



THE ABLE TRUST™

EMPOWERMENT EDUCATION EMPLOYMENT

2018 Annual Report To Florida



BOARD OF DIRECTORS



Chair

Karen B. Moore, APR, CPRC
Moore Communications Group



Leslie D. Goldman, MBA
Syniverse



Vice-Chair

Marcy Benton, MBA
Publix Supermarkets, Inc.



Scot LaFerté, MBA
Universal Orlando



Secretary

Bridget R. Pallango, MBA
Goodwill Industries of South Florida



Arlene Shackelford, MA
NextEra Energy, Inc.



Treasurer

Richard L. Cole, Jr., Esq.
Attorney



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

AMBASSADORS

Eladio Amores, MS | Consultant

Bob Bromberg | Bromberg & Associates

Robert A. Butterworth, Esq. | Buchanan Ingersoll & Rooney

Douglas Hilliard, CPA | Florida Hospital

Dwayne Ingram | Morgan Hill Partners

Nancy Kline | Morgan Stanley Smith Barney

Neil Romano | The Romano Group

STAFF

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

Guevere Crum | Senior Vice President

Allison Chase, MS | Vice President, Youth Programs

Joseph D'Souza, MA | Assistant Vice President, Workforce Programs

Todd Schimpf | Director of Communications

Michelle Young | Director of Finance

Mary Jo Hatala-Sellers, MA | Director of Donor Services

Tracy Daunt | Executive Assistant to the President & CEO

Cary Anne Beavers | Administrative Assistant, Grants Program and Receptionist

CONSULTANTS

Mike Cusick | Legislative Consultant

Bruce Hagan | Financial Consultant

Hans Kairies | Director of Development

CONTENTS

- 2 . . . *Message from the Chair of the Board and the President & CEO*
- 3 . . . *Summary of Performance*
- 4 . . . *More About Our Mission*
- 6 . . . *The Importance of Our Work*
- 8 . . . *Working with Florida's Businesses*
- 10 . . . *Able Trust HSHT Program*
- 11 . . . *Able Trust Youth Leadership Retreat*
- 12 . . . *Grant Awards*
- 14 . . . *Fundraising Activities & Results*
- 15 . . . *Donor Listing*
- 16 . . . *Financials*

**THE
ABLE
TRUST™**
EMPOWERMENT EDUCATION EMPLOYMENT



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.

Message from the Chair of the Board, and the President & CEO

We are very pleased to present this year's annual report to Florida and its citizens. As a charity that is laser-focused on jobs for people with disabilities, we are mindful of the fact that as Florida's population increases, the number of Floridians with disabilities also continues to grow. Research tells us that people with disabilities are employed at a far lower rate than the general population, so the growth of Florida makes The Able Trust mission of successful employment for Floridians with disabilities and the execution of that mission even more important.

*The entire Able Trust team - Board, staff, Ambassadors and its many volunteers have made an awesome effort to assure that more people with disabilities are being employed at positions that match their skill sets and career path preferences. Over the past year, more people with disabilities became employed, through Able Trust Youth programs and in programs funded through community partners. **We are especially excited to report that most of these are full time positions, and the majority of the jobs paid wages significantly higher than minimum wage.** The annualized income of those individuals is projected at \$3.4 million, a phenomenal return on the funds invested in their future. In addition to paid positions, many of the students in our high school youth programs experienced the world of work through unpaid internships and mentoring opportunities. This allows businesses to get to know the talents of people with disabilities better, and allows the worker to learn more about the career opportunities in different industries.*

The value of our long term relationships with community partners and many volunteers from within the business community cannot be overstated. Their commitment of time and resources helped the Able Trust to do its work with administrative costs of under 13% in 2018, a very low rate for a charitable organization.

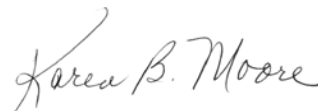
The numbers tell one of our stories, but the most important stories are those of individual successes - the nurse with a disability who thought she could never be a nurse; the young man with autism who

has been employed full time for over 8 years, lives on his own and has made many friends; the foster care child who was once so afraid of people and is now a popular college student; the young man with a learning disability who is now an accomplished chef; and there are so many more. We invite you to read about a few of these phenomenal young people in the pages that follow, and to contact us or any member of The Able Trust staff for more inspiration.

The task before us is great – changing perceptions, being a part of the movement to a fully diversified and inclusive workforce, helping to create a healthier economy through successful employment for people with disabilities is something that can only happen with many dedicated individuals and organizations. For those who have helped and are helping, we thank you. For those who want to be a part of the movement, we invite you to reach out to us and our staff.

May 2019 be an inspiring and successful year for all of us!

Kindest regards,



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



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



SUMMARY OF PERFORMANCE



The Able Trust partners with community organizations and educational institutions to address the mission of employment for people with disabilities.

The support includes grant funding, faculty for Able Trust programs, technical support and program enhancements, as well as monitoring and evaluation. In FY 2018, The Able Trust awarded 79 grants to Florida organizations.

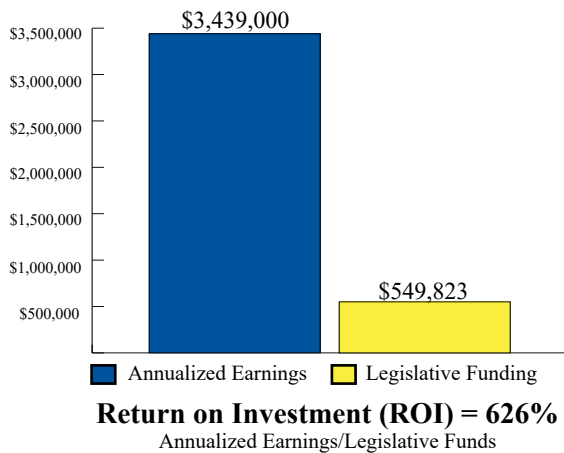
Employment Outcomes

In fiscal year 2018, The Able Trust helped 311 people with disabilities obtain jobs and an additional 245 youths gain vital work experience via internships. It is important to note that employment results are cumulative. The Able Trust has been helping Floridians with disabilities to become employed for the past 28 years, and it is safe to assume that many of those individuals are still working and contributing to the economy and their communities.

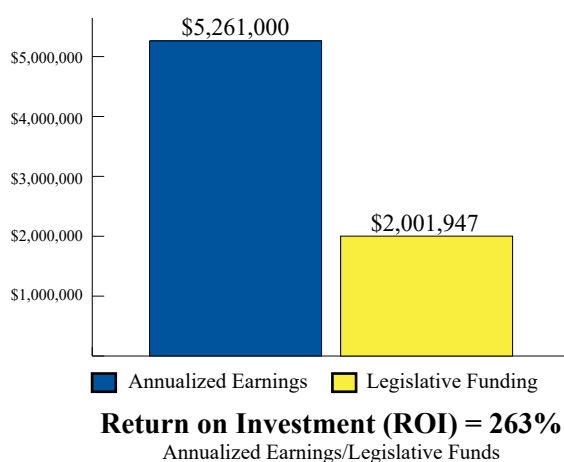
Return on Investment (ROI) FY 2017 & 2018

Presented below are the income projections annualized to reflect income earned over a 12- and 24-month period.

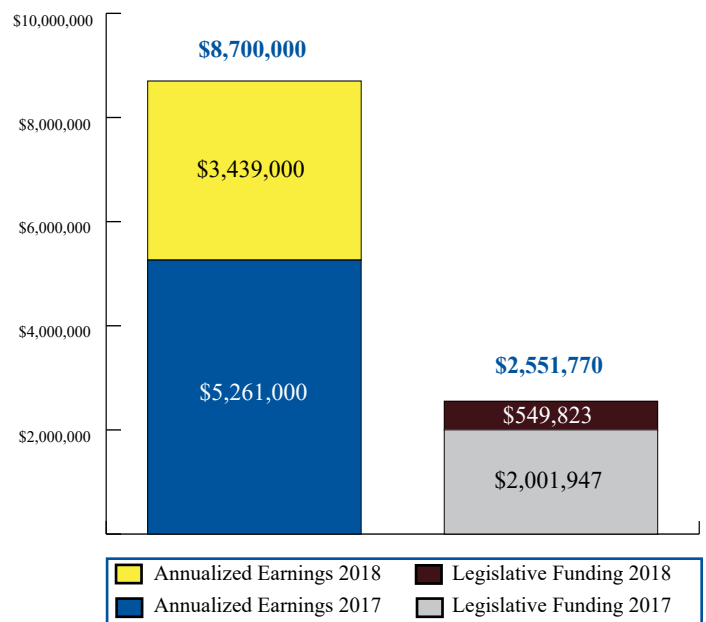
Return On Investment FY 2018



Return On Investment FY 2017



Return On Investment FY 2017 & 2018



ROI = 341%
2017 & 2018
Annualized Earnings/
Public Funds

\$8,700,000
Annualized Earnings for
2017 & 2018

MORE ABOUT THE ABLE TRUST



Our Mission

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

Our Programs

The Able Trust does its programmatic work in three primary strategic areas: 1) Programs directed at providing workforce experiences for people of all ages with disabilities – internships, mentoring, job shadowing, part- and full-time jobs; 2) An extensive and successful youth program, which addresses the need to encourage high school youth with disabilities to plan for their education and employment future; and 3) A comprehensive grant award effort that helps community organizations with programs that provide employment training, coaching, and placement.

Disability Employment Awareness (DEAM) Activities

The Able Trust Disability Employment Awareness Activities are part of a national event highlighting career paths and participating businesses to students and job seekers with disabilities through hands-on career exploration, on-site job shadowing, and other career exploration experiences leading to increased knowledge for participants. The Able Trust's DEAM program provides support to local community liaisons who coordinate the matchmaking experience between businesses and participants. The Able Trust receives tremendous support from local disability agencies and the business community in order to provide this exciting and meaningful experience.



Youth Programs

- 1) The Able Trust High School High Tech (HSHT) program is designed to provide high school students with all types of disabilities the opportunity to explore jobs or postsecondary education leading to technology-related careers. HSHT links youth to a broad range of academic, career development, and experiential resources and experiences that will enable them to meet the demands of the 21st century workforce.
- 2) The Able Trust hosted the Youth Leadership Retreat and the Business Leader Retreat to gather information about the employability skills and needs of these two groups. The information gathered is being used to develop The Able Trust's youth leadership program for 2019 so it better meets the needs of youth workers with disabilities and Florida's business community.



Grants Program

The Able Trust makes the following types of grants:

- 1) Strategic Employment Placement Initiatives - This is the primary grant program of The Able Trust and such proposals address the employment placement of Floridians with disabilities and range up to \$250,000 and cover a three-year grant period.
- 2) Board-Directed Initiative Grants - This program is defined through an announcement by the Board of Directors for proposals that address a specific issue.
- 3) General Support for Employment Placement Programs - This program is for general support of employment programs for a grant year. Awards in this category range up to \$65,000 for a one-year grant period.



Our Research Strategy

The Able Trust maximizes its impact by collecting information on a regular basis from grantees and grant program participants to identify the services of greatest value. Business studies that help identify barriers to hiring, and solutions to these issues, are conducted independently, and by The Able Trust and its partners, and shared on our website.



Our Commitment to Changing Perceptions

The Able Trust sponsors a communication campaign every year to address misperceptions of the skills and talents of people with disabilities. Communications include targeting businesses, community leaders, and policy makers using print, electronic, and in-person presentations.

History at a Glance

In 1990, the Florida Legislature created the Florida Endowment Foundation for Vocational Rehabilitation, known today as The Able Trust. In 1991, the Governor appointed The Foundation's first Board of Directors, and a year later, The Able Trust made its first grant award. Since its inception, The Able Trust has awarded millions in direct-support grants to community organizations, and provided continuous technical and training services, helping to put thousands of Floridians with disabilities to work.

THE IMPORTANCE

Whitney



Whitney is a home grown youth leader that got her start in 2007 at the Florida Youth Leadership Forum (YLF). Through resources that were presented to her during that first Forum, Whitney was able to become a client of the Florida Division of Vocational Rehabilitation (VR). With the help of VR and the growing team of friends she met through giving back as a volunteer to the YLF, she attended Pensacola State College before eventually finishing her Bachelor's degree at St. Petersburg College. Even though Whitney's career eventually took her out of the state, she found a reason to return to Florida when she began working in the nonprofit field.

Whitney has earned many opportunities, including running an internship program for the Florida Chamber Foundation and now as Comptroller for the Florida Alliance for Assistive Services and Technology. Relationships she has developed have opened doors and allowed her opportunities to serve on the National Association of Youth Leadership Forums, the Florida Independent Living Council, the Association of Programs for Rural Independent Living, and the Commission on Rehabilitation Counselor Certification. Whitney recently began her Master's degree in Nonprofit Management through the University of Central Florida and hopes to one day run a nonprofit that helps youth with disabilities in the same way that The Able Trust helped her.

"It sounds silly to say that I have no idea how I ended up at that first Able Trust event, but I sure am glad that I did," stated Whitney. "I didn't know what I was capable of until I learned about all of the incredible leaders in the disability community. Then I decided I wanted to be one. The Able Trust did that for me."

Renzo



Renzo is an alum of the 2009 Able Trust Youth Leadership Forum and has been part of The Able Trust Alumni Association since 2015. Renzo was challenged by his learning disability but programs supported by The Able Trust helped him to work hard and overcome them. Renzo graduated *Magna Cum Laude* with a Bachelor's Degree in Business Administration from Florida Atlantic University.

He volunteers with the homeless at The Broward Outreach Center and has done some video content editing with PolicyWork's WINTAC. He also works as a mentoring/employment specialist with The Brilloco Institute. Renzo is bilingual, speaking English and Spanish, which he uses to assist in translations and helping those who speak little or no English. Renzo believes it is important to be a volunteer in life and especially at The Able Trust's programs.

"The more you help participants and others with their needs and expectations, the more likely you will become highly recognized as a good example for others to follow," stated Renzo. "My participation helped give me the confidence to set my sights high and opened all those doors for me. The Able Trust has changed my life and the lives of thousands of Florida teens with disabilities."

OF OUR WORK



Ronderik (RJ)

Ronderik (RJ) graduated from Pepin Academies in Pasco County Florida. He was an active student leader in the High School High Tech Program (HSHT). He attends Hillsborough Community College and plans to obtain his Associates of Arts degree. His long-term goal is to transfer to a state university in Florida and major in communications and theatre arts. RJ was one of the keynote speakers at the 2017 Able Trust Ability Awards and DEAM Celebration event. He shared his experience in the Florida foster care system, finding his forever home with his mother, Tammy Curtis; and he credits his mom and the positive impact that the Florida HSHT Program has had on his life and future goals.

RJ participated in the 2018 Able Trust Youth Leadership Retreat, providing valuable input about training for young leaders of the future.

“I cannot say thank you enough for the opportunities The Able Trust has afforded me.” Ronderik says. “The Able Trust and the programs it supports are vital in helping people with disabilities find the opportunities they need to succeed. I am forever grateful for all they do.”



Melisa

Melisa is a registered nurse at Halifax Health Medical Center in its Intensive Surgical Care Unit in Daytona Beach, Florida. She participated in the Florida High School High Tech (HSHT) program for all four years of her high school experience, crediting the HSHT program with the motivation and inspiration to seek the career of her dreams. Growing up with a hearing and learning disability, Melisa knew that her opportunity to accomplish success and independence would be better served by the support of others. She found that support in the HSHT program.

Melisa graduated *Magna Cum Laude* with a Bachelor’s degree in nursing from the University of Central Florida College of Nursing in Daytona Beach in 2017, after earning her Associate of Arts Degree in Health Science at Santa Fe College. She completed clinical rotations at Halifax Health and Florida Hospital while pursuing her RN degree. In 2018, Melisa was named Neuroscience Floor Rookie of the Year for her outstanding work at Halifax Health Medical Center.

“High School High Tech played a major role in my life and helped me become the person I am today,” Melisa says. “I know my internships were invaluable in helping me achieve my career goals, and I thank The Able Trust for all that they did to help me succeed.”

WORKING WITH FLORIDA'S BUSINESSES



Disability Employment Awareness Month

Disability Employment Awareness Activities

2017 DEAM was made possible by the hard work of 80 community liaisons working in 62 counties throughout Florida. Together with more than 240 businesses and organization partners, they were able to provide career exploration opportunities to 1,500 participants.

NORTHWEST FLORIDA

Bay, Escambia, Franklin, Gadsden, Gulf, Jefferson, Leon, Madison, Okaloosa, Santa Rosa, Taylor, Wakulla, Walton, and Washington

89 BUSINESSES

NORTHEAST FLORIDA

Alachua, Baker, Bradford, Clay, Columbia, Dixie, Duval, Flagler, Gilchrist, Hamilton, Lafayette, Levy, Marion, Nassau, Putnam, Saint Johns, Suwannee, Union, and Volusia

30 BUSINESSES

CENTRAL FLORIDA

Brevard, Charlotte, Citrus, Desoto, Glades, Hardee, Hernando, Hillsborough, Indian River, Lake, Manatee, Martin, Okeechobee, Orange, Osceola, Pasco, Pinellas, Polk, Saint Lucie, Sarasota, Seminole, and Sumter

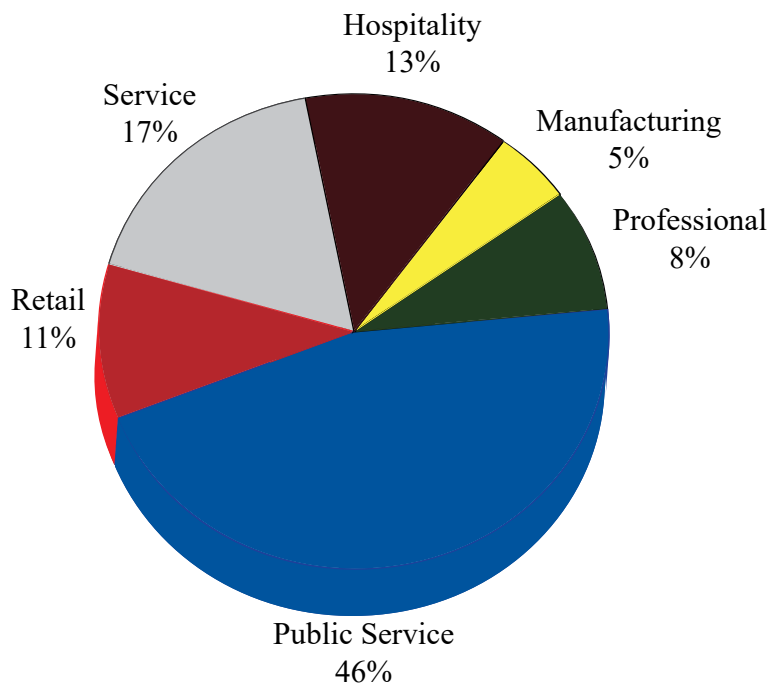
82 BUSINESSES

SOUTH FLORIDA

Broward, Collier, Hendry, Lee, Miami-Dade, Monroe, and Palm Beach

37 BUSINESSES

Breakdown of Industry Participants FY 2018

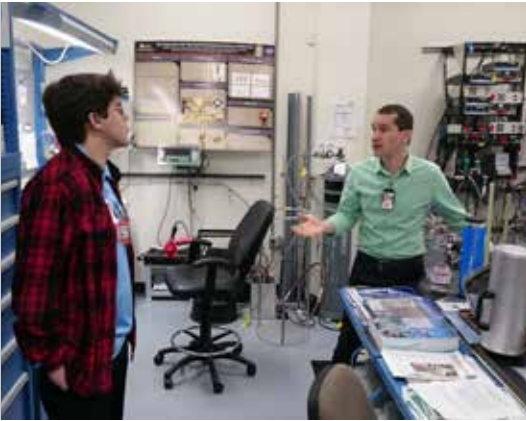


- Public Sector (local, state government, nonprofit)
- Professional (including medical professions)
- Manufacturing
- Hospitality (includes restaurants, hotels, attractions)
- Services (includes utilities)
- Retail (includes grocery stores)

Studies show that the fastest path to meaningful employment is through work experiences such as internships and mentoring. DEAM activities, including internships, job shadowing, and mentoring opportunities, are designed to give businesses the chance to connect with individuals with disabilities and discover the many talents they offer. Research also confirms that job seekers, employers and their communities all benefit from work experience opportunities, and are strongly supported by The Able Trust.

Brevard County

Kennedy Space Center (KSC) has hosted students for one-on-one job shadowing since the very first DEAM. Students participating in DEAM at KSC fill out an extensive application asking them about their career goals and interests. KSC staff then works hard to find a career mentor that shows the student what a work day is like. Students are able to visit areas completely off-limits to casual visitors to KSC.



Miami-Dade County

Despite being blind or visually impaired, Miami Lighthouse's High School High Tech Program teens, ages 14-22, enjoyed the rare opportunity to have a "hands-on, back-of-the-house" tour of a McDonald's restaurant kitchen. Twenty of Miami Lighthouse's Transition Teens learned about cleanliness and hygiene as they toured the restaurant's storage area and got a chilly experience in the facility's freezer. During the multi-sensory journey, the students had the opportunity to assemble (and eat!) their favorite McDonald's meal.



Polk County

Center State Bank opened its doors for DEAM. Operations Center Staff who provided the tour of the various departments, including Customer Service, VIP, IT, Compliance, Document Processing and Human Resources.



St. Lucie County

DEAM allowed St. Lucie County Public Schools to develop a relationship with the County Commission. The interaction between the DEAM participants with disabilities and county staff resulted in students with disabilities being allowed to operate a coffee and snack stand during the week at the county administrative offices. The coffee stand is called "Student Perk"; a fitting name.



ABLE TRUST HSHT PROGRAMS



- The Able Trust High School High Tech (HSHT) is designed to
- 1) improve participation in education, vocational, and employment-related activities for youth with disabilities;
 - 2) increase enrollment in postsecondary education & training, and
 - 3) increase high school graduation rate.

The Able Trust HSHT provides high school students with all types of disabilities the opportunity to explore jobs or postsecondary education leading to technology-related careers.

Fiscal Year 2018 Annual Data & Outcomes

During the 2017-2018 school year, HSHT served 1,336 students with disabilities in 40 Florida counties. Students were provided transition services based on the nationally-recognized Guideposts for Success: School-Based Preparatory Experiences, Career Preparation & Work-Based Learning, Connecting Activities, Youth Leadership & Development, Family Involvement & Supports, and Communication Skills.

- 307 HSHT students graduated in 2018. The HSHT program achieved a graduation rate of greater than 99% of all participating seniors.
- Services were provided in 137 high schools and alternative education settings, including Department of Juvenile Justice facilities.
- 81% of Florida HSHT graduates received a standard diploma, compared to 66% of other graduates with disabilities in Florida.*
- 86% of Florida HSHT graduates entered postsecondary education or employment, compared to 56% of other graduates with disabilities in Florida.*
- 533 students participated in work experiences paid through a stipend by the employer, the HSHT program site, the local Career Source, Vocational Rehabilitation, or community grant provider.
- Disability diversity of enrolled students includes: autism spectrum disorder, 15%; cognitive impairment, 10%; deaf or deaf/blind 2%; emotional disturbance, 2%; hearing impairment, 1%; multiple disabilities, 1%; other health impairment, 10%; orthopedic impairment, 5%; specific learning disability, 40%; speech or language impairment, 3%; traumatic brain injury, 1%; visual impairment/blindness, 4%.

*Florida Department of Education, Bureau of Exceptional Education and Student Services. (2018). 2017 SEA Profile. <http://www.fldoe.org/core/fileparse.php/7672/urlt/SEAProfile18.pdf>.



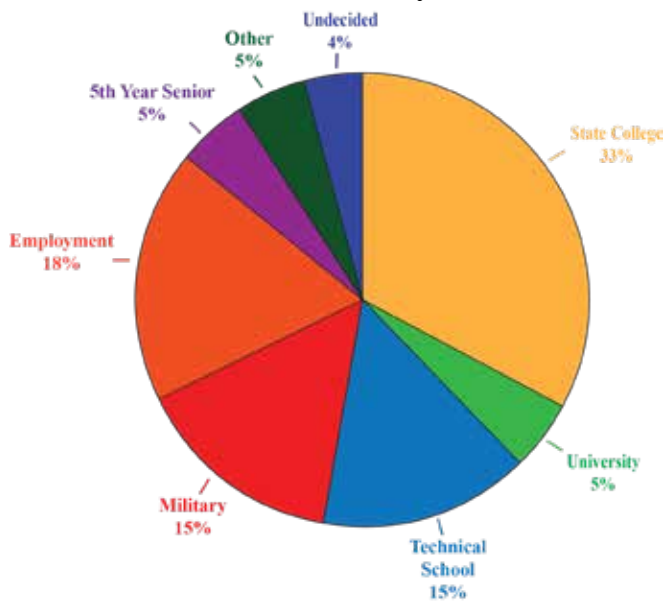
> 99%

**2017-18 HSHT
graduation rate**

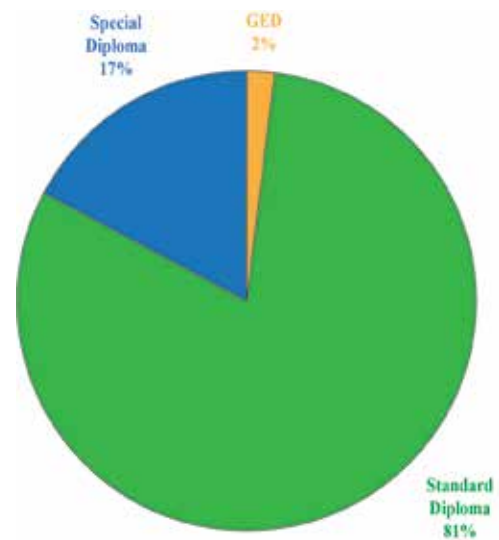
1,336

**Total number of
students who
participated in HSHT
in FY 2018**

Florida HSHT Post Secondary and Employment Outcomes: July 2018



Florida HSHT Graduation Outcomes 2017-18



ABLE TRUST YOUTH LEADERSHIP RETREAT



The Able Trust held its first Youth Leadership Retreat at the Omni ChampionsGate Resort in ChampionsGate, Florida in July 2018. Thirteen exceptional young adults with disabilities from around the state met to provide insight into the knowledge and skills young adults would like to have as they move into the workforce.

The 2018 Youth Leadership Retreat was designed to gather information directly from the young adults with minimal outside influence. Dwayne Ingram, Partner at Morgan Hill Partners and Ambassador of The Able Trust, moderated the event with the assistance of his wife Bonnie. The attendees participated in various exercises and workgroups that helped them look at and analyze what skills and knowledge they thought were important now and when they first started their careers. Attendees also developed an agenda for a youth leadership training program they would like The Able Trust to implement and presented their ideas to the other attendees.

The Able Trust also met with business owners in October to garner their input into what knowledge and leadership skills they would like to see in young adults who are current or potential employees. The information gathered at these two events, along with a review of national research on the topic, will be used to revise The Able Trust's youth leadership program for 2019. The new design will better meets the needs of those participating in the program and the businesses of the state.

GRANT AWARDS



Grants Awarded 2018

New annual general support for employment placement grants:	5
New strategic employment placement initiative grants:	2 (3 ongoing)
High School High Tech annual grants:	43
Donor advised awards (private funds):	25
Total grant awards:	78
Total funding provided as grant awards:	\$2,072,119

ORGANIZATION

Best Buddies International, Inc.
 Bishop Grady Villas
 Center for the Visually Impaired
 Easterseals Florida, Inc.
 MacDonald Training Center, Inc.
 The Haven
 Van Gogh's Palette, Inc.

AREAS SERVED

Orange, Osceola, and Seminole
 Osceola
 Brevard, Flagler, Putnam, and Volusia
 Palm Beach
 Hillsborough and Pinellas
 Manatee and Sarasota
 Sarasota

\$2,072,119

**Total Grant Funding
 Provided in 2018**

American Second Harvest of The Big Bend	Leon and Surrounding Counties
American Cancer Society	Ft. Walton Beach
American Diabetes Association	Statewide
American Red Cross - Capital Area Chapter	Statewide
Bascom Palmer Eye Institute	Statewide
Big Bend Hospice, Inc.	Leon and Surrounding Counties
Big Brothers/Big Sisters of Tallahassee	Leon and Surrounding Counties
Brain Injury Association of Florida, Inc.	Statewide
Center for the Visually Impaired	Volusia
Elder Care Services, Inc.	Leon and Surrounding Counties
Emerald Coast Children's Advocacy Center	Okaloosa
Florida Chamber Foundation	Statewide
Florida Keys SPCA	Monroe
Florida Philanthropic Network, Inc.	Statewide
Florida Public Broadcasting	Statewide
Friends of Arrow Rock	Missouri
Habitat for Humanity International	Statewide
Lighthouse Central Florida	Orange

\$41,457,114


**Total Grant Funding
 Provided Since 1990**

ORGANIZATION

AREAS SERVED

Lighthouse of Collier, Inc.	Collier
Lighthouse of the Big Bend	Leon and Surrounding Counties
Marine Toys for Tots Foundation	National
Miami Lighthouse for the Blind	Miami-Dade
Muscular Dystrophy Association	Statewide
One Blood Foundation	Statewide
Peak Grant Making	National
Ronald McDonald House Family Place	Leon
Tampa Lighthouse for the Blind, Inc.	Hillsbororgh
United Way of Florida, Inc.	Statewide
WFSU	Statewide
Ability 1st	Gadsden, Leon, and Wakulla
Arc Jacksonville	Clay, Duval, and St. Johns
Brevard Schools Foundation	Brevard Heritage
Career Source Florida Crown Workforce Board, Inc.	Columbia, Dixie, Gilchrist, and Union
Center for Independent Living Broward	North and South Broward
Center for Independent Living Central Florida, Inc.	Polk
Center for Independent Living N. Central Florida	Alachua, Bradford, Levy, Marion, Putnam and Rural Alachua
Community Initiatives, Inc.	Orange, Osceola, and Seminole
Dyslexia Research Institute	Gulf
Educational Foundation of Lake County, Inc.	Lake
Flagler County Education Foundation	Flagler
Foundation for Orange County Public Schools	Orange East and Orange West
Goodwill Easterseals of the Gulf Coast	Escambia and Okaloosa
Goodwill Industries of Southwest Florida, Inc.	Charlotte, Collier, Hendry/Glades, and Lee
Gulfstream Goodwill Industries, Inc.	Palm Beach
Madison City School Board, Department ESE	Madison
Miami Lighthouse for the Blind	North and South Miami Dade
Nassau County School District	Nassua
School District of Desoto County	Desoto
School District of Hillsborough County	Hillsborough
Services Source	Pasco and Pinellas
The Haven	Manatee and Sarasota

LEGEND

 = *Multi-year and general support placement grants*

 = *Donor advised and statewide grants*

 = *High School High Tech grants*

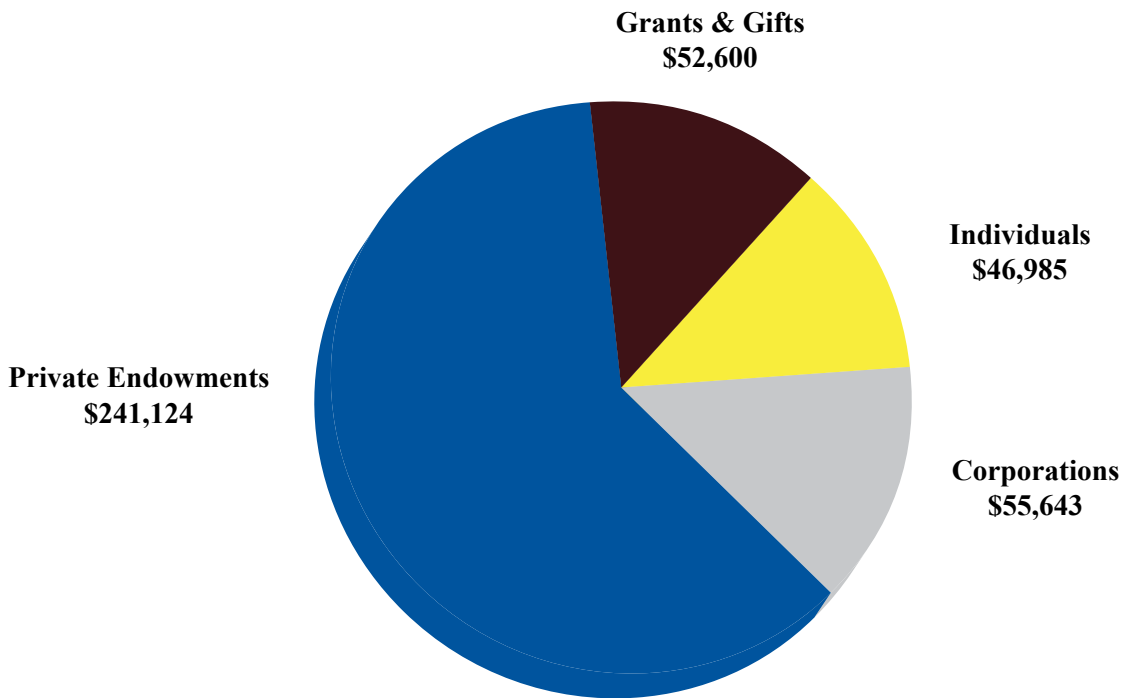
FUNDRAISING ACTIVITIES & RESULTS



The Able Trust is funded by an interesting combination of private dollars, endowment distributions, earnings on endowments, and public funds. Donations from individuals, endowments and corporations supported nearly one-third of the grants awarded to the local communities in FY 2018.

Source of fundraising are as follows:

Fundraising Activities & Results FY 2018



Total Funds Raised FY 2018 = \$396,352

- Private Endowment Contributions
- Funds Received From Corporations
- Funds Raised From Individual Donors
- Grants & Gifts - Misc.

DONOR LISTING

The Able Trust has provided and expanded critical employment programs for Floridians with disabilities through its internal programs, and by offering millions of dollars 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 financial support.

Supporters

Agency for Persons with Disabilities - Florida	Florida Power & Light - Next Era Energy	Karen B. Moore Moore, Inc.
Eladio and Judy Amores	Angela Fortunas and Donald Shellabarger	NBC Universal Orlando
Joe and Patricia Baker	FSU Foundation, Inc.	Bridget R. Pallango
Bank of America	Foundation for Seminole State College	Panhandle Area Educational Consortium
The Batchelor Foundation, Inc.	Joan Geyer	The Patterson Foundation
Marcy and Steve Benton	Les and Karen Goldman	John Pettengill
Joseph and Nancy Blanton	Goodwill Industries South Florida	Publix Super Market, Inc.
Alexander and Mildred Brickler	Bruce and Page Hagan	Karen Randolph
Bob Bromberg	Lisa Hayes	RAI Investments
Robert A. Butterworth	Douglas Hilliard	Raymond James and Associates, Inc.
Antonio Carvajal	Susanne Homant	Neil Romano
Alvah H. and Wylina P. Chapman Foundation	The Dwayne and Bonnie Ingram Charitable Foundation	Rotary Club of Tallahassee
Mike and Allison Chase	Foundation of the Ayco Charitable Foundation	RTJC Hogan Family Foundation
Richard and Linda Choma	Virginia A. Jacko	Richard M. Schulze Family Foundation
Richard L. and Barbara Cole	Stefanie and Erwin Jackson	Arlene Shackelford
Tom Costello	Jelks Family Foundation, Inc.	Michael D. Slaymaker
Brian and Guenevere Crum	Paul and Jeanne Kacprzak	Faith Spalding
Michael and Susanne Cusick	Hans Kairies	State of Florida Department of Education/Vocational Rehabilitation
Dale Earnhardt Jr. Buick GMC Cadillac	Thomas and Irene Kirbo Charitable Foundation	SunTrust
The Dan Marino Foundation	Nancy Kline	Truist
Demont Insurance Agency, Inc.	Scot LaFerté	Don and Ria Voss
Disney Worldwide Services, Inc.	Leon Golden Revocable Trust	Dorothy Welch
Florida Chamber Foundation	William and Jana McKeever	Wells Fargo Foundation
Florida Hospital	Dennis and Gwendolyn McNenney	Richard and Diane Wendt
	Bryan and Jessica Miller	J.O. Williams Charitable Club
		Williams & Holz, P.A.

FINANCIALS



Law, Redd, Crona & Munroe, P.A.
Certified Public Accountants

INDEPENDENT AUDITOR'S REPORT November 2018

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, 2018 and 2017, 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.

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 financial position of The Florida Endowment Foundation for Vocational Rehabilitation, Inc. d/b/a The Able Trust, as of June 30, 2018 and 2017, and the 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 budgetary comparison schedules 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 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 26, 2018, 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 Crona & Munroe P.A.

LAW, REDD, CRONA & MUNROE, P.A.

Tallahassee, Florida

October 26, 2018

THE FLORIDA ENDOWMENT FOUNDATION FOR VOCATIONAL REHABILITATION, INC.
d/b/a THE ABLE TRUST
STATEMENTS OF NET POSITION
JUNE 30, 2018 AND 2017

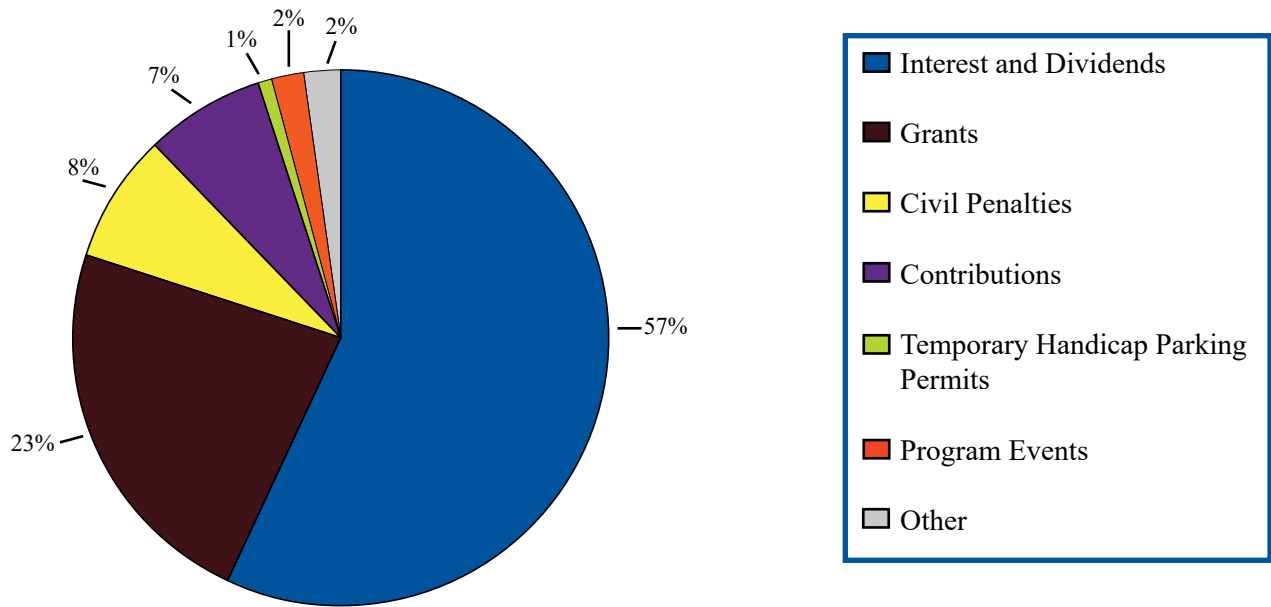
	2018	2017
ASSETS		
CURRENT ASSETS		
Cash and Cash Equivalents	\$ 1,004,410	\$ 2,450,033
Investments	22,242,748	21,624,154
Due from DOE/DVR for High School / High Tech Program	137,456	137,456
Accounts Receivable - Other	179	1,000
Annuity Receivable, Current	34,057	36,538
Prepaid Expenses	7,665	6,614
Total Current Assets	23,426,515	24,255,795
RESTRICTED ASSETS		
Restricted for Fiscal Agent Liabilities		
Cash and Cash Equivalents	-	2,259,606
Investments	-	3,749,838
Restricted Investments - Other	2,928,225	3,038,866
Total Restricted Assets	2,928,225	9,048,310
OTHER ASSETS		
Contributions Receivable from Deferred Gifts, Net	690,799	777,834
Annuity Receivable, Long Term	21,785	54,266
Capital Assets, Net	128,523	134,443
Asset Held for Sale	27,107	-
Deposits and Other Noncurrent Assets	116,205	119,241
Total Other Assets	984,419	1,085,784
Total Assets	\$ 27,339,159	\$ 34,389,889
LIABILITIES AND NET POSITION		
CURRENT LIABILITIES		
Accounts Payable	\$ 10,451	\$ 63,909
Fiscal Agent Liabilities	-	6,009,444
Accrued Expenses	35,551	34,990
Total Current Liabilities	46,002	6,108,343
DEFERRED INFLOWS OF RESOURCES		
Contributions from Deferred Gifts, Net	690,799	777,834
Contributions from Annuity Receivable	55,842	90,804
Total Deferred Inflows of Resources	746,641	868,638
NET POSITION		
Invested in Capital Assets	128,523	134,443
Restricted - Nonexpendable Contributions	2,928,225	3,038,866
Unrestricted	23,489,768	24,239,599
Total Net Position	26,546,516	27,412,908
Total Liabilities and Net Position	\$ 27,339,159	\$ 34,389,889

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, 2018 AND 2017

	2018	2017
OPERATING REVENUES:		
Public Support:		
DOE/DVR High School / High Tech Program	\$ 549,823	\$ 549,823
Program Events	43,700	106,550
DOT for Sales of Temporary Handicap Parking Permits	11,076	272,588
DOR for Civil Penalties	195,622	1,179,536
Contributions	63,668	86,395
In-Kind Contributions	26,000	-
Other Revenue	58,087	115,947
Total Operating Revenues	947,976	2,310,839
OPERATING EXPENSES:		
Program Services:		
Grants and Related Expenses	2,593,125	2,836,666
Public Awareness, Education, and Nongrant Programs	890,070	736,290
Total Program Services	3,483,195	3,572,956
Supporting Services:		
Fundraising	150,349	171,478
Management and General	53,361	111,613
Total Supporting Services	203,710	283,091
Total Operating Expenses	3,686,905	3,856,047
Operating Loss	(2,738,929)	(1,545,208)
NONOPERATING REVENUES		
Investment Income	1,785,413	2,719,135
BP Oil Spill Settlement	-	291,106
Total Nonoperating Revenues	1,785,413	3,010,241
(Loss) Income Before Endowment Contributions	(953,516)	1,465,033
Endowment Contributions	87,124	84,747
Total Endowment Contributions	87,124	84,747
(Decrease) Increase in Net Position	(866,392)	1,549,780
Net Position at Beginning of Year	27,412,908	26,707,277
Adjustment to Beginning Net Position - Note 2	-	(844,149)
Net Position at End of Year	\$ 26,546,516	\$ 27,412,908

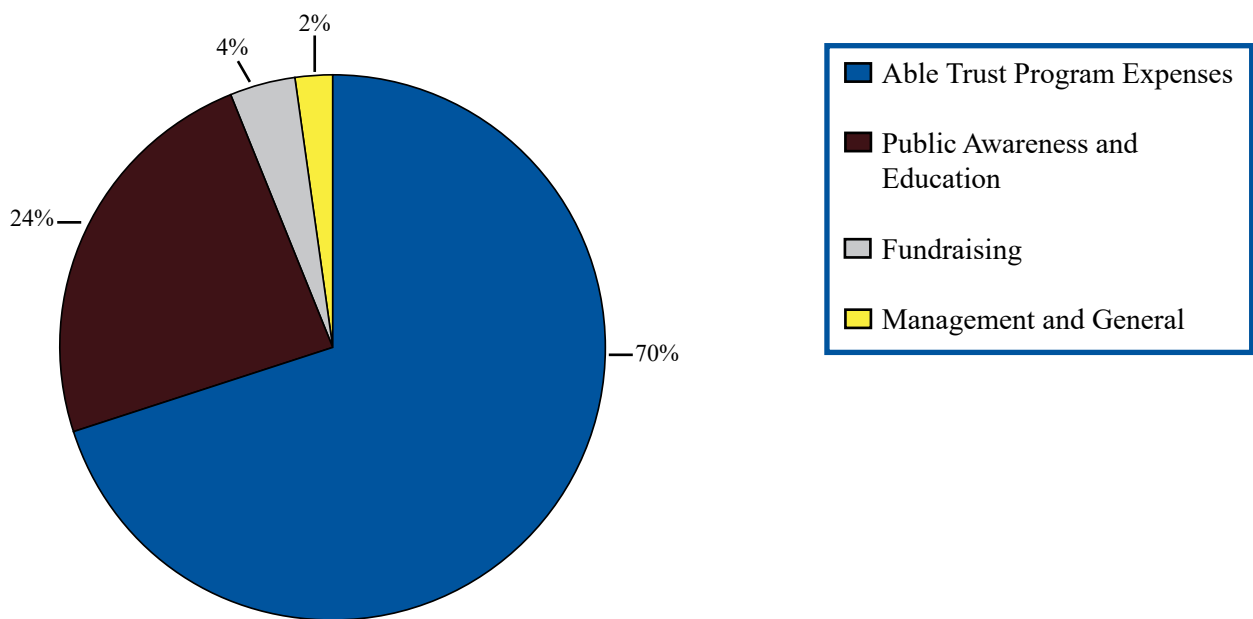
Graphic presentation of revenues follow to assist in the analysis of the Foundation’s activities for fiscal year 2018.

Fiscal Year 2018 Revenues by Source



Graphic presentation of operating expenses follow to assist in the analysis of the Foundation’s activities for fiscal year 2018.

Fiscal Year 2018 Operating Expenses



**SCHEDULE OF ACTUAL EXPENSES BY PRIMARY SERVICE TYPE
FOR THE YEAR ENDED JUNE 30, 2018**

The following report provides information on the cost of the primary categories of services of The Able Trust. The services are funded by a combination of private donations, private endowment distributions, endowment earnings, and public funds. The graphic presentation of revenue sources provides additional information.

	<u>Grants and Related Expenses</u>	<u>Public Awareness, Education, and Nongrant Programs</u>	<u>Fundraising</u>	<u>Management and General</u>	<u>Total</u>
Non-Officer Salaries	\$ 278,626	\$ 195,038	\$ 61,298	\$ 22,290	\$ 557,252
Officer Salaries	112,488	78,741	24,747	8,999	224,975
Payroll Taxes	21,938	15,357	4,826	1,755	43,876
Employee Benefits	29,832	20,882	6,563	2,387	59,664
Retirement	15,892	11,124	3,496	1,271	31,783
Payroll Processing	180	126	39	14	359
Auditing & Accounting Fees	16,401	11,481	3,608	1,312	32,802
Board Meetings	12,814	8,970	2,819	1,025	25,628
Board Member Travel	1,989	1,392	437	159	3,977
Charitable Contributions	-	221,352	-	-	221,352
CEO Program Management	18,281	12,797	4,022	1,462	36,562
Depreciation	2,960	2,072	651	237	5,920
Development and Marketing	-	104,503	-	-	104,503
Development of Alumni Association	-	1,218	-	-	1,218
DOE/DVR Staff Events	49,998	-	-	-	49,998
Endowment Department	-	-	3,599	-	3,599
Equipment/Furniture	5,985	4,190	1,317	478	11,970
Equipment Maintenance	920	644	202	74	1,840
Insurance	5,364	3,754	1,180	429	10,727
Investment Advisory Fees	-	-	-	-	-
IT Support	3,532	2,472	777	283	7,064
Legislative Consultants	71,649	50,154	15,763	5,732	143,298
Office Supplies	1,893	1,325	416	151	3,785
Printing	895	626	197	71	1,789
Postage	1,647	1,153	362	132	3,294
Rent	59,587	41,711	13,109	4,766	119,173
Program Events:					
Disability Employee Awareness	-	14,294	-	-	14,294
Youth Leadership Forum	-	81,765	-	-	81,765
Staff Education	1,227	859	270	98	2,454
Telephone and Internet	2,957	2,070	651	236	5,914
Grant Obligations - Prior Year	237,124	-	-	-	237,124
Grant Awards - Current Year	581,126	-	-	-	581,126
Grants - HS/HT	947,000	-	-	-	947,000
High School/High Tech-Other Expenses	91,611	-	-	-	91,611
Grants Administration	19,209	-	-	-	19,209
Total	<u>\$ 2,593,125</u>	<u>\$ 890,070</u>	<u>\$ 150,349</u>	<u>\$ 53,361</u>	<u>\$ 3,686,905</u>

**ADMINISTRATIVE EXPENSES
for FY ENDING 6/30/2018**

The Able Trust staff, Board of Directors and volunteers work hard to make sure that its revenue is directed to programs and services for Floridians with disabilities. In FY 2018, we are proud to report that administrative costs were 12% of expenses, in the following categories:

- a. *Travel and per diem costs of Board meetings:* \$19,694
- b. *Compensation and benefits of staff, not related to programs and services:* \$102,689
- c. *Expenses of staff not related to programs and services:* \$24,482
- d. *Audit fees:* \$29,150
- e. *Contractors:* \$233,095
- f. *Volunteer and donor recognition:* \$18,632

TOTAL ADMIN COSTS FY 2018: \$427,742





3320 Thomasville Road, Suite 200
Tallahassee, FL 32308

(850) 224-4493
(850) 224-4496 FAX

www.abletrust.org