



A DECADE
Making A Difference

ANNUAL REPORT 2019

.....

DEVELOPING INNOVATIVE OPPORTUNITIES FOR
INDIVIDUALS WITH DISABILITIES FOR ALMOST 75 YEARS

WELCOME

TO GOMPERS' ANNUAL REPORT

In these pages, we are not only closing out 2019, but celebrating an amazing decade of growth and innovation at Gompers. It has been a decade of living up to our mission of “Developing innovative opportunities for people with disabilities.”

Despite the challenges disability service providers across Arizona are facing, in 2019 Gompers continued to expand our menu of available services so we could help even more individuals and their families achieve a better quality of life. Currently, we serve nearly 525 amazing individuals with a broad spectrum of disabilities — and, also, a broad spectrum of opportunities to grow and contribute to our community.

Over the past decade, we’ve grown our member base by a third, with our overall revenue growing right alongside it. This next year will see us approach \$11 million in revenue and employ more than 300 dedicated and compassionate employees. With the 2017 acquisition of the Blythe Campus in Peoria, our comprehensive services now stretch Valleywide. We’ve reached exciting milestones, including the implementation of innovative programming like Readtopia, the addition of exciting new infrastructure including playgrounds, gardens and sensory rooms, and now have more people working in the community than in our Center Based Employment program. We’ve also implemented a state-of-the-art assistive technology program that helps our members gain greater independence, find the voice to advocate for themselves, and thrive.

We’re also planting the seeds for success in the months and years to come. In 2019, we began a comprehensive strategic planning process to outline our goals and define the path we want to take in the next decade. Our primary goal with this process is to ensure that we maximize our positive impact on individuals, families, our staff and the community-at-large.

It holds true, though, that the most important thing we’ve done throughout the last decade is also the simplest. We’ve helped people. We’ve provided daily opportunities for individuals with developmental disabilities to become happier and more independent, to better communicate with their families and loved ones, and to reach and achieve their full potential.

The thousands of people we’ve helped over the past 10 years are, without a doubt, what’s most important to us, and they are also the true focus of what we do here at Gompers. We’re immensely proud of the strides we’ve made over the past decade for individuals with disabilities, and we can’t wait to see what the next 10 have in store.



Sincerely,

MARK JACOBY

CEO, Gompers



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THE PAST 10 YEARS

Gompers has grown significantly over the past decade as its positive impact on adults with disabilities has increased profoundly. It has reached new and expanded levels of programming.

\$11 MILLION

.....
ANNUAL REVENUE



\$302,000

DONATIONS
AND GRANTS

300+

DEDICATED
EMPLOYEES



55

.....
VEHICLES IN
SERVICE



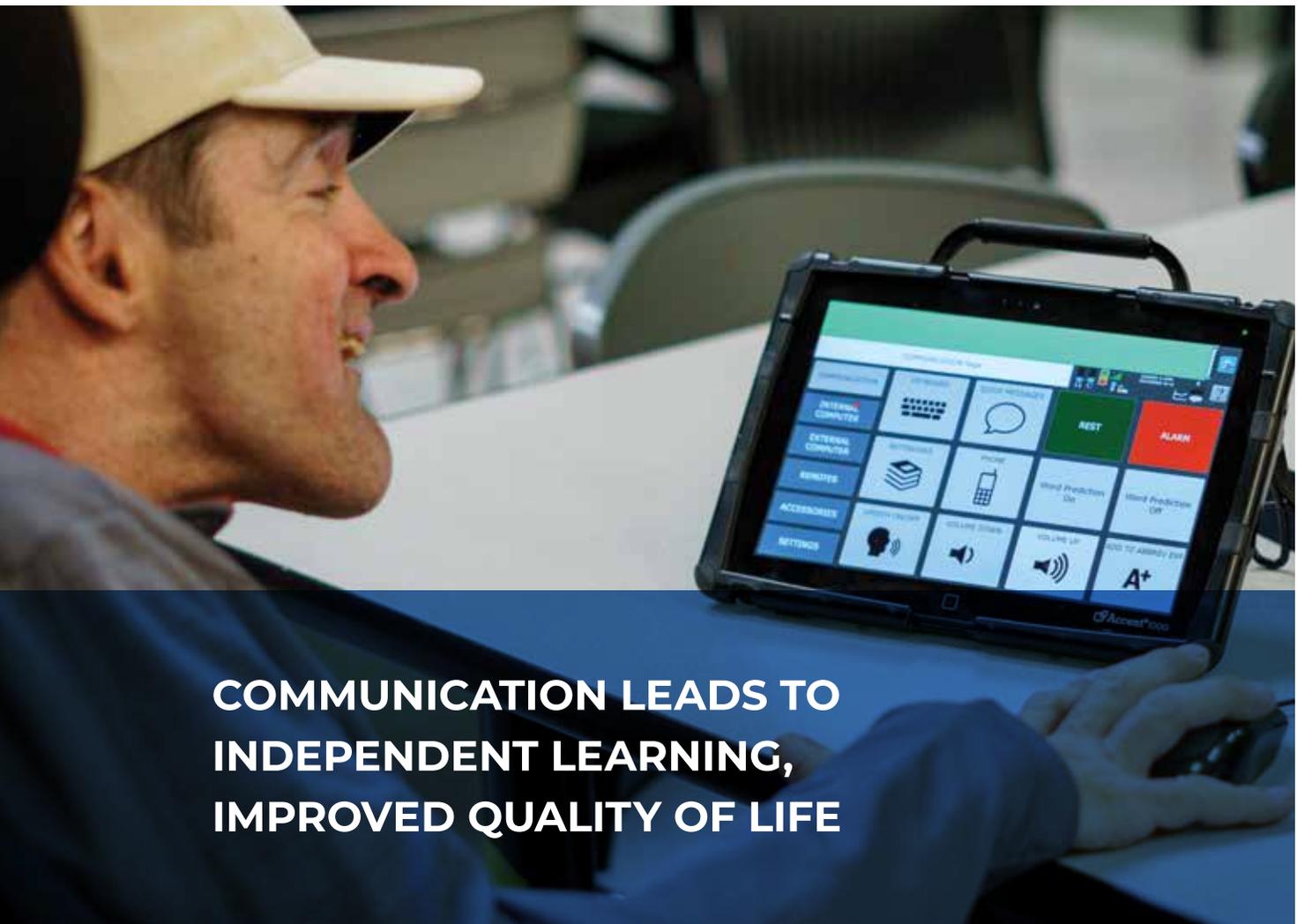
253

MEMBERS TRANSPORTED
EACH DAY – INCLUDING 40
USING WHEELCHAIRS





ASSISTIVE TECHNOLOGY



COMMUNICATION LEADS TO INDEPENDENT LEARNING, IMPROVED QUALITY OF LIFE

A clear, definitive link exists between literacy, communication and independence. For adults with developmental disabilities, communication can be a core challenge — 40 percent of Gompers' population are non-verbal and a significant number are unable to read.

At Gompers, we continued our efforts this year to provide assistive technology to adults with disabilities and give them the confidence and tools they need to communicate effectively. These tools can help open new worlds for these individuals who otherwise wouldn't be able to express their wants, needs and emotions.

"It allows our members to make sure they are treated the same way other people are, and allows them to be their own advocate," said Candice Steel, Assistive Technology Specialist at Gompers.

Using AT to Help Dreams Come True

This year we did this in two significant ways:

- **Readtopia:** We adopted in March 2019 this specialized reading curriculum with our adult programs in an effort to bring literacy and language to individuals who have had little to no literacy instruction but want to be independent. Literacy is a key factor to independence, and we recently presented at a national conference on how we are successfully implementing the curriculum, including customizing the materials to support a range of learners. The impact on our members has been huge — and we are only in the initial phases of implementation.
- **Reader Pens:** With the help of our generous donors, Gompers purchased 56 reader pens for use in all our programs. These pens scan text and read it out loud, making reading easier for those members who need assistance and providing an opportunity for those learning to read to improve their literacy skills. We have partnered with Scanning Pens and created videos that will be shared by the company that will showcase how these tools can help a population of people that may otherwise be overlooked.

Gompers is the first organization in Arizona integrating Readtopia into adult reading programs, and is collaborative in the use of adaptive technology to improve the lives of our members. The impact it is having on the independence of the members we work with has been significant.

When Debbie came to Gompers, she had always had a dream that most people take for granted.

“She’s in her 50s and her goal has always been to learn to read,” said Candice Steel, Assistive Technology Specialist at Gompers. “She had never had the right training or enough training to hone her reading skills.”

Then she started working with the Readtopia program, which provided her with the tools to help her overcome her previous limitations when it came to literacy. And she took to it quickly and dramatically. Within three months, she went from reading with support to reading independently out loud to others — achieving a goal she’d had her entire life.

It’s an example of the power assistive technology has in helping adults with disabilities grow and thrive.

“There are those moments when someone finds a new level of independence and is able to communicate,” Steel said. “Those moments of personal growth are gratifying to watch, whether they are small or big achievements.”

These moments’ drive everything we do at Gompers, through the support of an assistive technology mindset and collaborative initiatives.



IN-HOME SERVICES



**ADULTS WITH DISABILITIES HAVE
A BROAD RANGE OF NEEDS.**

For some, simple guidance is enough to learn valuable life skills that help them become more independent, while others may need more extensive day-to-day support.

And for their loved ones, the challenges of caring for those individuals can create strain on other aspects of everyday life. Having the support they need to go to work, have free time and take care of other personal tasks is critical for caregivers.

Gompers' In-Home Services include Habilitation, Respite and Attendant Care Services for children and adults with disabilities. These services increase independence while easing the strain on their caregivers. Members can utilize one specific service or a combination of all three, and each service undergoes customization based on a member's unique needs.

Habilitation Services seek to help our members hone the daily living skills that enable them to be more independent.

Highly trained providers mentor their members and teach them valuable life skills ranging from how to count money and brush their teeth to how to dress themselves and even identify police officers.

“The goal is to get them to move on from one goal to the next,” said Juan Angulo, In-Home Services Director for Gompers. “We have strategies for each of the steps, and the rewarding part is when those goals really are met.”

Respite Services provide short-term care for member parents or guardians and are available at the family home or at other locations throughout the community. Typically, Respite Services involve a provider interacting socially with a member and taking him or her to community activities that might include shopping, seeing a movie, bowling or something similar.

“It gives them a few hours a day when they can have their own time and tend to their own needs,” Angulo said.

Attendant Care Services seek to give members assistance with non-medical personal care. Providers work with members to help them dress or groom themselves, clean their living spaces, shop, do their laundry or otherwise manage day-to-day life.

Gompers' In-Home Services help these adults with disabilities and those who care for them significantly improve their overall quality of life.

Aaron's Growth and Development

For the average 11-year-old, learning to navigate the “tween” years can prove difficult enough, but 11-year-olds who also have intellectual and developmental disabilities may find that there are even more barriers they need to overcome while traveling the path to young adulthood.

In addition to focusing on academics, physical changes and other aspects of life that affect all children across this age group, 11-year-old Maryvale resident Aaron, who has autism, also has to concentrate on increasing his own independence. Before Aaron began benefitting from in-home services available through Gompers, all of the responsibilities of caring for him fell on his grandmother, Jannette, who spent her days aiding Aaron through everything from showering and grooming himself to preparing his own snacks.

Now, though, Aaron has his own in-home service provider, Armenda, who works with him on a near-daily basis to help him not only get through these and other efforts, but learn how to manage them on his own.

“She is excellent with him,” said Greer, of the relationship that exists between Aaron and Armenda. “The work she is doing with Aaron is helping him to be more independent. He has learned how to shower by himself and to make an after-school snack — these things have made a huge difference in our quality of life. More than that, they have fun together. She has become part of our family.”

Aaron and Armenda's relationship, offer a prime example of just how much having an extra set of hands can make things easier on the entire family. In many cases, caregivers tasked with looking after children or adults with disabilities have outside or full-time jobs, which can make keeping up with their personal and professional responsibilities all but impossible. With the help of Armenda, Jannette and other caregivers have not only a chance to catch their breath and take some much-needed time for themselves, but also an opportunity to shift their focus back on being a grandparent, parent or other loved one while enjoying everything those roles entail.

DAY TRAINING FOR ADULTS



**EVERYONE HAS THE POTENTIAL
TO GROW.**

From the Members' Perspective

When Germaine came to Gompers, he was struggling. In his mid-30s and battling autism and OCD, he needed an environment and a structure where he could grow and develop.

"He had to be on a schedule to keep busy and deal with his OCD issues," said Kristi Grisham, DTA Director for the Phoenix Campus.

Gompers provided Germaine with a one-on-one caregiver and a plan to help him better engage and communicate with others. The DTA program provided him with an opportunity to take speech therapy and work on his voice, to improve his literacy

skills and eventually to try group-supported employment.

Now, Germaine is working two days a week helping with packaging for one of Gompers' business services clients. "He's able to sit and do activities with his peers, deliver supply orders and work with others," Grisham said. "You can tell when he's happy — he taps his feet while he's working and enjoys listening to music."

Gompers provided Germaine with the tools he needed to grow his skill set and achieve a more fulfilled life. And it's doing the same for hundreds of adults with disabilities each day.

At Gompers, our mission is to help adults with disabilities find that potential and enjoy every day to its fullest.

Gompers' Day Training for Adults programs are provided at two Valley campuses, giving members plenty of opportunity to practice and improve skills in a wide variety of areas while developing meaningful relationships with peers and instructors along the way.

Members can adopt life skills and improve self-sufficiency through undergoing training in a number of specialized areas, from learning basic money management and assistive technology techniques to undergoing pre-vocational training that can help them adopt the skills they need to enter the workforce.

Day Training for Adults programs also focus on the arts and sciences, giving members a chance to create art projects through a variety of different mediums. Other programs, yet, seek to build skills with regard to health and fitness, with many members adopting the skillsets they need to take part in the Special Olympics and compete for top prizes.

"It's great to see the smiles on their faces as they participate in the program," said Kristi Grisham, Gompers' Phoenix Campus Day Training for Adults Director. "You get to see a smile on their face and really gain appreciation for the accomplishments they have made."

Gompers' Day Training for Adults program also has opportunities for adults with disabilities who are 50 or older, which seek to keep program participants not only active, but engaged with their peers.

Ultimately, Gompers' Day Training for Adults program seeks to build confidence among members while giving them a sense of community, belonging and accomplishment.



From a Gompers Employee's Perspective

An employee within Gompers' Day Training for Adults Program, Demetrius Hill helps Gompers members with everything from taking trips out into the community to communicating with their peers and others using a wide range of methods. He also counts, "showing them what respect is" among his daily tasks, which is something he considers a key priority.

"What I like most is seeing their faces light up," he notes, of his job working for Gompers. "It's awesome to see the rewards of their learning, and their trusting me to teach them."

Demetrius also sees the value in being a member's biggest cheerleader and making

members aware of the fact that he is there to serve and help them. "I tell them all the time — I work for YOU," he said. "YOU are my boss — but I have to answer to someone else, too."

Demetrius also has some words of encouragement and advice for anyone holding a role similar to his.

"The most important thing is to always give them praise," he says, of working with adults with disabilities. "When you do that, they open up and appreciate you more than anything. I want to be the one clapping first."

GOMPERS PRIVATE SCHOOL



GOMPERS PRIVATE SCHOOL PROVIDES A CUSTOMIZED 1ST THROUGH 12TH GRADE EDUCATIONAL PROGRAM FOR CHILDREN WITH DISABILITIES.

For children with disabilities, the traditional school environment can be overwhelming and not provide the support the child needs to maximize their learning.

Combining research-based instructional methods with assistive technology support and community-based instruction, Gompers Private School takes a personalized approach to each individual while relying on positive behavior support to help each student reach his or her full potential.

“It’s rewarding to see student progress and see students who were not meeting goals achieve them and start to grow,” said Travis Harris, Director of Special Education at Gompers Private School. “They have these ‘A ha’ moments when you see them put things together. We enjoy hearing from

parents and school districts who are pleased with the results when their students are placed here.”

Web-based software and interactive touch-panel technology is available in every classroom at Gompers, ensuring every student can participate and engage, regardless of communicative needs. Assistive technology and accessible design for learning are an essential part of the GPS environment. Communication tools using display boards, individual communication devices and other technologies are known to increase reading fluency, comprehension skills and social interaction.

Specifically designed for students with a broad range of special needs, Gompers’ Unique Learning System® and corresponding N2Y curriculum accommodate a wide range of learning styles. The curriculum is designed to help students transition into employment or Gompers’ Day Training for Adults programs after graduating, so they can continue to build their skills, knowledge and independence.



A Customized Approach to Academics

Layla was a student at a local school that was physically unequipped to handle her particular needs. So, her family took her to Gompers Private School where she could receive the specialized care and attention her old school was unable to provide, while her school adapted its resources and accessibility until it was able to welcome Layla back.

Layla first joined the students at Gompers in October of 2018, where she benefitted from the use of an accessible assistive technology desk that was motorized to be able to reach to her level so she could use it to communicate and learn. She also had the opportunity to go out into the community twice a week and interact with the world around her.

“She and her family liked having access to a curriculum that was respectful to her abilities and would help her grow,” Harris said.

With the goal of expanding her independence, her previous school expanded its resources and capabilities to create an environment that would work for her, collaborating with a new OT and speech therapist who would work one-on-one with Layla once she returned. The professionals even came to visit Gompers Private School so she could get a better sense of what was working for Layla and integrate similar processes at her original school once she got there.

“Gompers got to be a great resource for Layla’s school district,” Harris said. “We were able to collaborate together to ensure the best outcome for the student involved.”

While Layla was sad to leave the community she’s grown alongside at Gompers, she’s also prepared and excited to return to her former school.

EMPLOYMENT SERVICES



GETTING A JOB CAN BE ONE OF THE BIGGEST STEPS FORWARD FOR INDIVIDUALS WITH DISABILITIES.

Employment helps them learn, helps them persevere, helps them develop life skills that can carry over into every aspect of daily activities.

Gompers' Employment Services Continuum helps individuals with disabilities develop the skills today's employers demand so they can increase their independence and secure competitive employment within their communities.

We believe wholeheartedly that employment is a transformational step toward independence for an individual with disabilities and we offer a wide

range of training and employment opportunities based on a member's existing skill level.

"Our members are treated like anyone else who is out there getting a job," said Mark Botterbusch, Director of Gompers Employment Services. **"There are no excuses and no exceptions for doing a quality level of work."**

Gompers' members are now at more than 15 sites around the community, with more than 120 members participating in the program in three areas:

- **Individual-Supported Employment:** Members participate in an intensive one-on-one job-coaching program intended to help them succeed upon obtaining independent employment.
- **Transition to Employment:** Members develop the soft skills needed to secure and maintain employment while spending time in the community addressing topics ranging from job exploration to public transportation.
- **Group-Supported Employment:** This community-based, assisted work program allows members to develop career skills while working onsite at local companies to promote independent employment.

The participants obtain individualized experiences through an array of opportunities both on site at Gompers, within Gompers' employment business partners and in the community beyond.

"Every individual can do every job and we have to figure out how to help them achieve that," said Mark Botterbusch, Gompers Director of Employment Services. **"Individuals will always select a different job if there is something they aren't currently enjoying or successful at. As long as there is a desire to do it, we at Gompers have to help them accomplish that."**

Transforming What Empowered Employment Looks Like

Regina, a Gompers member, was working for some time with her GSE group at Panoramic, a local printing press. She worked tirelessly, starting her days at 7:30 a.m. to arrive to work by 8, learning new skills, handling the printing press, adapting to the community work environment and found herself feeling empowered and successful.

The employer noticed. She rose to the top of her crew and was offered full-time employment at the site. She now earns a paycheck from Panoramic.

"The expectation she had at first was that she had to do everything," Botterbusch said. *"But after she had a learning curve, she found a job that fit her skill set."*

Businesses are understanding that partnering with Gompers allows them to provide people empowerment through employment, and in turn they receive a highly trained employee. The number of those involved will only grow over time.

The mission and vision is to create equality for its members and to empower them to advocate for themselves and to get excited about what they can achieve — which is anything they want.

"When people start learning new skills, they get excited," Botterbusch said. *"It's empowering and you can see them speaking up for themselves. The biggest thing is not limiting people."*



TRANSPORTATION



**TRANSPORTATION IS ONE
OF THE BIGGEST ISSUES FOR
THOSE WITH DISABILITIES**

Some have conditions that limit their mobility. Some lack the skills to navigate public transportation or to drive a vehicle on their own.



The Impact of Being Mobile

Gompers relies on our large fleet of accessible vans to transport approximately 350 members every day. Our safe, reliable transportation options serve both ambulatory and non-ambulatory passengers, transporting them between home and our facilities, and we also provide transportation to and from field trips, outings and volunteer sites. We utilize an on-board GPS tracking system that informs us where each member is in terms of transit, streamlining schedules and communications.

Occasionally, we also partner with a number of nonprofits across the Valley that serve seniors and individuals with disabilities when the need arises for emergency or arranged transportation methods.



One of the biggest ways Gompers helps its members achieve independence is by helping them with their transportation needs. And this can be one of the most rewarding jobs our employees have.

"The reason why I love being a driver for Gompers is knowing that I'm giving my members an opportunity to be their best possible self," said Gompers driver Jake Downs. "Seeing the smiles on their faces always makes me appreciate what I do that much more."

Jake said that communicating with parents and making them feel comfortable makes him feel very proud of what he does. He enjoys the conversations with members on the bus and enjoys showing them attention and that he cares about them.

Driver Trina Muldrow said that the members of Gompers give her a tremendous feeling of joy.

"For me, when I walk through those Gompers doors, it's the best feeling because I feel the love of my members, coworkers and boss. And, when I go home it helps me be the best mom to my kids," she said. "My members count on me to be here every day and get them to their destination on time and safely. Driving these Gompers vans are a big responsibility and a very important job to do. I take pride in what I do here at Gompers."

THE NUMBERS STORY



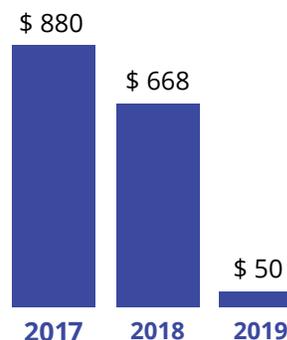
FY 2019 FINANCIALS – HIGHLIGHTS AND ACCOMPLISHMENTS

PROGRAM REVENUES FY 2019

	TOTALS
In-Home Services	\$ 1,468,076
Day Training for Adults	6,525,145
Gompers Private School	561,015
Employment Services	2,125,171
TOTAL PROGRAM REVENUES	\$ 10,679,407

NET INCOME

(\$ in thousands)



FINANCIAL COMPARISON

REVENUE	2017	2018	2019
Contributions and Grants	335,756	467,783	516,669
Program Service Revenue	7,721,606	10,149,756	10,679,407
Investment Income	969,849	482,176	210,415
Other Revenue	(17,300)	13,875	14,240
TOTAL REVENUES	\$ 9,009,911	\$ 11,113,590	\$ 11,420,731
EXPENSES	2017	2018	2019
Salaries/Comp/EE Benefits	5,846,599	7,812,806	8,505,410
Other Expenses	2,283,385	2,632,696	2,865,397
TOTAL EXPENSES	\$ 8,129,984	\$ 10,445,502	\$ 11,370,807
REVENUE LESS EXPENSES	\$ 879,927	\$ 668,088	\$ 49,924

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Join Our Story

Partner with us in our mission to bring innovative opportunities to people with disabilities. Here are just a few ways you can be a part of our mission!

VOLUNTEER

We need volunteers in almost all areas of our programs! Specifically, we love to have volunteers for our special events, such as Golf Fore Gompers, Spring Fling, and more. Additionally, if you have design, marketing, or administrative skills we need your help to make Gompers' name known throughout the Phoenix area!

LEGACY GIVING

Legacy gifts are a great way to ensure that Gompers is able to provide innovative opportunities for people with disabilities long into the future. Many of our generous donors utilize wills, trusts, charitable trusts, life insurance policies and retirement account assets to leave gifts for Gompers. Our all-volunteer Board of Directors will ensure that Gompers uses your gift in accordance with your wishes.

Visit gompers.org/donate/planned-giving for more information.

DONATE

Your financial resources have a tremendous impact on our mission. There are many ways you can use your financial resources to support Gompers through planned giving, monthly program support or event-specific contributions. Visit donate.gompers.org for more information.

HOST AN EVENT

Want to participate in an event for a cause? Throw a party, a film screening, even a dance off — the options are endless. Almost any event can be used to grow a cause, and we deeply appreciate volunteers willing to host events to benefit our members. We will provide materials about our programs' staff or members can attend to meet your guests!

PLEDGE YOUR BIRTHDAY

Turn a day just about you into a day about supporting individuals with disabilities! What a beautiful day this could be for you and those who love you!



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