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Form **990**

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

▶ The organization may have to use a copy of this return to satisfy state reporting requirements

OMB No 1545-0047

2008

Open to Public Inspection

A For the 2008 calendar year, or tax year beginning 07-01-2008 and ending 06-30-2009

B Check if applicable
- ☐ Address change
- ☐ Name change
- ☐ Initial return
- ☐ Termination
- ☐ Amended return
- ☐ Application pending

Please use IRS label or print or type. See Specific Instructions.

C Name of organization
ABILITY BEYOND DISABILITY

Doing Business As
ABILITY BEYOND DISABILITY

Number and street (or P O box if mail is not delivered to street address) | Room/suite
4 BERKSHIRE BLVD

City or town, state or country, and ZIP + 4
BETHEL, CT 06801

D Employer identification number
14-1758770

E Telephone number

G Gross receipts $ 11,527,037

F Name and address of Principal Officer
THOMAS H FANNING
4 BERKSHIRE BLVD
BETHEL, CT 06801

H(a) Is this a group return for affiliates? ☐ Yes ☑ No

H(b) Are all affiliates included? ☑ Yes ☐ No
(If "No," attach a list See instructions)

H(c) Group Exemption Number ▶

I Tax-exempt status ☑ 501(c) (3) ◀ (insert no) ☐ 4947(a)(1) or ☐ 527

J Web site: ▶ WWWABILITYBEYONDDISABILITYORG

K Type of organization ☑ Corporation ☐ trust ☐ association ☐ other ▶

L Year of Formation 1995 **M** State of legal domicile NY

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities
ABILITY BEYOND DISABILITY IS A LEADER IN THE FIELD OF SERVICE TO PEOPLE WITH DISABILITIES (SUMMARY CONTINUED ON SCHEDULE O)

2 Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its assets

3	Number of voting members of the governing body (Part VI, line 1a)	3	14
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	13
5	Total number of employees (Part V, line 2a)	5	225
6	Total number of volunteers (estimate if necessary)	6	525
7a	Total gross unrelated business revenue from Part VIII, line 12, column (C)	7a	0
b	Net unrelated business taxable income from Form 990-T, line 34	7b	

			Prior Year	Current Year
Revenue	8	Contributions and grants (Part VIII, line 1h)		0
	9	Program service revenue (Part VIII, line 2g)	10,854,643	11,520,729
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)		6,234
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	43	74
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	10,854,686	11,527,037
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)		0
	14	Benefits paid to or for members (Part IX, column (A), line 4)		0
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	5,441,886	7,098,924
	16a	Professional fundraising fees (Part IX, column (A), line 11e)		0
	b	(Total fundraising expenses, Part IX, column (D), line 25 0)		
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24f)	5,794,864	4,619,317
	18	Total expenses—add lines 13–17 (must equal Part IX, line 25, column (A))	11,236,750	11,718,241
	19	Revenue less expenses Subtract line 18 from line 12	-382,064	-191,204
			Beginning of Year	**End of Year**
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	6,267,335	7,064,575
	21	Total liabilities (Part X, line 26)	6,403,371	7,141,815
	22	Net assets or fund balances Subtract line 21 from line 20	-136,036	-77,240

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge

Please Sign Here

▶ Signature of officer — Date 2010-05-13

▶ THOMAS H FANNING PRESIDENTCEO
Type or print name and title

Paid Preparer's Use Only

Preparer's signature ▶	Date	Check if self-empolyed ▶ ☐	Preparer's PTIN (See Gen Inst)
Firm's name (or yours if self-employed), address, and ZIP + 4 ▶			EIN ▶
			Phone no ▶

May the IRS discuss this return with the preparer shown above? (See instructions) ☐ Yes ☐ No

Part III Statement of Program Service Accomplishments (See the instructions.)

1 Briefly describe the organization's mission

OUR MISSION IS IN OUR NAMEAT ABILITY BEYOND DISABILITY WE DISCOVER BUILD AND CELEBRATE THE ABILITY IN ALL PEOPLE

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? . . . . ☐ Yes ☑ No

If "Yes," describe these new services on Schedule O

3 Did the organization cease conducting or make significant changes in how it conducts any program services? . . . . ☐ Yes ☑ No

If "Yes," describe these changes on Schedule O

4 Describe the exempt purpose achievements for each of the organization's three largest program services by expenses Section 501(c)(3) and (4) organizations and 4947(a)(1) trusts are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported

4a (Code) (Expenses $ 6,922,590 including grants of $) (Revenue $ 7,539,604)

RESIDENTIAL LIVING - OUR COMMITMENT TO DELIVERING SERVICES OF THE HIGHEST QUALITY TO THE PEOPLE WE SERVE IS WHAT MAKES ABILITY BEYOND DISABILITY STAND OUT FROM OTHER HUMAN SERVICE ORGANIZATIONS IN FISCAL YEAR 2009 WE CONTINUED THAT COMMITMENT AS WE AGAIN RECEIVED A THREE-YEAR ACCREDITATION FROM THE COMMISSION ON ACCREDIATION OF REHABILITATION FACILITIES (CARF) THIS ACCREDITATION REPRESENTS THE HIGHEST LEVEL THAT CAN BE AWARDED TO AN ORGANIZATION ALL OF OUR RESIDENTIAL LIVING PROGRAMS HOLD REQUIRED LICENSURE AND CERTIFICATIONS AND COMPLY WITH GOVERNMENT REGULATIONS YEAR AFTER YEAR ABILITY BEYOND DISABILITY CONTINUES TO BE A PROVIDER OF CHOICE FOR MANY FAMILIES SEEKING SERVICES FOR THEIR CHILDREN CONTINUED ON SCHEDULE O

4b (Code) (Expenses $ 3,513,962 including grants of $) (Revenue $ 3,987,359)

INDEPENDENT LIVING - ABILITY BEYOND DISABILITY CONTINUES TO LEAD THE WAY PROVIDING EMPLOYMENT OPPORTUNITIES FOR PEOPLE WITH DISABILITIES IN FISCAL YEAR 2009 OUR NEW YORK CAREER DEVELOPMENT TEAM DOUBLED THE NUMBER OF PEOPLE SERVED AND THE NUMBER OF EMPLOYERS GREW TO NEARLY 30 THROUGH OUR CLINICAL SERVICES WE DELIVER INDIVIDUALLY TAILORED MEDICAL PSYCHOLOGICAL AND REHABILITATION PROGRAMS TO THE PEOPLE WE SERVE MAKING IT POSSIBLE FOR THEM TO LEARN THE LIFE SKILLS THAT MAKE THEM A VIABLE PART OF THE COMMUNITY

4c (Code) (Expenses $ including grants of $) (Revenue $)

4d Other program services (Describe in Schedule O)

(Expenses $ including grants of $) (Revenue $)

4e Total program service expenses $ 10,436,552 *Must equal Part IX, Line 25, column (B).*

Part IV Checklist of Required Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? *If "Yes," complete Schedule A*	1	Yes	
2	Is the organization required to complete Schedule B, Schedule of Contributors?	2		No
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? *If "Yes," complete Schedule C, Part I*	3		No
4	Section 501(c)(3) organizations Did the organization engage in lobbying activities? *If "Yes," complete Schedule C, Part II*	4		No
5	Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? *If "Yes," complete Schedule C, Part III*	5		
6	Did the organization maintain any donor advised funds or any accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? *If "Yes," complete Schedule D, Part I*	6		No
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas or historic structures? *If "Yes," complete Schedule D, Part II*	7		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? *If "Yes," complete Schedule D, Part III*	8		No
9	Did the organization report an amount in Part X, line 21, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? *If "Yes," complete Schedule D, Part IV*	9		No
10	Did the organization hold assets in term, permanent,or quasi-endowments? *If "Yes," complete Schedule D, Part V*	10	Yes	
11	Did the organization report an amount in Part X, lines 10, 12, 13, 15, or 25? *If "Yes," complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable*	11	Yes	
12	Did the organization receive an audited financial statement for the year for which it is completing this return that was prepared in accordance with GAAP? *If "Yes," complete Schedule D, Parts XI, XII, and XIII*	12	Yes	
13	Is the organization a school as described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*	13		No
14a	Did the organization maintain an office, employees, or agents outside of the U S ?	14a		No
b	Did the organization have aggregate revenues or expenses of more than $10,000 from grantmaking, fundraising, business, and program service activities outside the U S ? *If "Yes," complete Schedule F, Part I*	14b		No
15	Did the organization report on Part IX, column (A), line 3, more than $5,000 of grants or assistance to any organization or entity located outside the United States? *If "Yes," complete Schedule F, Part II*	15		No
16	Did the organization report on Part IX, column (A), line 3, more than $5,000 of aggregate grants or assistance to individuals located outside the United States? *If "Yes," complete Schedule F, Part III*	16		No
17	Did the organization report more than $15,000 on Part IX, column (A), line 11e? *If "Yes," complete Schedule G, Part I*	17		No
18	Did the organization report more than $15,000 total on Part VIII, lines 1c and 8a? *If "Yes," complete Schedule G, Part II*	18		No
19	Did the organization report more than $15,000 on Part VIII, line 9a? *If "Yes," complete Schedule G, Part III*	19		No
20	Did the organization operate one or more hospitals? *If "Yes," complete Schedule H*	20		No
21	Did the organization report more than $5,000 on Part IX, column (A), line 1? *If "Yes," complete Schedule I, Parts I and II*	21		No
22	Did the organization report more than $5,000 on Part IX, column (A), line 2? *If "Yes," complete Schedule I, Parts I and III*	22		No
23	Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5? *If "Yes," complete Schedule J*	23		No
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than $100,000 as of the last day of the year, that was issued after December 31, 2002? *If "Yes," answer questions 24b–24d and complete Schedule K. If "No," go to question 25*	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	Section 501(c)(3) and 501(c)(4) organizations Did the organization engage in an excess benefit transaction with a disqualified person during the year? *If "Yes," complete Schedule L, Part I*	25a		No
b	Did the organization become aware that it had engaged in an excess benefit transaction with a disqualified person from a prior year? *If "Yes," complete Schedule L, Part I*	25b		No
26	Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? *If "Yes," complete Schedule L, Part II*	26		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, or substantial contributor, or to a person related to such an individual? *If "Yes," complete Schedule L, Part III*	27		No

Part IV Checklist of Required Schedules *(Continued)*

			Yes	No
28	During the tax year, did any person who is a current or former officer, director, trustee, or key employee			
a	Have a direct business relationship with the organization (other than as an officer, director, trustee, or employee), or an indirect business relationship through ownership of more than 35% in another entity (individually or collectively with other person(s) listed in Part VII, Section A)? *If "Yes," complete Schedule L, Part IV*	**28a**		No
b	Have a family member who had a direct or indirect business relationship with the organization? *If "Yes," complete Schedule L, Part IV*	**28b**		No
c	Serve as an officer, director, trustee, key employee, partner, or member of an entity (or a shareholder of a professional corporation) doing business with the organization? *If "Yes," complete Schedule L, Part IV*	**28c**		No
29	Did the organization receive more than $25,000 in non-cash contributions? *If "Yes," complete Schedule M*	**29**		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	**30**		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	**31**		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? *If "Yes," complete Schedule N, Part II*	**32**		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations section 301 7701-2 and 301 7701-3? *If "Yes," complete Schedule R, Part I*	**33**		No
34	Was the organization related to any tax-exempt or taxable entity? *If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1*	**34**	Yes	
35	Is any related organization a controlled entity within the meaning of section 512(b)(13)? *If "Yes," complete Schedule R, Part V, line 2*	**35**		No
36	501(c)(3) organizations Did the organization make any transfers to an exempt non-charitable related organization? *If "Yes," complete Schedule R, Part V, line 2*	**36**		No
37	Did the organization conduct more than 5 percent of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? *If "Yes," complete Schedule R, Part VI*	**37**		No

Part V Statements Regarding Other IRS Filings and Tax Compliance

					Yes	No
1a	Enter the number reported in Box 3 of Form 1096, *Annual Summary and Transmittal of U.S. Information Returns. Enter -0- if not applicable*	1a	13			
b	Enter the number of Forms W-2G included in line 1a *Enter -0- if not applicable*	1b	0			
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			1c		
2a	Enter the number of employees reported on Form W-3, *Transmittal of Wage and Tax Statements* filed for the calendar year ending with or within the year covered by this return	2a	225			
b	If at least one is reported in 2a, did the organization file all required federal employment tax returns? **Note:** *If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return.*			2b	Yes	
3a	Did the organization have unrelated business gross income of $1,000 or more during the year covered by this return?			3a		No
b	If "Yes," has it filed a Form 990-T for this year? *If "No," provide an explanation in Schedule O*			3b		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?			4a		No
b	If "Yes," enter the name of the foreign country ______ See the instructions for exceptions and filing requirements for **Form TD F 90-22.1,** *Report of Foreign Bank and Financial Accounts.*					
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?			5a		No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?			5b		No
c	If "Yes," to 5a or 5b, did the organization file Form 8886-T, *Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?*			5c		
6a	Did the organization solicit any contributions that were not tax deductible?			6a		No
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?			6b		
7	*Organizations that may receive deductible contributions under section 170(c).*					
a	Did the organization provide goods or services in exchange for any quid pro quo contribution of $75 or more?			7a		No
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?			7b		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?			7c		No
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d				
e	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?			7e		No
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?			7f		No
g	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?			7g		
h	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?			7h		
8	*Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations.* Did the supporting organization, or a fund maintained by a sponsoring organization, have excess business holdings at any time during the year?			8		
9	*Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds.*					
a	Did the organization make any taxable distributions under section 4966?			9a		
b	Did the organization make a distribution to a donor, donor advisor, or related person?			9b		
10	*Section 501(c)(7) organizations.* Enter					
a	Initiation fees and capital contributions included on Part VIII, line 12	10a				
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b				
11	Section 501(c)(12) organizations Enter					
a	Gross income from members or shareholders	11a				
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)	11b				
12a	*Section 4947(a)(1) non-exempt charitable trusts.* Is the organization filing Form 990 in lieu of Form 1041?			12a		No
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b				

Part VI **Governance, Management, and Disclosure** *(Sections A, B, and C request information about policies not required by the Internal Revenue Code.)*

Section A. Governing Body and Management

For each "Yes" response to lines 2-7 below, and for a "No" response to lines 8 or 9b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

			Yes	No
1a	Enter the number of voting members of the governing body . . **1a** 14			
b	Enter the number of voting members that are independent . . **1b** 13			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2		No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3		No
4	Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?	4		No
5	Did the organization become aware during the year of a material diversion of the organization's assets?	5		No
6	Does the organization have members or stockholders?	6		No
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?	7a		No
b	Are any decisions of the governing body subject to approval by members, stockholders, or other persons?	7b		No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following			
a	the governing body?	8a	Yes	
b	each committee with authority to act on behalf of the governing body?	8b	Yes	
9a	Does the organization have local chapters, branches, or affiliates?	9a		No
b	If "Yes," does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization?	9b		No
10	Was a copy of the Form 990 provided to the organization's governing body before it was filed? All organizations must describe in Schedule O the process, if any, the organization uses to review the Form 990	10	Yes	
11	Is there any officer, director or trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	11		No

Section B. Policies

			Yes	No
12a	Does the organization have a written conflict of interest policy? *If "No", go to line 13*	12a	Yes	
b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes	
c	Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done	12c	Yes	
13	Does the organization have a written whistleblower policy?	13	Yes	
14	Does the organization have a written document retention and destruction policy?	14	Yes	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision			
a	The organization's CEO, Executive Director, or top management official?	15a	Yes	
b	Other officers or key employees of the organization?	15b	Yes	
	Describe the process in Schedule O			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		No
b	If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable Federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements?	16b		No

Section C. Disclosure

17 List the States with which a copy of this Form 990 is required to be filed NY

18 Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection Indicate how you make these available Check all that apply

☐ own website ☐ another's website ☑ upon request

19 Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest policy, and financial statements available to the public See Additional Data Table

20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization

LORI PASQUALINI
4 BERKSHIRE BLVC
BETHEL, CT 06801
(203) 775-4700

Part VII **Compensation of Officers, Directors,Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors**

Section A Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed Use Schedule J-2 if additional space is needed

* List all of the organization's **current** officers, directors, trustees (whether individuals or organizations) and key employees regardless of amount of compensation, and current key employees Enter -0- in columns (D), (E), and (F) if no compensation was paid

* List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than $100,000 from the organization and any related organizations

* List all of the organization's **former** officers, key employees, or highest compensated employees who received more than $100,000 of reportable compensation from the organization and any related organizations

* List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than $10,000 of reportable compensation from the organization and any related organizations

List persons in the following order individual trustees or directors, institutional trustees, officers, key employees, highest compensated employees, and former such persons

☐ Check this box if the organization did not compensate any officer, director, trustee or key employee

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply) Individual Trustee or Director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations

Part VII Continued

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply) Individual Trustee or Director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
1b Total . . . . ►									1,039,386	97,177

2 Total number of individuals (including those in 1a) who received more than $100,000 in reportable compensation from the organization ►6

		Yes	No
3 Did the organization list any **former** officer, director or trustee, key employee, or highest compensated employee on line 1a? *If "Yes," complete Schedule J for such individual*	**3**	Yes	
4 For any individual listed online 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than $150,000? *If "Yes," complete Schedule J for such individual*	**4**	Yes	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization for services rendered to the organization? *If "Yes," complete Schedule J for such person*	**5**		No

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than $100,000 of compensation from the organization

(A) Name and business address	(B) Description of services	(C) Compensation

2 Total number of independent contractors (including those in 1) who received more than $100,000 in compensation from the organization . . . . ►

Part VIII Statement of Revenue

			(A) Total Revenue	(B) Related or Exempt Function Revenue	(C) Unrelated Business Revenue	(D) Revenue Excluded from Tax under IRC 512, 513, or 514
Contributions, gifts, grants and other similar amounts	1a	Federated campaigns . . 1a				
	b	Membership dues 1b				
	c	Fundraising events 1c				
	d	Related organizations . . . 1d				
	e	Government grants (contributions) 1e				
	f	All other contributions, gifts, grants, and similar amounts not included above 1f				
	g	Noncash contributions included in lines 1a-1f $				
	h	**Total (Add lines 1a-1f)** . . . . ▶				
Program Service Revenue		Business Code				
	2a	RESIDENTIAL LIVING	7,539,604	7,539,604		
	b	INDEPENDENT LIVING	3,981,125	3,981,125		
	c					
	d					
	e					
	f	All other program service revenue				
	g	**Total. Add lines 2a-2f** . . . . ▶ $ 11,520,729				
Other Revenue	3	Investment income (including dividends, interest other similar amounts) . . . . ▶				
	4	Income from investment of tax-exempt bond proceeds . . ▶				
	5	Royalties				
		(i) Real / (ii) Personal				
	6a	Gross Rents				
	b	Less rental expenses				
	c	Rental income or (loss)				
	d	Net rental income or (loss) . . . . ▶				
		(i) Securities / (ii) Other				
	7a	Gross amount from sales of assets other than inventory — (ii) 6,234				
	b	Less cost or other basis and sales expenses				
	c	Gain or (loss) — (ii) 6,234				
	d	Net gain or (loss) . . . . ▶	6,234	6,234		
	8a	Gross income from fundraising events (not including $ of contributions reported on line 1c) See Part IV, line 18 *Attach Schedule G if total exceeds $15,000* . . . . a				
	b	Less direct expenses . . . b				
	c	Net income or (loss) from fundraising events . . ▶				
	9a	Gross income from gaming activities See part IV, line 19 *Complete Schedule G if total exceeds $15,000* a				
	b	Less direct expenses . . . b				
	c	Net income or (loss) from gaming activities . . . ▶				
	10a	Gross sales of inventory, less returns and allowances . a				
	b	Less cost of goods sold . . b				
	c	Net income or (loss) from sales of inventory . . ▶				
		Miscellaneous Revenue / Business Code				
	11a					
	b					
	c					
	d	All other revenue	74	74		
	e	**Total. Add lines 11a-11d** . . . . $ 74				
	12	**Total Revenue.** Add lines 1h, 2g, 3, 4, 5, 6d, 7d, 8c, 9c, 10c, and 11e . . . . . . ▶	11,527,037	11,527,037	0	0

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns.
All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D).

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to governments and organizations in the U S See Part IV, line 21				
2 Grants and other assistance to individuals in the U S See Part IV, line 22				
3 Grants and other assistance to governments, organizations and individuals outside the U S See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees				
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	5,726,622	5,726,622		
8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	74,810	74,810		
9 Other employee benefits	644,947	644,947		
10 Payroll taxes	652,545	652,545		
11 Fees for services (non-employees)				
a Management	1,763,553	538,493	1,225,060	
b Legal	11,177	11,177		
c Accounting	16,617	16,617		
d Lobbying				
e Professional fundraising *See Part IV, line 17*				
f Investment management fees				
g Other	293,904	293,904		
12 Advertising and promotion				
13 Office expenses	117,343	117,343		
14 Information technology				
15 Royalties				
16 Occupancy	976,639	976,639		
17 Travel	355,500	355,500		
18 Payments of travel or entertainment expenses for any Federal, state or local public officials				
19 Conferences, conventions and meetings				
20 Interest	56,629		56,629	
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	312,136	312,136		
23 Insurance	14,389	14,389		
24 Other expenses—Itemize expenses not covered above (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below)				
a CONSUMER PAYROLLBENEFITS	12,735	12,735		
b SUPPLIES CONSUMER SUPPORT & FOOD	359,259	359,259		
c PHYSICIAN SERVICES	40,710	40,710		
d STAFF SUPPORT	12,237	12,237		
e UNCOLLECTIBLE ACCOUNTS	262,984	262,984		
f All other expenses	13,505	13,505		
25 **Total functional expenses.** Add lines 1 through 24f	11,718,241	10,436,552	1,281,689	0
26 **Joint Costs.** Check ☐ if following SOP 98-2 Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

Part X Balance Sheet

				(A) Beginning of year		(B) End of year
Assets	1	Cash—non-interest-bearing		7,863	1	5,004
	2	Savings and temporary cash investments			2	
	3	Pledges and grants receivable, net			3	
	4	Accounts receivable, net		2,163,833	4	3,227,982
	5	Receivables from current and former officers, directors, trustees, key employees or other related parties *Complete Part II of Schedule L*			5	
	6	Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) *Complete Part II of Schedule L*			6	
	7	Notes and loans receivable, net			7	
	8	Inventories for sale or use			8	
	9	Prepaid expenses and deferred charges		47,741	9	24,923
	10a	Land, buildings, and equipment cost basis	10a 5,442,469			
	b	Less accumulated depreciation *Complete Part VI of Schedule D*	10b 2,053,860	3,618,556	10c	3,388,609
	11	Investments—publicly traded securities			11	
	12	Investments—other securities See Part IV, line 11 *Complete Part VII of Schedule D*			12	
	13	Investments—program-related See Part IV, line 11 *Complete Part VIII of Schedule D*			13	
	14	Intangible assets			14	
	15	Other assets See Part IV, line 11 *Complete Part IX of Schedule D*		429,342	15	418,057
	16	**Total assets.** *Add lines 1 through 15 (must equal line 34)*		6,267,335	16	7,064,575
Liabilities	17	Accounts payable and accrued expenses		482,162	17	486,013
	18	Grants payable			18	
	19	Deferred revenue		364,877	19	374,210
	20	Tax-exempt bond liabilities			20	
	21	Escrow account liability *Complete Part IV of Schedule D*			21	
	22	Payable to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons *Complete Part II of Schedule L*			22	
	23	Secured mortgages and notes payable to unrelated third parties		1,870,227	23	1,714,692
	24	Unsecured notes and loans payable			24	
	25	Other liabilities *Complete Part X of Schedule D*		3,686,105	25	4,566,900
	26	**Total liabilities.** *Add lines 17 through 25*		6,403,371	26	7,141,815
Net Assets or Fund Balances		**Organizations that follow SFAS 117, check here ▶ ☐ and complete lines 27 through 29, and lines 33 and 34.**				
	27	Unrestricted net assets		-136,036	27	-77,240
	28	Temporarily restricted net assets			28	
	29	Permanently restricted net assets			29	
		Organizations that do not follow SFAS 117, check here ▶ ☐ and complete lines 30 through 34.				
	30	Capital stock or trust principal, or current funds			30	
	31	Paid-in or capital surplus, or land, building or equipment fund			31	
	32	Retained earnings, endowment, accumulated income, or other funds			32	
	33	Total net assets or fund balances		-136,036	33	-77,240
	34	Total liabilities and net assets/fund balances		6,267,335	34	7,064,575

Part XI Financial Statements and Reporting

			Yes	No
1	Accounting method used to prepare the Form 990 ☐ cash ☑ accrual ☐ other			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	2a		No
b	Were the organization's financial statements audited by an independent accountant?	2b	Yes	
c	If "Yes" to lines 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?	2c	Yes	
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	3a		No
b	If "Yes," did the organization undergo the required audit or audits?	3b		No

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SCHEDULE A
(Form 990 or 990EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

To be completed by all section 501(c)(3) organizations and section 4947(a)(1) nonexempt charitable trusts.
Attach to Form 990 or Form 990-EZ. See separate instructions.

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization
ABILITY BEYOND DISABILITY

Employer identification number
14-1758770

Part I Reason for Public Charity Status (to be completed by all organizations) (See Instructions)

The organization is not a private foundation because it is (Please check only **one** organization)

1 ☐ A church, convention of churches, or association of churches described in **Section 170(b)(1)(A)(i).**

2 ☐ A school described in **Section 170(b)(1)(A)(ii).** (Attach Schedule E)

3 ☐ A hospital or a cooperative hospital service organization described in **Section 170(b)(1)(A)(iii).** (Attach Schedule H)

4 ☐ A medical research organization operated in conjunction with a hospital described in **Section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state

5 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **Section 170(b)(1)(A)(iv).** (Complete Part II)

6 ☐ A federal, state, or local government or governmental unit described in **Section 170(b)(1)(A)(v).**

7 ☐ An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **Section 170(b)(1)(A)(vi)** (Complete Part II)

8 ☐ A community trust described in **Section 170(b)(1)(A)(vi)** (Complete Part II)

9 ☑ An organization that normally receives (1) more than 331/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 331/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See **Section 509(a)(2).** (Complete Part III)

10 ☐ An organization organized and operated exclusively to test for public safety See **Section 509(a)(4).** (See instructions)

11 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2) See **Section 509(a)(3).** Check the box that describes the type of supporting organization and complete lines 11e through 11h

a ☐ Type I **b** ☐ Type II **c** ☐ Type III - Functionally Integrated **d** ☐ Type III - Other

e ☐ By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2)

f If the organization received a written determination from the IRS that it is a Type I, Type II or Type III supporting organization, check this box ☐

g Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?

		Yes	No
(i) a person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the the supported organization?	**11g(i)**		No
(ii) a family member of a person described in (i) above?	**11g(ii)**		No
(iii) a 35% controlled entity of a person described in (i) or (ii) above?	**11g(iii)**		No

h Provide the following information about the organizations the organization supports

(i) Name of Supported Organization	**(ii)** EIN	**(iii)** Type of organization (described on lines 1- 9 above or IRC section **(See Instructions)**)	**(iv)** Is the organization in col **(i)** listed in your governing document? Yes	No	**(v)** Did you notify the organization in col **(i)** of your support? Yes	No	**(vi)** Is the organization in col **(i)** organized in the U S ? Yes	No	**(vii)** Amount of support?
Total									

Part II **Support Schedule for Organizations Described in IRC 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)**
(Complete only if you checked the box on line 5, 7, or 8 of Part I.)

Public Support

Calendar year (or fiscal year beginning in)	**(a)** 2004	**(b)** 2005	**(c)** 2006	**(d)** 2007	**(e)** 2008	**(f)** Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants ")						
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 **Total.** Add line 1-3						
5 The portion of total contribution by each person (other than a government unit or publicly supported organization) included on line 1 that exceed 2% of the amount shown on line 11, column (f)						
6 **Public Support** subtract line 5 from line 4						

Total Support

Calendar year (or fiscal year beginning in)	**(a)** 2004	**(b)** 2005	**(c)** 2006	**(d)** 2007	**(e)** 2008	**(f)** Total
7 Amounts from line 4						
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)						
11 **Total Support** (Add lines 7 through 10)						

12 Gross receipts from related activities, etc (See instructions) | **12** |

13 **First Five Years.** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and **stop here** ▶☐

Computation of Public Support Percentage

14 Public Support Percentage for 2008 (line 6 column (f) divided by line 11 column (f)) | **14** |

15 Public Support Percentage for 2007 Schedule A, Part IV-A, line 26f | **15** |

16a **33 1/3% Test - 2008.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶☐

b **33 1/3% Test - 2007.** If the organization did not check the box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶☐

17a **10% Facts and Circumstances Test - 2008.** If the organization did not check a box on line 13, 16a, or 16b and line 14 is 10% or more, and if the organization meets the "facts and circumstances" test, check this box and **stop here.** Explain in Part IV how the organization meets the "facts and circumstances" test The organization qualifies as a publicly supported organization ▶☐

b **10% Facts and Circumstances Test - 2007.** If the organization did not check a box on line 13, 16a, 16b, or 17a and line 15 is 10% or more, and if the organization meets the "facts and circumstances" test, check this box and **stop here.** Explain in Part IV how the organization meets the "facts and circumstances" test The organization qualifies as a publicly supported organization ▶☐

18 **Private Foundation.** If the organization did not check the box on line 13, 16a, 16b, 17a or 17b, check this box and see instructions ▶☐

Part III **Support Schedule for Organizations Described in IRC 509(a)(2)**
(Complete only if you checked the box on line 9 of Part I.)

Section A. Public Support

	Calendar year (or fiscal year beginning in)	**(a)** 2004	**(b)** 2005	**(c)** 2006	**(d)** 2007	**(e)** 2008	**(f)** Total
1	Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants ")	1,000	1,000				2,000
2	Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose	7,900,795	9,645,492	10,691,637	10,854,643	11,520,729	50,613,296
3	Gross receipts from activities that are not an unrelated trade or business under section 513						
4	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5	The value of services or facilities furnished by a governmental unit to the organization without charge						
6	**Total** Add lines 1-5	7,901,795	9,646,492	10,691,637	10,854,643	11,520,729	50,615,296
7a	Amounts included on lines 1, 2, and 3 received from disqualified persons						
b	Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of 1% of the total of lines 9, 10c, 11, and 12 for the year or $5,000	79,018	96,465	106,916	108,547	115,208	506,154
c	Total of lines 7a and 7b	79,018	96,465	106,916	108,547	115,208	506,154
8	**Public Support** (Substract line 7c from line 6)						50,109,142

Total Support

	Calendar year (or fiscal year beginning in)	**(a)** 2004	**(b)** 2005	**(c)** 2006	**(d)** 2007	**(e)** 2008	**(f)** Total
9	Amounts from line 6	7,901,795	9,646,492	10,691,637	10,854,643	11,520,729	50,615,296
10a	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources					6,234	6,234
b	Unrelated business taxable income (less section 511 taxes) from businesses acquired after 30 June, 1975						
c	Add lines 10a and 10b					6,234	6,234
11	Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12	Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)				43	74	117
13	**Total Support** (Add lines 9, 10c, 11 and 12)						50,621,647

14 **First Five Years** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and **stop here** ☐

Computation of Public Support Percentage

15	Public Support Percentage for 2008 (line 8 column (f) divided by line 13 column (f))	**15**	98 987 %
16	Public Support Percentage for 2007 Schedule A, Part IV-A, line 27g	**16**	100 %

Computation of Investment Income Percentage

17	Investment Income Percentage for **2008** (line 10c column (f) divided by line 13 column (f))	**17**	0 012 %
18	Investment Income Percentage from **2007** Schedule A, Part IV-A, line 27h	**18**	0 %

19a **33 1/3% Tests - 2008.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ☑

b **33 1/3% Tests - 2007.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ☐

20 **Private Foundation** If the organization did not check a box on line 14, 19a or 19b, check this box and see instructions ☐

Part IV **Supplemental Information.** Complete this part to provide the information required by Part II, line 10; Part II, line 17a or 17b, or Part III, line 12. Provide and any other additional information. (see instructions)

Facts and Circumstances Test

Additional Data

Software ID:
Software Version:
EIN: 14-1758770
Name: ABILITY BEYOND DISABILITY

Form 990, Part VII - Section Aaa

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply): Individual Trustee or Director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
LKEVIN COX , CHARIMAN BOARD OF DIRECTOR	2	X						0	0	0
HARVEY M KRAMER MD , VICE-CHAIRMAN BOARD OF DIRECTORS	2	X						0	0	0
LINDA BERRY , BOARD OF DIRECTORS	2	X						0	0	0
PAUL HAMILTON , BOARD OF DIRECTORS	2	X						0	0	0
JOHN HARDIMAN , BOARD OF DIRECTORS	2	X						0	0	0
SAMUEL R HYMAN , BOARD OF DIRECTORS	2	X						0	0	0
DAVID KASIARZ , BOARD OF DIRECTORS	2	X						0	0	0
JOSEPH MARTINO , BOARD OF DIRECTORS	2	X						0	0	0
GEORGE MULVANEY , BOARD OF DIRECTORS	2	X						0	0	0
CAROL STEINER , BOARD OF DIRECTORS	2	X						0	0	0
KAREN SHEEN-SULLIVAN , BOARD OF DIRECTORS	2	X						0	0	0
DONALD WHITHAM , BOARD OF DIRECTORS	2	X						0	0	0
KARIN WISEMAN , BOARD OF DIRECTORS	2	X						0	0	0
THOMAS H FANNING , PRESIDENT CEO	50			X	X	X		0	353,256	22,033
LORI I PASQUALINI , VP CF&AO	50			X	X	X		0	198,275	19,343
JANE DAVIS-BUNT , VP	50			X		X		0	112,857	17,725
LAURIE DALE , DIRECTOR INFO TECHNOLOGY	40					X		0	105,920	13,557
AMY BROWN , CONTROLLER	40					X		0	102,435	17,466
SHARON DANOSKY , VP OF DEVELOPMENT AND COMMUNITY RELATIONS	40			X	X	X	X	0	166,643	7,053

SCHEDULE D (Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ Attach to Form 990. To be completed by organizations that answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11, or 12.

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization
ABILITY BEYOND DISABILITY

Employer identification number
14-1758770

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" to Form 990, Part IV, line 6.

		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate Contributions to (during year)		
3	Aggregate Grants from (during year)		
4	Aggregate value at end of year		

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds may be used only for charitable purposes and not for the benefit of the donor or donor advisor or other impermissible private benefit? ☐ Yes ☐ No

Part II Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply)

☐ Preservation of land for public use (e g , recreation or pleasure)
☐ Preservation of an historically importantly land area
☐ Protection of natural habitat
☐ Preservation of certified historic structure
☐ Preservation of open space

2 Complete lines 2a–2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year

			Held at the End of the Year
a	Total number of conservation easements	2a	
b	Total acreage restricted by conservation easements	2b	
c	Number of conservation easements on a certified historic structure included in (a)	2c	
d	Number of conservation easements included in (c) acquired after 8/17/06	2d	

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the taxable year ▶

4 Number of states where property subject to conservation easement is located ▶

5 Does the organization have a written policy regarding the periodic monitoring, inspection, violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

6 Staff or volunteer hours devoted to monitoring, inspecting and enforcing easements during the year ▶

7 Amount of expenses incurred in monitoring, inspecting, and enforcing easements during the year ▶ $

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and 170(h)(4)(B)(ii)? ☐ Yes ☐ No

9 In Part XIV, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" to Form 990, Part IV, line 8.

1a If the organization elected, as permitted under SFAS 116, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items

b If the organization elected, as permitted under SFAS 116, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items

(i) Revenues included in Form 990, Part VIII, line 1 ▶ $

(ii) Assets included in Form 990, Part X ▶ $

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 relating to these items

a Revenues included in Form 990, Part VIII, line 1 ▶ $

b Assets included in Form 990, Part X ▶ $

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets *(continued)*

3 Using the organization's accession and other records, check any of the following that are a significant use of its collection items (check all that apply)

a ☐ Public exhibition
b ☐ Scholarly research
c ☐ Preservation for future generations
d ☐ Loan or exchange programs
e ☐ Other

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIV

5 During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? ☐ Yes ☐ No

Part IV Trust, Escrow and Custodial Arrangements. Complete if the organization answered "Yes" to Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? ☐ Yes ☐ No

b If "Yes," explain why in Part XIV and complete the following table

			Amount
c	Beginning balance	1c	
d	Additions during the year	1d	
e	Distributions during the year	1e	
f	Ending balance	1f	

2a Did the organization include an amount on Form 990, Part X, line 21? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIV

Part V Endowment Funds. Complete if the organization answered "Yes" to Form 990, Part IV, line 10.

		(a) Current Year	(b) Prior Year	(c) Two Years Back	(d) Three Years Back	(e) Four Years Back
1a	Beginning of year balance	5,172,047				
b	Contributions	39,715				
c	Investment earnings or losses	-654,445				
d	Grants or scholarships					
e	Other expenditures for facilities and programs					
f	Administrative expenses	-25,116				
g	End of year balance	4,532,198				

2 Provide the estimated percentage of the year end balance held as

a Board designated or quasi-endowment ▶

b Permanent endowment ▶ 100 %

c Term endowment ▶

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by

			Yes	No
	(i) unrelated organizations	3a(i)		No
	(ii) related organizations	3a(ii)		No
b	If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R?	3b		No

4 Describe in Part XIV the intended uses of the organization's endowment funds

Part VI Investments—Land, Buildings, and Equipment. See Form 990, Part X, line 10.

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Depreciation	(d) Book value
1a Land		625,050		625,050
b Buildings		3,291,800	1,203,385	2,088,415
c Leasehold improvements		907,619	355,584	552,035
d Equipment		565,657	494,890	70,767
e Other		52,342		52,342
Total. Add lines 1a-1e *(Column (d) should equal Form 990, Part X, column (B), line 10(c).)* ▶				3,388,609

Part VII Investments—Other Securities. See Form 990, Part X, line 12.

(a) Description of security or cateory (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
Financial derivatives and other financial products		
Closely-held equity interests		
Other		
Total. *(Column (b) should equal Form 990, Part X, col (B) line 12)* ▶		

Part VIII Investments—Program Related. See Form 990, Part X, line 13.

(a) Description of investment type	(b) Book value	(c) Method of valuation Cost or end-of-year market value
Total. *(Column (b) should equal Form 990, Part X, col (B) line 13)* ▶		

Part IX Other Assets. See Form 990, Part X, line 15.

(a) Description	(b) Book value
SECURITY DEPOSITS	108,864
START UP COSTS - NET OF ACCUMULATED AMORTIZATION	109,303
DUE FROM RELATED PARTIES	126,706
DEFERRED FINANCING	73,184
Total. *(Column (b) should equal Form 990, Part X, col.(B) line 15.)* . . . . ▶	418,057

Part X Other Liabilities. See Form 990, Part X, line 25.

(a) Description of Liability	(b) Amount
Federal Income Taxes	
DUE TO STATE	30,000
DUE TO MED COMP TECHNOLOGIES	218,258
DUE TO RELATED PARTIES	4,318,642
Total. *(Column (b) should equal Form 990, Part X, col (B) line 25)* ▶	4,566,900

In Part XIV, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48

Part XI Reconciliation of Change in Net Assets from Form 990 to Financial Statements

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	11,527,037
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	11,718,241
3	Excess or (deficit) for the year Subtract line 2 from line 1	3	-191,204
4	Net unrealized gains (losses) on investments	4	
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV)	8	250,000
9	Total adjustments (net) Add lines 4 - 8	9	250,000
10	Excess or (deficit) for the year per financial statements Combine lines 3 and 9	10	58,796

Part XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

1	Total revenue, gains, and other support per audited financial statements			1	11,527,037
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12				
a	Net unrealized gains on investments	2a			
b	Donated services and use of facilities	2b			
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIV)	2d			
e	Add lines **2a** through **2d**			2e	
3	Subtract line **2e** from line **1**			3	11,527,037
4	Amounts included on Form 990, Part VIII, line 12, but not on line **1**				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIV)	4b			
c	Add lines **4a** and **4b**			4c	
5	Total Revenue Add lines **3** and **4c.** (This should equal Form 990, Part I, line 12)			5	11,527,037

Part XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

1	Total expenses and losses per audited financial statements			1	11,718,241
2	Amounts included on line 1 but not on Form 990, Part IX, line 25				
a	Donated services and use of facilities	2a			
b	Prior year adjustments	2b			
c	Losses reported on Form 990, Part IX, line 25	2c			
d	Other (Describe in Part XIV)	2d			
e	Add lines **2a** through **2d**			2e	
3	Subtract line **2e** from line **1**			3	11,718,241
4	Amounts included on Form 990, Part IX, line 25, but not on line **1:**				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIV)	4b			
c	Add lines **4a** and **4b**			4c	
5	Total expenses Add lines **3** and **4c.** (This should equal Form 990, Part I, line 18)			5	11,718,241

Part XIV Supplemental Information

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part XIV, lines 1b and 2b, Part V, line 4, Part X, Part XI, line 8, Part XII, lines 2d and 4b, and Part XIII, lines 2d and 4b

Identifier	Return Reference	Explanation
		PART V LINE 4 - ENDOWMENT FUNDS ARE USED TO SUPPORT THE CURRENT AND FUTURE OPERATIONS OF ABILITY BEYOND DISABILITY THROUGH A GROWING FLOW OF DIVIDENDS AND CAPITAL GAINS PART XI LINE 8 OTHER - TRANSFER OF NET ASSETS

Schedule J
(Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees
▶ Attach to Form 990. To be completed by organizations that answered "Yes" to Form 990, Part IV, line 23.

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization
ABILITY BEYOND DISABILITY

Employer identification number
14-1758770

Part I Questions Regarding Compensation

			Yes	No
1a	Check the appropiate box(es) if the organization provided any of the following to or for a person listed in Form 990, Part VII, Section A, line 1a Complete Part III to provide any relevant information regarding these items ☐ First class or charter travel ☐ Travel for companions ☐ Tax idemnification and gross-up payments ☐ Discretionary spending account ☐ Housing allowance or residence for personal use ☐ Payments for business use of personal residence ☐ Health or social club dues or initiation fees ☐ Personal services (e g , maid, chauffeur, chef)			
b	If line 1a is checked, did the organization follow a written policy regarding payment or reimbursement or provision of all the expenses described above? If "No," complete Part III to explain	**1b**		No
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all officers, directors, trustees, and the CEO/Executive Director, regarding the items checked in line 1a?	**2**		No
3	Indicate which, if any, of the following the organization uses to establish the compensation of the organization's CEO/Executive Director Check all that apply ☑ Compensation committee ☐ Independent compensation consultant ☑ Form 990 of other organizations ☑ Written employment contract ☐ Compensation survey or study ☑ Approval by the board or compensation committee			
4	During the year, did any person listed in Form 990, Part VII, Section A, line 1a			
a	Receive a severance payment or change of control payment?	**4a**		No
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	**4b**		No
c	Participate in, or receive payment from, an equity-based compensation arrangement? If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III	**4c**		No
	501(c)(3) and 501(c)(4) organizations only must complete lines 5-8.			
5	For persons listed in form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of			
a	The organization?	**5a**		No
b	Any related organization? If "Yes," to line 5a or 5b, describe in Part III	**5b**		No
6	For persons listed in form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of			
a	The organization?	**6a**		No
b	Any related organization? If "Yes," to line 6a or 6b, describe in Part III	**6b**		No
7	For persons listed in form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III	**7**		No
8	Were any amounts reported in Form 990, Part VII, paid or accured pursuant to a contract that was subject to the initial contract exception described in Regs section 53 4958-4(a)(3)? If "Yes," describe in Part III	**8**		No

Part II **Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees.** Use Schedule J-1 if additional space needed.

For each individual whose compensation must be reported in Schedule J, report compensation from the organization on row (i) and from related organizations described in the instructions on row (ii) Do not list any individuals that are not listed on Form 990, Part VII

Note. The sum of columns (B)(i)-(iii) must equal the applicable column (D) or column (E) amounts on Form 990, Part VII, line 1a

(A) Name		**(B)** Breakdown of W-2 and/or 1099-MISC compensation			**(C)** Deferred compensation	**(D)** Nontaxable benefits	**(E)** Total of columns (B)(i)-(D)	**(F)** Compensation reported in prior Form 990 or Form 990-EZ
		(i) Base compensation	**(ii)** Bonus & incentive compensation	**(iii)** Other compensation				
THOMAS H FANNING	(i)							
	(ii)	342,506		10,750		22,033	375,289	363,492
LORI I PASQUALINI	(i)							
	(ii)	198,275				19,343	217,618	212,793
SHARON DANOSKY	(i)							
	(ii)	166,643				7,053	173,696	167,002
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

Part III Supplemental Information

Complete this part to provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 4c, 5a, 5b, 6a, 6b, 7, and 8 Also complete this part for any additional information

Identifier	Return Reference	Explanation

efile GRAPHIC print - DO NOT PROCESS	As Filed Data -	DLN: 93493134030210

SCHEDULE O
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990

▶ Attach to Form 990. To be completed by organizations to provide additional information for responses to specific questions for the Form 990 or to provide any additional information.

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization
ABILITY BEYOND DISABILITY

Employer identification number
14-1758770

Identifier	Return Reference	Explanation
		PART 1 SUMMARY 1 - EACH YEAR WE LOOK TO OUR FIVE GUIDING PRINCIPLES WHEN SETTING OUR GOALS 1 OFFER CONSUMERS THE CHOICES AND SERVICES THEY DESIRE 2 CONTINUOUSLY EVOLVE TO BE SUCCESSFUL IN A CHANGING WORLD 3 IMPROVE SERVICE QUALITY 4 BE THE EMPLOYER OF CHOICE IN OUR INDUSTRY 5 ENSURE A STABLE FINANCIAL FOUNDATION PAST AND PRESENT ACCOMPLISHMENTS ACHIEVED BY OUR ORGANIZATION CAN BE CONTRIBUTED TO OUR COMMITMENT TO THESE PRINCIPALS PART III STATEMENT OF PROGRAM SERVICE ACCOMPLISHMENTS RESIDENTIAL LIVING CONTINUED - IN FISCAL YEAR 2009 WE RECEIVED PERMISSION TO TAKE OVER A RESIDENTIAL PROGRAM FOR FOUR INDIVIDUALS WHO WERE RECEIVING SUPPORT FROM ANOTHER AGENCY THIS CAME AS A REQUEST FROM THE FAMILIES WHOSE DAUGHTERS LIVE IN THE PROGRAM ABILITY BEYOND DISABILITY COMPETED WITH SEVERAL AGENCIES FOR THE OPPORTUNITY TO PROVIDE A RESIDENTIAL PROGRAM THAT WILL HELP THESE YOUNG WOMEN TO LIVE SUCCESSFULLY IN THE COMMUNITY WE EXPECT THE TRANSITION TO ABILITY BEYOND DISABILITY TO BE COMPLETE DURING THE FIRST HALF OF FISCAL YEAR 2010 IN ADDITION AND DESPITE A SUSPENSION OF NEW PROJECT DEVELOPMENT PUT INTO PLACE BY THE STATE OF NEW YORK ABILITY BEYOND DISABILITY WAS GRANTED APPROVAL FOR THE DEVELOPMENT OF TWO NEW RESIDENTIAL PROGRAMS FOR SIX INDIVIDUALS WE WORKED WITH THE FAMILIES AND THE STATE TO DESIGN AN INNOVATIVE RESIDENTIAL MODEL THAT NOT ONLY ADDRESSED THE NEEDS OF THE INDIVIDUALS BUT IS ALSO RESPONSIVE TO THE ECONOMIC LIMITATIONS THAT CURRENTLY EXIST WE ARE PROUD TO SAY THAT WE CONTINUE TO MOVE FORWARD WITH THESE PROJECTS AND EXPECT THEM TO OPEN IN EARLY 2010 IN FISCAL YEAR 2009 ABILITY BEYOND DISABILITY PROVIDED A HOME TO OVER 40 PEOPLE IN NY THROUGH OUR RESIDENTIAL LIVING PROGRAM PART VI 10 - THE BOARD OF DIRECTORS DELEGATES THE REVIEW OF THE FORM 990 TO THE FINANCE COMMITTEE PART VI 19 - THE GOVERNING DOCUMENTS CONFLICT OF INTEREST POLICY AND FINANCIAL STATEMENTS ARE AVAILABLE TO THE PUBLIC UPON REQUEST AS INSTRUCTED ON OUR WEBSITE

SCHEDULE R (Form 990)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

▶ Attach to Form 990. To be completed by organizations that answered "Yes" to Form 990, Part IV, lines 33, 34, 35, 36, or 37.
▶ See separate instructions.

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization
ABILITY BEYOND DISABILITY

Employer identification number
14-1758770

Part I Identification of Disregarded Entities

(A) Name, address, and EIN of disregarded entity	(B) Primary activity	(C) Legal domicile (state or foreign country)	(D) Total income	(E) End-of-year assets	(F) Direct controlling entity

Part II Identification of Related Tax-Exempt Organizations

(A) Name, address, and EIN of related organization	(B) Primary activity	(C) Legal domicile (state or foreign country)	(D) Exempt Code section	(E) Public charity status (if section 501(c)(3))	(F) Direct controlling entity
ABILITY BEYOND DISABILITY INC 4 BERKSHIRE BLVD BETHEL, CT06801 06-0776594	HUMAN SERVICES	CT	501(C)(3)	9	N/A
DATAHR HOME HEALTH CARE INC 4 BERKSHIRE BLVD BETHEL, CT06801 06-1427189	IN HOME CARE	NY	501(C)(3)	9	N/A
MED CENTER HOME HEALTH CARE INC 4 BERKSHIRE BLVD BETHEL, CT06801 06-1166759	HOME CAREINACTIVE	CT	501(C)(3)	9	N/A

Part III Identification of Related Organizations Taxable as a Partnership

(A) Name, address, and EIN of related organization	(B) Primary activity	(C) Legal domicile (state or foreign country)	(D) Direct controlling entity	(E) Predominant income(related, investment, unrelated)	(F) Share of total income	(G) Share of end-of-year assets	(H) Disproprtionate allocations?		(I) Code V—UBI amount on Box 20 of K-1	(J) General or managing partner?	
							Yes	No		Yes	No

Part IV Identification of Related Organizations Taxable as a Corporation or Trust

(A) Name, address, and EIN of related organization	(B) Primary activity	(C) Legal domicile (state or foreign country)	(D) Direct controlling entity	(E) Type of entity (C corp, S corp, or trust)	(F) Share of total income	(G) Share of end-of-year assets	(H) Percentage ownership

Part V Transactions with Related Organizations

Note. Complete line 1 if any entity is listed in Parts II, III or IV

		Yes	No
1 During the tax year, did the orgranization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?			
a Receipt of **(i)** interest **(ii)** annuities **(iii)** royalties **(iv)** rent from a controlled entity	1a		No
b Gift, grant, or capital contribution to other organization(s)	1b		No
c Gift, grant, or capital contribution from other organization(s)	1c		No
d Loans or loan guarantees to or for other organization(s)	1d		No
e Loans or loan guarantees by other organization(s)	1e	Yes	
f Sale of assets to other organization(s)	1f		No
g Purchase of assets from other organization(s)	1g		
h Exchange of assets	1h	Yes	
i Lease of facilities, equipment, or other assets to other organization(s)	1i		No
j Lease of facilities, equipment, or other assets from other organization(s)	1j		No
k Performance of services or membership or fundraising solicitations for other organization(s)	1k		No
l Performance of services or membership or fundraising solicitations by other organization(s)	1l	Yes	
m Sharing of facilities, equipment, mailing lists, or other assets	1m	Yes	
n Sharing of paid employees	1n	Yes	
o Reimbursement paid to other organization for expenses	1o		No
p Reimbursement paid by other organization for expenses	1p	Yes	
q Other transfer of cash or property to other organization(s)	1q		No
r Other transfer of cash or property from other organization(s)	1r		No

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds

	(A) Name of other organization(s)	**(B)** Transaction type(a-r)	**(C)** Amount Involved
(1)	ABILTIY BEYOND DISABILITY INC	ELMNP	1,820,181
(2)	ABILITY BEYOND DISABILITY INC	H	250,000
(3)			
(4)			
(5)			
(6)			

Part VI **Unrelated Organizations Taxable as a Partnership**

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization See instructions regarding exclusion for certain investment partnerships

(A) Name, address, and EIN of entity	(B) Primary activity	(C) Legal domicile (state or foreign country)	(D) Are all partners section 501(c)(3) organizations?		(E) Share of end-of-year assets	(F) Disproprtionate allocations?		(G) Code V—UBI amount on Box 20 of K-1	(H) General or managing partner?	
			Yes	No		Yes	No		Yes	No

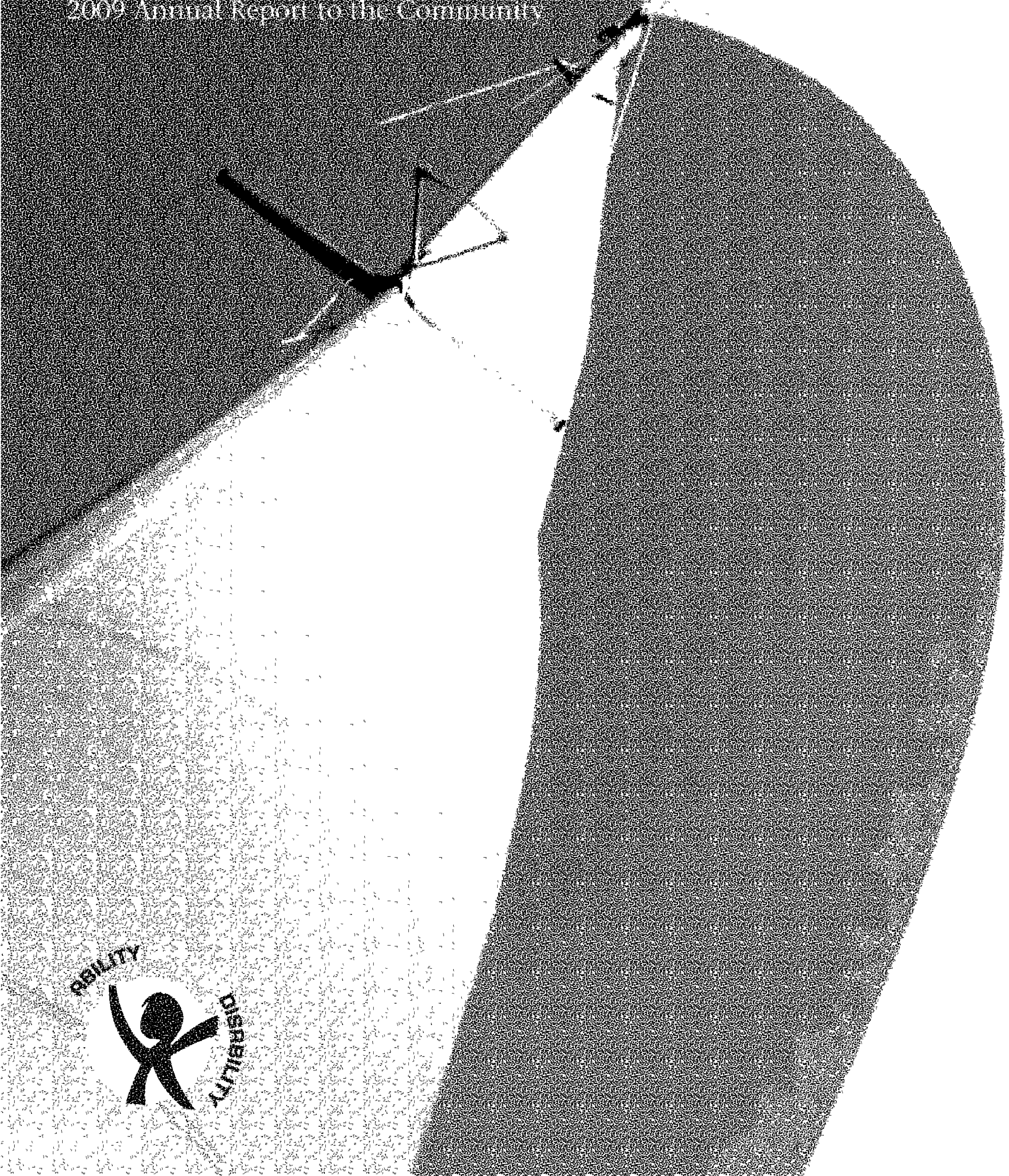
Ability Beyond Disability
EIN 14-1758770
Form 990 – 2008

Part VII
Section A - Compensation of Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

Ability Beyond Disability is related to multiple not-for-profit 501(c)(3) corporations, with 900 employees, combined annual budgets in excess of $50,800,000 and operations in New York and Connecticut Strategic initiatives are underway to double service capacity, budgets and personnel over the next five years Ability Beyond Disability provides health and human services to people with significant disabilities major revenue sources include fees, government contracts, Medicaid, Medicare and philanthropic support. The Officers and employees reported in this schedule govern and manage all phases of operations of this and related organizations compensation reported on this schedule is total compensation provided through all related corporations The compensation of Officers and key employees is set by the corporation's Board of Directors upon recommendation of the compensation committee following an employee performance assessment and analysis of comparable positions in similar organization in the Fairfield County, CT – Westchester County, NY area

Adjusting Our Sails to Changing Winds

2009 Annual Report to the Community



ABILITY DISABILITY

Mission

To enable individuals whose independent living skills are impaired by disability, illness or injury, to achieve and maintain self-reliance, fulfillment and comfort at home, at work and in the community, by providing the best comprehensive home, health and rehabilitation services.

History

Founded in 1953 by a small group of parents who envisioned a brighter future for their children with disabilities, Ability Beyond Disability has grown into a leading provider of home, health, employment and rehabilitation services to individuals with disabilities living in Connecticut and New York. Ability Beyond Disability has become a leading resource for changing lives; helping to make the hopes and dreams of thousands of people with physical and mental disabilities a reality by providing services that ensure lives full of ***Dignity. Independence. Hope.***

Vision

Ability Beyond Disability will provide the highest possible quality of services to people with disabilities so that they can pursue their dreams and lead lives enriched with endless opportunities.

esident's Message

One of the greatest lessons I've learned over the years is that you must be willing to continually change course...but you must never lose sight of commitment.

The downturn in the economy in fiscal year 2009 presented many challenges for Ability Beyond Disability as it did for the rest of the world, but we did not lose sight of where we need to go. In fact, the economic climate emphasized what we already knew was true; that we must keep our eyes on the horizon and adjust our sails to the changing winds.

In the past fiscal year we were able to begin to chart new territories by providing supports to new populations, pursuing much needed specialty services for those who are aging and reducing dependence on state and federal funding through the development of social enterprises.

Looking ahead we will be faced with challenges and changes of a depth and at a rate that will be greater than anything we have experienced. Beginning with the current fiscal crisis and continuing with the overwhelming shift in the demographics of our society, we will need to display more innovation and creativity than ever before in order to stay on course and be true to our mission.

In the coming year, we will address the impending shortage of workers in our society by preparing people with disabilities to succeed competitively in the workforce. We will develop new solutions for people with disabilities as they age. We will look beyond philanthropic support and enhance our ability to support ourselves through social enterprise and we will continue to provide opportunities for our workforce to enhance their knowledge and further their careers.

I am proud of our accomplishments and grateful to our friends and supporters who have helped us to adjust our sails to the changing winds that face us. Together we will continue to help people with disabilities to live with Dignity, Independence and Hope within our communities.

Thomas H. Fanning
President & CEO

Leading The Way

Ability Beyond Disability was founded over fifty-five years ago by a group of parents who wanted a better life for their children. Over the years, Ability Beyond Disability has grown into a $53 million organization with over 900 employees providing supports to over 1300 individuals throughout Connecticut and New York. We have remained committed to being a leader in the field of service to people with disabilities. Our consistent dedication to the consumers and our mission has helped us to achieve distinguished success. Each year we look to our five guiding principles when we set our goals, to:

1. Offer consumers the choices and services they desire,
2. Continuously evolve to be successful in a changing world,
3. Improve service quality,
4. Be the employer of choice in our industry
5. Ensure a stable financial foundation,

Past and present accomplishments achieved by our organization can be contributed to our commitment to these principles.

While many of our standards have received numerous accolades for being innovative; they are historical in nature. We have always recognized that it is imperative to keep our focus on the horizon in order to stay on course and provide the best services possible for people with disabilities.

It is through our commitment to delivering the highest quality of services and our ability to remain on the cutting edge of technology, that has allowed us to create a standard of best practice methods which many other agencies strive to achieve.

Each year we are invited to speak at conferences across the country to share our expertise in various areas. This past year members of our Behavioral Services, Human Resources and Information Technology departments presented on the following topics:

- Adopting technology, offering simple ideas and methods to help non-profits in enhancing efficiencies and achieving goals
- Reducing workers' compensation claims by educating employees on how to avoid injuries while at work

As we continue to grow, it is our use of technology that will enable us to efficiently provide more services to more people. In fiscal year 2009 an IT Advisory Board consisting of professionals in the field was created to aid in the development and implementation of a technology strategy which builds efficiencies and improves services and communications throughout the organization.

Reducing Workers' Compensation Costs by 14%

Ability Beyond Disability has been collaborating with our insurance provider, Liberty Mutual, to reduce the number of injuries sustained by direct care employees. With the help of the Behavioral Services team we were able to educate employees on best practice methods of conflict resolution in order to avoid injuries. This initiative resulted in a 26% decrease in work related injuries in one year and also led to a decrease in our insurance premium. Numbers aside – this initiative has also led to a greater comfort level for employees when dealing with behavior related incidents. Employees have reported that they feel more supported and that interactions with consumers have improved because staff have found new ways to approach behavioral situations.

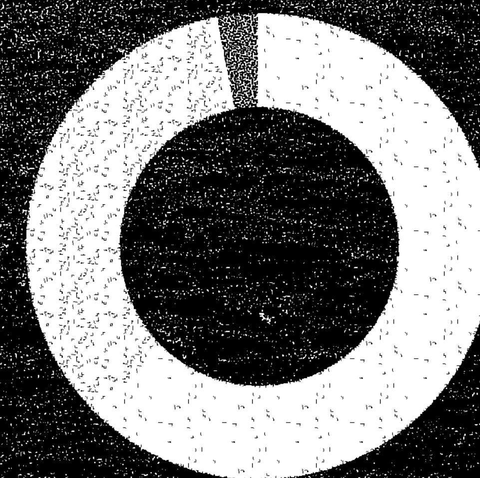
Quality of Services

Our commitment to delivering services of the highest quality to the people we serve is what makes Ability Beyond Disability stand out from other human service organizations. In fiscal year 2009 we continued that commitment as we received our third consecutive Three-Year Accreditation from the Commission on Accreditation of Rehabilitation Facilities (CARF). This accreditation represents the highest level that can be awarded to an organization. Ability Beyond Disability received accolades for showing strengths in over 20 areas and demonstrated exemplary conformance to CARF standards in the areas of transportation and human resources.

"The organization has a strong commitment to serving persons with disabilities and has the resources to fulfill its mission. Ability Beyond Disability has a strong management team, active boards, and a team of dedicated support staff members who are truly committed to the organization and persons served."
-CARF

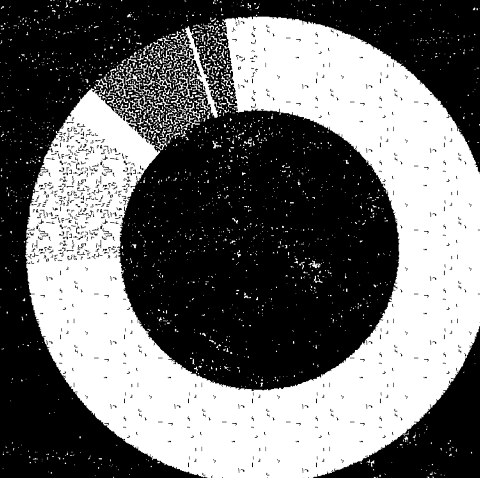
Rising Above the Waves

Each year, Ability Beyond Disability relies on philanthropic support to fill the gap between the cost to provide services and the funding we receive and 88¢ of every dollar raised goes directly to funding our programs and services. We recognize that we could not have grown so significantly over the past 55 years without the philanthropic support of many individuals in the communities where we provide services – and even beyond.



Where the dollars came from in FY2009

Residential Living	30,125,102
Independent Living	17,087,026
Philanthropic Support	
Fundraising	1,532,242
Endowment Earnings	(679,564)
	48,064,805



Where the dollars went

Staff Support	35,572,218
Homes & Program Space Needs	5,448,077
Transportation Services	1,275,462
Client & Program Support	3,697,192
General	1,169,446
Fundraising	748,271
	47,910,666

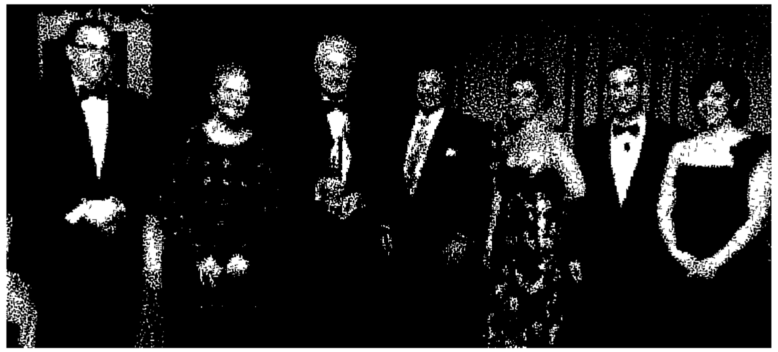
Philanthropy

Fiscal year 2009 reflected a commitment to Ability Beyond Disability and its mission by people in communities throughout Connecticut and New York. In April of 2009 Ability Beyond Disability welcomed a new leader to its philanthropic efforts as Paul A. Dunne, CFRE was named the Vice President of Development.

Philanthropy will continue to play a major role in providing the services that are needed today and will be needed tomorrow for people with a wide variety of disabilities. Those who support the work we do recognize it as more than a helping hand; it is an investment in the life potential of many, and continues to build our communities and our society while enriching all of our lives.

The first event of the year was the 2008 Greater Westchester Golf Challenge, held at Waccabuc Country Club in New York. The tournament was chaired by Jordan Young and brought individuals and corporations together for a great day on the course and raised $120,000.

Our 26th Annual Gala, "The Reflections Gala," recognized Mike and Lynn Ryer as recipients of the Robert S. Young Humanitarian Award. Over 550 people were in attendance and a record breaking $578,000 was raised for Ability Beyond Disability.



In conjunction with the special events, fundraising activities for Ability Beyond Disability occur year-round. During fiscal year 2009 many of our supporters made outright contributions to our Annual Fund totaling approximately $533,000. Volunteers donated over 1,102 hours of service and the generosity of our own employees continued as they gave close to $20,000 to our Money Club; which goes directly to funding community-based activities for the people we serve.

1,102 hours of service

A family in Ridgefield adopted one of our group residences in the town and, in fiscal year 2009, they donated over $20,000 so the home could have a brand new kitchen! The kitchen was completely renovated to help make it easier for the six guys who live there to get around and prepare their meals. Thanks to their generosity this home now has a kitchen that the guys can make the most use out of.

Staying True to Our Destination

Throughout our history we have remained committed to helping people with disabilities as independently as possible within their communities. We do this by serving individuals in two ways; through our Independent Living and Residential Living programs. Through these services we not only help individuals to have a secure place to live, but we also provide them with access to supports that enhance their daily living, health and wellness, social skills, and job training. We encourage each and every individual to develop and utilize the social support networks of family members, friends and neighbors and to pursue their own interests and to participate in community activities to the level in which they are capable. It is through our newly created Pathways to Excellence program that we provide career advancement opportunities for our dedicated staff who stand behind these services and devote their time and talents to helping the people we serve to live full and meaningful lives. As we adjust our sails and re-route our course in response to the ways our world is changing, we will remain true to that commitment.

Independent Living

In fiscal year 2009 we helped over 1,000 people to live independently in their own homes or in their family homes, providing as much or as little support needed by each individual.

Having a job and earning a paycheck is the gateway to independence. In fiscal year 2009 over 800 people received employment services from Ability Beyond Disability. We saw significant growth in the number of people receiving services as well as the number of employers hiring people from Ability Beyond Disability, especially in New York. During the past year, our New York Career Development team doubled the number of people served and the number of employers grew to nearly 30. Behind this growth, were the four new Employment Specialists who joined the NY Career Development team.

In Connecticut, we experienced an expansion of our employment services into Norwalk and Stamford. The dedication of this Career Development team was evident as three individuals from Ability Beyond Disability were selected as winners of CT's "Employment Idol," a program created by the Department of Developmental Services to recognize the benefits of integrating people with disabilities into the workforce.

Ability Beyond Disability continues to lead the way in providing employment opportunities for people with disabilities. In fiscal year 2009 our employment rate was 50%, while the national average employment rate for people with disabilities remains at just 35%.

This year Craig got a job working in the sports department at News Channel 12 in Westchester, NY. Craig has a lot of knowledge about sports and players so this has been a perfect fit for him. He has great computer skills and he uses them to complete research for the department on different players and teams each week.

"I really like my job because I enjoy sports and it is good to know that my supervisor thinks I am doing a good job!"

In fiscal year 2009 Ability Beyond Disability continued its focus on helping students with disabilities transition out of the school system and into the adult world of work. In the fall, we held an informational dinner for schools focused on transitional services. The meeting covered everything from funding sources to the services Ability Beyond Disability can provide to students while they are still in high school and once they've graduated. Emphasis was placed on early intervention and being prepared for the time when students with disabilities age out of the school system; giving them as many opportunities as possible to pursue their futures.

October has been named National Disability Employment Awareness Month and each year one day in October is dedicated to mentoring people with disabilities in the workplace. In fiscal year 2009 we held our very first National Disability Mentoring Day celebration. The three-day event sent approximately 50 people with disabilities to 30 different local businesses for tours, job shadowing and informational sessions highlighting various career options available in the community. Disability Mentoring Day was such a success that we have decided to make it into an annual event.

At Ability Beyond Disability, we recognize that not every person can work each and every day, and for those that can, they may want to do more than just work. We focus a great deal of attention on building relationships that offer opportunities for our consumers to participate in social and recreational activities within their communities.

This past fiscal year consumers and staff of Ability Beyond Disability cheered for their favorite teams at baseball games and played in games of their own through Miracle League; participated in sporting events through Special Olympics; took trips to the beach; the zoo and hit the streets of New York City; danced, sang and performed on stage; went to concerts and watched their favorite artists perform; visited museums and libraries ...and the list goes on.

Steven has been with Ability Beyond Disability for over 16 years. He loves to participate in Special Olympics and has played many different sports. For years, Steven has talked about wanting to light the Olympic Torch at the opening ceremonies for the regional games. It is something he has always wanted to do.

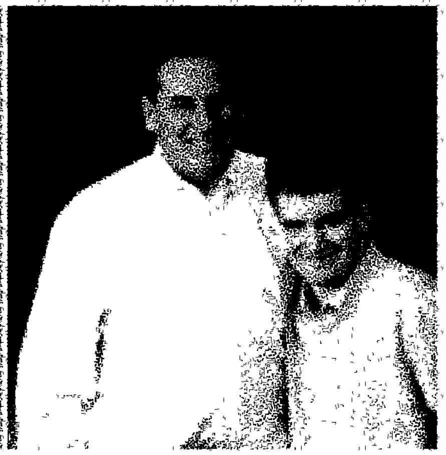
Steven got the chance of a lifetime this past year when he was asked to light the Olympic Torch in front of over 1,000 athletes and volunteers. He practiced for weeks so he would be able to light it perfectly on his big day. "It was a dream for me," he said.

Through our clinical services we deliver individually tailored medical, psychological and rehabilitation programs to the people we serve, making it possible for them to learn the life skills that make them a viable part of the community.

In fiscal year 2009 a number of the nurses who provide supports in Connecticut were certified by the Developmental Disabilities Nursing Association (DDNA) as Certified Developmental Disability Nurses, demonstrating their competence and level of achievement in the field. This specialty certification will be opened to all nursing staff in Fiscal year 2010.

The clinical supports of Ability Beyond Disability are integrated into all of the programs and services provided by our organization. As we go forward with our vision for the future, the clinical supports team will continue to see significant growth in order to meet the increased demand for services.

Through our transportation services, we help the individuals we serve to get to where they need to go. We have a fleet of 80 vehicles, helping over 250 people each day to get to over 75 different locations ...that's more than 120,000 trips per year. Our extensive transportation system makes it possible for individuals to get to work sites, volunteer centers, recreational activities, and medical appointments in Connecticut and New York.



Charting New Territories

In fiscal year 2009 Ability Beyond Disability expanded its services by embarking on a new social enterprise venture. Founded and funded by Ability Beyond Disability, "Growing Possibilities" is a nonprofit social enterprise that will provide integrated vocational training and employment through programs in agriculture and other industries implemented at local businesses.

Growing

The inaugural Growing Possibilities program, Roses for Autism, began in Guilford, CT and is scheduled for a grand opening in the spring of 2010. Individuals with Autism Spectrum Disorder will be an integral part of a working greenhouse, selling roses all over the Northeast. The individuals with Autism Spectrum Disorders and those without will be working side-by-side and interacting with customers. This new model may be replicable nationwide and in other agricultural areas, helping employ individuals with disabilities while saving farms.

Every parent worries as their child prepares for life after high school, but for Jim Lyman and other parents whose children have a disability, the concerns are momentous. Jim and Eli, his son, are facing these questions and so many more as Eli's educational program prepares to end when he turns 21. Eli has multiple diagnoses which include Autism, but "Autism" is not who he is. Eli is a courageous spirit who has tireless dedication and a will to belong in the community in which he lives. Jim and Eli are not satisfied to sit back and let Eli's abilities go unnoticed and underutilized. Jim's dream was to improve the quality of life for his son through meaningful work and continued opportunities to grow as an individual. His search brought him together with Pinchbeck Rose Farm, the Autism Spectrum Resource Center and then to Ability Beyond Disability. Together they put the plan together that would bloom into Roses for Autism.

Roses for Autism

Everyone needs a place to call home. A home offers a sense of safety, security and stability – and is the first step in creating a life of one's own.

In fiscal year 2009 Ability Beyond Disability provided a home to over 200 people with disabilities through its "Residential Living Program" in CT and NY. But we did more than just ensure that these individuals have a place to live. During the past fiscal year, we continued to focus efforts on our "Reconfiguration Initiative," an initiative that evaluates each of our Community Living homes to ensure that they currently - and will continue to - serve as the best possible environments to meet the needs of the people who live there. During 2009 we conducted a comprehensive evaluation of the needs of those we currently serve and of those who will need our residential support in the future. This was the first step in the reconfiguration process, allowing us to identify the health, medical, programmatic and environmental needs of each individual. We were then able to assess the resources we have available in terms of homes, staffing and program capacity and began to put together a plan that would allow us to efficiently renovate and reconfigure our residential programs with as little interruption to our consumers' lives as possible.

We continue to experience growth in our transitional living services. Through this program we provide opportunities for people with disabilities to learn the skills necessary to become fully integrated into the community, maintain one's own apartment and establish vocational choices. This interim support provides a safe, structured environment which promotes positive decision making, while transitioning individuals toward a successful, independent lifestyle.

Year after year, Ability Beyond Disability continues to be a provider of choice for many families seeking services for their children. In fiscal year 2009 we received permission to take over a residential program for four individuals who were receiving support from another agency. This came as a request from the families whose daughters live in the program. Ability Beyond Disability competed with several agencies for the opportunity to provide a residential program that will help these young women to live successfully in the community. We expect the transition to Ability Beyond Disability to be complete during the first half of fiscal year 2010.

In addition, and despite a suspension of new project development put into place by the State of New York, Ability Beyond Disability was granted approval for the development of two new residential programs for six individuals. We worked with the families and the state to design an innovative residential model that not only addressed the needs of the individuals but is also responsive to the economic limitations that currently exist. We are proud to say that we continue to move forward with these projects and expect them to open in early 2010.

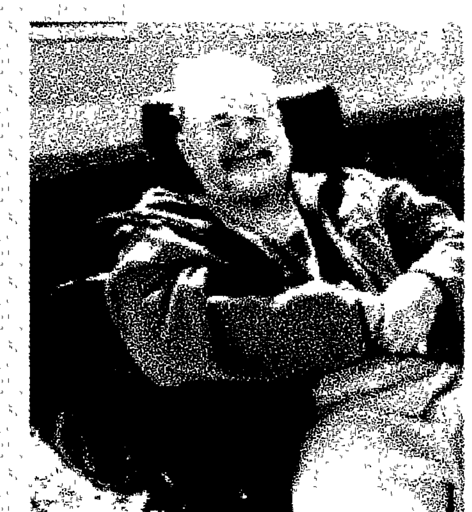
Charting New Territories

Fiscal year 2009 also brought with it the opportunity to serve new populations. The relationship that had been formed between Ability Beyond Disability and the Connecticut Department of Children and Families in fiscal year 2008 blossomed in 2009 and two transitional living programs officially opened in both Wolcott and Southington, CT. The first of their kind, the programs will serve as a stepping stone towards independence for the young women who reside at the homes. The program draws upon a strong collaboration between our residential and clinical support teams in order to deliver the best possible experience. Staff will utilize some of the same structures, strategies and techniques proven successful in other transitional programs we have to guide the young women as they journey through a graduation process.

When Ability Beyond Disability began in 1953 the average life span of a person with a disability was eighteen years. Today, that number has risen dramatically and people with disabilities are living well into their seventies.

Serving aging adults with disabilities has brought new challenges to providers across the country. For the first time in history, thousands of people with intellectual disabilities are outliving their elderly parents. There are more than 85,000 people currently waiting for residential placement in this country and that number will only continue to rise as providers struggle to find space for them and determine how best to care for this new population.

Ability Beyond Disability recognized this phenomenon early on and approached funding sources in both Connecticut and New York with proposals to develop specialized state-of-the-art environments for individuals with moderately severe to late stage Alzheimer's disease or other medically challenging conditions. New York has approved two eight bed residences and we are hopeful that Connecticut will follow-suit in the coming year. We are in the process of seeking land in New York with plans to open the first two specialized environments in 2011.



Ability Beyond Disability and New York Medical College are collaborating on the development of a white paper that will explore the aging demographic phenomenon, discuss pros and cons of current residential service options and describe the need for additional residential alternatives as the aging population requires more specialized care.

Pathways to Excellence

We believe our staff are our greatest assets and because of that we spend a great deal of attention on recruiting the right talent, training them for success and recognizing them for their dedication to helping the people we serve to achieve their dreams.

Ability Beyond Disability is committed to investing in the growth of its employees and offering opportunities for people to advance within the organization...to have a career with us. In fiscal year 2009 we officially launched our "Pathways to Excellence Program," a career path program designed to support the development of our employees and allow not only the opportunity to grow – but to specialize in areas of their choosing. The Pathways to Excellence pilot group began in May of 2008 and was a huge success! Our third class of employees graduated in June and at the end of fiscal year 2009 a total of 63 direct care employees had participated to become Direct Support Professionals.

In addition to offering the Pathways to Excellence program, Ability Beyond Disability offers many unique incentive programs including flexible schedules, career paths, extensive training and professional development programs. Our commitment means better retention of our workforce and, therefore, a better quality of care. Recruiting and retaining a qualified direct care workforce continues to be a huge challenge as the demand for services increases while the number of individuals entering the field decreases.

"I have learned the history of services for people with disabilities which provides me with a new understanding of what the six people in my home have been through, and how important what I do is."

Ability Beyond Disability Changes Lives

by Jennifer Gleason, Residential Assistant

There is a story that will forever touch my heart and that proves what a dedicated company this truly is....

Danny has Autism and suffers from severe self injurious behavior. Danny is completely non verbal, which means that he doesn't speak at all and has a hard time communicating his wants and needs. Danny was first diagnosed at 18 months old and at the age of seven he began to hit himself and punch himself in the face and body. Many medical professionals believed the only solution was to medicate him. He was placed in a residential facility, but there were no improvements in his behavior and his parents were very concerned about the side effects of the medications that he was on.

When Danny came to Ability Beyond Disability it was immediately evident to Danny and his family that the organization really cares about the people we serve. There was a time when the medical community showed very little hope for Danny because his self injury was so severe. Many people honestly believed that it would result in death, but they were wrong. With a lot of dedication and hard work, Ability Beyond Disability proved that Danny could succeed despite his disability.

I am proud to say that in this moment in time Danny exhibits very little self injury and he is on minimal medications. Danny is currently very active and loves going into the community. The helmet he used to have to wear to protect himself is barely ever used anymore. Being able to contribute to such an amazing transformation is worth more than any paycheck! When I go to work I am lucky enough to provide happiness and a sense of self worth to the people in my group home. I believe that I am the one that should be thanking them daily for the fulfillment that they give to my life. The guys at the group home along with their wonderful families have showed me the true meaning of unconditional love, the ability to look beyond the disability and see the person for who they really are and what they have to offer as a human being. I will always be grateful that I was able to have this job and learn so much from the people that Ability Beyond Disability serves.

"Thank you." Those two words go a long way, especially in the workplace. Ability Beyond Disability is committed to making employee recognition an organizational priority. So in fiscal year 2009 the organization invited nationally renowned recognition expert Chester Elton and his colleague, Andrea Gappmayer, to motivate our supervisors for the second time since 2006.

At Ability Beyond Disability headquarters in Connecticut, we also held a recognition luncheon to celebrate milestone years of service to the organization. The senior staff served the food... replete with chef's hats and aprons. Each employee who was recognized received a certificate and a commemorative pin from board members Harvey Kramer, MD, Karin Wiseman and Sam Hyman.

Just as important as helping our workforce to feel recognized, is helping them to feel engaged in the direction the organization is heading. As our workforce continues to grow it, becomes more challenging to keep all of our employees feeling connected to the organization. In fiscal year 2009, we had the opportunity to invite Mercer Consulting in to our organization to assess the gaps in communications and to help us develop a plan that would help us better engage and communicate with our staff...something we believe is critical to our future.

It is the cohesive efforts of all of Ability Beyond Disability's employees that will allow us to continue to fulfill our mission.

Keeping our Focus on the Horizon

As we look ahead to the coming fiscal year, we will continue to keep our eyes on the horizon and adjust our sails to the changing winds so that we will be able to stay true to our commitment to help people with disabilities.

The following initiatives are on the horizon in the coming year:

Pathways to Excellence will provide consistency in attracting and keeping excellent employees which will allow the continuity of care needed to give Dignity to the people we serve.

Independent Living will provide jobs and clinical services along with transportation and a host of other services to truly make it possible for the people we serve to live side by side with us in our communities and achieve their highest level of Independence.

Residential Living will provide Hope for those people we serve who are concerned about how their tomorrows look. By providing homes for the aging population and upgrading our present locations along with the purchase of new residences, the vision for a secure future will be assured.

Through these initiatives we are committed to:

- Doubling the number of individuals served by expanding services in Connecticut and New York;
- Increasing our highly qualified workforce; and
- Providing lifetime health and human services to the growing population of individuals with disabilities.

As highlighted throughout this report, this has been an exciting year full of new opportunities for Ability Beyond Disability. Our accomplishment did not come easy though; we met many challenges along the way and we are sure to encounter even greater challenges in the years to come. It is by working together with our community, that we are able to adjust our sails to the changing winds and stay true to our commitment. We look forward to working with each of you as we continue on this journey of providing people with disabilities the Opportunity to live with ***Dignity. Independence. Hope.***

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