

THE ABLE TRUST™

EMPOWERMENT EDUCATION EMPLOYMENT



ANNUAL
REPORT

2016

FLORIDA ENDOWMENT FOUNDATION FOR VOCATIONAL REHABILITATION, INC.



Board of Directors



Chair

Karen B. Moore, APR, CPRC
Moore Communications Group



Vice-Chair

Richard L. Cole, Jr., Esq.
Attorney



Secretary

Bridget R. Pallango, MBA
Goodwill Industries of South Florida



Treasurer

Marcy Benton, MBA
Publix Supermarkets, Inc.



Leslie D. Goldman, MBA
Syniverse



Jeffery Hurst, MBA
Cerner



Scot Laferté, MBA
Universal Orlando



Arlene Shackelford, MA
NextEra Energy, Inc.



Anne Marie Taglienti
Food for the Poor, Inc.



President & CEO
Dr. Susanne F. Homant, MBA
The Able Trust

Ambassadors

Jeannie Amendola • *Walt Disney World Resorts*
Joseph G. Blanton • *Raymond James & Associates, Inc.*
Robert A. Butterworth, Esq. • *Fowler White Boggs*
Neil Romano • *The Romano Group*
Anthony LaCava • *Alumni Association Chair*

Eladio Amores, MS • *Consultant*
Bob Bromberg • *Bromberg & Associates*
Nancy Kline • *Morgan Stanley Smith Barney*
Pamme Taylor, MBA, MCHA • *WellCare Health Plans, Inc.*

CONTENTS

Message from Chair of the Board & President	2
Timeline	3
Grant Initiatives: The Year in Review	7
2016 Grant Awards	9
Florida High School High Tech Program	13
Florida Disability Employment Awareness Month	15
The Able Trust Internship Initiative	15
Florida Youth Leadership Forum	16
2016 Ability Awards	17
Able Trust Corporate Champions	18
2016 Donor Listing	19
2016 Financials	21
Staff & Consultants	25

The Able Trust, also known as the Florida Endowment Foundation for Vocational Rehabilitation, is a 501(c)(3) public charity established by the Florida Legislature in 1990. Its mission is to be a key leader in providing Floridians with disabilities opportunities for successful employment.

Message from the Chairman of the Board & President

We are pleased to report a very successful year for the employment of Floridians with disabilities. This annual report of The Able Trust highlights key accomplishments, which are supported by the day-to-day efforts of an excellent staff and volunteers who have experienced and can testify to the amazing talent in the workforce of people with disabilities. Some of The Able Trust's many 2016 accomplishments include:

- The signature Youth program, High School High Tech is now serving 43 sites in 40 of Florida's 67 counties. Two new programs will be added in 2017, in a quality-controlled growth strategy for this program which boasts a 99% graduation rate.*
- Research-driven emphasis on work experiences directed increased attention to school-work transition opportunities such as mentoring and internships. As a result of formal internship program training for Florida's businesses, awareness has measurably increased and more people with disabilities are being hired in jobs that fit their skills and the business' needs.*
- Through annual general support and larger multi-year grants, The Able Trust has now returned over \$37 million in employment program-related grants to Florida organizations in all 67 counties, serving all ages, all cultures, all disabilities.*
- New legislative initiatives were welcomed and supported as additional tools for people with disabilities to move into a good job and a career path whenever possible. Programs such as ABLE United and the UCF Center for Students with Unique Abilities, along with the continuation of the James Patrick Memorial Program are helping to launch careers for those we serve.*
- To continue to build the family of those served by Able Trust programs, we launched the Able Trust Alumni Association, to help keep program participants connected and empowered by others' accomplishments.*

- As a Community Development Partner, The Able Trust is working with The Florida Chamber Foundation to make sure the workforce made up of people with disabilities is a part of its Florida 2030 Plan.*
- We welcomed several new donors to our support portfolio this year, donors that are necessary to keep the mission of successful employment for people with disabilities alive and growing.*

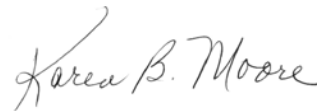
Perhaps the best accomplishment is the increased awareness in the business community of the talent in those we serve, and the increased number of young adults with disabilities in excellent employment positions with opportunities for growth.

We encourage you to review the information in this report to learn more about the work and mission of The Able Trust. More information is available at www.abletrust.org or by calling the office at 850-224-4493.

Kindest regards,



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



*Karen B. Moore, APR, CPRC
Chair of the Board*



The Passage of Time

1990

Enabling Legislation created the Florida Endowment Foundation for Vocational Rehabilitation (AKA: The Able Trust)

1992

Funded projects related to technology for the blind, employment training and transportation

Made first grant awards totaling \$35,771

1994

Initiated endowment program

Awarded 33 grants totaling \$269,142

Funded emergency deaf services for Hurricane Andrew Relief

Partnered with the Dole Foundation to fund initial High School High Tech (HSHT) project in Florida

1996

Began using The Able Trust as the official foundation name

Annual grant awards exceeded \$1 million

Sponsored the Atlanta Paralympic games

Awarded grant to assist with emergency financial relief for education assistance due to Federal Government Shutdown

Funded Bethune Cookman College study to address disability and employment outcomes for African-Americans and Hispanics with disabilities

1998

First fundraising gala held at the Mar-A-Lago Club

Awards 130 grants totaling \$1,904,413

Grant highlights included establishing an adaptive computer lab at Tallahassee Community College and developing an employment program for Native Americans with disabilities

THE ABLE TRUST

Founding Board of Directors appointed by Florida's Governor

1991

Hired its first President & CEO

Awarded 38 grants totaling \$214,906

1993

Awarded 91 grants totaling \$944,262

Grant highlights included a disability awareness marketing campaign for employers across the state of Florida, including a weekly radio program that addressed training opportunities for people with disabilities

1995

Florida's Governor signed executive order designating The Able Trust as the Florida Governor's Alliance for the Employment of Citizens with Disabilities

The Able Trust became Florida's official liaison to the US Department of Labor Office of Disability Employment Policy

Awarded 104 grants totaling \$1,245,338

Grant highlights included a University of Florida research project to evaluate abilities of seizure-alert dogs for persons with epilepsy

1997

Governor helped kick off Florida Business Leadership Network

Awarded 94 grants totaling \$1,486,357

Partnered with Florida State University to perform cost-benefit analysis of the employment of Floridians with disabilities

1999

2000

First Youth Leadership Forum (YLF) held in Tallahassee

Awarded 44 grants totaling \$747,163

First-time funding awarded to a Chamber of Commerce to develop a job-training program for students with disabilities

2002

Total grant awards exceeded \$10 million since founding

Awarded 73 grants totaling \$1,554,748

Sponsored first annual Florida Disability Mentoring Day (DMD)

2004

Became one of six beneficiaries of funds raised from sales of Florida's first motorcycle specialty license plate, the Bikers Care Tag

Commissioned a statewide study to assess myths and misconceptions of employers in regard to hiring people with disabilities

Awarded more than \$1.7 million in grants to 53 non-profit agencies

2006

Grant awards exceed \$2 million

HSHT served more than 900 students with transitioning and career development. 90 percent of graduates entered post-secondary education or employment

Project Impact, a pilot program providing leadership development through volunteerism for HSHT students, initiated with Volunteer Florida

Launched a national pilot project with CVS Pharmacy and the US Department of Labor Office of Disability Employment Policy to provide internships to students with disabilities

Partnered with the APD, Vocational Rehabilitation and Workforce Florida to expand 11 local chapters of the Florida BLN, leading the nation in the largest chapter development for a single state

Awarded 47 grants totaling \$1,218,802

Expanded HSHT to 12 projects statewide. Partnering employers include NASA, University of Florida Brain Institute and IBM

Funded statewide workshop series to address new "Ticket to Work" legislation regarding social security benefits for persons with disabilities

2001

Commissioned a statewide study with JM Foundation for Vocational Rehabilitation to address employer attitudes about people with disabilities

Received \$990,000 grant award over five years from the Office of Disability Employment Policy to expand the Florida HSHT program

Recruited more than 700 students with disabilities to participate in Florida DMD with the support of local disability agencies

2003

Awarded over \$1.6 million in grants to 58 non-profit agencies

Collaborated with the Division of Vocational Rehabilitation to expand the HSHT program by adding 10 new sites to serve an additional 200 students

Served as the national kickoff host for DMD in collaboration with the Division of Vocational Rehabilitation and other statewide partners. DMD enabled over 800 students and job seekers with disabilities to experience one-on-one job shadowing with business mentors across the state

2005

Grant awards exceed \$1 million

HSHT expanded to 37 project sites across the state, with over 1,000 students with disabilities receiving career development and transition support to prepare for life beyond high school

Selected as the national launch site for DMD by the American Association of People with Disabilities

Lt. Governor participated in statewide career fair hosted by The Able Trust to kickoff DMD activities, with nearly 500 students with disabilities in attendance

Received the US Business Leadership Network "Exceptional Partner of the Year Award"

Hired its second President & CEO

2007

2008

Acquired the “Look at My Ability” campaign rights from the Miami-Dade BLN, to reinforce the benefits of hiring Floridians with disabilities

The Able Trust exceeded \$23 million in grants to community organizations throughout Florida

The first annual art contest was held, inviting artists with a disability to design The Able Trust Holiday Card

HSHT served 1,408 students with disabilities through 112 schools in 36 Florida counties. 86 percent of HSHT graduates entered post secondary education or employment

Led the country in connecting more than 3,000 mentees with disabilities and workplace mentors for job shadowing activities

The Able Trust offices moved to a more accessible location in Tallahassee

2010

The Able Trust held it’s first Ability Celebration in Orlando, making the event more centralized and accessible to supporters throughout the state of Florida

The Able Trust reached yet another grant-funding milestone, awarding \$27 million in grants to community organizations throughout Florida’s 67 counties since inception

Florida DMD celebrated its 10th anniversary, generating 5,000 mentoring and job-shadowing opportunities in all 67 of Florida’s counties

Florida HSHT Program served 1,559 students with disabilities through 105 schools in 37 Florida counties. Eighty-six percent of participants entered postsecondary education or employment

2009

The Able Trust launched the “Look at My Abilities” campaign, a statewide initiative reinforcing the benefits of hiring Floridians with disabilities

YLF celebrated its 10th anniversary

HSHT served 1,469 students with disabilities through 107 schools in 35 Florida counties. 239 students secured employment and 73% entered post-secondary education

For the third year in a row, The Able Trust Grants Program provided community-based organizations in 52 counties more than \$2 million dollars in grant funding

The Able Trust and its partners began National Disability Employment Awareness Month activities in Tallahassee on October 1

2011

Total grant awards for The Able Trust reached the \$28 million mark, funding community organizations throughout Florida’s 67 counties since inception

Florida DMD continued in its 11th year, generating more than 6,000 mentoring opportunities in all of Florida’s counties

Florida HSHT served 1,711 students with disabilities in 35 Florida counties. Eighty-eight percent of participants remained in school, entered postsecondary education, or began employment

2012

The Able Trust attained grant awards totaling \$29 million since inception

For a second year, The Able Trust along with the Florida Alliance for Assistive Services & Technology (FAAST) donated refurbished laptops to deserving high school students with disabilities

Florida HSHT served 1,549 students with disabilities in 35 Florida counties. Eighty percent of Florida HSHT graduates entered postsecondary education, continuing education, or employment upon graduation

2014

Grant awards for The Able Trust now total more than \$33 million

The Florida High School High Tech Program opened two new sites in Okaloosa and Pasco counties, bringing the total number of program sites to 41

The Florida Youth Leadership Forum celebrated its 15th year of providing leadership training for high school students with disabilities

In September, The Able Trust awarded its third Strategic Employment Placement Initiative grant to The Dan Marino Foundation, Inc. in Fort Lauderdale

The Able Trust launched a regional internship seminar series geared toward encouraging businesses to provide more opportunities for people with disabilities through work-place experiences in the form of internships

Grant awards for The Able Trust now total more than \$37 million

The Florida High School High Tech Program opened two new sites, bringing the total number of program sites to 43, with a 99% graduation rate for program participants.

The Florida Youth Leadership Forum celebrated its 17th year

First-year internship initiative with the Florida Chamber helps Floridians with disabilities gain valuable job skills

In the fall, The Able Trust awarded Strategic Employment Placement Initiative grants to The Susan B. Anthony Recovery Center and WorkNet Pinellas

In October, The Able Trust launched the 2016 Disability Employment Awareness Month with a kick-off event in Tampa

The Able Trust Alumni Association was formed to unite graduates and former participants of Able Trust programs

EMPOWERMENT EDUCATION EMPLOYMENT

Grant awards for The Able Trust now total more than \$31 million

For three consecutive years, The Able Trust along with the Florida Alliance for Assistive Services & Technology (FAAST) awarded refurbished laptops to deserving high school students with disabilities

Florida High School High Tech and Florida Youth Leadership Forum programs are selected to participate in a Smithsonian Traveling Exhibit highlighting youth initiatives that promote social change

Launched a statewide communications campaign designed to increase awareness of employment opportunities for Floridians with disabilities

Adopted new grant guidelines that include the Strategic Employment Placement Grant, which provides opportunities for larger, multi-year grant funding to organizations that offer employment placement for individuals with disabilities in communities across Florida

The Able Trust, in partnership with the Florida Department of Economic Opportunity (DEO), made two, \$250,000 strategic grant awards (one to ARC Broward, the other to Tallahassee Community College Foundation) in support of local employment initiatives for Floridians with disabilities

Total grant awards reached \$35 million

Florida High School High Tech expanded to 42 sites, adding a second Broward County and new Desoto County branch. During the 2014-2015 school year, 1,282 students with disabilities in 39 Florida counties were served

In September, The Able Trust began a year-long celebration of 25 years of service to Floridians with disabilities, combined with the annual Ability Awards event in Orlando

2013

2015

Grant Initiatives - The Year in Review



The Able Trust Grants Program embodies the organization's mission to financially support the creation of successful employment opportunities for Floridians with disabilities. The grants program has provided a platform for Florida communities to expand employment services over the past 26 years by providing both financial and technical assistance for community providers, strengthening services in both urban and rural settings. The Able Trust believes employment is the key to both individual and community successes, and is proud to be a part of making it happen.

In summer of 2016, two **Strategic Employment Grant** awards were made. On Florida's east coast, The Susan B. Anthony Recovery Center in Pembroke Pines received funding for the REAP Program, which assists individuals recovering from drug/alcohol addiction and co-occurring disabilities such as learning, mental health, and developmental disabilities. Program participants pursue employment opportunities with the assistance of Career and After-Care Career Specialists, who support the employment goals of participants. The means to develop career abilities and goals is an essential ingredient to the sustained success of individuals re-establishing themselves, managing their disabilities, and staying drug-free.



On Florida's west coast, The Science Center dba WorkNet Pinellas created a program that matches the workforce needs of manufacturers in Pinellas County with the skills of individuals with disabilities. The Ability Initiative Training Program provides specialized training, certifications, and placement for machinists and solderer positions in the St. Petersburg/Tampa region. These specialized skills and certifications provide individuals the opportunity to gain high wage employment for in-demand professions in their area.

The Strategic Employment Program was created based on the earlier success of the multi-year Professional Career Placement grants made in 2012. Since that time, The Able Trust Board of Directors has made significant grant investments in Florida by providing three-year

strategic grant opportunities for Florida organizations to address employment in their communities. This sustained support allows organizations to grow their program services, and cultivate relationships with area employers in a strategic manner. The selection process for these larger grants involves multiple reviews and site visits with final candidates before awards are made by the Board.

ARC Broward, a strategic employment grant awardee, created a Center for Financial Literacy Program that has helped more than 225 individuals. Of that number, 77 have gained employment. One of the primary objectives of this program is to increase the financial literacy of participants, and ARC Broward has achieved this with specialized curriculum developed on a national level and implemented locally. A Financial Social Work Educator/Coach was added to the staff to give participants who gain employment additional support in sound personal finance strategies and habits. Juan is one of those participants. He came to ARC Broward with difficulties maintaining his employment, and started a series of weekly classes. Juan worked with a job coach, who assisted him in completing applications and interviews. He was offered two different jobs, and chose the one that most closely aligned with his interest in technology, leading to his employment at a mobile phone store. The coach has continued to help Juan through the new employee orientation and subsequent



benchmark reviews. Juan has flourished in his new position, gaining both confidence and work hours since his hire date. He is now a full-time employee, and has already accomplished one of his goals of purchasing a car.

“I love being able to help my mom at home with the bills,” Juan said. “I have confidence now going to the bank to deposit my money and budgeting.”

He has continued his money management saving strategies, and is on the path to financial independence.

The Able Trust continues to support a wide array of employment placement program needs across the state through single-year, **General Support for Employment Placement Grants**. In 2016, awards were made to organizations providing job skills training, placement, onsite support, customized follow-up support, outreach programs to connect with employers in Florida’s unique communities, and staffing to implement the programs designed. The program has provided funding for such diverse services as micro-enterprise support at North Florida School’s Barkin’ Biscuits business in Jacksonville, the internship Project SEARCH model at QUEST in central Florida, and a transitional employment model at the Key Clubhouse of South Florida in Miami.



The Able Trust’s **Board-Directed Initiative Grants** in 2016 included continued support for the **Florida High School High Tech** program in 42 sites across the state, as well as expanding support for the **Transportation Reimbursement Pilot** program in the counties of

Orange, Miami-Dade and two locations in Broward. Assistance from the Ward Ability Fund created an opportunity for individuals in an internship or employment that needed help in meeting their transportation costs. Participants received a 50% reimbursement up to a cap amount from the grantee organization. Assistance from the McKeon Family Ability Fund has provided program support in four areas of Florida for individuals living with macular degeneration, and research into solving the condition at the University of Miami’s research-based Bascom Palmer Eye Institute.

The Able Trust began and continues its work as a grant-awarding organization, seeking and funding community and public organizations that work to improve employment opportunities for people with disabilities. Jobs, employment opportunities and career journeys begin at the community level. Thus, helping to support local programs to assist people with disabilities where they are is an important commitment and focus of The Able Trust.

2016 Grant Awards

North Florida Grant Awards

Grant Type	Areas Served	Grant Amount
Ability 1st		
High School High Tech	Gadsden	\$22,000.00
High School High Tech	Leon	\$22,000.00
High School High Tech	Wakulla	\$22,000.00
Arc Jacksonville		
High School High Tech	Clay	\$22,000.00
High School High Tech	Duval	\$22,000.00
High School High Tech	St. Johns	\$22,000.00
Ark Nassau		
Employment Placement Services	Nassau	\$58,140.00
Center for Independent Living of North Central Florida		
High School High Tech	Alachua	\$22,000.00
High School High Tech	Rural Alachua	\$22,000.00
High School High Tech	Bradford	\$22,000.00
High School High Tech	Levy	\$22,000.00
High School High Tech	Marion	\$22,000.00
High School High Tech	Putnam	\$22,000.00
Career Source Florida Crown Workforce Board, Inc.		
High School High Tech	Columbia	\$22,000.00
High School High Tech	Dixie	\$22,000.00
High School High Tech	Gilchrist	\$22,000.00
High School High Tech	Union	\$22,000.00
Dyslexia Research Institute		
High School High Tech	Gulf	\$22,000.00
Goodwill Easter Seals of the Gulf Coast		
High School High Tech	Escambia	\$22,000.00
High School High Tech	Okaloosa	\$22,000.00
Independence for the Blind of West Florida		
Services for Individuals with Macular Degeneration	Escambia	\$2,500.00
Madison County School Board		
High School High Tech	Madison	\$22,000.00
Nassau County School District		
High School High Tech	Nassau	\$22,000.00
North Florida School		
Barkin' Biscuits	Duval	\$50,000.00

Central Florida Grant Awards

Grant Type	Areas Served	Grant Amount
Brevard Schools Foundation		
High School High Tech Bayside	Brevard	\$22,000.00
High School High Tech Heritage	Brevard	\$22,000.00
Tiny House Project	Brevard	\$26,000.00
Center for Independent Living in Central Florida, Inc.		
High School High Tech	Polk	\$22,000.00
Community Initiatives, Inc.		
High School High Tech	Orange, Osceola & Seminole	\$22,000.00
Educational Foundation of Lake County		
High School High Tech	Lake	\$22,000.00
Foundation for Orange County Public Schools		
High School High Tech	North Orange	\$22,000.00
High School High Tech	South Orange	\$22,000.00
Lighthouse Central Florida		
Services for Individuals with Macular Degeneration	Orange	\$2,500.00
New Vision for Independence		
Services for Individuals with Macular Degeneration	Lake	\$2,500.00
Quest, Inc.		
Project SEARCH at Florida Hospital	Osceola	\$65,000.00
School District of Hillsborough County Technical and Career Education		
High School High Tech	Hillsborough	\$22,000.00
Science Center/WorkNet Pinellas		
Ability Initiative Training Program	Pinellas	\$250,000.00
Service Source/Abilities, Inc.		
High School High Tech	Pasco	\$22,000.00
High School High Tech	Pinellas	\$22,000.00
Tampa Lighthouse for the Blind, Inc.		
Services for Individuals with Macular Degeneration	Hillsborough	\$2,500.00

South Florida Grant Awards

Grant Type	Areas Served	Grant Amount
Arc Broward		
Transportation Reimbursement Program	Broward	\$24,000.00
Center for Independent Living of Broward		
High School High Tech	North Broward	\$22,000.00
High School High Tech	South Broward	\$22,000.00

South Florida Grant Awards (continued)

Grant Type	Areas Served	Grant Amount
Community Haven for Children and Adults with Disabilities, Inc.		
High School High Tech	Manatee	\$22,000.00
High School High Tech	Sarasota	\$22,000.00
The Dan Marino Foundation		
Transportation Reimbursement Program	Broward	\$24,000.00
Goodwill Industries Manasota, Inc.		
High School High Tech	DeSoto	\$30,000.00
Goodwill Industries of Southwest Florida, Inc.		
High School High Tech	Charlotte	\$22,000.00
High School High Tech	Collier	\$22,000.00
High School High Tech	Glades & Hendry	\$22,000.00
High School High Tech	Lee	\$22,000.00
Gulfstream Goodwill Industries, Inc.		
High School High Tech	Palm Beach	\$22,000.00
The Key Clubhouse of South Florida		
Employment Initiative	Miami-Dade	\$65,000.00
Miami Lighthouse for the Blind and Visually Impaired		
High School High Tech	North Miami-Dade	\$22,000.00
High School High Tech	South Miami-Dade	\$22,000.00
Susan B. Anthony Recovery Center		
REAP, Readiness, Employment & Placement	Broward	\$249,365.00
Vincent Academy/Van Gogh's Palette		
Founding of Vincent Academy Employment Support	Sarasota	\$54,000.00

Other Grant Awards

Grant Type	Areas Served	Grant Amount
American Cancer Society		
Program Support	Ft. Walton Beach	\$2,500.00
American Diabetes Association		
Program Support	Duval	\$5,000.00
American Red Cross		
Program Support	Pensacola	\$2,500.00
America's Second Harvest of the Big Bend		
Program Support	Leon & other counties	\$5,000.00
Bascom Palmer Eye Institute		
Research on Macular Degeneration	Miami-Dade	\$10,000.00
Big Bend Hospice, Inc.		
Program Support	Leon	\$2,500.00

Other Grant Awards (continued)

Grant Type	Areas Served	Grant Amount
Big Brothers/Sisters of the Big Bend Program Support	Leon	\$2,500.00
Brain Injury Association of Florida, Inc.10 Program Support	Statewide	\$5,000.00
Children's Advocacy Center Program Support	Okaloosa	\$14,000.00
Council on Foundations Support	Nationwide	\$2,060.00
Elder Care Services Program Support	Leon	\$2,500.00
Emerald Coast Children's Advocacy Program Support	Okaloosa	\$14,000.00
Florida Chamber Foundation Research	Statewide	\$50,000.00
Internship Project	Statewide	\$110,000.00
Staffing Support	Statewide	\$24,292.00
Florida Keys SPCA Support	Monroe	\$2,500.00
Florida Philanthropic Network Membership Dues	Statewide	\$3,400.00
Florida Public Broadcasting Service, Inc. Communications Campaign	Statewide	\$64,532.00
Friends of Arrow Rock Preservation of Arrow Rock	Missouri	\$2,000.00
Grant Managers Network Membership Dues	Nationwide	\$500.00
Habitat for Humanity Program Support	Okaloosa	\$2,500.00
Marines Toys for Tots Foundation Program Support	Nationwide	\$2,500.00
Muscular Dystrophy Association Program Support	Leon	\$5,000.00
One Blood Program Support	Leon	\$2,500.00
Ronald McDonald House Charities Program Support	Leon	\$2,500.00
United Cerebral Palsy Program Support	Ft. Walton Beach	\$5,000.00
WFSU Capital Report & Underwriting Support	Statewide	\$8,960.00

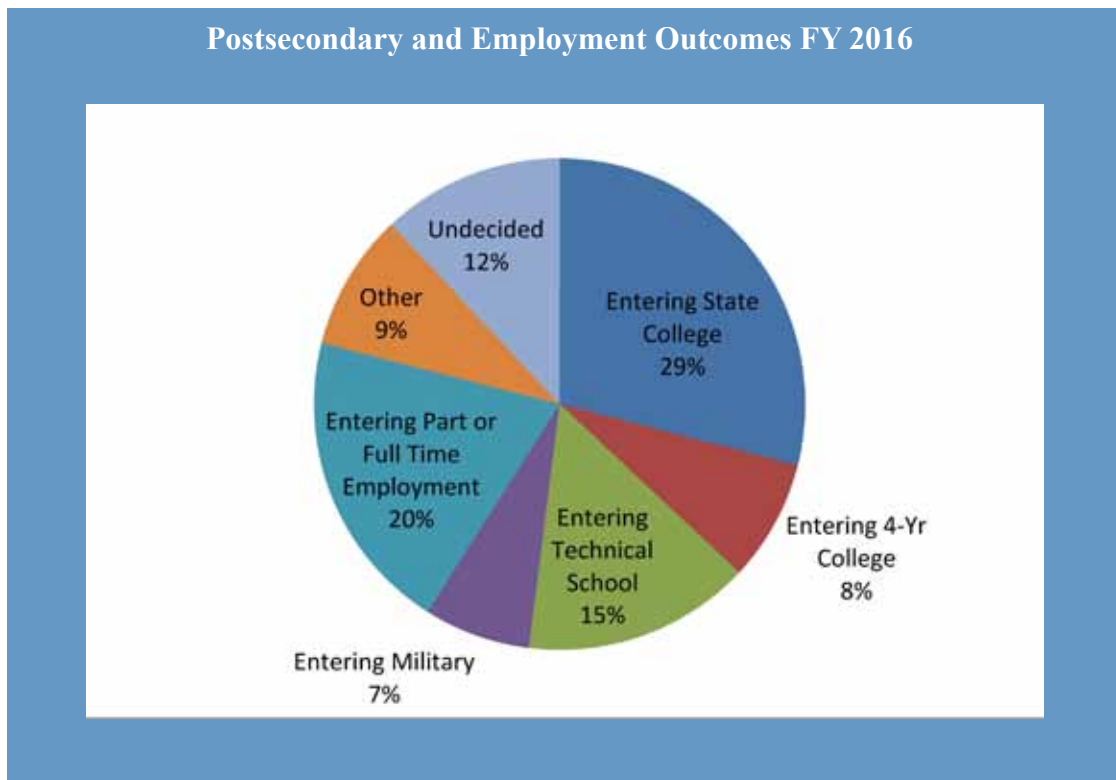


For 18 years, the Florida High School High Tech Program (HSHT) has improved postsecondary outcomes for youth with disabilities. The program achieves this goal by setting high expectations; encouraging youth to consider technology related careers; and promoting the involvement of family members and other caring adults.

Core features of the program – job shadowing, industry site visits, mentoring, and internships – are critical components that help students form postsecondary education and employment goals and transition from school into the world of work. The HSHT program is based on the five nationally-recognized Guideposts for Success: School-Based Preparatory Experiences, Career Preparation & Work-Based Learning, Connecting Activities, Youth Leadership & Development, and Family Involvement & Supports along with a newly developed guidepost for Communication Skills. Research has shown that each guidepost is essential to what youth with disabilities need to succeed in adulthood.

The Florida HSHT Program operates in 43 sites throughout the state, including two juvenile justice settings and a foster care site.

Below are the postsecondary and employment outcomes for the 1,784 high school graduates served during FY 2016 by the Florida HSHT Program.



EMPOWERMENT



HSHT helps youth learn and practice independent and informed decision-making for academic and career preparation. This is facilitated through program workshops, leadership development, and real-world work experiences including job shadowing and summer internships. During the summer of 2016, 395 students participated in summer internships, 85% of which were paid through a stipend by the employer, the HSHT program site, the local CareerSource Board, or another community grant provider.

EDUCATION



During the 2015-2016 school year, the Florida HSHT Program served 1,784 students with disabilities in 40 Florida counties. Services were provided in 124 high schools and alternative education settings, including two Department of Juvenile Justice facilities and a foster care site. The Florida HSHT Program experienced a 99% graduation rate for all seniors participating in the program.

EMPLOYMENT



82% percent of Florida HSHT graduates entered postsecondary education, continuing education, or employment upon graduation. In addition, 258 Florida HSHT students, representing all grades, secured employment through program services.

“My summer internship made me believe I am able to obtain a job in the future. I learned that it is important to communicate with my co-workers and to follow directions. This experience also helped me gain skills that I know I can use in future jobs.”

—Maddie, Marion HSHT Student and Summer Intern



This fall, Florida Disability Employment Awareness Month (DEAM) celebrated 14 years of creating opportunities for successful employment. The new DEAM logo is meant to place more emphasis on the extended period of job-shadowing and career exploration activities for people with disabilities, incorporating both “blue collar” and “white collar” careers. A statewide kickoff was held in mid-October at the Grand Hyatt Tampa Bay. Attendees were addressed by, among others, Neil Romano, former Assistant Secretary of the Office of Disability Employment Policy; Richard Gonzmart, President of the Columbia Restaurant Group; Senator Jack Latvala; and Representative Kathleen Peters.

Local liaisons coordinated DEAM activities such as job-shadowing, career readiness workshops, industry tours, community events, and career fairs in 62 counties. It is anticipated that 2,000 participants will have participated in a DEAM career experience event thanks to these efforts. Many liaisons have realized the benefits of continued career experiences beyond the month of October, and collaborate with businesses throughout the year to provide opportunities for persons with disabilities.

The 2016 DEAM season is made possible with the financial support of several statewide partners:

Florida Hospital, Florida Power and Light/NextEra Energy, Florida Chamber Foundation, Dan Marino Foundation, WellCare, Darden Restaurants, Publix Supermarkets, Universal Orlando Resort, Florida Division of Vocational Rehabilitation, Florida Agency for Persons with Disabilities, Moore Communications Group, Mustard Seed Advisors Raymond James, and Richard and Barbara Cole.

The Able Trust Internship Initiative

The Able Trust continued its Internship Seminar series in 2016 with two additional seminars in Tallahassee and Kissimmee. The goal of this initiative is to increase the opportunities for people with disabilities by providing career experience. Internships are a proven path to employment due to the development of skills, knowledge, and establishing a work history. The seminars provide small and medium-sized businesses and organizations the tools and knowledge to create an internship program that will meet their needs and goals.

In 2016, The Able Trust provided a grant to the Florida Chamber Foundation. This support will provide businesses and organizations which hire a person with a disability a reimbursement of up to \$7,500. Participation with the Chamber has allowed The Able Trust to work directly with local chambers of commerce and their members promoting this worthwhile initiative. The Florida Chamber Foundation plans to place a minimum of 10 interns with disabilities.



Whitney Harris, Florida Chamber Foundation Special Projects Administrator and Assistant to the Executive Vice President, expounds on the benefits of internship opportunities to business leaders at the Future of Florida Forum.



Florida Youth Leadership Forum

EMPOWERMENT | EDUCATION | EMPLOYMENT



YLF participants like Serena (left) faced the common fear of public speaking by engaging in public debate during a mock session at the Florida Capitol. Later on, students explored STEM careers (right) and business etiquette during the annual career exploration event.

The 2016 Florida Youth Leadership Forum (YLF) brought together nearly 40 high school student leaders with disabilities for five days of leadership training in Tallahassee. The purpose of YLF is to bring together high school students with disabilities, creating a network of support while making them aware of the various education and employment resources available to them as they reach the age of independence. The goal is to inspire all participants to strive for the highest level of independence possible.

“One of the things I learned at YLF is that we should not be ashamed because we are different,” 2016 student Mackenzie said. “We learned about many options available to us to help us become more independent.”

In addition to learning about disability history and sensitivity, YLF participants learned about business and dinner etiquette, explored STEM (science, technology, engineering, and math) careers with more than 20 local business leaders, and visited The Florida Capitol for a mock legislative session, where they debated and voted on a bill.

The Florida Youth Leadership Forum was sponsored by The Able Trust with the help of major sponsors The Florida Developmental Disabilities Council, Mr. John R. Pettengill, and a host of corporate sponsorships, grants, and private donations.

PROGRAM HIGHLIGHTS

- DAY AT THE CAPITOL
- COMMUNITY SERVICE PROJECT
- BUSINESS ETIQUETTE
- CAREER FAIR & NETWORKING LUNCHEON
- DISABILITY RESOURCE SEMINAR

The 2016 Ability Awards

Each year, The Able Trust salutes those that exemplify the heart of its mission to be a key leader in providing Floridians with disabilities opportunities for successful employment. In June, 12 individuals and businesses were honored at the annual Ability Awards luncheon in Tallahassee.

Congratulations to the 2016 Ability Award winners!

2016 Ability Award Recipients

- **BEVERLY CHAPMAN AWARD FOR OUTSTANDING EMPLOYMENT PLACEMENT PROGRAM**

ARC Broward - Sunrise, Florida

- **DR. GEORGE SPELIOS LEADERSHIP AWARD**

Dennis Haas, President & CEO - ARC Broward

- **ADULT LEADERSHIP AWARD**

Anthony LaCava

- **EMPLOYER OF THE YEAR AWARD**

Boca Raton Resort & Club -

Boca Raton, Florida

- **EMPLOYER OF THE YEAR AWARD**

Fairpoint Communications -

Port St. Joe, Florida

- **EMPLOYER OF THE YEAR AWARD**

Innisfree Hotels - Gulf Breeze, Florida

- **REPRESENTATIVE OF THE YEAR AWARD**

Representative Erik Fresen -

Miami, Florida

- **REPRESENTATIVE OF THE YEAR AWARD**

Representative Marlene O'Toole -

Lady Lake, Florida

- **SENATOR OF THE YEAR AWARD**

Senator Andy Gardiner - Orlando, Florida

- **HIGH SCHOOL HIGH TECH PROGRAM OF THE YEAR**

Ability 1st - Tallahassee, Florida

- **PUBLIC EMPLOYER OF THE YEAR**

City of Tallahassee - Tallahassee, Florida

- **VOLUNTEER OF THE YEAR**

Richard L. Cole, Jr., Esq. - The Villages, Florida



(from left) Ken Ledbetter and Ron Wilson, Innisfree Hotels; Heather Barta, LaKysha Perkins, and Sue Belford, Ability 1st; Nancy Watson, Boca Raton Resort & Club; Holly Bernado, Ability 1st; Jason Nicholson, Innisfree Hotels; David Winialski (in place of Representative Erik Fresen), Richard L. Cole, Jr., The Able Trust; Anthony LaCava, The Able Trust Alumni Association; Jody Ellis and Dennis Haas, ARC Broward; Kathleen Wright and Angela Hendrieth, City of Tallahassee; Kerry Anthony and Susan Machemar, Fairpoint Communications; Julie Price, ARC Broward

Able Trust Corporate Champions

The Able Trust created the award category of “Corporate Champion” to recognize those businesses that support its mission through workforce inclusion policies, welcoming people with disabilities as customers and employees, and through financial support that has exceeded \$100,000 over the years. Darden, Publix, Walt Disney World Resorts, and Wells Fargo have exemplified these traits through a strong commitment to supporting a diverse and inclusive workforce that includes workers with disabilities, and supporting organizations like The Able Trust as it strives to be a key leader in providing Floridians with disabilities opportunities for successful employment. The annual support of these organizations has helped sustain Able Trust grant initiatives and other employment-related programs such as Disability Employment Awareness Month (DEAM), in addition to nationally-recognized youth programs such as Florida High School High Tech (HSHT) and the Florida Youth Leadership Forum (YLF). The Able Trust is proud to recognize its distinguished list of Corporate Champions.



2016 Donors

The Able Trust has provided and expanded critical employment programs for Floridians with disabilities through its internal programs, and by offering more than \$37 million in direct grant support since 1990. There are many opportunities to support the mission of The Able Trust, such as making a donation, creating an endowment, or sponsoring projects/participants. The Able Trust recognizes its donors in various ways, and respects the wishes of those who want to remain anonymous. Many thanks to the following for their support!

Supporters, January 1, 2016 - December 31, 2016

Nigel Allen	Sammie Dixon
Eladio and Judy Amores	Florida Chamber Foundation
Bank of America Employee Giving Campaign	R. Mark Ferguson
Louis Bender	Florida Autism Center
Marcy Benton	Florida Hospital
Joseph and Nancy Blanton	Florida Power & Light - Next Era Energy
Gene and Carol Bowers	Angela Fortunas and Timothy Shellabarger
Mildred Brickler	Timothy and Paula Fortunas
Robert and Penny Bromberg	Joan Geyer
Yvonne Brown	Virginia Glass
Cheryl Castellari	Les and Karen Goldman
Campus USA Credit Union	Bruce and Page Hagan
Mike and Allison Chase	Hollis Hance
Richard L. and Barbara Cole	Richard Henry
Community Foundation of Collier County	Robert L. Hilton
Community Foundation of Sarasota County - Patterson Foundation	Susanne Homant
Daniel Cook	Stefanie Jackson
Brian and Guenevere Crum	Jelks Family Foundation, Inc.
Dale Earnhardt, Jr. Buick GMC Cadillac	Paul and Jeanne Kacprzak
Robert Dawson	William Kennedy III
Disability Rights Florida	Thomas and Irene Kirbo Charitable Foundation
	Nancy Kline

Scot LaFerté
Leon Golden Revocable Trust
Alma Littles
Richard and Barbara MacArthur
Mark Demont Insurance Agency, Inc.
Walter Massey
William and Jana McKeever
Bryan and Jessica Miller
Chuck, Patty, and Rikki Mitchell
Karen B. Moore
Moore Communications Group
NBC Universal Orlando
K. Nelson
Robert Noren
Panhandle Area Educational Consortium
Joseph and Mary Pankowski
Howard and Carolyn Pardue
Stephanie Perkins
John Pettengill
Publix Super Markets, Inc.
RAI Investments, Inc.
Karen Randolph
Pedro and Angelina Rodriguez
Winnie Schmeling
Richard M. Schulze Family Foundation
Lois Scott
Woodrow and Donna Simmons
Smith Bruer Advisors, LLC

Faith Spalding
State of Florida Department of Education/
Vocational Rehabilitation
Sunset Bay Management Group, LLC
Tallahassee Rotary Club
TD Charitable Foundation
The Dan Marino Foundation
TMH Foundation
Walt Disney World Resort
WellCare
Wells Fargo Foundation
Richard and Diane Wendt



Make A Difference With A Donation to The Able Trust!

There are many ways to support The Able Trust's programs to make successful employment available to Floridians with disabilities, and a gift of any amount will make a difference. For general contributions in support of our youth, mentoring and grant programs, click the "Make a Donation" button on our website, www.AbleTrust.org, or mail a gift to:

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

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

THE ABLE TRUST IS RECOGNIZED AS EXEMPT FROM FEDERAL INCOME TAXATION UNDER SECTION 501(C)(3) OF THE IRS CODE 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.

Financials



Law, Redd, Crona & Munroe, P.A.

Certified Public Accountants

INDEPENDENT AUDITOR'S REPORT

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

Report on the Financial Statements

We have audited the accompanying 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, which comprise the statements of net position as of June 30, 2016 and 2015, and the related statements of revenues, expenses, and changes in fund net position, and cash flows for the years then ended and the related notes to the financial statements, which collectively comprise the Foundation's basic financial statements as listed in the table of contents.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit 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 from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of The Florida Endowment Foundation for Vocational Rehabilitation, Inc. d/b/a The Able Trust, as of June 30, 2016 and 2015, and the respective changes in fund net position, and cash flows thereof for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Other Matters

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the Management's Discussion and Analysis on pages 4-8 be presented to supplement the basic financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Other Information

Our audit was conducted for the purpose of forming an opinion on the financial statements that collectively comprise the Foundation's basic financial statements. The budgetary comparison schedules are presented for purposes of additional analysis and are not a required part of the basic financial statements. The schedule of expenditures of state financial assistance is presented for purposes of additional analysis as required by the Florida Single Audit Act, and is also not a required part of the basic financial statements.

The budgetary comparison schedules and the schedule of expenditures of state financial assistance are the responsibility of management and were derived from and relate directly to the underlying accounting and other records used to prepare the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the budgetary comparison schedules and the schedule of expenditures of state financial assistance are fairly stated in all material respects in relation to the basic financial statements as a whole.

Other Reporting Required by *Government Auditing Standards*

In accordance with *Government Auditing Standards*, we have also issued our report dated October 20, 2016, on our consideration of the Foundation's internal control over financial reporting and on our tests 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 internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Foundation's internal control over financial reporting and compliance.

Law, Redd, Crone & Munroe, P.A.

LAW, REDD, CRONA & MUNROE, P.A.
Tallahassee, Florida
October 20, 2016

THE FLORIDA ENDOWMENT FOUNDATION FOR VOCATIONAL REHABILITATION, INC.
d/b/a THE ABLE TRUST
STATEMENTS OF NET POSITION
JUNE 30, 2016 AND 2015

	<u>2016</u>	<u>2015</u>
ASSETS		
CURRENT ASSETS		
Cash and Cash Equivalents - Note 2	\$ 2,704,271	\$ 2,129,985
Investments - Note 3	19,856,500	20,811,590
Due from DOE/DVR for High School / High Tech Program	137,456	137,756
Accounts Receivable - Other	15,000	418,150
Annuity Receivable, Current - Note 7	39,112	39,386
Prepaid Expenses	9,267	8,283
Other Current Assets	-	250
Total Current Assets	<u>22,761,606</u>	<u>23,545,400</u>
RESTRICTED ASSETS		
Restricted for Fiscal Agent Liabilities - Note 11		
Cash and Certificates of Deposit - Note 2	3,132,500	2,847,538
Investments	2,319,163	2,194,592
Restricted Investments - Other	2,920,620	2,905,545
Total Restricted Assets	<u>8,372,283</u>	<u>7,947,675</u>
OTHER ASSETS		
Contributions Receivable from Deferred Gifts, Net - Note 6	725,673	703,250
Annuity Receivable, Long Term - Note 7	79,364	111,200
Capital Assets, Net - Note 4	139,493	148,775
Deposits and Other Noncurrent Assets - Note 12	112,972	115,752
Total Other Assets	<u>1,057,502</u>	<u>1,078,977</u>
Total Assets	<u>\$ 32,191,391</u>	<u>\$ 32,572,052</u>
LIABILITIES AND NET POSITION		
CURRENT LIABILITIES		
Accounts Payable	\$ 8,651	\$ 35,983
Fiscal Agent Liabilities - Note 11	5,451,663	5,042,130
Accrued Expenses	23,800	30,577
Total Current Liabilities	<u>5,484,114</u>	<u>5,108,690</u>
NET POSITION - Note 5		
Invested in Capital Assets - Net of Related Debt	139,493	148,775
Restricted - Nonexpendable Contributions	3,764,767	3,759,380
Unrestricted	22,803,017	23,555,207
Total Net Position	<u>26,707,277</u>	<u>27,463,362</u>
Total Liabilities and Net Position	<u>\$ 32,191,391</u>	<u>\$ 32,572,052</u>

THE FLORIDA ENDOWMENT FOUNDATION FOR VOCATIONAL REHABILITATION, INC.
d/b/a THE ABLE TRUST
STATEMENTS OF REVENUES, EXPENSES, AND CHANGES IN FUND NET POSITION
FOR THE YEARS ENDED JUNE 30, 2016 AND 2015

	<u>2016</u>	<u>2015</u>
OPERATING REVENUES:		
Public Support		
DOE/DVR High School / High Tech Program	\$ 549,823	\$ 549,823
DEO Workforce Development Program	-	1,200,000
Program Events	122,755	145,925
Special Events	13,034	-
DOT for Sales of Temporary Handicap Parking Permits	267,360	249,140
DOR for Civil Penalties	1,289,377	1,425,773
Other Revenue	108,256	96,949
Total Operating Revenues	<u>2,350,605</u>	<u>3,667,610</u>
OPERATING EXPENSES:		
Program Services:		
Public Awareness, Education, and Nongrant Programs	700,641	905,988
Grants and Related Expenses	2,210,799	2,467,945
Total Program Services	<u>2,911,440</u>	<u>3,373,933</u>
Supporting Services:		
Management and General	99,080	88,032
Fundraising	154,705	116,321
Total Supporting Services	<u>253,785</u>	<u>204,353</u>
Total Operating Expenses	<u>3,165,225</u>	<u>3,578,286</u>
Operating (Loss) Income	<u>(814,620)</u>	<u>89,324</u>
NONOPERATING REVENUES		
Investment (Loss) Income - Note 3	(3,939)	402,535
(Decrease) Increase in Present Value of Annuity Receivable	(32,110)	20,784
Increase (Decrease) in Present Value of Deferred Gifts	22,423	(67,277)
Total Nonoperating (Expenses) Revenues	<u>(13,626)</u>	<u>356,042</u>
(Loss) Income Before Contributions and Distributions	<u>(828,246)</u>	<u>445,366</u>
Contributions	153,161	186,336
Endowment Distributions	(81,000)	(218,250)
Total Contributions and Distributions	<u>72,161</u>	<u>(31,914)</u>
(Decrease) Increase in Net Position	(756,085)	413,452
Net Position at Beginning of Year	27,463,362	27,049,910
Net Position at End of Year	<u>\$ 26,707,277</u>	<u>\$ 27,463,362</u>



FLORIDA ENDOWMENT FOUNDATION
FOR VOCATIONAL REHABILITATION, INC.

STAFF

President & CEO
Dr. Susanne Homant, MBA

Senior Vice President
Guenevere Crum

Vice President, Youth Programs
Allison Chase, MS

Director of Workforce Programs
Joseph D'Souza, MA

Director of Communications & Florida Youth Leadership Forum
Ray Ford, Jr.

Director, Finance
Michelle Young

Assistant Director, Donor Services & Administration
Mary Jo Hatala, MS

Administrative Assistant, Grants Program
Antoinette Barber, MBA

Assistant to the President & CEO
Rachael Moulton

PROGRAM CONSULTANTS

Legislative Consultant
Mike Cusick

Financial Consultant
Bruce Hagan

Development Consultant
Angela Fortunas

Florida High School High Tech
Donna Mundy

Florida Youth Leadership Forum Consultant
Carolyn Pardue

The Able Trust, incorporated as the Florida Endowment Foundation for Vocational Rehabilitation, Inc., is a 501(c)(3) foundation established in 1990 by the Florida Legislature, privately incorporated as a charitable organization.

The mission of The Able Trust is to be a key leader in providing Floridians with disabilities opportunities for successful employment.



3320 Thomasville Road, Suite 200
Tallahassee, FL 32308

(850) 224-4493 VOICE OR TDD
(850) 224-4496 FAX

www.abletrust.org