

Ability Beyond Disability Partners with PepsiCo

For many years Ability Beyond Disability has been helping to successfully place individuals with disabilities in competitive jobs. Over time it has become apparent that there are many benefits to hiring individuals with disabilities; people with disabilities are more likely to stay with an employer, reducing turnover rates and saving money and their absentee rates are lower compared to your "typical" employee. Rather than continue to work with companies solely when they are looking to fill one position, Ability Beyond Disability is now offering Corporate Consultation services. Essentially, Ability Beyond Disability will be working with a company to identify positions where they can hire individuals with disabilities on a larger scale.

Recently, Ability Beyond Disability has partnered with PepsiCo North America Beverages (NAB) to identify opportunities to actively recruit, hire and retain qualified individuals with disabilities in all areas of their operations. PepsiCo featured the partnership in their internal newsletter PEpline saying, "Building a strong talent base that includes people with disabilities positions us to better connect with all types of consumers, which is definitely a business objective of our Diversity & Inclusion platform," said Marty Bean, EnAble executive sponsor and vice president, Marketing Equipment, Supply Chain/Operations - NAB. PepsiCo NAB will be piloting the program in two U.S. locations. Activities will include job task analysis, outreach and hiring opportunity identification, human resources policy review and training program development. The initial hiring model and implementation plan will be NAB-specific, but the models could potentially be used within other PepsiCo business units across North America.



The screenshot shows the top section of the PepsiCo PEpline newsletter. It features the PepsiCo logo and the PEpline logo (Pepsi Beverages Company). Below these are four icons representing different areas: Performance (upward arrow), Human Sustainability (person icon), Environmental Sustainability (water drop icon), and Talent Sustainability (heart icon). There are buttons for 'Submit a Story', 'Archive', and 'Contact Us'. A stock quote for PEP is shown: 82.76 (+0.25) as of Apr 29 2013 02:21PM EST. The date is Monday, April 29, 2013. The headline is 'PepsiCo Americas Beverages'. The first article is 'AMP Energy invites PepsiCo US employees to play PowerDash racing game for the chance to win prizes'. The second article is 'Mountain Dew launches new Green Label digital destination'. The third article is 'Diversity and Inclusion' with the sub-headline 'PepsiCo partners with non-profit Ability Beyond Disability to enable people with disabilities to enter the workforce'.



James Emmett, national leader in the development of disability employment

To advise on our Corporate Consultation services, Ability Beyond Disability has been working with James Emmett, a national leader in the development of employment services for individuals with disabilities. James was born with a physical disability and is a father to two daughters with developmental disabilities. Drawing from personal, business and educational experience, James trains corporations in outreach efforts to the disability community. He currently serves as the Vice President of Workplace Initiatives for the Poses Family Foundation and is on the leadership team for the OfficeMax "Maxing Out Diversity" Project. James worked on the national initiatives to hire hundreds of people with disabilities at Walgreens distribution centers in South Carolina and Connecticut, Best Buy distribution center in Kentucky and Midway Moving & Storage in Chicago.

"We are very excited to have James on board as we move forward with PepsiCo," says Carrie O'Connell, Services Director of Connecticut at Ability Beyond Disability. "We are working to identify other companies as potential partners for our Corporate Consultation services as well. We think that this will be an area where Ability Beyond Disability can really grow in the future."

60th Anniversary Gala a Huge Success!

On Saturday, April 27th we held our 60th Anniversary Gala at the Amber Room Colonnade in Danbury. **This year's event was chaired by the Honorable Rudy Marconi, First Selectman of Ridgefield and the Robert S. Young Humanitarian Award was presented to Kevin and Elaine Cox.**



From left to right: First Selectman Rudy Marconi, Gala Chair; Peggy Marconi; Elaine Cox, Auction Committee Chair and Robert S. Young Humanitarian Award recipient; L. Kevin Cox, Director Emeritus and Robert S. Young Humanitarian Award Recipient.

We are excited to announce that it was our most successful event ever! Although we are still tallying up the results and cross-checking all donations to make sure we haven't missed anyone, we know that **we raised over \$1,046,000!!!!** That is up over \$250,000 from last-year's record-breaking total.

We had over 50 volunteers from across our organization and community who volunteered to help make the night a success!

Thank you to everyone who helped make our 60th Anniversary a very special one by celebrating a great night with us! We would like to extend our gratitude to this year's sponsors and in particular our Diamond Sponsors: American Express, Aon, Colonial Automobile Group of Danbury, Madstar Mobile, Maplewood Senior Living, People's Power & Gas, PepsiCo, and Presidio. A special thank you to our 2013 Gala Committee for

working tirelessly to secure fantastic auction items and for their expertise in setting up for the event. We couldn't have done it without each and every one of you! To view our 60th Anniversary video, please visit our website at www.abilitybeyonddisability.org.



Tom Fanning, President/CEO of Ability Beyond Disability; Maggie Fanning; Senator Richard Blumenthal



Paul Hamilton, Chairman, Board of Directors; Heather Hamilton; L. Kevin Cox, Director Emeritus; Elaine Cox, Auction Committee Chair; Ginny Young, Decorations Committee Chair; Roy Young, Board of Trustees; Maggie Fanning; Tom Fanning; Meghann Smith; Greg Smith, Chairman, Board of Trustees.

New Internship Program to Start July 1st

We are excited to announce a new program at Ability Beyond Disability, called ATLAS, will be starting on July 1, 2013. The program is designed to be a year long onsite career exploration and training program that consists of six job internship rotations, classroom training, and community business exploration. The goal in the program is for the interns participating to secure employment after successful program completion.

The interns will be at a retail site and at LaQuinta Inn & Suites, a hospitality site, for their job rotations, each one lasting 6-7 weeks. They will be learning skills that will allow the interns to complete these jobs independently to the best of their ability. During each rotation the interns will be supported and trained by both Ability Beyond Disability staff and the staff at the business site for the different positions including customer service, cashier, stock/inventory, houseman/housewoman, room attendant and laundry attendant. The interns will be evaluated throughout their rotations, including self-evaluation, and offered feedback and guidance on increasing their strengths and improving in other areas of concern.

A portion of the internship will focus on teaching soft skills such as appropriate co-worker interactions, conflict resolution at work, self-advocacy, decision making, accepting and dealing with supervision and constructive criticism and teaching hard skills such as resume preparation, job seeking skills, interviewing techniques and travel training.

The career exploration portion of the program will take place in two week sessions, with each cycle devoted to learning the expectations, requirements, and job types associated with a given industry. Interns will spend time researching, sharing and learning about these career fields and each session will culminate with onsite tours at various businesses to allow real life exposure.

We are very excited about this new program and so are our interns! Stay tuned for updates as these individuals make progress and learn new skills.



Thank you to the following funders for their support through recent grant awards:

\$75,000- **Boehringer Ingelheim Cares Foundation, Inc.** - for Computer Simulation Initiative in collaboration with UCONN

\$10,000 - **Ceres Foundation, Inc.** - for General Operating Funds

\$10,000- **The P&G Fund of The Greater Cincinnati Foundation** - for School to Community Transition Services

\$7,000 - **People's United Community Foundation** - for Supportive Independent Living

\$5,000 - **The TJX Foundation, Inc.** - for Supportive Independent Living

\$4,500 - **Albert and Helen C. Meserve Memorial Fund** - for Employment Services

\$4,000 - **GenRe** - for General Operating

\$3,500 - **The George A. & Grace L. Long Foundation** - for Roses for Autism

\$3,000 - **Christopher and Dana Reeve Foundation** - for Durable Medical Equipment

\$2,530 - **Fairfield County Community Foundation** - for General Operating Funds

\$2,000 - **Bob's Discount Furniture Charitable Foundation, Inc.** - towards Furniture for Individuals Served

\$1,000 - **Arnhold Foundation** - for General Operating Funds

Groundbreaking in Beacon, New York

On Monday June 10th at 10:00 a.m. Ability Beyond Disability celebrated the groundbreaking of our new state-of-the-art facility at 110 Howland Avenue in Beacon, New York. This model home will support individuals with disabilities who are aging in a homelike residence with 24-hour care. The first of it's kind in NY State, this home will feature universal design, remote monitoring technology and highly trained staff to provide the best support possible.



2013 Ability Beyond Disability Mercedes-Benz Dealer Championships

Make sure to save the date! On Monday August 12, 2013 Mercedes-Benz of Danbury will be sponsoring a golf tournament to benefit Ability Beyond Disability at the Ridgewood Country Club in Danbury, CT. Two winners of this tournament will move on to the Mercedes-Benz Eastern Sectional in November 2013 to be held at the Hyatt Regency Maui Resort in Lahaina, Hawaii. The winning Sectional teams will compete in the National Final at West Lake Country Club in Augusta, Georgia in April 2014. Individual players, twosomes and foursomes are welcome. Players will receive an exclusively designed Nike Golf tee-gift and be eligible for contest hole prizes. There will be four opportunities to win a hole in one prize including a brand new 2013 Mercedes-Benz GLK 350 (base model), a Mercedes-Benz C300W4, a golfing trip to St. Andrews and \$100,000 cash split (\$50,000 to the winner and \$50,000 to Ability Beyond Disability). All proceeds will benefit Ability Beyond Disability! For registration information contact Samantha Cosentino at 203-826-3181 or Samantha.Cosentino@abilitybeyonddisability.org. For sponsorship information contact Kevin Bielmeier at 203-826-3027 or Kevin.Bielmeier@abilitybeyonddisability.org.



Mercedes-Benz
of Danbury



Last year's winners were part of the Fairfield County Bank team including Dave Schneider and Peter Hayes who qualified to compete in a two-round Sectional Tournament at Turtle Bay Resort in Oahu, Hawaii.

Ability Beyond Disability Speaks at Aging Conference

On March 14th David Slater, Director of Property Administration, and Nicole Cadovius, Director of Connecticut Residential Services, presented at the American Society on Aging - 2013 Annual Aging in America conference in Chicago, IL. There were over 2,000 attendees and they spoke about smart home technology and design elements to help people age in place. They shared aspects of our model home design, best-practice materials and universally designed living spaces.



David Slater, Director of Property Administration;
Nicole Cadovius, Director of Residential Services

Shortly after their presentation, Nicole was appointed Connecticut Chapter President of the American Association on Intellectual and Developmental Disabilities (AAIDD). The goals of AAIDD are to enhance the capacity of professionals who work with individuals with intellectual and developmental disabilities, to participate in the development of a society that fully includes individuals with intellectual and developmental disabilities and to build an effective, responsive, well managed, responsibly-governed, and sustainable organization.



Nicole at her induction as President of AAIDD CT Chapter

Nicole will be serving as President for the next two years and spent the last two years as the First Vice President. She also is a Region X (New England, NY, and Eastern Canada) Board Member and Nationally she is on the Gerontology Division Executive Committee. Nicole has been involved with AAIDD for over 6 years and put together their technology conference that was held at Ability Beyond Disability last fall. The presentation was co-hosted by CT AAIDD and the Department of Developmental Services called "A Home For All Of Us" and focused on Ability Beyond Disability's reconfiguration.

"I am honored and excited to serve CT AAIDD as president," Nicole says. "While the pressures of lessening resources continue to impact the services we provide, we must develop innovative quality approaches to supporting individuals to achieve ultimate independence, fulfillment, and acceptance in the communities in which they live."

Family Giving

In 1953, a small group of families gathered to discuss ways they could help their children have a brighter, more secure future. The result was the founding of Ability Beyond Disability.

We have not forgotten that families are at the core of our organization; that is why we created the Family Giving Circle program. We are asking all of our family members to reach out to their family and friends for the purpose of forming a circle that will raise money to support programs and services.

This program is so unique because it encourages sustainable giving through monthly, quarterly and annual commitments. Sustainable giving is essential to the success of nonprofit organizations like ours.

To learn more about how you can raise funds for your loved one through the Family Giving Circle program, please contact Alice Meenan at 203.826.3182 or Alice.Meenan@abilitybeyonddisability.org.

Planned Giving

Charitable giving is not just about outright gifts. There are other giving options available that can allow you to support Ability Beyond Disability well into the future.

These options are known as planned gifts, and they can include a wide variety of gift assets from cash and marketable securities to a family home or other real estate to closely held business assets, mineral rights, and intellectual property.

Whether you are concerned about lifetime income, the continued beneficial use of a property, or providing for family members, a planned gift may be the solution you need.

To learn more or to set up your planned gift and become a member of our Legacy Society please contact Alice Meenan at 203.826.3182 or Alice.Meenan@abilitybeyonddisability.org

High School Students Give Back to Ability Beyond Disability

In January, Danbury High School seniors Paige Rotunda, Victoria Moran and Kimberly Rios approached Ability Beyond Disability with an idea for a special project for their Peer Leadership class; a prom for individuals served by Ability Beyond Disability! We were thrilled when they presented this to us and on Friday March 22nd more than 80 people had the chance to dance the night away at Capellaro's Grove in Bethel. The prom featured a red carpet theme, with the entrance mimicking the famous Hollywood Boulevard Walk of Fame and a dj volunteered his time to play classic songs for the evening.



Stopping to pose for a prom picture

Paige told the News-Times that, "We thought that this would be a good thing to do because most of these people have never had the chance to go to a real prom."

Ability Beyond Disability has seen continued growth in young individuals and groups giving back to their communities by volunteering their time with us. We have seen students returning multiple times in the past year to volunteer at group homes and spend more time with the individuals we serve. Most recently the Woodhall School in Bethlehem, Connecticut had two groups of students volunteer at two of our group homes for a spring clean up! Students and faculty spent the day with the staff and individuals living at the homes to help clean up the yards, weed and plant new flowers and vegetables for the homes to enjoy this spring and summer. Everyone ate lunch together and the students enjoyed spending time with the individuals served by Ability Beyond Disability. The students from the Woodhall School volunteered their time last fall and winter and we were excited to have them return this spring. Having young people volunteer their time now to see the kind of difference they can make is important for their continued relationship with us and their community.



A group shot of some of the prom attendees



Students from the Woodhall School volunteer at one of our group homes in Bethel, CT.

Springing into Action for Ability Beyond Disability

Every spring everyone spruces up their homes and lawns for a little “spring cleaning” and here at Ability Beyond Disability, we are no different! This year we were fortunate enough to have three companies volunteer their time over two days to help at two of our group homes. On Wednesday May 15th Safelite Autoglass in Danbury volunteered at one of our group homes in Bethel, Connecticut and undertook a very large project of cleaning up bushes along the street in front of the home. They did a fantastic job and despite the weather that day, accomplished more than they or we thought they would be able to!



Heather Barnes from Mercer helps rebuild a walkway

On Wednesday May 22nd Mercer and American Express teamed up to tackle projects at a group home in South Salem, New York. With over 30 volunteers coming up from New York City and Norwalk, they were able to stain the front railing and back deck, remove an existing walkway and rebuild one that is more accessible, garden and beautify the property by trimming overgrown plants. Both groups were in great spirits and were eager to hear about the individuals living in the homes that they were

working at so that they could get a sense of who they were helping. Tim Roof from Mercer commented that, “Working



David Kasiarz of American Express helps with the gardening

with American Express and Ability Beyond Disability at the South Salem house was a great opportunity for Mercer colleagues from across different businesses to come together for a very worthy cause. We really enjoyed the opportunity to volunteer with American Express in supporting our friends at Ability.” We are very thankful that so many generous individuals from these companies volunteered their time to help and truly believe in what we do at Ability Beyond Disability. “Ability Beyond Disability is a unique organization that celebrates the strengths and potential of those with disabilities,” said David Kasiarz, Senior Vice President, Global Compensation and Benefits, American Express and Ability Beyond Disability Board Member. “Through career opportunities and assisted living, Ability Beyond Disability gives those in need a chance to live a fulfilling life. At American Express, giving back to our communities is part of our commitment to service for our customers. We are proud to partner with an organization that also supports meaningful opportunities for members of the communities it serves.”





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Dear Friends,

For many years, socially responsible corporations throughout the country have been willing to employ people with disabilities. As wonderful as the effort of these companies has been, the practice was often seen as "charitable" rather than good business. And, in spite of these enlightened efforts, the number of people with disabilities who are unemployed has continued to increase, a personal tragedy for those able and wanting to work as well as leaving a valuable resource to our society on the sidelines, often at a cost to the public.

Things are about to change and Ability Beyond Disability plans to be at the forefront of making good things happen. There is a growing body of evidence that the employment of people with disabilities is in fact good business. Workers with disabilities display great loyalty with low turnover rates. Attendance rates are superior. Myths about insurance claims and work related injuries are being dispelled. Employing people with disabilities is not just good...it's better; for individuals, for companies and for society!

And, the timing is right. With the aging of the baby boomers, there will soon be a shortage of workers in our country. There will be employment opportunities for workers with disabilities, providing opportunities not widely available in years past. With sound reason, the business community

is receptive to new approaches. Our entire society can benefit as people with disabilities become wage earning tax payers.

To my knowledge, Ability Beyond Disability is the first non-profit organization in the country that has put together a team of expert consultants to work with companies large and small to assist them in a process of developing retooled business practices and creating culture change to facilitate the successful employment of workers with disabilities. Our team includes members who have worked successfully within corporate America bringing about great success in employing people with disabilities in several companies as well as people who have been involved in the training and placement of individuals with disabilities. Our initial clients include Pepsi Beverages Company and Alexion Pharmaceuticals.

We believe the Chinese proverb applies to the approach we have developed. "Give a man a fish and you feed him for a day. Teach a man to fish and you feed him for a lifetime".

As we partner with businesses, teaching them how "to fish" - how to embrace people with disabilities in the workplace- they will reap the benefits of good, long term employees that will contribute to their bottom line for years to come. People with disabilities will have the opportunities to fulfill their dreams of employment and economic independence and Ability Beyond Disability will once again fulfill our mission to "discover, build and celebrate the ability in all people!"

Warm Regards,

Tom

Ability Beyond Disability Board of Directors and Board of Trustees, 2012-2013

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