credits to students who participate, including Orange County, Palm Bay and Lake County. During the 2007 summer 178 HS/HT students participated in summer internships.

These activities provided the students the opportunity to experience a variety of work experiences in their areas of interest, including information technology, meteorology, veterinary medicine, the space industry, healthcare and the education system, to name a few.



Putnam County HS/HT student, Kristin, shown here with her HS/HT Project Coordinator, Pepper Anderson, on her graduation day.

Work experiences at Shands Hospital, NASA/Kennedy Space Center, CVS Pharmacy, the National Weather Service and other nationally recognized businesses gave Florida's High School/High Tech (HS/HT) students invaluable career development and leadership skills that will prepare them for a bright future.

The program continues to assist in reducing the drop out rate and foster post-secondary outcomes for nearly 95 percent of participants each year. In 2007, 216 students graduated from the Florida HS/HT program. Of those graduates, 44% enrolled in post-secondary education, 35% entered full or part-time employment, 2% entered the military and 5% continued as fifth-year seniors. Only 5% of graduates were undecided as to their post-high school plans.

Each year The Able Trust/FGA recognizes a High School/High Tech project for outstanding activities. In October, as part of The Able Trust/FGA Ability Awards, the HS/HT Project of Madison County School Board was honored as the 2007 HS/HT Project of the Year. The Madison County Project is an exceptional program that assists students with disabilities with achieving their dreams. Under the leadership of Mary Coody, HS/HT Project Coordinator, this HS/HT project has flourished over the last six years. They have developed strong partnerships with local businesses, colleges and universities which have provided incredible career opportunities to students. In 2007, students received college and career resources from North Florida Community College, Florida State University, The National High Magnetic Field Laboratory, The Art Institute in Jacksonville and the Sally Corporation, to name a few.



Mary Coody (left center) of the Madison HS/HT County Project accepted the 2007 HS/HT Project of the Year Award from Florida HS/HT Statewide Coordinator Donna Mundy (right center). Able Trust staff members (right side) and Madison County HS/HT staff members (left side) also joined the celebration.

## Florida Business Leadership Network

The Florida BLN speaker's bureau makes presentations throughout the year to promote the employment of Floridians with disabilities to employers, human resource groups, civic and business organizations. The topics addressed during these activities have included workplace accommodations, tax incentives, best disability hiring practices and working with specific disability groups. The Able Trust/FGA worked with the Society for Human Resource Management (SHRM) as well as local BLN chapters to promote disability employment awareness issues during their monthly meetings, including those in Lake County, Sarasota, Miami and other areas.

In addition to speaking engagements, The Able Trust/FGA partnered with SHRM to provide over 600 high school and college students with an interactive resume review and interview skills training during the Disability Mentoring Day Career Fair. Volunteers from SHRM worked with students to give them hands on tips and suggestions for preparing for the workforce.

## Florida Business Leadership Network Local Chapter of the Year

In October, The Able Trust/FGA honored the Big Bend BLN (BBBLN) as the 2007 local BLN chapter of the year during its annual Ability Awards. The BBBLN helps Tallahassee businesses learn more about hiring people with disabilities through training and technical assistance, making it easier for employers to recruit, hire, train and retain employees with disabilities. With more than 20 internships in place, the BBBLN has been very successful in their efforts to place students and job seekers with disabilities in the work place. The chapter was recently awarded a grant from The Able Trust to place an additional 20-25 students in internships next spring.



The Able Trust past President Sharon Griffith (right) with Sarah Butters, President of the Big Bend BLN, which was named the 2007 BLN Chapter of the Year.

# FGA 2007 ANNUAL REPORT

## Public Awareness Activities

The Able Trust/FGA developed public service announcements for broadcast media in an effort to educate the public about the benefits of hiring people with disabilities. Students with disabilities took part in the campaign to showcase their successes as a result of The Able Trust/FGA youth programs. In addition, The Able Trust/FGA sponsors programming on Florida Public Radio throughout the year to encourage employers to increase their disability hiring activities.

Press releases are distributed regularly to print and broadcast media throughout the year to promote disability activities, feature employees with disabilities and employers who hire these individuals and update the state on news related to the Office of Disability Employment Policy. The Able Trust/FGA also distributes printed and electronic newsletters to members of the disability community to provide updates and resources about disability issues.

## REPRESENT THE GOVERNOR OF FLORIDA WITH THE OFFICE OF DISABILITY EMPLOYMENT POLICY AND OTHER ENTITIES

The Able Trust/FGA represents Florida on several national associations, including the National Association of Governor's Committees of People with Disabilities (NAGC). NAGC provides a national organizational forum to facilitate a unified approach to important policy and program issues on disability. Working at the community, state and national levels, it is a voluntary partnership of business, government, education, labor and people with disabilities.

The Able Trust/FGA past President, Sharon Griffith, recently completed her second term as Chair of NAGC. In 2007, The Able Trust/FGA hosted the NAGC annual conference in Orlando which brought together members representing over 30 states. Attendees shared best practices, as well as discussed topics relating to vocational rehabilitation, education, technology, civil rights and other support services.

The Able Trust/FGA also serves as a member of the Association of Youth Leadership Forums (AYLF), where it provides technical assistance and shares best practices with over 30 states who host YLFs. In 2007 The Able Trust/FGA organized the AYLF's first-ever national conference, which was held in conjunction with the NAGC conference in Orlando. The Able Trust/FGA took the lead on coordinating speakers, logistics, registration and volunteer management for the event, which brought together representatives from 16 states which organize Youth Leadership Forums.

As the sponsoring organization of the Florida Business Leadership Network (BLN), The Able Trust/FGA is an affiliated partner of the US Business Leadership Network. The Able Trust/FGA served as a member of the planning committee for the USBLN's national conference, which was held in Orlando in September. In addition to providing logistical support, sponsor and speaker recommendations, The Able Trust/FGA organized a statewide career fair for high school and college students with disabilities. The successful event brought together over 600 students and also served as the statewide kickoff for Florida Disability Mentoring Day.

The Able Trust/FGA's state coordinator of Florida High School/High Tech (HS/HT) has worked with several national organizations to develop partnerships that will lead to transition opportunities for youth with disabilities. These include collaborations with the Office of Disability Employment Policy and CVS Pharmacy, a partnership with NOAA and the National Weather Service and the National Collaborative on Workforce and Disability/Youth. In addition, the Florida HS/HT program was invited to be part of the Leadership Symposium for National Center for Mentoring Youth with Disabilities in Boston and the HSC Foundation Youth Transition Summit in Washington, DC.

## **MAINTENANCE OF POSITIVE LIAISONS WITH THE OFFICE OF DISABILITY EMPLOYMENT POLICY AND STATEWIDE AGENCIES SERVING CITIZENS WITH DISABILITIES**

As Florida's official liaison to the Office of Disability Employment Policy (ODEP), The Able Trust/FGA implements several national initiatives, including the Florida High School/High Tech program, Florida Youth Leadership Forum, Florida Disability Mentoring Day and the Florida Business Leadership Network. In addition, The Able Trust/FGA promotes national programs of ODEP throughout the state of Florida to its nonprofit partners, state agency leaders and others supporting Florida's disability community. These include the Job Accommodation Network, Employer Assistance & Recruiting Network, the Workforce Recruitment Program and Emergency Preparedness for People with Disabilities.

### **Job Accommodation Network**

The Job Accommodation Network (JAN) is a toll-free and online information and referral service on job accommodations for people with disabilities. JAN provides resources, technical assistance, education and services related to the employment of people with disabilities, as well as analyzes trends and statistical data related to the services it provides. This year the USBLN partnered with JAN to offer several webinars for employers, addressing accommodations, recruitment and other disability employment issues. The Able Trust/FGA promoted JAN's services, as well as these webinars, to Florida employers through its monthly Florida BLN newsletter, website and outreach efforts. JAN can be reached by phone or TTY at 800.526.7234 or at [www.jan.wvu.edu](http://www.jan.wvu.edu).

### **Employer Assistance & Recruiting Network**

The Employer Assistance & Recruiting Network (EARN) is a national toll-free telephone and electronic information recruitment service designed to assist employers with locating and recruiting qualified workers with disabilities. EARN also provides technical assistance on general disability employment-related issues. The Able Trust/FGA includes EARN materials in its BLN new member orientation packets and links employers to the EARN website through the BLN web resources section. EARN can be reached at [www.earnworks.com](http://www.earnworks.com).

### **Workforce Recruitment Program**

The Workforce Recruitment Program (WRP) aims to provide summer work experience, and in some cases full-time employment, for college students with disabilities. More than 1,500 students with disabilities from college and university campuses across the nation, including several in Florida, are interviewed and compiled onto an online database that lists their qualifications and can be accessed by interested employers. The Able Trust/FGA promotes the WRP through its Florida BLN newsletter and its website.

### **Emergency Preparedness for People with Disabilities**

In 2007, The Able Trust/FGA past president, Sharon Griffith, was honored for her work in promoting emergency preparedness for people with disabilities. She served as Chair of the Florida Department of Health's Bioterrorism and Disabilities Committee and helped the committee spearhead plans for hospitals and providers to identify, communicate with and accommodate persons with various types of disabilities in the event of a bioterrorism or related event.

# FGA 2007 ANNUAL REPORT

## Statewide Partnerships

As part of its enabling legislation, The Able Trust was created as a direct-support organization of the Division of Vocational Rehabilitation (DVR), to encourage public and private support to enhance vocational rehabilitation and employment of citizens with disabilities. The Able Trust/FGA works in close partnership with DVR on many programs and projects. During 2007 board and staff members of The Able Trust/FGA attended DVR's training events to ensure their employees were familiar with the Foundation's programs and provide resource materials that could be shared with DVR clients.

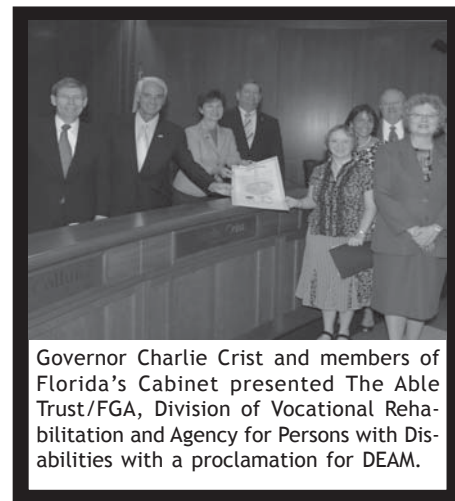
Representatives from DVR regularly participate in The Able Trust/FGA youth activities, including the Florida Youth Leadership Forum in which it promotes the services and supports that DVR provides to young adults with disabilities. During Disability Mentoring Day The Able Trust/FGA collaborated with DVR on the state planning committee to implement DMD across the state, as well as kick off DMD activities during the statewide career fair in Orlando. Additionally, DVR's corporate consultant serves as a volunteer member of the Florida Business Leadership Network's (FBLN) steering committee and provides input and support to the FBLN to ensure employers have the resources and information they need to include people with disabilities in their workplace. In September The Able Trust/FGA hosted its annual Florida BLN meeting with members of the state and local chapters. DVR director Bill Palmer attended the meeting to provide members with an update on DVR activities, including its statewide job bank and youth transition projects.

The Able Trust/FGA works closely with the Agency for Persons with Disabilities (APD) by supporting the efforts of the local chapters of the Florida Business Leadership Network. The Able Trust/FGA has provided technical assistance, promotion and in-kind support to these chapters to help with their development and continued growth. In 2007 grants were awarded to the Miami-Dade and Big Bend BLN chapters to help them implement an internship program for students with disabilities. These grant awards are serving as a model for other chapters to follow to increase employment opportunities for youth in their areas.

In October, The Able Trust/FGA collaborated with the Division of Vocational Rehabilitation and the Agency for Persons with Disabilities (APD) to host a Disability Employment Awareness Celebration. The event attracted over 100 guests and provided an opportunity for each organization to recognize employers for best disability hiring practices. APD also secured a resolution from the Office of the Governor promoting Disability Employment Awareness Month (DEAM) that was presented during the event.

The Able Trust/FGA collaborates with the Governor's ADA Working Group, currently known as the Governor's Commission on Disabilities, on its Disability Mentoring Day and Florida Youth Leadership Forum activities. Representatives from The Able Trust/FGA attended the Governor's reception to promote the Commission and have participated in the Commission's town hall meetings to stay informed on its agenda items. Additionally, Commission Chair Lance Block participated in The Able Trust/FGA's October Disability Employment Awareness Event to update guests on the Commission's plan for the coming year.

The Able Trust/FGA serves as fiscal agent for three programs that provide funding support to Floridians with disabilities. The Florida Legislature created a Motorcycle Specialty License Plate (F.S. 320.08068) in 2004 which collects \$20 per plate to benefit Floridians with disabilities. Proceeds from the plate are distributed among the Brain & Spinal Cord Injury Program, Centers for Independent Living, Personal Care Attendant Program, Blind Foundation of Florida and Prevent Blindness Florida. In 2007 sales from the Motorcycle Specialty Plate resulted in over \$300,000 raised for these organizations.



Governor Charlie Crist and members of Florida's Cabinet presented The Able Trust/FGA, Division of Vocational Rehabilitation and Agency for Persons with Disabilities with a proclamation for DEAM.

The Able Trust also serves as fiscal agent for the Personal Care Attendant program (F.S. 400.506), which was created in 2003 to pay for personal care attendants for persons with spinal cord injuries. Six pilot sites are participating in the program, collecting funds from the Florida Department of Revenue Tax Diversionary activities. The program has realized sufficient funds to hire a part-time administrator and assist with funding personal care attendants for 28 program participants. This support is invaluable in allowing these individuals to maintain their employment while receiving the daily support services they need.

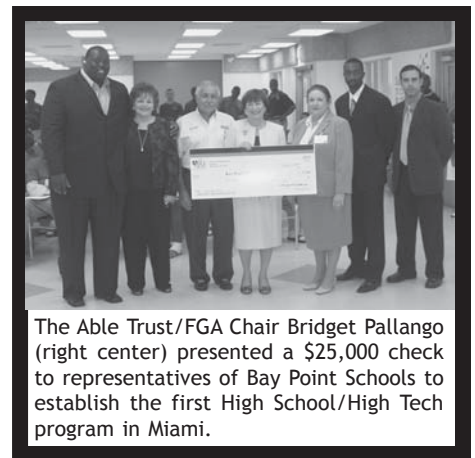
The Able Trust/FGA recently completed an agreement with Workforce Florida and the Agency for Persons with Disabilities (APD) to serve as fiscal agent for the APD Supported Employment Project. The Able Trust/FGA administered almost \$1 million to approved service providers to help persons with developmental disabilities remain in the workplace.

Representatives of The Able Trust/FGA also collaborated with several state agencies and community organizations to promote transition for youth with disabilities in 2007. Vice President of Grant Programs, Guenevere Crum, served on the advisory committee for the Partners in Transition, a statewide organization working to improve transition services and increase the number of youth with disabilities who achieve their desired post-school outcomes. She also participated in the Florida Developmental Disabilities Council Inclusion NOW! Summit which stresses the importance of full inclusion for people with disabilities in education, business and the community.

## Florida High School/High Tech

Florida High School/High Tech (HS/HT) is designed as a community-based partnership made up of students, parents and caregivers, businesses, educators and rehabilitation professionals. The Able Trust/FGA assists its 37 local HS/HT sites with developing community partners as part of its program design. Local HS/HT sites are administered by regional Workforce Boards, Goodwill Industries, Centers for Independent Living, school districts and community-based organizations. Florida HS/HT partnerships also include local projects serving Native American students with disabilities and youth in the Florida Department of Juvenile Justice (DJJ) system. Local project sites span from Pensacola to Key West, Tampa to the Space Coast.

The Able Trust has partnered with the Florida Department of Education/Division of Vocational Rehabilitation (DVR) to strengthen and expand the High School/High Tech (HS/HT) program across the state of Florida. Funding support from DVR allowed The Able Trust/FGA to continue support of 11 of its 37 project sites, as well as implement three new sites in Wakulla, Gulf and Nassau Counties.



The Able Trust/FGA Chair Bridget Pallango (right center) presented a \$25,000 check to representatives of Bay Point Schools to establish the first High School/High Tech program in Miami.

In 2007, The Able Trust/FGA established Florida HS/HT sites in two Juvenile Justice facilities, located in Okaloosa and Miami-Dade Counties. The Okaloosa/Walton site, in collaboration with the Regional Workforce Board, participated in the "For the Inspiration and Recognition of Science and Technology" (FIRST) Tech Challenge, a robotics competition for high school student that teaches them technology and team building skills by designing and building remote controlled vehicles.

In 2007, Florida HS/HT continued Project Impact, a partnership with the Governor's Commission on Volunteerism and Community Service (Volunteer Florida) to encourage service learning for youth with disabilities. Project Impact provided Florida HS/HT students the opportunities to engage in civic activism by working with AmeriCorps members who will focus on communications, mentoring, team building, problem solving, academic/learning and creativity. Florida HS/HT participated with Project Impact for its annual training program in Orlando in October 2007, during which Americorps members and HS/HT Project Directors came together to learn more about enhancing the program and expanding this successful partnership.

# FGA 2007 ANNUAL REPORT

## Florida Youth Leadership Forum

The Able Trust/FGA's Florida Youth Leadership Forum (YLF) is an annual career and leadership training program that is both educational and motivational. The YLF brings together rising high school juniors and seniors each summer to spend a long weekend in Tallahassee learning about community and academic resources, disability history, career options and personal leadership. They also take part in social activities which enable them to network, learn from each other and build friendships that will last a lifetime. In 2007, over 100 youth with disabilities participated in the YLF as new delegates and returning YLF alumni.

Throughout this educational and motivational forum, YLF delegates heard from guest speakers that address topics such as disability rights laws, leadership, innovations in technology, and resources at all levels. Small working groups explored personal leadership, academic and career plans. A mentors luncheon and an etiquette dinner helped expose delegates to career choices and provide them with an interactive learning environment for networking skills. Social events, including a tour of the Florida capitol and meeting with Lieutenant Governor Jeff Kottkamp, a dance and talent show, rounded out an exciting and fun filled weekend that help delegates make friends that will last a lifetime.

The YLF is supported by a number of statewide agencies which, in 2007, provided over \$70,000 in funding assistance, in-kind services, speakers and mentors, technical assistance, and on-site volunteers. Agency partners for the YLF included the Florida Developmental Disabilities Council, Florida Department of Education, Florida Brain & Spinal Cord Injury Program, Governor's Commission on Disabilities, Florida Division of Vocational Rehabilitation, Volunteer Florida, the Division of Blind Services, the Advocacy Center for Persons with Disabilities, as well as the Governor and Lieutenant Governor's Office.

## Florida Disability Mentoring Day

Florida Disability Mentoring Day (DMD) is part of a national, broad-based effort to promote career development for students and job seekers with disabilities through hands-on career exploration, job shadowing and internships or employment opportunities. Students and job seekers are matched with employers for an on-site job shadowing experience. DMD 2007 was commemorated on October 17, in conjunction with National Disability Employment Awareness Month. With the support of Governor Charlie Crist as honorary chair and the collaboration of almost 75 community liaisons across the state, this year more than 1,200 mentees and mentors participated in job shadowing activities. Florida leads the nation in providing job shadowing opportunities through DMD, and has served as a resource to the national hosts, American Association of People with Disabilities (AAPD), to share its strategy for success with other states interested in forming similar collaborations.

Florida was selected by AAPD for the second time to serve as the national kickoff site for DMD in 2007. In September, The Able Trust/FGA organized the first-ever statewide career fair for high school and college students with disabilities. The event was held in conjunction with the US Business Leadership Network national conference in Orlando. It brought together over 600 students with 40 national and state employers for an exciting networking opportunity. In addition to employer exhibits, students were exposed to top notch speakers from the US Department of Justice, AAPD, the University of Tennessee's Career Opportunities for Students with Disabilities, Florida Division of Community Colleges and Orange County Schools. Breakout sessions addressed high-tech careers, budgeting and financial advice, careers in entertainment, design and the arts, disability disclosure and more. In addition, volunteers provided hands-on resume reviews and interview tips for students.



Florida DMD is organized by a collaborative partnership of The Able Trust/FGA, the Division of Vocational Rehabilitation and other statewide partners including the Governor's Commission on Disabilities, the Agency for Persons with Disabilities, Volunteer Florida and the Commission for Transportation Disadvantaged. The committee raised funds to underwrite Florida DMD activities, provided support to community liaisons and promotes DMD and the employment of people with disabilities. Major sponsors for DMD 2007 included Publix Supermarkets, American Express and Clear Channel Radio.

## **INITIATE BUSINESS AND CORPORATE SUPPORT FOR HIRING CITIZENS WITH DISABILITIES AND THE PROVISION OF INFORMATION AND REFERRALS TO THE BUSINESS AND CORPORATE COMMUNITIES**

### **The Able Trust Endowment**

The Able Trust Endowment was created in 1994 to ensure long-term funding to help continue its mission of providing Floridians with disabilities fair employment opportunities. The Foundation's Endowment Department is focused on helping donors fulfill a philanthropic vision and support the issues they care about most through a variety of planned giving options. Donations can be made through a bequest in a will, charitable trusts, life insurance, gift annuities or many other options. They can be directed to address both unrestricted or specific disability-related needs. Whatever the case, The Able Trust Endowment Department is committed to supporting the intent of its donors by identifying emerging issues that meet the desire of the donors' gift while providing them significant tax savings.

The Able Trust offers corporations, business and civic organizations the opportunity to contribute to the Foundation's endowment or make sponsorship donations to directly support its programs. In 2007, corporate contributions to The Able Trust were in excess of \$200,000. A portion of these donations helped to underwrite The Able Trust/FGA's youth programs, including Florida High School/High Tech, the Florida Youth Leadership Forum, Florida Disability Mentoring Day and the e-Mentoring program.

The Able Trust's professionally managed endowment ended the 2007 fiscal year with assets in excess of \$18 million. Donations to The Able Trust Endowment are based on individual preferences and offer a variety of gifting options that provide tax savings. In 2007, gifts and signed endowments ranged from \$1,000 to \$1.5 million.

### **Florida Business Leadership Network**

The Florida Business Leadership Network (BLN) is an affiliate of the US BLN, 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. The Able Trust/FGA has sponsored the Florida BLN since 1998 and operates the program as an information clearinghouse to provide employers with the resources they need to hire people with disabilities.

The Able Trust/FGA partners with a core group of business leaders who, as members of a volunteer steering committee, help to develop annual goals for the Florida BLN, liaison with local BLN chapters and provide guidance to ensure the program meets employers' disability hiring needs. The Florida BLN is chaired by Sue Moore, Director of HR Compliance for Walt Disney World Co. Members of the Florida BLN steering committee includes volunteer leaders of the local BLN chapters. These individuals represent large and small Florida businesses, including Blue Cross Blue Shield of Florida, Mercedes Homes, Jobing.com, Holland & Knight, the Studer Group and more.

Over 1,500 small and large businesses make up the Florida BLN statewide and local chapter membership, which is free of charge to employers who join. Members receive access to applicants with disabilities, pertinent disability employment information, networking opportunities with other businesses to share disability employment issues and recognition for best disability employment practices.

# FGA 2007 ANNUAL REPORT

## *Local BLN Chapters*

Local chapters of the Florida Business Leadership Network are working to increase employment opportunities for Floridians with disabilities in their own communities. These chapters work to assist businesses and organizations with recruiting, hiring, training and retaining people with disabilities in their membership area. Florida leads the nation in local BLN chapters, with 13 geographically located across the state. These include Big Bend/Tallahassee, Brevard County, Broward County, First Coast/Jacksonville, Ft. Myers, Gainesville, Miami-Dade County, Panhandle – (Pensacola/Ft. Walton Beach), Panama City, Polk County, Greater Orlando, Tampa Bay area and West Palm Beach.

The Able Trust/FGA provides technical assistance, resource materials, website hosting, membership support and administrative services for local BLN chapters. The Florida BLN serves as a central clearinghouse for all local chapters by providing links to chapter resource materials on its website and a Florida BLN local chapter listserv to facilitate communications. In addition to conference call meetings, The Able Trust/FGA hosts an annual in-person meeting for local chapter leaders to come together and share best practices about membership recruitment, strategic planning and other activities that enable a BLN chapter to promote the employment of people with disabilities.

## *State BLN Partnerships*

Each year The Able Trust/FGA partnered with the Human Resource Association of Florida (HR Florida), the state association of the Society of Human Resource Management (SHRM). This partnership enables The Able Trust/FGA to provide HR Florida members with resources and information about employing people with disabilities. The Able Trust/FGA makes regular presentations to local SHRM chapters and during the HR Florida annual conference, reaching out to thousands of HR professionals across the state. Additionally, the HR Florida Workforce Readiness Chair serves as a member of the Florida BLN steering committee. In 2007 she helped to organize a corps of SHRM volunteers to assist The Able Trust/FGA with the Disability Mentoring Day Career Fair. These volunteers provided students with hands-on resume and interview skill reviews.

The Able Trust/FGA partnered with the Agency for Persons with Disabilities (APD) to facilitate communications among local chapters and APD in an effort to promote best practice sharing among employers. The Able Trust/FGA participated in regular conferences calls with APD to provide updates on BLN activities and share information with chapter members about the agency's activities.

## *National BLN Partnership*

The Able Trust/FGA's Florida BLN is the state affiliated program of the US Business Leadership Network (USBLN), which is the national organization that supports development and expansion of BLNs across the country, serving as their collective voice. The USBLN recognizes and promotes best practices in hiring, retaining, and marketing to people with disabilities. As a member of the USBLN, the Florida BLN and its local chapters receive listing on USBLN web site, use of USBLN logo on materials, an opportunity to participate in awards and recognition programs, access to USBLN virtual network and speakers bureau and discounted national conference registration.

The Able Trust/FGA served on the planning committee for the USBLN national conference which was held in Orlando in September 2007. The Able Trust provided logistical support, attendee and sponsorship recruitment leads, promotional support and volunteers. During the event, The Able Trust/FGA was recognized as the 2007 Exceptional Partner of the Year during the USBLN's Exceptional Leadership Awards.



Blue Cross Blue Shield of Florida representatives Mayra Hernandez (left) and John Wagner accepted the Large Employer of the Year Award. Both chair their local BLN chapters and actively participate with The Able Trust/FGA's Florida BLN. Also shown from left to right: Sharon Griffith, Kristen Knapp and Alana Hill of The Able Trust.

## INITIATE AND SUPPORT LINKAGES WITH THE CORPORATE AND BUSINESS COMMUNITIES AND YOUNG PERSONS WITH DISABILITIES TO PROVIDE EMPLOYMENT OPPORTUNITIES FOR YOUNG PERSONS WITH DISABILITIES

### Florida High School/High Tech

Businesses are participating in Florida High School/High Tech (HS/HT) in an effort to reach out to students in the early stages of their education to expose them to the skills and information necessary to thrive in our technology-driven global economy. Participating businesses have an opportunity to effectively tap into this vast pool of prospective new employees, while also extending their comfort level, experience and resources to support new employees and customers with disabilities.

Florida HS/HT is connected to a growing number of local and statewide businesses. These companies contribute their time and resources by serving as guest speakers for student presentations, mentoring students, creating job shadowing opportunities, hosting facility site tours, offering summer internships, e-Mentoring students or sponsoring local HS/HT activities.

High School/High Tech (HS/HT) statewide business partners are instrumental in helping make the program successful and offering opportunities to each of the 37 HS/HT sites through student field trips, job shadowing and employment opportunities with their local affiliates and financial support for the program. Florida HS/HT has enjoyed a strong statewide partnership with NASA/Kennedy Space Center, CVS Pharmacy, Darden Restaurants, Clear Channel Radio, NOAA and the National Weather Service and many local governments and businesses.

### AmeriCorps Project Impact

Florida High School/High Tech (HS/HT) partners with the Governor's Commission on Volunteerism and Community Service (Volunteer Florida) to implement Project Impact, a statewide initiative which pairs AmeriCorps members with 14 Florida HS/HT sites throughout Florida. The overall goal of Project Impact is to develop civic minded citizens who are engaged in community improvement through volunteerism and service.

In 2007 students were introduced to national and volunteer service opportunities in their community including AmeriCorps, Learn and Serve and Senior Corps, as well as existing volunteer initiatives through local volunteer centers. AmeriCorps members worked with students to design and implement community service and service learning projects that address local needs of individual communities. Examples of projects included painting a mural with residents from the homeless community, rebuilding computers to donate to elderly community members and organizing a disaster preparedness resource fair.



Lake County HS/HT Students partnered with Americorps and Lowe's Home Improvement to plant a butterfly garden at Avante Nursing & Rehab Center in Leesburg as a part of the Project Impact Initiative.

# FGA 2007 ANNUAL REPORT

## Florida Youth Leadership Forum

The Florida Youth Leadership Forum (YLF) is a unique career leadership-training program for high school juniors and seniors with disabilities. It is sponsored annually by The Able Trust/FGA, and funded entirely by corporate sponsorships, grants and private donations. The eighth annual YLF was held from July 18-22, 2007, at Southgate Campus Centre, a private dormitory on Florida State University's campus in Tallahassee. Fifty four student delegates attended, after participating in a competitive selection process. These students represented a diverse mix of disabilities, ethnicity and geographic location. In addition, 30 YLF alumni returned to the event to serve as volunteer Junior Staff and co-facilitators. All of these young adults benefit from the YLF by cultivating leadership, citizenship and social skills.

The YLF is designed to provide "leadership by example." Students were exposed to over 44 speakers that covered topics such as academic and career options, self-advocacy, community resources such as technology and independent living, volunteerism and personal leadership. As part of the leadership experience, students were trained to serve as interviewers, timekeepers and evaluators for each speaker. This gave each student an opportunity to actively participate in forum activities, as well as a chance to put their public speaking training to work.

In addition to workshop speakers, the students participated in a career fair where they had the opportunity to network with adults with disabilities who worked in careers in sports and recreation, healthcare, education, science, culinary arts, law, technology, law enforcement, and communications. They also heard from a guest speaker during the fair who shared with them insight on preparing for the workforce. Following the career fair, the students had additional time to meet with these individuals during the Mentors Luncheon, which allowed more time for the adults to share motivation, encouragement, resource information and career knowledge in an effort to help the students learn more about and aim for their career goals.

## Florida Disability Mentoring Day

Florida Disability Mentoring Day (DMD) provides employers with opportunities to help mentees with disabilities build confidence about their own employability, share firsthand job experiences to someone interested in their desired career field, develop lasting mentee relationships, gain access to a pool of new emerging talent, recruit short- and long-term interns and demonstrate positive leadership in their community. Employers are connected with a local community liaisons who assists their company with becoming a workplace mentor. In 2007 more than 1,200 mentees and workplace mentors in 27 counties across Florida participated in DMD. Mentors spent the day with a student or job seeker to share information with them about a typical day on the job and how to prepare for that particular career.

## e-Mentoring

The Able Trust sponsors an e-Mentoring Program in conjunction with the Volunteer Florida Foundation. E-Mentoring helps to foster career development skills for students with disabilities by connecting them with business professionals through ongoing, email correspondence. Students and e-Mentors engage in discussions about academic and career options, helping them gain the skills and confidence to strive to achieve their goals.

The goals of The Able Trust/FGA's e-Mentoring program is to help students with disabilities across Florida develop plans for their careers through mentoring relationships with caring business professionals and gain the skills and confidence to strive toward their highest goals. It is also designed to give business mentors in communities throughout



Athletes from Florida State University made a surprise visit to the YLF delegates to pose for pictures and sign autographs.

Florida an opportunity to volunteer their experiences, encouragement, and career knowledge and learn more about the capabilities of youth with disabilities as the future workforce of our state.

In 2007, almost 300 mentors and mentees were connected. The program is open to The Able Trust/FGA's Florida High School/High Tech and Florida Youth Leadership Forum participants, who represent Florida high school students with all types of disabilities. Mentors are recruited through a variety of ways, including the Florida Business Leadership Network program, Florida Mentoring Partnership, Volunteer Florida, Disability Mentoring Day activities, presentations and word of mouth through over 30 speaking engagements in 2007 alone. Because of the program's success, The Able Trust/FGA e-Mentoring Coordinator was asked to provide technical assistance to the American Association of People with Disabilities to assist the organization with launching its own national e-mentoring program.

The Able Trust/FGA distributes a quarterly e-newsletter to all participants to update them on program policies, suggested mentoring topics, and upcoming event and activities related to youth and employers. In 2007, the newsletter added several new features, including the addition of "StyleABLE", a guest column written by Fonda Lee, The Able Trust Gala Sponsorship Chair and beauty consultant at Saks Fifth Avenue in Palm Beach Gardens. StyleABLE addresses tips and techniques for students with disabilities to put their best foot forward when preparing for the workplace and networking opportunities.

The Able Trust/FGA created the first annual e-Mentor of the Year Award in celebration of January as National Mentoring Month. The annual e-Mentor of the Year Award recognizes outstanding professionals who have displayed tremendous dedication to youth with disabilities through the active participation in The Able Trust e-Mentoring program.

The Able Trust honored Gabe Gabrielle, an engineer at Kennedy Space Center, with the first annual Able Trust e-Mentor of the Year Award. Gabrielle has been a passionate and committed participant of The Able Trust's youth programs for more than five years. With more than 10 million Americans waiting in line to receive a mentor, Gabrielle encourages individuals throughout the nation to share their time as mentors for America's youth.

During the January ceremony at NASA/Kennedy Space Center, Gabe's words inspired others to participate in the e-Mentoring program. "I challenge everyone to become a mentor for young people- especially those who have disabilities," said Gabrielle. "There is nothing greater than the opportunity to become a positive influence in a young person's life and to share in their dreams. I consider it a privilege to be able to smile with them as they become successful adults."

In addition, in 2007 The Able Trust began spotlighting the many outstanding mentors and mentees each quarter. Some of those mentors spotlighted included an academic advisor from the University of South Florida and a self-employed graphic artist in Tallahassee.



e-Mentor volunteer Fonda Lee (left) with YLF alumni Danielle and Doug at The Able Trust's annual fundraising gala in Palm Beach.

# FGA 2007 ANNUAL REPORT



## **PROVISION OF INFORMATION AND REFERRALS TO THE DISABILITY COMMUNITY AND TO THE GENERAL PUBLIC TO EDUCATE AND FACILITATE THE EMPLOYMENT AND RELATED NEEDS OF CITIZENS WITH DISABILITIES**

### **Disability Event Participation**

The Able Trust/FGA participated in a number of disability-related events in 2007 to promote its services and show its support for the disability community. The Able Trust/FGA provided sponsorship support for the Family CAFÉ, USBLN National Conference, the Florida Disabled Outdoors Association Sportsability Expo and the Visions youth transition conference. In addition, The Able Trust/FGA also supported several conferences for statewide disability organizations, including the ARC Florida, National Alliance for the Mentally Ill/Florida Chapter, Mackay Scholarship Association, Association for Persons in Supported Employment, National Division on Career and Technical Education, First Coast Youth Conference and the Strengthening Youth Partnerships to name a few.

### **Website Resources**

The Able Trust/FGA hosts an extensive website that receives over 150,000 hits monthly. The site includes information about The Able Trust/FGA programs, as well as hundreds of resource links to state and national disability organizations. The website also includes an online Knowledge Center, which provides 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 need more information about how to fund and develop a disability employment project.

### **Information and Referrals**

The Able Trust/FGA regularly receives calls and emails from consumers seeking disability-related information. These inquiries are referred to the various toll-free helplines that are available, including the Governor's Commission on Disabilities Clearinghouse on Disability Information, Division of Vocational Rehabilitation and Commission for Transportation Disadvantaged Helpline. Additionally, The Able Trust/FGA has added a list of state and national helplines on its website.

## POLICY REVIEW AND RECOMMENDATIONS TO THE GOVERNOR

As a member of the National Association of Governor's Committees for People with Disabilities (NAGC), The Able Trust/FGA stays up-to-date on national disability issues that impact Florida. NAGC hosts regular conference calls to allow state members to discuss special issues, including vocational rehabilitation issues, youth transition and employment for returning disabled Iraq veterans. The information shared during these meetings is included in the *Florida Grantor*, The Able Trust/FGA's quarterly newsletter and annual publications to the Office of the Governor, members of Florida's Legislature and the disability community.

To address the current unmet need for employment services for veterans with disabilities, The Able Trust/FGA released a Request for Proposal in 2007 to provide grant up to \$60,000 in grant funds to agencies that will develop employment programs for these returning veterans.

The Able Trust/FGA is a member of the Interagency Services Committee for Youth and Young Adults with Disabilities (ISC). The committee is responsible for developing strategies to ensure successful transition to employment to further education of youth and young adults with disabilities and to eliminate barriers that impede educational opportunities leading to future employment. The ISC's Blue Ribbon Workgroup is one of six states that participated in the National Governor's Association (NGA) Policy Academy on Improving Outcomes for Young Adults with Disabilities. The Able Trust has participated in the NGA's Team Leaders Policy Academies with representatives of the Agency for Persons with Disabilities and the Department of Education. Additionally, The Able Trust/FGA was part of the grant writing team for the Family Outreach Grant Proposal from OSEP which concentrates on Family Involvement Guidepost for Youth in Transition and clearer communication between youth, families and transition stakeholders.

The Able Trust/FGA is involved in a number of state and national associations that support transition for youth with disabilities. These include the Partners In Transition (PIT) workgroup, the Strengthening Youth Partnerships team, as well as the Association of Youth Leadership Forums.

# FGA 2007 ANNUAL REPORT



Thomas, Howell, Ferguson, PA  
Certified Public Accountants  
2120 Killarney Way  
Tallahassee, FL 32317  
850.668.8100

## Report of Independent Auditors

The Audit Committee  
The Florida Endowment Foundation for Vocational Rehabilitation, Inc.  
d/b/a The Able Trust

We have audited the accompanying basic financial statements 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, for the years ended June 30, 2007 and 2006, as listed in the table of contents. 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 have 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, assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial 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, 2007 and 2006, and the changes in its net assets and its cash flows for the 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 September 7, 2007, on our consideration of the Foundation's internal control over financial reporting and our test of its compliance with certain provisions of laws, regulations, contracts and grant agreements, and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* and should be considered in assessing the results of our audits.

Our audits were conducted for the purpose of informing 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 financial statements taken as a whole.

The Foundation has not presented Management's Discussion and Analysis that the Governmental Accounting Standards Board has determined is necessary to supplement, although not required to be a part of, the basic financial statements.

*Thomas Howell Ferguson P.A.*

September 7, 2007

## 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 nonprofit 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 noncriminal 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, 2007, the Foundation had a total demand deposits with financial institutions of \$3,707,036 of which, \$3,307,036 was in excess of FDIC coverage. The Foundation maintains its cash and cash equivalents at quality financial institutions and believes it is not exposed to any significant credit risk.

### Restricted Cash

Cash held by the Foundation as fiscal agent for other entities, is reported as restricted cash.

### Investments

Investments consist of certain mutual funds and fixed maturity investments. 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.

### 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. The Able Trust capitalizes all furniture and equipment with a purchase price over \$500.

# FGA 2007 ANNUAL REPORT

## **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 grants, 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.

## **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 Governmental Accounting Standards Board ("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, 2007 consist of the following:

	<b>Market and Carrying Value</b>
U.S. Treasury Securities	\$ 99,941
Mutual funds	\$ 18,287,140
Certificates of deposit	<u>214,526</u>
	18,601,607
Less: Restricted for endowments	<u>(1,722,910)</u>
	<b>\$16,878,697</b>

At June 30, 2007, all investments have maturities of one year or less.

Investments at June 30, 2006 consist of the following:

	<b>Market and Carrying Value</b>
U.S Treasury Securities	\$ 144,963
Mutual funds	16,670,901
Equity securities	100,594
Certificates of deposit	<u>214,913</u>
	17,131,371
	<u>(3,014,161)</u>
	\$ 14,117,210

At June 30, 2006, all investments have maturities of one year or less.

*Interest Rate Risk.* To limit its exposure to fair value losses resulting from rising interest rates, the Foundation's investment policy provides for all investments to be highly liquid. Each investment is monitored on a quarterly basis for performance in comparison to benchmarks set by the Foundation.

*Credit Risk.* As of June 30, 2007, the Foundation's investments in mutual funds had a rating of 3 star, 4 star, and 5 star by Morningstar, Inc.. The Foundation's certificates of deposit were unrated.

Investment income for the year ended June 30, 2007 and 2006 consists of the following:

	<b>Years ended June 30,</b>	
	<b><u>2007</u></b>	<b><u>2006</u></b>
Interest and dividends	\$371,406	\$400,130
Change in unrealized gains and losses, net	1,314,630	982,472
Realized gains and losses, net	<u>1,002,816</u>	<u>(151,380)</u>
	<b>\$2,688,852</b>	<b>\$1,231,222</b>

The calculation of realized gains and losses is independent of a calculation of the net change in the fair value of investments. Realized gains and losses on investments that had been held in more than one fiscal year and sold in the current year were included as a change in the fair value of investments reported in the prior year and the current year.

# FGA 2007 ANNUAL REPORT

## 3. Furniture and Equipment

Furniture and equipment consist of the following:

	June 30, 2006	Additions	Deletions	June 30, 2007
Furniture and fixtures	\$178,664	\$ -	\$ -	\$178,664
Leasehold improvements	67,947	-	-	67,947
Computer equipment	75,537	-	-	75,537
	322,148	-	-	322,148
Less: Accumulated depreciation	<u>(244,413)</u>	<u>(11,405)</u>	<u>-(255,818)</u>	66,33077,734

## 4. Net Assets

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

	June 30, 2007	2006
Board designated general reserve	\$300,000	\$300,000
Board designated grant reserve	664,560	543,336
Board designated endowment	16,650,905	13,957,555
Board designated endowment earnings	-	74,106
Unrestricted, undesignated	<u>1,952,133</u>	<u>1,366,336</u>
	\$19,567,598	16,241,333

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 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.

Nonexpendable 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 7.50%) 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, 2007, net of unamortized discounts of \$1,123,566, totaled \$625,959. There were no revenues recognized from split-interest agreements during the fiscal year ended June 30, 2007 and 2006, however, discount amortization and reevaluations of expected future benefits of \$23,198 and \$(89,504), respectively, were recorded on the statements of revenues, expenses and changes in net assets as the change in present value of split-interest agreements for the years ended June 30, 2007 and 2006, respectively.

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 for the years ended June 30, 2007 and 2006.

## 6. Annuity Receivable

Due to the death of a donor in 2004, an irrevocable trust was created with payments due to the Foundation for 15 years. As of June 30, 2007, the present value of the future annuity payments due is \$131,671 using a discount rate of 5.32%.

## 7. Operating Lease

The Foundation entered into a five-year lease agreement for office space through August 2008. Rent expense under this lease was \$125,494 and \$110,418 for the years ended June 30, 2007 and 2006, respectively. The following is a schedule of future minimum lease payments (net of sales tax) required under the lease:

<b>June 30,</b>	
2008	100,720
2009	<u>16,921</u>
	\$117,641

## 8. Commitments

As previously discussed in Note 4, the Foundation had approved grants of \$818,389 during the year ended June 30, 2007. Because the grant period does not coincide with the Foundation's fiscal year-end, \$649,972 of these grants has not been paid as of June 30, 2007 and \$14,588 has not been paid for a grant approved during the fiscal year ended June 30, 2006. 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.

## 9. Retirement Plan

Effective January 31, 1998, the Foundation implemented a defined contribution pension plan, which covers substantially all employees. The plan is administered by Capital City Trust Company. 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, 2007 and 2006 are \$33,046 and \$28,757, respectively. Employee voluntary contributions during the years ended June 30, 2007 and 2006 are \$31,735 and \$29,717, respectively.

## 10. Fiscal Agent Agreements

The Foundation has 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, 2007 and 2006, the Foundation has restricted cash and accounts payable of \$1,901,883 and \$1,120,127, respectively, related to the program.

During the fiscal year ended June 30, 2007, the Foundation entered into an agreement with Workforce Florida and a memorandum of understanding with the State of Florida Agency for Persons with Disabilities (APD) to distribute funds to APD authorized client service providers. The Foundation receives a monthly administration fee of \$6,000. The agreement and memorandum of understanding expires November 2008. At June 30, 2007, the Foundation has restricted cash and accounts payable of \$77,423 related to the program.

## 11. Contingency

During the fiscal year ended June 30, 2007, the Supreme Court of Florida ruled that it was illegal for the disabled citizens to have to pay for their parking permits. Effective July 1, 2007, the Foundation will no longer collect funds from the Florida Commission for the Transportation Disadvantaged in relations to these parking permits. As of June 30, 2007, the Foundation has not received and notification that any portion of prior year revenue received for this purpose will have to be refunded.

# The Able Trust

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

### Volunteer Support

#### BOARD OF DIRECTORS

*Chair*  
**Bridget Pallango**  
Miami

*Vice Chair*  
**Florence Seiler**  
Palm Beach Gardens

*Treasurer*  
**James P. Dolan**  
Jacksonville

*Secretary*  
**Jeannie Amendola**  
Orlando

**Eladio Amores**  
Sarasota

**Richard Cole**  
The Villages

**Jason E. Havens**  
Destin

**Sharlyn Lauby, SPHR**  
Weston

**Dennis McNenney**  
Sebastian

#### AMBASSADORS

**Robert L. Billingslea**  
Orlando

**Bob Bromberg**  
Miami

**Dr. Sheila Buchbinder**  
Juno Beach

**Madelyn Christopher**  
Atlantis

**Nancy Kline**  
Ft. Walton Beach

**Sherra G. Payne**  
Hollywood

**James G. Saunders**  
Tampa

### Staff

#### EXECUTIVE STAFF

**Dr. Susanne Homant, MBA, DPA**  
*President & CEO*

**Kristen Knapp, APR, CAE**  
*Vice President of Public Relations*

**Guenevere Crum**  
*Vice President of Grants Programs*

**Mike Campbell**  
*Vice President of Endowment Development*

#### PROGRAMS

**Donna Mundy**  
*Florida High School/High Tech  
State Coordinator*

**Cat Keen, MSW**  
*Florida High School/High Tech  
Program Manager*

**Sally Ash, ATR-BC**  
*Florida High School/High Tech  
Assistant Program Manager*

**Alana Hill**  
*Public Relations and Events Specialist*

#### ADMINISTRATION

**Leona Boutwell**  
*Financial Manager*

**Alexis Garcia**  
*Administrative Assistant*

## Friends of The Able Trust

Friends of The Able Trust is the support network representing rehabilitation agencies, advocacy groups, individuals and corporations that have partnered with The Able Trust/FGA to raise awareness about its mission and broaden the possibilities for Floridians with disabilities to achieve meaningful employment.

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  
 ARC of Broward, Inc.  
 ARC of Martin County  
 ARC of Palm Beach County  
 Archways Behavioral Healthcare Center  
 Bayview Center  
 Bayview Center for Mental Health, Inc.  
 Beckham Hall  
 BIRC-Cognitive Programs  
 Boley Centers for Behavioral Healthcare  
 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 and Adult Community Services, Inc.  
 Chipola Junior College  
 CIL of Broward  
 CIL of Central Florida  
 CIL of North Central Florida  
 CIL of Northwest Florida  
 CIL of Southwest Florida  
 Community Center for the Deaf & Hard of Hearing  
 Consuelo D. Kelley  
 CRAFSS  
 Creech Engineers, Inc.  
 Dan & Ria Voss  
 Deaf & Hearing Connection for Tampa Bay  
 Deaf Service Bureau of West Central Florida  
 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  
 Easter Seals Miami-Dade  
 Easter Seal Society of East Central Florida  
 Emmanuel AME 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 Commission for the Transportation Disadvantaged  
 Florida Council for Community Mental Health, Inc.  
 Florida Lions Conklin Center for the Blind  
 Friends of the Deaf Service Center  
 Gabriel and Audrey Ehrenstein  
 Good Hope Equestrian Training Center  
 Goodwill CDC  
 Goodwill Foundation  
 Goodwill Heart of Florida  
 Goodwill Industries of Broward  
 Goodwill Industries of Central Florida  
 Goodwill Industries of North Florida  
 Goodwill Industries of Southwest Florida  
 Goodwill Industries Suncoast  
 Gulf Coast Community Care  
 Gulf Coast Jewish Family Services  
 Gulfstream Goodwill Industries  
 Habilitation Center for the Handicapped  
 HOPE Center  
 I Can Grow, Inc.  
 ITM Group, Inc.  
 JP Expression Ministries, Inc.  
 Jewish Association for Residential Care  
 Jewish Association of South Palm Beach County  
 Jewish Community Services of South Florida  
 L'Arche Harbor House, Inc.  
 Lakeview Center Foundation  
 Latino Leadership, Inc.  
 Leon Advocacy and Resource Center  
 Life Management Center of Northwest Florida  
 Life Stream Behavioral Center, Inc.  
 Lighthouse for the Blind of the Palm Beaches  
 Lighthouse of Broward County, Inc.  
 Lock Towns Community Mental Health Center, Inc.  
 Loveland Center Inc.  
 MacTown, Inc.  
 MacDonald Training Center, Inc.  
 Mental Health Assn. of Palm Beach County

Mental Health Care Inc.  
 Miami Lighthouse for the Blind  
 Miami Projects, Inc.  
 Mickie Oliva  
 Monroe ARC  
 NAMI Florida, Inc.  
 Nancy Knowlton  
 National Wheelchair Sports Fund  
 New Horizons Community Mental Health Center  
 New Horizons of the Treasure Coast  
 Northside Mental Health Hospital  
 Okeechobee Rehabilitation Facility  
 Palm Beach Habilitation Center  
 Paralyzed Veterans Association of Florida  
 PARC  
 Perdido Bay Tribe, Inc.  
 Pine Castle, Inc.  
 Primrose Center, Inc.  
 Quest, Inc.  
 Raphaelle Caesar  
 Rehabilitation Services, Inc.  
 Renaissance Behavioral Health Systems  
 Ridge Area ARC  
 Seacamp Association, Inc.  
 Seagull Industries for the Disabled  
 Self Reliance, Inc.  
 Social Security Administration  
 SOS Children's Village of Florida  
 Space Coast CIL  
 Spencer Family  
 Suncoast CIL  
 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 Learning Experience School  
 TLC Landscape Contractors, Inc.  
 Tri-County TEC  
 Tyler Institute  
 United Cerebral Palsy of Sarasota-Manatee  
 United Cerebral Palsy of Tallahassee  
 Urban League of Broward County  
 Valencia Community College  
 Vincent House  
 Visually Impaired Persons of SW Florida  
 Volunteer Jacksonville  
 Volusia/Lake/Flagler P.I.C.  
 Watson Center  
 WAVE The Workshop for Adult Vocational Enrichment  
 WORC/UCP of E. Central Florida  
 Woodland Hall Academy  
 Working Solutions



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

106 East College Avenue, Suite 820  
Tallahassee, FL 32301  
Toll-free: 888.838.2253  
Phone: 850.224.4493 V/TDD  
Fax: 850.224.4496  
Internet: [www.abletrust.org](http://www.abletrust.org)