



gompers.org



Annual Report
2020

Unprecedented Challenges. Exciting Opportunities.

Developing innovative opportunities for individuals with disabilities for 73 years

Welcome from Gompers' Leadership Team:

To say that our fiscal year 2020 will be a year we'll never forget is an understatement. The first eight months of the year saw our programs growing, we were planning and strategizing for the future of the organization and, in general, everything was shaping up to be another good year for Gompers.

When the COVID-19 pandemic started to weave its way into the fabric of our everyday lives in early 2020 all of those plans and aspirations had to be placed on hold in the interest of the health and safety of our 300+ staff and 500+ students and members. In March 2020, we decided to temporarily suspend our campus-based programs of adult day and center-based employment. We kept open our in-home program, our Gompers Private School converted to remote learning and we continued fulfilling our Business Solutions contracts. While we have faced unprecedented and unexpected challenges since the suspension, in many ways, how we have responded has brought us closer together as a leadership team and we feel encouraged and proud of the work we have done in response to the pandemic.

Through our collaboration with HealthyVerify, the country's only independent medically based, scientific, and professional full-service certification company, Gompers developed a comprehensive plan and became certified to re-open its programs safely. As a result of this collaboration, our facilities were updated to accommodate the new reality of social distancing, use of personal protective equipment, and on-going enhanced cleaning. When we started to re-open our campus-based programs to members in August 2020, staff returned to work only after having been fully trained on the HealthVerify plan. While change doesn't necessarily come easy, everyone has accepted that 2020 is all about change and adapting.

We remain encouraged and hopeful as we navigate our way through these unprecedented times. Our emphasis will continue to focus on providing a safe, meaningful, and hopefully enjoyable environment for our members, students, and staff. We hope that soon, we'll be able to return to the full range of activities we enjoyed before the pandemic. Either way, our commitment to the people we support, their families, and our staff will remain at the core of everything we do. Thank you for your involvement, your interest and your belief in Gompers.

Very truly yours,

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PHOENIX DTA DIRECTOR

Kristi Grisham

FACILITIES DIRECTOR

Steve Tolle

TRAINING

Heather Peralta

VP OF OPERATIONS

Mark Botterbusch

BLYTHE DTA DIRECTOR

Cheril Edson

HCBS DIRECTOR

Juan Angulo

HUMAN RESOURCES

Sally Rau

VP OF HR

Heather Murphy

GPS DIRECTOR

Travis Harris

TRANSPORTATION

Wendy DeLeon

PHOENIX DTA

Starla Jewson

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* This annual report included time before and since the COVID-19 pandemic began – pictures of staff and members without masks are from before the pandemic.

Gompers' Response to COVID-19

Gompers contracted with HealthyVerify to develop and implement health and safety protocols, which follow local and state mandated guidelines and those recommended by the federal Centers for Disease Control. Under the HealthyVerify certification, Gompers continued to safely provide innovative opportunities for individuals with disabilities during the COVID-19 pandemic.

Staff, members, and students at all Gompers' locations are required to complete a daily health screening, which includes a temperature check prior to entering the building

- Staff are required to wear masks at all times in program areas
- Members and students are strongly encouraged to wear masks
- Staff is using virtual meeting technology to meet the needs of members and students staying at home
- Visitors are only allowed in the building if they have been pre-approved
- Cafeterias have switched to online ordering and contactless delivery
- All in-person events or gatherings have been cancelled
- Social distancing is being maintained in program rooms and on transport vehicles
- Enhanced cleaning protocols of program rooms, restrooms, and hallways have been implemented
- Gompers' HealthyVerify plan and related COVID-19 resources have been added to our website ([Click here](#))



Day Training for Adults

"When Tracy first got out of school there was no DTA, so she stayed home for a year or so. Then they heard about Gompers and Tracy started DTA at age 23. She's seen a difference in Tracy right away, and Tracy is still attending even after thirty some years. It has rounded Tracy's life up. She found companionship and also a challenge for Tracy, which Tracy enjoys a challenge. Tracy really enjoys Gompers and Patricia is thankful that Gompers is so wonderful."

Patricia, Mother/Guardian

Our Story

Gompers Day Training for Adults (DTA) operates two programs in the valley -- one in Phoenix and one in Peoria. We strive to use every opportunity to assist our members in developing the skills necessary for independence. Gompers' programs focus on activities in the community where members can explore what they are learning, while practicing life and communication skills guided by trained staff. Preparing members for independence and self-sufficiency is an integral part of our philosophy.

Pre-COVID-19, our Phoenix campus supported 214 DTA members with a variety of room options, including total care, senior care, and pre-employment. Our Blythe campus in Peoria, now in its third year of operations, continued to grow and counted 91 members prior to the pandemic. Both programs participated in special outings around the valley and offered volunteer opportunities while supporting their local communities. Also, thanks to a generous donation, DTA members were able to participate in exciting field trips like Bearizona, World Wildlife Zoo, and OdySea Aquarium.

Gompers temporarily suspended its campus-based programs at the end of March 2020. Gompers' staff got creative and began to support its DTA members using virtual technology with tele-DTA services. Starting with an initial group of 11 participants, DTA staff provided 41 hours of services. Tele-DTA eventually grew to 47 participants and 419 hours of service a month. This was a lifeline to people who would have otherwise been isolated during the suspension of services. Using Zoom for tele-DTA, members stayed in contact with staff and friends and continued to participate in their Readtopia reading curriculum.

Employment Services

"Thank you for setting up the ZOOM meeting, and for allowing Miguel to do it today. Patrick was so excited to see Miguel and Guillermo on the ZOOM session. What wonderful communication, it made Patrick feel extra special, and allowed him to know what changes were in store for their return to work once Gompers opens."

C. Mariani, Guardian

Our Story

With community-based job sites across the valley, Gompers Employment Services (ES) works with a multitude of business customers in a variety of settings that includes ongoing, seasonal, and as-needed business solutions services. We support over 100 ES participants with 3 main programs. Individual Supported Employment, provides newly employed participants with a one-on-one job coach. Group Supported Employment (GSE), a community based, assisted work program that allows individuals to develop skills while working on-site at local companies. Gompers' ES operates 15 GSE sites including participation in a mixed-lease cooperative business center in Tempe. Center-Based Employment, located in Glendale, offers participants a safe and supportive environment for pre-employment skill building with more structure and supervision by Gompers' staff. Employment Services has had great results with the expansion of Readtopia. Gompers Private School loaned out four tablets for students to participate virtually during the school building closure. "This was definitely a challenging time for us all, but we learned how to adapt to virtual learning during the pandemic," said Aurelia Tahy, Employment Services Instructor.



Home and Community Based Services

"My daughter, Amy Stehr, has been a client of Gompers through three name changes since 1992. Handicapped Connection, Blythe, and now Gompers. The staff has always been very helpful, interested and responsive to any concerns or issues we have had over the years. Amy is only doing respite at this time, which allows her to spend delightful time with her sister. The administration and staff are a friendly, loving group who have made a very positive difference in Amy's life."

S. Fernandez, Mother

feels like our in-home department has brought us closer than ever," said Juan Angulo, Gompers' In-Home Services Director. Additional services were able to be provided during this time as DDD relaxed its rules, which previously restricted parents from providing services to their own children.

Our Story

Located at our Blythe campus in Peoria, Gompers Home and Community Based Services (HCBS) serves 80+ members with respite, attendant care, and habilitation services. These services are provided by qualified employees dedicated to providing the best possible experience to families and their loved ones. HCBS's services assist families in caring for a loved one with disabilities. During the COVID-19 pandemic, HCBS provided a continuum of services to members and their families while many DTA programs suspended their programs. "While the pandemic has forced the world to distance themselves, it



Gompers Private School

"Gompers is an incredible place to learn and feels like an extended home away from home for kids and adults with special needs. My daughter has made great changes, behavior wise, since she started attending Gompers Private School. They treat her with so much respect and they are in tune with her daily challenges. The staff are great - phenomenal, caring, and passionate about what they do. I honestly can say out of my daughter's 11 years of attending school that she is finally safe and in a caring environment that is truly about the kids with special needs. We are truly blessed to have Gompers on our side supporting us. Thank you from the Holmes family!"

F. Holmes, Father

Our Story

Gompers Private School (GPS) began the 2019-2020 school year with two new educators and 13 students. GPS enrolled students from seven different school districts and increased enrollment for students using the Empowerment Scholarship Account. The enthusiasm of the new teachers, Jasmyn Gonzalez (elementary classroom) and Taylor Blascak (high school classroom) energized the students through volunteering at an assisted living facility and greater participation in the community. Student successes included one individual who graduated high school with a diploma from her school district in May, a second graduated from high school in December, and three students transitioned back to a public school district after attending GPS.

Governor Ducey's March 10, 2020 order to close school buildings occurred during Gompers' spring break. When staff returned the following Monday, a plan was implemented to contact families and assess their individual needs for remote learning. Concurrently, GPS communicated to its school district partners its on-going commitment to provide a quality education to its students. True to this commitment, during the next several days, GPS staff drove hundreds of miles across the Valley delivering school materials, technology, and worksheets to students while teachers prepared to transition to an online education format. In addition, lessons were recorded and uploaded to the internet so that parents, caregivers, and students could work at their own pace, further ensuring that learning was possible at any time of the day or night.



A Gompers Graduation



When it became clear that students would not be returning to the classrooms before the end of the school year, Gompers staff began planning graduation celebrations for graduating students. “It was very important that we celebrate the hard work and accomplishments of our students,” said Gompers Director of Special Education Travis Harris. The result was a drive-by graduation ceremony for each of the graduates. A caravan of cars drove to the home of each of the students in order to honor and recognize them and their scholastic achievement. Every attempt to make this day special and exceptional was made. Our efforts paid off as GPS student, Xochitl Camacho, was so excited to see her friends and teachers, that she went outside first thing in the morning and waited for the caravan to arrive. As a special surprise, Xochitl’s retired kindergarten teacher came to say “Good job, Xochitl!” For all of us, it was a very special day!

Transportation Services



“Important thing for Erica is being around people who know how to care for her. Staff know how to talk to her, play with her, and interact with her. The drivers are amazing also. Erica may not be able to participate but she knows the interaction and activities keep her alert.”

Mary, Mother

Our Story

Gompers transported more than 350 members and students on a daily basis, Valley wide, prior to the pandemic. Each day our large fleet of accessible vans were on Valley roadways to transport individuals safely and reliably to and from Gompers. Assisting in this extraordinary effort is Geotab, our GPS-tracking system.

Geotab tracks each vehicle in real time and provides valuable data on the vehicle, its location at all times, and the drivers’ driving habits.

Gompers maintains its vehicle fleet in accordance with the manufacturer’s recommended maintenance standards and its drivers, prior to each trip, check the vehicles for safety purposes. This year, through a Maricopa Association of Government’s grant, we received five 2020 Dodge Caravans to build our fleet and serve more members. During the year we had 43 daily routes and drove over 565,000 miles.

Gompers’ drivers have an overwhelming dedication to its members in making sure they always feel safe and comfortable when being transported.

“Thank you for making the transition to Gompers easy and comfortable. The Gompers staff is kind and patient. I know Gompers cares about my son’s needs. He has improved his communication and greatly appreciates the services. I enjoy being part of Gompers.”

M. Padilla, Mother

“Assistive technology assists individuals with disabilities to increase their overall capacity to work, accomplish specific tasks, or participate in activities that otherwise might have been difficult or impossible. Assistive technology includes both devices and services.”

Assistive Technology

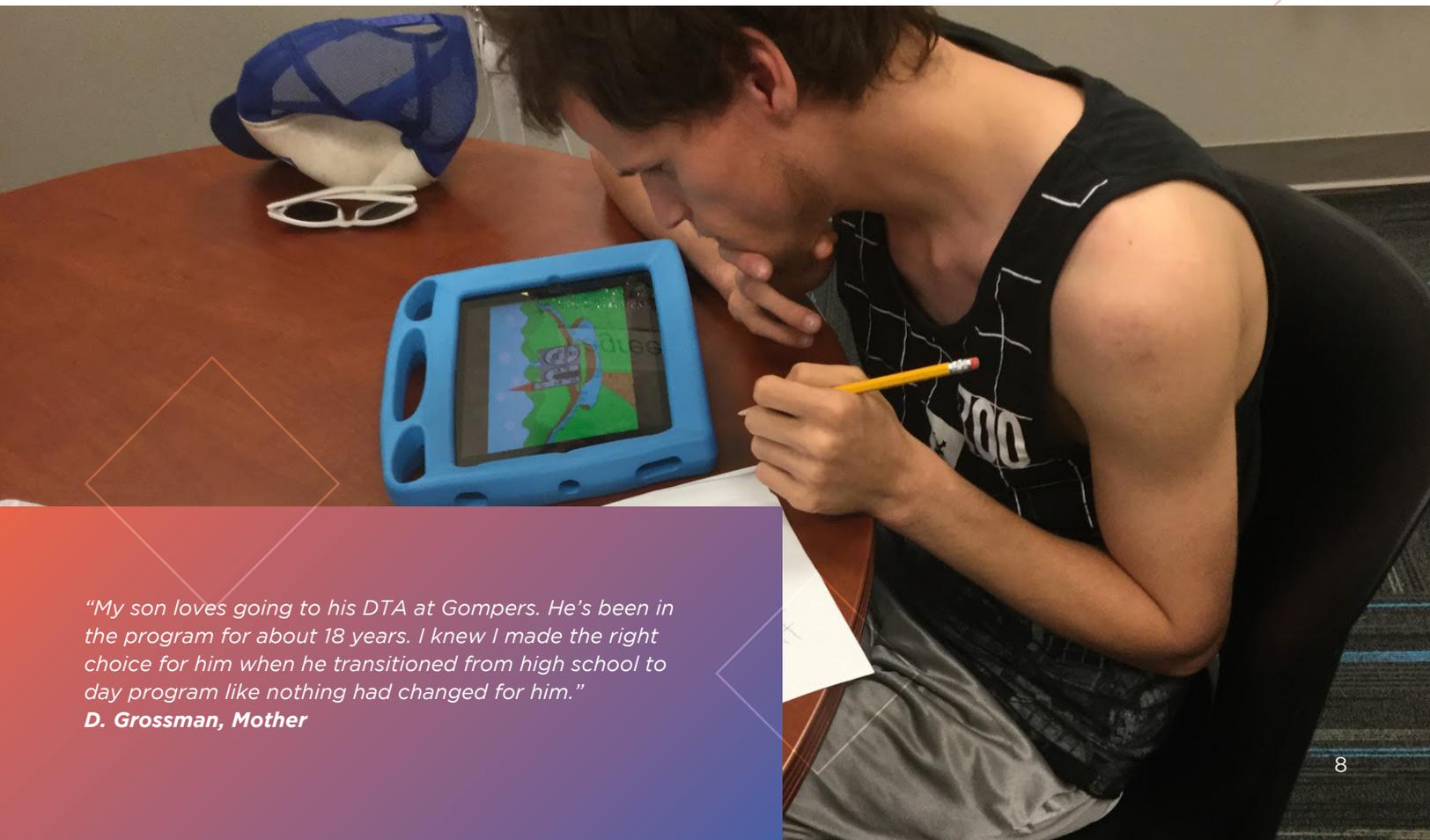
Our Story

Assistive Technology is an integral part of all Gompers’ programs and range in complexity from “low tech”, for example picture schedules and tactile materials for visually impaired students, to “high tech” such as Augmentative and Alternative Communication (AAC) devices and reader pens. We continue to focus on the use of assistive technology as a means of improving our members’ functional capabilities. The importance of having an assistive technology program was never more evident than during the temporary suspension when we were able to use technology to reach out to members’ and their families for remote learning purposes.

Prior to the temporary suspension of campus-based services, we were actively using technology through the Readtopia program in the majority of our DTA program rooms. Through this program we create opportunities for members to learn to read, thereby opening a whole new world to them. The response from members has been and continues to be overwhelmingly positive.

“I have seen members who were not able to read develop their literacy skills to the point they are able to read independently,” said Jason Schraven, former Readtopia Literacy Instructor.

Gompers continued its Readtopia sessions via Zoom during the temporary suspension. Through these online sessions we reached more than 100 members through 29 separate classes. As campus-based programs have re-opened, we expect those numbers to increase. We also plan to continue providing remote classes for those who have health and safety concerns.



“My son loves going to his DTA at Gompers. He’s been in the program for about 18 years. I knew I made the right choice for him when he transitioned from high school to day program like nothing had changed for him.”

D. Grossman, Mother

Financials

FINANCIAL COMPARISON

REVENUE	FY2020	FY2019	FY2018	FY2017
Program Service Revenue	\$ 8,691,727	\$ 10,679,407	\$ 10,149,756	\$ 7,721,606
Contributions and Grants	188,536	516,669	467,783	335,756
Investment Income	(95,160)	210,415	482,176	969,849
Other Revenue (Loss)	657,135	14,240	13,875	(17,300)
TOTAL REVENUES	\$ 9,442,238	\$ 11,420,731	\$ 11,113,590	\$ 9,009,911

GOMPERS - FINANCIAL RESULTS





Support Our Work



VOLUNTEER

When the public health situation permits, we welcome volunteers and provide rewarding opportunities for you to make a difference.



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.



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 gompers.org
for more information

GOMPERS Wishes to THANK Everyone Who Donated to Us in the Last Year!

Donor List in Alphabetical Order

AAC & Donation
Albertson-Safeway Grant
Alissa Schad
Amazon Smiles
Ann McEowen
APS
APS Donations
ASU Foundation
AZ Community Foundation-Grant
AZ Knights of Columbus Charity
Barbara Bolman
Barbara Fransman
Barbara Franzman
Benevity Donations
Benevity-Anonymous
Benevity-Donations
Benevity-Honeywell
Betty Gregg
Cardinals Charity-Special Olympics
Carlton Family Living Trust
Cary Pfeffer
Charles Foley
Christian Bode
Christian Kessler
Christine Cruess
Christopher Thomas
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Colette Brown
Craig Pfeffer
Cy & Judy Kuenen
D.A. Wolf
David Goldstein
David Ronald
David Smithwick
David Tiffany
Deanna Khananisho
Deanna Wagner
Debbie Keatley
Dolores Gerritse
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Dwight Weber
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Eugene Turk
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Lorenzo Celestino
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Mark Stodola
Martin Enterprises
Mary Bishop
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Megan Cesiel
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Miriam O'Neal
Paul Bott
Pearia Diamond Club
Pioneer Distributing
Polsinelli
PRP Wine International
Rebecca Sidelinger
Richard Koseor
Robert Kips
Ronald & Georgia Nelson
Safeway
Sal Giorlando Jr
Sandra Kelley
Silvia Verdugo
Sonya Vance
Salt River Project
Stanislav Cizek
Steven Mishlove
Stuart Schwartz
Susan Mann
Swing King-Copper Still Golf
T.P.& Paula Cullison
Terry Brodtkin
The Arc of the U.S.
Thomas Maher
Thomas Mousel
Tiffany Holtrup
Tobi Murphy
Travis Harris
UBS Matching Gifts
Vicki Mitchell
Virginia Fitzpatrick
Wells Fargo Foundation Educational Matching Gifts
Wendy Moeck
Wendy Wright
XTO Energy

GOMPERS Wishes to THANK All of its Customers from the Last Year!

Customer List in Alphabetical Order

AAPPD	Forms Management Services	PeDL LLC
Addison Taylor Fine Jewelry	Foxnoggin	Peoria Unified School District
Anelys Andrade Carbajal	GelliFlex Systems	Phoenix Union High School
Arizona DDD	Glendale Union High School	Queen Creek Unified SD #95
Arizona Technology Access Program	Got Clean Kicks LLC	Ray DelMuro
Avondale School District	HBI	Roosevelt School District
AZ House of Representatives	Hickmans	Sky Harbor Coalition
“Banner	Home Fur Good	State Seal
BDA Sports”	Ken Whelan & Associates LLC	Stingley Management
Big Time Thread	Kevinsoffroad.com, LLC	Sunnyside Unified School District #12
Board Blazers LLC	Kopack	Teaspressa
Bridal Expo	KTM Industries, Inc	Tempe School District
Buckeye ESD #033	Kyrene Elementary School #28	The Physicians Choice
Calvin & Leoda McDaniel	Laura’s Gourmet	Timney Triggers
CardioNet Inc	Littleton Elementary School	Tolleson Elementary SD #17
Cartwright School District	Lumitory	Truce
Catholic Charities	Masterson Art Products	Underground Construction Company, Inc.
CureVention	Mayesh	Unisource Worldwide, Inc
David Goldstein	Mayor Pharmaceutical Laboratories, Inc.	Upward Foundation
DBA Fido Therapy	Midwestern University	Viking Printing
Dr Ginger’s	Mission Linen	Washington Elementary School
Dysart Unified School District	MiTek	Wisdom Naturals
Evonne Barbee	Panoramic Press	
Firetrace Aerospace	Paradise Valley Union School District	
First UCC	Paul Costantini	

“Our daughter has been attending Gompers Blythe Center since she graduated high school a few years ago. It was challenging finding the right Day Program for her but the staff at Gompers reminds us often why we chose them. They care, their passionate about helping their members, and are always willing to answer my questions. The staff is so amazing that I resigned from my prior agency as my daughter’s attendant care provider so Gompers could become my agency. Ever since I’ve transitioned I’ve had nothing but great service from HR and the training department. Thank you Gompers for being a safe place and positive influence in our daughter’s life and for being a great employer.”

T. Williams, Mother

...And More Testimonials from Family and Customers

"The Zoom meetings were very important to Samantha as she was able to socialize a little and gain a better understanding about precautions. They also helped increase participation and reading activities. I am personally grateful that Aurelia provided this service. It definitely decreased the sense of isolation that Sammy was feeling."

Donice, Aunt



"My son gets so happy to see the Gompers van show up to our home. His driver always has a positive attitude and a smile on her face even in the early hours of the morning. She not just only greets my son but also actively has a conversation with him. She is not just caring to my son but to all the members in the van. I'm extremely grateful for the drivers my son has had here at Gompers."

Elsa Murillo Aleman, Mother

"Greatly appreciates Gompers throughout all the years, she thinks his one of the longest Members here. Gompers has always addressed any issues throughout the years, she likes that we communicate with her. Very grateful for Members and Gompers Staff, that Gompers took the proper precautions when it came to Covid, thankful that Gompers opened back up in stages and is being extra safe. It shows how much Gompers cares about Members and Staff. It takes a special person to do what we do, and she is so grateful."

Daka, Mother/Guardian

"We have been part of the Gompers' team for several years now and we absolutely love the guidance, stability, and services that have been provided to our child and family. Our son Antonio has Trisomy-21 and has needed services his entire life. Gompers has met or exceeded our expectations in the services provided to him, from the communication of the staff to the involvement of the employees in making sure the school and state are meeting their commitments. The entire family has benefited because they know the organization is there to support them and Antonio, and we have seen the growth in Antonio because of the consistent efforts of all parties involved. It starts with the family, and Gompers is part of the family because they share the same focus; to provide quality services for their clientele and taking care of their employees."

Juan and Linda Valdez, Parents

"We are very happy that my brother attends Gompers. He enjoys it and has made new friends"

C. Magar, Sister

"Oscar loves going to Gompers. He loves his Supervisors and his peers. Gompers Transportation has been wonderful in providing reliable services. During the shutdown, Oscar was miserable at home and couldn't wait to get back to Gompers. I'm very pleased with Gompers and Oscars' supervisors and staff. Cynthia Garcia, DTA Supervisor does great at keeping the lines of communication open. I have nothing but great things to say and I can't see him going to any other program. THANK YOU, GOMPERS!!"

M. Pinzon

"I am very happy and grateful to be working for Gompers ever since I came on board to provide to services to my son, I've had nothing but an incredible experience, they have always given me the confidence to ask any questions. My director and fellow staff members in in-home all have tremendous patience, they take the time to inform me on anything I need to know. Gompers has helped me and provided assistance on how to provide services to my son and that makes us very happy as a family, thank you for supporting all the people like us because they make our lives easier, always continuing to support all of us, families and workers. Thank you."

Rosa Mendoza, Mother

"I just got a phone call from Helen Servin, Debbie's mom. She wanted me to know how much Debbie and herself LOVE the zooms each day. Helen said, "Sometimes we hit a bump in the road but Tierra always fixes it and we are up and going again. Debbie and I really LOVE doing zooms everyday with Tierra or Tamara, and even I am learning new things. Please give Tierra a huge pat on the back from me because I think she is doing an AWESOME job."

Kristi Grisham, DTA Director

"Megan is a 29 year old adult with severe developmental delays and she is a social butterfly. Attending Gompers' Blythe Center allows her to socialize with peers and staff. Attending the DTA program also allows her to hear stories about the Aztecs, Harriet Tubman, Dr. Doolittle, and Call of the Wild (among others), participate in discussions about those stories, and work on art projects and science projects. As Megan's parents, it has always been our goal for Megan to reach her fullest potential, whatever that may be, and to be a happy and well-adjusted individual. Attending Gompers Blythe Center DTA program supports Megan in reaching that goal. Thanks."

Rhonda

"Gomper's has been instrumental in serving one of our Mail Order Pharmacy customers since the onset of the project in 2019. Right from the start, the staff has been friendly and easy to work with. They have filled the requested work orders with a sense of urgency and professionalism. To date, not a single order has been missed or late! Despite the Arizona Stay at Home Order, issued as a result of the COVID-19 pandemic, Gompers was able to maintain continuity of this project. Doing so allowed our customer to continue shipping medications to their patient's homes, furthering the social distancing efforts of the nation and ultimately, keeping people safe and healthy! At no point during the pandemic did this Pharmacy have to stop their shipping operations due to breaks in the supply chain (like so many others). Without Gompers, folks in Arizona, and the surrounding areas, would almost certainly have seen interruptions in their medication supply. KTM Industries would like to thank the Gompers' staff for their continued efforts!"

Tyler Prince

**Manager, Packaging Engineering KTM Industries, Inc
(Gompers Business Solutions' Customer)**

"25 years ago the very best thing that I've ever done was to become Christopher's caregiver. I was providing senior care at the time and the thought of caring for a special needs teenager made me hesitate. After talking it over with several friends I decided that I would take him into my home and become his caregiver. I have had the time of my life with this young man - he is my buddy and I love him as if he were my own son."

Gompers has been part of our lives for much of Christopher's life. At Gompers he is able to socialize with others in his program and experience many new and exciting things. The love, care, and support that he receives helps us both. Thank you, Gompers, for being there for Christopher and all the rest of the members. We appreciate it each and every day... again, thank you."

Dale Leuke, Caregiver

