

Gompers

Empowering People with Disabilities

Your Gifts at Work 2015 ANNUAL REPORT

Fiscal Year July 1, 2014, through June 30, 2015



Dear Friends,

Thank you for your generous support! With your help, the programs and services we provide to individuals with disabilities continue to better lives and increase independence. Because of caring, generous community members like you, we proudly enter our 69th year able to continue to “Develop innovative opportunities for people with disabilities.”

In this report, we highlight the many wonderful ways in which donor support has allowed us to fund our Assistive Technology (AT) program. AT includes any equipment or device that helps an individual with disabilities maintain, increase or improve their independence. AT is not only helpful for individuals with physical disabilities; it can be life-changing for individuals with communication disabilities.

Generous grants from the **Arizona Diamondbacks** and **Arizona Cardinals Charities** resulted in three accessible work stations for our school. Additional vital supporters of our AT program include the **North Phoenix Kiwanis Foundation**, the **St. Helen Catholic Church Holy Name Society** and all of the donors, sponsors and golfers at the **43rd Pioneer Distributing Golf fore Gompers** tournament. **Safeway Foundation** once again hosted our annual Thanksgiving lunch and thoughtful gifts from our **Annual Donors** funded our AT program, as well as several innovative devices which helped our students and members accomplish tasks that may otherwise not have been possible.

Thunderbird Charities took the lead in providing the support necessary to launch a structured teaching model to increase educational opportunities for our students and **North Phoenix Kiwanis Foundation** and **Wells Fargo Foundation** provided grants to increase employment and job search skills training to expand employment opportunities for people with disabilities.

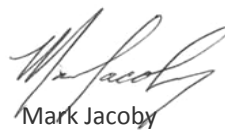
Once again this year we receive transportation support through **Maricopa Association of Government (MAG)** grants. The grants provided us with new vans which supports our ability to provide this essential service across the valley.

Our 2015 Annual Report celebrates **YOU** and every organization, corporation and foundation which makes our success possible. There is no greater investment than helping another human being become all that he or she can be. We cannot thank you enough for investing in the lives of others.

With gratitude,



Frank Martin
Chair, Board of Trustees



Mark Jacoby
Executive Director

Our Mission

Developing innovative opportunities for people with disabilities

Our History

Gompers first opened its doors in 1947 as the Maricopa County Crippled Children's Society, serving 79 children. In 1953, 10,000 members of the American Federation of Labor each donated one hour of pay to construct a facility on 7th Street in Phoenix. The facility and operations were turned over to a nonprofit Board of Directors. In return, the AFL asked the legacy of Samuel Gompers be honored. Today Gompers functions as a 501(c)(3) serving over 500 individuals with disabilities and their families each year.

Our Core Values

Person Centered

Acknowledging each person's right to determine and achieve his or her personal goals

Dignify Others

Advocating that all people be treated with dignity and respect

Enhancing Abilities Seeing Possibilities

Focusing on abilities and encouraging growth through innovative opportunities

Professional Excellence

Upholding the highest professional standard in every aspect of our organization

Responsible Stewardship

Promoting fiscal and social responsibility toward those we serve, our staff and the community

Collective Impact

Creating a culture of beneficial exchange through community collaboration and enduring partnerships

Celebrate Daily

Celebrating the individual and group accomplishments of each day





7421

Hours spent
volunteering in the
community
by our members

130

Adults trained for
employment



Over
500

Individuals with
disabilities served

\$297,227

Earned through
meaningful
employment
training



HERE IS HOW YOUR CONTRIBUTIONS HAVE MADE A DIFFERENCE!

Assistive Technology

Assistive Technology is the key to unlocking possibilities which inevitably lead to major social and emotional milestones in the lives of many of our students and members. It has the potential to increase self-esteem, happiness, self confidence, and an overall sense of power and control over one's own life. Everyday activities that once seemed out of reach for individuals with moderate to severe intellectual disabilities, ultimately become activities they are now able to engage in.



Gompers Private School

Gompers student, Nate, has been highly motivated by the use of an assistive technology workstation. Nate's ability to learn is affected by a moderate

intellectual disability and a speech and language impairment. He regularly requires a lot of support in the classroom and was often unable to perform simple tasks independently. But at the workstation, this is a different story. Nate learns best through visual presentation and the ability to move or touch. In this sense, we would call Nate a visual kinesthetic learner. At the computer workstation, Nate successfully performs an activity of his choice, working confidentially and independently. Using the adjustable uplift desk, Nate is able to raise or lower the desk to best suit his physical stature; he can do this with a touch of a button! Nate can then purposefully interact on the computer by touching the screen to play an interactive language game or read up on today's news using our News2You subscription. Nate can also use an alternative keyboard with enlarged, high contrast keys for easier typing. All these tools allow Nate to increase his rate of learning and access to more age appropriate material because they are aligned with the style of how he learns. Not only did this increase Nate's self confidence, and overall sense of control over his life, but because of his interest in technology, his learning rate, and his ability to be independent, Nate was chosen to participate in a pilot program using an iPad which works on behavior management, problem solving and communication with an ultimate goal to transition him to employment. The future, for Nate, is no longer determined by what he cannot do, but by endless possibilities that will help him reach his goals.

HERE IS HOW YOUR CONTRIBUTIONS HAVE MADE A DIFFERENCE!



Employment Services (ES)

Employment Services is at the forefront of Gompers Assistive Technology program. At ES member, Juha, uses a guide made from cardboard and tape created by supportive staff

member, Guillermo, to accurately place the hanger on a package. Since these guides have proven so successful, Gompers' facilities department is now recreating them out of wood so they last longer. Whether the assistive technology we use in our programs is a high-tech piece or equipment or an easy to make tool, the overall goal is assisting our members in achieving their goals and making new ones.

Day Training for Adults (DTA)

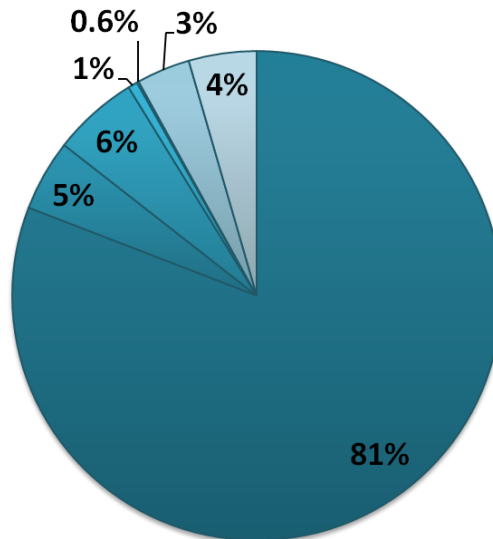
Learning how to use a communication device and it's accompanying system is similar to learning a foreign language. It takes lots of practice in a natural setting. Many of our



members are nonverbal, therefore, having the opportunity to try different communication systems has the potential to unlock their ability to share the thoughts and ideas they think everyday, as they attempt to communicate, but are not always understood. On a bi-weekly basis, members in our Day Training Program meet to work together in an Alternative Augmentative Communication (AAC) group. This meeting consist of working on basic social skills while learning how to navigate a variety of assistive technology devices designed to meet individual communication needs. Thanks to the purchase of an augmentative and alternative communication app for our iPads, we have been able to customize vocabulary for the members in the group. This app provides various methods of communication. For example, one member, Ronnie, began with a low-tech, paper-based communication system. He lost interest quickly and needed to be redirected back to the table 2-3 times. When we introduced the tablet, a more high-tech system, he was much more interested and explored for a longer period of time. Additionally, we have tried several different levels of vocabulary to find the best match for him. In the few times the group has met, Ronnie went from matching symbols to generating a complete sentence, "I like rock n roll music!"

FY 2015 Revenue

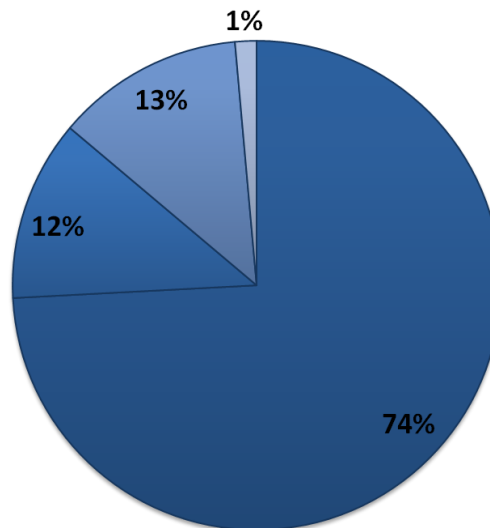
\$7,618,790



- 81% Government Grants
- 6% Grants and Contributions
- 5% Contracts
- 4% Other
- 3% Investments
- 1% Beneficial Interest in Living Trust
- 0.6% Interest in Perpetual Trust

FY 2015 Expenses

\$7,435,433



- 74% Day Training for Adults and Employment Services
- 13% General and Administrative
- 12% Gompers Private School
- 1% Fundraising

Our Board of Directors



Frank Martin
Chairman



Jonah Roehl
Vice-Chairman



Billie Enz, PhD



Greg Lechowski
Treasurer



Carry Pfeffer
Member at Large



Leon Reivitz
Past Chair



Jason Cobb



Greg Frost



David Goldstein



Suzanne D.
Nelson



Christopher D.
Thomas

Our Leadership Staff

Mark Jacoby
Executive
Director

Sal Salehi
Chief Financial
Officer

Jim Plutowski
Director of
Human
Resources

Scott Muller
Director of
Programs &
Services

Cheril Edson
Day Training
for Adults
Director

Mark
Botterbusch
Employment
Services
Director

Becky Gurnick
M.Ed
Director of
Special
Education

Diane Jezek-
Powell, CFRE
Chief
Development
Officer

Steve Tolle
Facilities
Director

Kristi Grisham
Director of
Transportation

Gompers

Empowering People with Disabilities

