

FLORIDA GRANTOR

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The Able Trust's mission is to be the leader in providing Floridians with disabilities fair employment opportunities through fund raising, grant programs, public awareness and education.

Small County Initiative to Provide Employment Placement

by Guenevere Crum



Cathy Johnson (r), Employer Liaison in Citrus County for the Center for Independent Living of North Central Florida helps Ms. Kilduff (l) with her resume.

In August 2010, with start up funding from The Able Trust's initiative to provide better access to employment in small and underserved counties in Florida, The Center for Independent Living of North Central Florida began offering an employment placement program for individuals with disabilities in Citrus County.

Initial goals for the program have been realized with the hiring of Cathy Johnson, who serves as an Employer Liaison. Cathy assists individuals in the development and realization of their employment goals. She also works with local Citrus County businesses, helping to create opportunities for her clients.

Small counties that have retained rural characteristics present significantly higher barriers for individuals with disabilities. Often these communities have fewer resources available to help their residents, unlike their big-city counterparts. Citizens with disabilities are sometimes on their own when it comes to facing even the smallest challenges, such as overcoming limited access to transportation. Then, of course, there are antiquated, old-fashioned assumptions on what a person with disabilities can or cannot do, further stacking the deck.

Over the course of this year, however, Ms. Johnson will endeavor to tackle each of these barriers. In doing so, she will provide vital support for an eager population desperate for help, enabling them to achieve their dreams of employment.

"Cathy is an advocate first and foremost," William Kennedy, Executive Director of the Center for Independent Living of North Central Florida said. "She is someone who continues to want other people with disabilities to have equal access to opportunity, and works hard every day assisting others to be successful." ■

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We'd love to hear from you! If you would like to share your disability-related story ideas, events, questions, comments, or are more interested in learning about The Able Trust, please call us at (850) 224-4493 or visit our website at www.abletrust.org.

A Message from the President

The "Transition" Buzz Word: And the Meaning is...



On a somewhat regular basis, MBA Jargon Watch comes out with a list of words, phrases and jargon that they recommend should be eliminated from active use, or that are worthy of lighthearted criticism. These are words and phrases that are overused, substituted for clear thoughts, and like clichés that are too frequently inserted into communications, become irritating just by being stated. A couple of my favorites for this year's list would be the excessive use of the word "Hey" as a substitute for "Hello" or "Good Morning", or "Dear. . ." in written communications. "Best practices" hits my list too – there can only be one "best." And once you find the "best" why do you keep meeting to find more best practices??? My all-time irritation is "reach out", a phrase brain-washed into some heads by AT&T many years ago, now used to describe any manner of communications. I would personally prefer to know if you called, emailed, or used sign language to communicate – helps me understand the issue better, along with the limits of the communication. When you get a break and have time to "wurf" (surfing the web at work) enjoy the latest jargon list at www.johnsmurf.com/jargon.

One of the words that is frequently overused and has a lot of different meanings in the disability community is the word "transition". We talk about children transitioning to school, transitioning to adulthood, young adults to a career, older adults to retirement. It is a word that is unfortunately defined too often by the speaker based on his or her own experience, and thus often confusing.

In The Able Trust's youth programs, transitioning skills training – to adulthood, to college, to a job - is a critically important part of the agenda. We often use the word transition without definition and run the risk of being misunderstood or just plain ignored. What we don't often talk about are the many different roads to that transition to adulthood, to another career, to adapt to new challenges, that take place on an individual basis with those who are served through Able Trust programs and Able Trust-funded initiatives around the state.

My transition to adulthood and a career was different than my brother's, who was infected with the polio virus when he was about 3. My brother, perhaps due partially to the challenges of polio, was very directed in his career choice, went to law school, and is still an attorney many years later – and a successful one at that. It took me much longer to find my niche, and I didn't get into the field of non-profit work until about 25 years ago. Finding a connection between my first career love of health care and my second choice of charitable work didn't happen until about 15 years ago. Both my brother and I would be deemed "successful" by the world's standards, but we took very different routes to get there. We had different skills and different needs, and "transitioned" by entirely different routes.

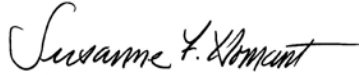
The Able Trust's use of transition and its many parameters is evident everywhere in our youth programs, where we work to provide the skills necessary to allow young people to move from youth to adulthood. Transition skills for this significant segment of our population includes a list far too long for this article, but I would welcome the adults reading this to think about what skills they had when they went off on their own, and what skills they needed to learn – some of which I am sure came at a price. Did you learn how to negotiate a lease to rent your first apartment, or did you just hope the landlord was upright and honest? How did you choose between a job and college? Who taught you the right way to dress for work? Did your first job interview go well, or were you so nervous you bombed? Did you say the wrong thing at some job in your first 90 days

and blow your chances of upward mobility there? Did you fail at your first speaking assignment due to lack of preparation? Who taught you your community obligations early in your career? How did you learn to balance a checkbook, save for the future? Who taught you what's most important in doing a good job for your employer? How did you learn the balance between assertiveness and being too aggressive? Who taught you to balance your life between work and family responsibility and play? As you reflect (I hope with some amusing tolerance of the mistakes you made – I have been there too), consider those skills that were the most necessary, and you will begin to know the many transition skills we teach the students in the Able Trust youth programs.

The very long list of skills is part of the reason we hesitate to define “transition”. The process is one of multiple activities, and each of the young people that we serve needs his or her plan for the future individualized. We believe that one of the best resources we can offer young people with disabilities is the talent of our staff and the staff of programs we fund, to identify the right transition plan for everyone who grants us the privilege of helping.

So the next time you hear or see the word, “transition”, think of it as a comprehensive activity, which if done right, is a means to a brighter future. It won't make the bad jargon list just yet!

Kindest regards,



Susanne F. Homant, MBA, DPA

President & CEO

Investing in Florida's Future



Lee County students that received laptops are (from left to right) Jacob, Steven, Scott, and Sean. The computer presentation was graced by the presence of Able Trust Director and Publix executive Marcy Benton, and Able Trust President & CEO Sue Homant.



Bradford County students Tiffany, Valeido, and Katie proudly show off their laptops.



Madison County students Cassandra, Charvario, and Keisha (seated) are three of eight students that received laptops at the Northwest Florida Regional Demonstration Center.

Joining them are FFAST Regional Demonstration Center Director Andre Howard (top) and (from left to right) Able Trust Senior Vice President Guenevere Crum, Madison County HS/HT coordinators Mary Coody and Jean James, Able Trust staff members Sally Ash and Cat Keen, and coordinator Mike Radel.

As part of its partnership with The Able Trust's Florida High School/High Tech (HS/HT) Program, the Florida Alliance for Assistive Services and Technology (FAAST) recently awarded free Dell laptop computers to deserving students throughout the State of Florida. Each student submitted an application describing their disability, and how a lack of technology affected their lives.

- Abilities Foundation
- Abilities of Florida, Inc.
- Ability 1st
- Accessible Alternatives, Inc.
- ACT Corporation
- Action Disability Advocates, Inc.
- Advance Ability Solutions
- Advocacy Center for Persons with Disabilities
- AFIRE of Pasco County, Inc.
- Against All Odds-Macular Degeneration Network
- Agency for Community Treatment Services, Inc.
- Agency for Persons with Disabilities
- Agency for Workforce Innovation
- Aids Community Project of Tampa Bay
- American Foundation for Visual Rehabilitation
- American Habilitation Services, Inc.
- American with Disabilities Working Group
- Ann Storck Center, Inc.
- Apalachee Center, Inc.
- ARC, Inc.
- ARC Alachua County
- ARC Florida
- ARC Gadsden
- ARC Gateway, Inc.
- ARC Glades Area
- ARC Jackson County
- ARC Madison-Jefferson
- ARC Marion, Inc.
- ARC Nassau
- ARC Nature Coast
- ARC of Alachua County
- ARC of Bradford County
- ARC of Broward
- ARC of Indian River County
- ARC of Martin County
- ARC of Okeechobee
- ARC of Palm Beach County
- ARC of Putnam County
- Arc Ridge Area
- ARC South Florida, Inc.
- ARC St. John's County, Inc.
- ARC St. Lucie County
- ARC Sumter County
- ARC Upper Pinellas
- ARC Volusia
- Archways Behavioral Healthcare
- Association for the Development of the Exceptional
- Axon Technologies, Inc.
- Bay Point Schools, Inc.
- Bayview Center for Mental Health, Inc.
- Behavioral Health Services
- Bethune-Cookman College
- Big Bend Workforce Center
- Blind Americans, Inc.
- Boley Centers for Behavioral Healthcare, Inc.
- Brain & Spinal Cord Injury Program
- Brain Injury Association of Florida
- Brevard Achievement Center
- Brevard Community College
- Brevard Public Schools
- Bristol-Myers Squibb Company
- Bureau Chief for Medicaid Services
- CARC-Advocates for Citizens with Disabilities, Inc.
- Caring & Sharing CIL
- CCAR Services, Inc.
- CCDH, Inc.
- Celestial Therapeutic & Ornamental Gardens
- Center for Drug Free Living
- Center for Independence, Technology and Education
- Center for Independent Living of Broward
- Center for Independent Living of Central FL- Polk office
- Center for Independent Living of Central Florida
- Center for Independent Living of North Central Florida
- Center for Independent Living of Northwest Florida
- Center for Independent Living of South Florida
- Center for Independent Living of Southwest Florida
- Center for Independent Living of the Keys
- Center for Positive Connections
- Center for Space Education
- Center for the Visually Impaired
- CHAC-Sarasota/Manatee Co. HSHT
- Charter School at National Deaf Academy
- Chipola Junior College
- Citrus Hearing Impaired Program Services, Inc.
- Coalition for Independent Living Options, Inc.
- Communication Center for the Deaf and Hard of Hearing
- Community Center for the Deaf & Hard of Hearing

Grantee Spotlight: Gratitude House

The Hidden Disability

by Guenevere Crum

The road to recovery from drug and alcohol addiction can be a difficult one. Individuals with this *hidden* disability often have to battle co-existing disabilities such as mental health, specific learning disabilities (SLD) and brain injuries among other conditions. Success rarely occurs if one is forced to face these obstacles alone. An encouraging, supportive environment capable of proper motivation and rehabilitation vastly increases the odds of lasting recovery.

Gratitude House in West Palm Beach is a leader in providing treatment to women on this arduous journey. Grant funding from The Able Trust has enabled them to acquire a Job Coach and Vocational Counseling Program to enhance the effectiveness of their overall mission. The program provides individualized instruction in job skills, which helps participants gain and retain employment. As a result, participants become self-sufficient, productive citizens of their community. Nicole is one of Gratitude House's many success stories.



The ladies of Gratitude House enjoy an outing at the West Palm Beach Public Library.

Nicole came to Gratitude House as a high school dropout with no plan for her future. She was addicted to drugs, and had a criminal record. Such formidable obstacles often make finding good, stable work very difficult. Within nine months, however, Nicole graduated from the program with sobriety, a GED, computer and career development skills, and a blossoming sense of confidence. In preparation for an employment interview at Panera Bread Company, the vocational coach helped her develop a resume and gave instruction on how to discuss her work skills, while answering truthfully about her criminal history. Nicole was nervous, but confident. As you can imagine, she was elated when offered a job on the spot.

Nicole now lives in her own apartment, is active in the After Care Program, and a leader in accompanying current clients on "sober outings". She looks forward to celebrating her one-year anniversary of sobriety.

"I am so proud to tell the story of my journey," Nicole said. ■

Florida Youth Leadership Forum 2011 - The Journey Begins!

by Ray Ford, Jr.

Adolescence is one of the most difficult periods in life to endure. The growing pains between childhood and adulthood can be immense. Coupled with the various distractions clamoring for the attention of teenagers already struggling to find their place in the world, growing up can sometimes be a confusing experience.

Even more so when you have a disability.

“My biggest concern is how people react when they first meet me,” YLF hopeful Joseph Paola said. “Because I walk with a slight limp and have some trouble with my right side, people automatically think that I can not do things for myself, and even not capable of succeeding academically. I take pride in meeting challenges and proving people wrong.”

The Florida Youth Leadership Forum (YLF) seeks to address these and many other issues as it prepares for its 12th year. High school students with disabilities from across the state will be invited to participate in four days of leadership and social training. Fifty such students will come to Tallahassee and partake in activities such as Capitol Day, a career fair, and community service projects. The goal is to not only help these students learn about the various resources at their disposal, but more importantly to learn about themselves.



Career fair mentor Scott Hilton discusses careers in Business and Finance with YLF delegates this past summer.

“When teachers would call on me, I would be very embarrassed because the other students snickered and giggled when I tried to read aloud,” YLF hopeful Michael Bean said when describing his early years in school. “I hated school. Once I started going to ESE classes in the second grade, I began to like school and can read a lot better now.”

In addition to the fifty delegates that will be experiencing YLF for the very first time, another twenty will return as junior staff members. These students are recent YLF alumni who were invited to return and share the benefits of the program with a new crop of teenagers who will be in the same position they were just a year before. For many delegates, this will be their first time away from the comforts of home and family. Having a helping hand and shoulder to lean on will help coax them out of their shells, allowing them to receive the full benefit of the YLF experience.

“YLF was a life-changing experience for me,” former delegate Leah Haefner said, now applying for a junior staff position. “I learned that you can overcome your disability and shouldn’t worry about what others may think about you. I want to return to YLF to help the delegates understand that there are resources out there to help them succeed in life. I feel that I can help someone get the same experiences as I did.” ■

YLF 2011 will take place July 20 - 24 in Tallahassee!

Visit <http://www.floridaylf.org> for more information.

Goodwill Industries-Manasota, Inc.
Grove House Supportive Services, Inc.
Guardian Angels for Special Populations, Inc.
Gulf Coast Community Care
Gulfstream Goodwill Industries
Habilitation Center for the Handicapped
Habitat for Humanity of Hillsborough County
Hardee Association for Retarded Citizens
Hearing Impaired Persons
Heron-Peacock Supported Living
HOPE Center
Hope Haven Children’s Clinic and Family Center
Horses and the Handicapped of South Florida, Inc.
Human Services Council
I Can Grow, Inc.
Independence for the Blind
Independent Living and Resource Center NE Florida
Independent Living Resource Center of Northeast Florida
Janssen
Jeff Industries
Jewish Association for Residential Care
Jewish Community Services of South Florida, Inc.
La Amistad Foundation, Inc..
Lakeside Alternatives
Lakeview Center Foundation
LARC, Inc.
L’Arche Harbor House
Latino Leadership, Inc.
Law, Redd, Crona & Munroe, P.A
League for the Hard of Hearing
Life Management Center of Northwest Florida, Inc.
Life Stream Behavioral Center
Lighthouse for the Blind of the Palm Beaches, Inc.
Lighthouse of Broward
Lighthouse of Central Florida
Lincoln-Marti Community Agency
Lock Towns Community Mental Health Center, Inc.
Louise H. Graham Training Center
Loveland Center Inc.
MacDonald Training Center, Inc.
MACTown, Inc.
Madison County HSHT
Madison County School Board Dept, ESE
Magellan Health Services
Manatee Glens
Marianne Center Services
Martin Memorial Health System
MAXIMUS
McDaniel Consulting, L.L.C.
Mental Health Association of Palm Beach County
Mental Health Care, Inc.
Miami Lighthouse for the Blind and Visually Impaired
Miami-Dade Disability Services and Independent Living (DSAIL)
Michael D. Cusick & Associates, Inc.
Monroe Association for Retarded Citizens, Inc.
Moore Consulting Group, Inc.
Muscular Dystrophy Association
NAMI Florida, Inc.
NASA
National Multiple Sclerosis (FL Gulf Coast)
National Multiple Sclerosis Society- Mid FL Chapter
National Multiple Sclerosis Society, North Florida Chapter
National Wheelchair Sports Fund
New Hope Drop In Center, Inc.
New Horizons Community Mental Health Center, Inc.
New Horizons of the Treasure Coast, Inc.
Northside Mental Health Center
OFCCP Miami Area Office
OFCCP Orlando District Office
Office of Governor Charlie Crist
Office of Health Services
Office of the Governor
Okeechobee Rehabilitation Facility
One Stop Career Center
Orange County Public Schools
Osceola ARC, Inc.
Palm Bay High School
Palm Beach County HS/HT
Palm Beach Habilitation Center, Inc.
Pathways to Independence, Inc.
Pensacola Care, Inc.
Pensacola Penwheels
Perdido Bay Tribe, Inc.
Pine Castle, Inc.
Primrose Center, Inc.
Project Special Care

Project STAND, Inc.
 PSI Family Services of Florida, Inc.
 Pyramid, Inc.
 Rehabilitation Services, Inc.
 Remmert Employment Project
 Renaissance Behavioral Health System, Inc.
 Roe & Associates Integrated Behavior Supports, Inc.
 Rotary Youth Camp
 Ruth Rales Jewish Family Service of S. Palm Beach Co.
 Seacamp Association, Inc.
 Seagull Industries for the Disabled, Inc.
 Self Reliance, Inc.
 Seminole Work Opportunity Program
 SGS
 Sickle Cell Disease Association of Broward County, Inc.
 Sickle Cell Disease Association of Florida
 Small Business Development Center/ FGCU
 Social Security Administration
 SOS Children's Village of Florida
 Southeast Parkinson Disease Association
 Space Coast Center for Independent Living
 Special Advisor on Criminal Justice and Mental Health - FL
 Supreme Court
 St. Andrew's Bay Center
 Stand Among Friends
 Statewide Office of Suicide Prevention FL Office of Drug Control
 Suncoast Center for Independent Living
 Suncoast Epilepsy Association, Inc.
 Suncoast Health Council, Inc.
 Sunrise Cape Coral Cluster
 Sunrise Community of Polk County
 Sunrise Community of Southwest Florida
 Sunrise Community, Inc.
 Sunrise of Pasco County
 Sunrise Opportunities, Inc.
 Tallahassee Community College
 Tampa Lighthouse for the Blind
 Taylor County High School
 Technical & Career Education
 Technical and Career Education
 The ARC Nature Coast, Inc.
 The ARC of Jacksonville
 The Center for Independence, Inc.
 The Governor's Commission on Disabilities
 The Harbor
 The Learning Experience School
 The Spina Bifida Association of Jacksonville, Inc.
 The Watson Center
 TLC Landscape Contractors, Inc.
 Tri-County Community Council, Inc.
 Tri-County TEC
 Tyler Institute
 United Cerebral Palsy of Central Florida
 United Cerebral Palsy of East Central Florida
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 Volunteer Jacksonville, Inc.
 VSA Arts of Florida
 Walton County ARC
 Washington/Holmes ARC
 WAVE The Workshop for Adult Vocational Enrichment
 Wellcare
 Woodland Hall Academy/Dyslexia Research Institute
 Workforce Alliance, Inc.
 Workforce Development Board
 Workforce Development Board of Okaloosa & Walton Counties
 Workforce Florida
 Working Solutions

Grants for 2nd Quarter 2011

ARC Palm Beach County

The ARC of Palm Beach County will receive \$35,406 to support year two of its program to provide the Discovery Process as an assessment tool and employment placement of individuals with disabilities in Palm Beach County.

Deaf and Hard of Hearing Services of Florida, Inc.

The Deaf and Hard of Hearing Services of Florida, Inc will receive \$25,000 for second year funding to provide a communications class for individuals and their co-workers to assist deaf and hard of hearing individuals pursue successful employment opportunities in Pasco and Hernando counties.

Hope Clubhouse of Southwest Florida, Inc.

The Hope Clubhouse of Southwest Florida, Inc. will receive \$30,000 to create and support transitional employment opportunities for individual participants in the Clubhouse model participating in the work-ordered day that will serve individuals in Lee, Collier, Hendry and Glades counties.

Lighthouse Central Florida.

The Lighthouse Central Florida will receive \$59,594 to expand the organization's ability to meet the employment skills training and placement services for individuals with sight impairment in Orange, Osceola and Seminole counties.

DEADLINE EXTENSION!

The application deadline for first-time delegates wishing to attend the 2011 Florida Youth Leadership Forum has been extended to Friday, February 18, 2011.

Visit www.floridaylf.org for more information, or to apply online.

Florida Disability Mentoring Day: Discovering Florida's Untapped Workforce

by Sally Ash

The job market has been difficult to navigate lately. With signs of recovery slow to make their presence, employment is a precious gift that none can take for granted. Floridians with disabilities represent a largely untapped, loyal workforce of individuals with a strong work ethic and desire to contribute to the communities in which they live. Breaking down long-standing corporate stereotypes about these individuals will go a long way in making their dreams of independence through employment a reality.

The Florida Disability Mentoring Day (DMD) Program of The Able Trust recently celebrated a decade of mentoring success. More than 5,000 mentors and mentees participated in DMD events throughout the state. A few program highlights can be found below:



TOUCHING LIVES

- Every Florida county (67) participated in more than 200 cities
- 1,015 adult job seekers
- 35 veterans
- 269 college/technical school students
- 34 pre-high school students
- 2,720 high school students
- 115 individuals from other sectors
- 1,157 employer mentors

MAKING A DIFFERENCE

- 10 jobs were obtained following DMD 2010
- 19 additional applications/interviews were in process at the end of 2010
- 44 new volunteer/ongoing mentoring opportunities were initiated
- 18 internships were offered to DMD 2010 participants by the end of 2010
- 7,000 staff hours were committed to DMD across the state
- 5,000 volunteer hours were dedicated to DMD

Florida DMD 2010 was sponsored by:

The Able Trust, American Express, Publix Supermarkets, Inc., ISES Corporation, Gulf Power, TMS Management, IARP, and ADAAG. Other financial support of Florida DMD 2010 was provided by the following: The Division of Vocational Rehabilitation, The Agency for Person's with Disabilities, Hyatt Regency Orlando International Airport, Walt Disney World Resort, and Volunteer Florida/AmeriCorps. Employers participating statewide were: Publix Supermarkets, Inc., CVS Pharmacies, Florida State Parks, and Darden Restaurants (Red Lobster, Olive Garden, Capital Grille, Bahama Breeze, Seasons 52, and Longhorn Steakhouse).

We encourage you to patronize these businesses! ■

"People with disabilities can have a tremendous positive impact in the workplace and the lives of the employees who work with them. The personal satisfaction I felt knowing that Baptist Health has embraced DMD was indescribable."

—Assistant Vice President, Baptist Health, Miami-Dade DMD



Save the date for Disability Mentoring Day 2011: Wednesday, October 19!

Florida High School/High Tech: Making an Impact

by Cat Keen

The Florida High School/High Tech Program (HS/HT)* of The Able Trust offers a solution to the low employment and under employment of Floridians with disabilities by providing evidence based, individualized transition services to high school students and other young people with disabilities between the ages of 14 and 22. The Florida HS/HT Program is designed to provide high school students with disabilities the opportunity to explore jobs or postsecondary education leading to technology-related careers. The goals of the Florida HS/HT Program include improving employment outcomes by:

- 1) reducing the dropout rate of students with disabilities
- 2) increasing their enrollment in postsecondary education
- 3) improving participation in education, vocational and employment-related activities

The Able Trust received two grants to expand Florida HS/HT Program sites and mentoring services. The Workforce Florida Youth Opportunities Grant expanded services to 70 court-involved youth with disabilities who are involved in juvenile justice or foster care systems in Okaloosa, Walton and Miami-Dade counties. The 'Ready to Achieve Mentoring Program,' grant provided by the Institute for Educational Leadership and the Department of Justice, Office of Juvenile Justice and Delinquency Prevention, expanded mentoring services to 100 youth in six counties by matching employer mentors with students for a year-round mentoring experience, culminating in a high-tech, mentoring-driven team project. ■

HS/HT links youth to a broad range of academic, career development and experiential resources enabling them to meet the demands of the 21st century workforce.



Graduation

During the 2009-2010 school year, the Florida HS/HT Program served 1,559 students with disabilities in 35 Florida counties. Services were provided in 105 high schools and alternative education settings including, but not limited to, foster care group homes and Department of Juvenile Justice facilities. **The Florida HS/HT Program experienced a one percent high school drop out rate.**



Employment

Eighty-six percent of Florida HS/HT graduates entered postsecondary education or employment. In addition, 169 Florida HS/HT students (representing all grades) secured employment through program services.



College

Seventy four percent of Florida HS/HT graduates entered postsecondary education after graduation, compared to only 24% of other graduates with disabilities in Florida.



Leadership

Florida HS/HT students develop service learning projects through the Project Impact Initiative, a partnership with the Governor's Commission on Volunteerism and Community Service (Volunteer Florida). Project Impact connects HS/HT students to national service and service-related careers through mentoring, paid summer internships, and student-driven community change projects.



**"This project is funded by The Able Trust and the Florida Department of Education, Division of Vocational Rehabilitation [VR]. Florida's VR program serves youth with disabilities transitioning from school to work and has partnered with the HS/HT initiative to meet the needs of these students. VR transition services are designed to assist students with disabilities from high school to a successful employment outcome and inclusion in the community as a productive citizen. Learn more about the VR School-to-Work Transition Program by contacting Kirk Hall at 850.245.3360 or kirk.hall@vr.fldoe.org. You can also visit the DOE/DVR website at www.rehabworks.org."*

Grantee Spotlight: The Center for the Visually Impaired

Envisioning Employment Success

by Guenevere Crum



Client MH and Instructor Leon Rosen filling out a job application using JAWS, a screen reading adaptive software.

Vision impairment is one of the most intimidating disabilities. It takes great determination and concentration for an individual to heighten their remaining senses, as they navigate through the world around them. For all the effort that goes into such training, sadly, even more is required when it comes to dispelling the myths associated with a lack of productivity in the workforce.

The Center for the Visually Impaired in Daytona Beach recently received grant funding from The Able Trust for an Employment Assessment and Training Program for individuals with visual impairments and blindness. Funds from The Able Trust allowed the organization to expand their program, adding a job readiness instructor and a job coach to facilitate follow-up activities once individuals gained employment.

Job readiness ensures that the necessary skills are instilled for success, such as resume and application assistance, practice interview techniques, timeliness, and employment scheduling. It also touches on critical adaptive techniques that will assist the individual in reaching their fullest potential. Learning how to navigate independently, utilizing fixed route transportation, grooming/hygiene techniques, and meal preparation are all skills that must be mastered to give the individual the utmost confidence in their chosen employment.

The Able Trust proudly supports The Center for the Visually Impaired as it provides valuable skills training in Volusia, Flagler, Putnam and Brevard counties. ■

A large part of what we do at The Able Trust centers around creating programs and projects to assist people with disabilities all along the road to successful employment.

Our programs work with Floridians of all ages and disabilities, wherever they may be in the state. We see value in helping Floridians with disabilities find jobs, and attain the highest quality of life possible.

For fiscal year 2010, The Able Trust has awarded nearly \$2 million to various organizations throughout the state who share our vision.

The Able Trust Donor Wall

The Able Trust has provided and expanded critical employment programs for Floridians with disabilities by offering more than \$27 million in direct grant support since 1990. Our efforts have resulted in tens of thousands of Florida's citizens obtaining critical life-changing skills that fostered employment, leadership and self-advocacy.

Programs such as The Able Trust Grants Program, the Veterans Grants initiative, Florida Youth Leadership Forum, Florida High School/High Tech, Florida Disability Mentoring Program, and many Florida businesses continue to impact many lives, representing a diverse collection of backgrounds and disabilities.

But none of it happens without the support of our donors.

We salute the many donors who have helped make a difference in the lives of so many, and look to welcome more partners in 2011 that embrace our vision.

Pictured below in the front lobby of The Able Trust, the donor wall proudly displays the names of those individuals, companies, and organizations that have supported our mission.





We Make Donating to The Able Trust Easy!

You can make your donation by visiting The Able Trust Web site at www.abletrust.org and clicking the "Make a Donation" button. Or you can fill out the form below and mail your donation to:

The Able Trust, 3320 Thomasville Road, Suite 200, Tallahassee, Florida, 32308-7906

Tax Deductible Donation Amount (\$): _____

Cash, Check or Credit Card Donations are Accepted. Please make checks payable to The Able Trust.

Is this donation (*please check one*):

- To honor someone
- In memory of someone
- For a special occasion

Name: _____

Address: _____

City, State, Zip: _____

Credit Card Type: _____ Credit Card Number: _____

E-mail:

- Check if you would like to be put on our mailing list
- Check if you would like to be on our e-mail list

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 fund-raising, grant programs, public awareness, public education and policy review and recommendations. Since its establishment, The Able Trust has awarded more than \$27 million in grants to nonprofit agencies throughout Florida for employment-related purposes, enabling thousands of Florida citizens with disabilities to enter the workforce each year. The Able Trust youth programs provide career development and transition to almost 2,000 students with disabilities annually, helping to reduce the dropout rate and prepare young adults for life beyond high school.

For more information about The Able Trust visit www.abletrust.org.

The Able Trust is recognized as exempt from federal income taxation under section 501c3 of the IRS and eligible to receive tax deductible contributions. Federal ID: 59-3052307. The Able Trust is registered with the Florida Division of Consumer Services as required by the Solicitation of Contributions Act (#CH957). A copy of the official registration and financial information may be obtained from the Division of Consumer Services by calling toll-free in Florida: (800) 435-7352. Registration does not imply endorsement, approval or recommendation by the State.

FLORIDA GRANTOR

The Able Trust

3320 Thomasville Road, Suite 200

Tallahassee, FL 32308-7906

(888) 838-2253 Voice or TDD

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Memorial Gifts

There are many ways for you to make a gift in remembrance of someone special that will have meaningful significance for years to come. Here are a few options to consider:

Make a Deductible Gift and Receive Life Income

You may wish to make a memorial gift while providing current life income for yourself. If your memorial gift is made to fund a charitable remainder trust, you can receive income monthly, quarterly or annually. You receive a charitable deduction for your gift this year and avoid paying capital gains tax on the sale of your appreciated assets. The remainder passes to us as a gift in memory of your loved one. Please contact us for more information on charitable trust plans.

A Memorial Gift of Cash or Property

A gift of cash is one of the simplest ways to remember your loved one or

friend. You receive a tax deduction for the value of your gift to The Able Trust. Please designate the person you wish to remember and the best way that we can honor them. If you are making a memorial gift of appreciated stock or real estate, your deduction may depend on the type of property gifted. Please call us to discuss the treatment of your gift and the best way to transfer your property to us.

PLANNED GIVING

Please feel free to Contact Mike Campbell, Regional Endowment Director, at 850-224-4493 or Natalie Lamb, Director of Development and Marketing, at 850-224-4493 ext.223. You may also visit our planned giving website at www.myabletrust.org.

Upcoming EVENTS

March 4, 2011

Able Trust Board of Directors Meeting
Orlando, Florida

March 4, 2011

Executive-Only Breakfast
The Citrus Club
Orlando, Florida

June 11, 2011

Ability Awards Banquet
Tallahassee, FL

July 20 - 24, 2011

Florida Youth Leadership Forum
Tallahassee, FL

Contributions are deductible according to applicable IRS guidelines. The Able Trust is a nonprofit 501(c)(3) organization and in compliance with the Florida Solicitation of Contributions Act.