

PLAY BALL

ANGELS FOR HIGHER AND THE CUBS CHANGING THE GAME OF INCLUSIVE EMPLOYMENT



The Player Lineup for this Presentation



Morgan Bucciferro
Chicago Cubs
Sr. Director,
Operations & Guest
Experience



Robert Hendershot
With Melissa and Trevor
Founder of Angels for
Higher



Erin Compton
Greeter and Ticket
Scanner
Illinois Virtual School and
Academy and Westmont
High School Senior

What Does Inclusive Employment Mean?

Inclusion International

Inclusive employment means having a job you chose yourself in a place where:

- People with disabilities and people without disabilities work together and are treated as equals.
- Everyone gets the support they need to do their job.
- Everyone is valued and treated like they belong.
- People with and without disabilities are paid fairly for their work and are paid equally to people without disabilities.

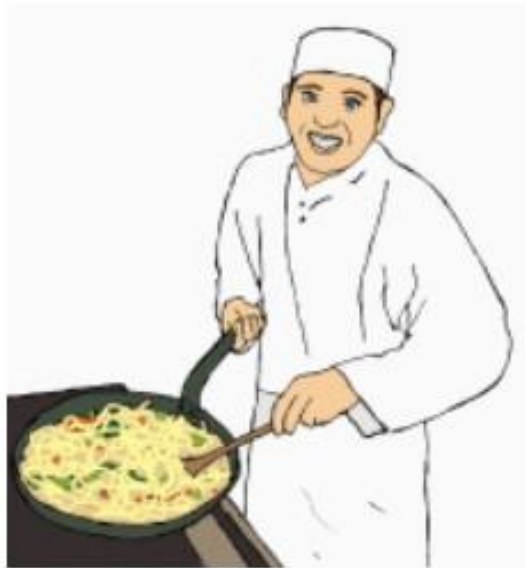
C What Does Inclusive Employment Mean?

United Nations



Article 27 of the United Nations Convention on the Rights of Persons with Disabilities (CRPD) says that every person with a disability has the right to work in an “open, inclusive, and accessible” workplace.

The UN has an EasyRead version of the Convention.



27. Work

Disabled people have a right to work, equal with others.

C The CPRD Says...

Countries will do more to get disabled people work by:



Making laws that make sure disabled people are treated equally and fairly at work.



Making sure disabled people have equal job rights and rules and pay.

C The CPRD Says...

Countries will do more to get disabled people work by:



Helping companies give disabled people jobs.



Making sure disabled people have suitable places to work.



Making sure disabled people can try out work.

C The CPRD Also Says...

Countries must...



Help disabled people
get back to work.



Make sure
that disabled people are
not forced to do unpaid
work.

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AN EMPLOYER'S VIEW OF INCLUSIVE EMPLOYMENT



Morgan Bucciferro

Chicago Cubs

Sr. Director, Operations &

Guest Experience



A RECRUITER'S VIEW OF INCLUSIVE EMPLOYMENT



Robert Hendershot

Founder of Angels for Higher





C Current Partnership Alliances: Sports Venues

24 Sports Venues Across USA

21 Professional Sports Teams

- Chicago – Cubs, White Sox, Bulls, Blackhawks, Fire and Bears



3 Major Universities

- Ohio State, Notre Dame, USC



C Current Partnership Alliances: DS Associations

13 Down Syndrome Associations across USA:

Chicago:

- National Association for Down Syndrome
- Down Syndrome Association of Northwest Indiana
- United Parent Support for Down Syndrome



C Current Partnership Alliances: 90 Greeters

Ninety Greeters and their Parent/Guardians:

- Cheerful, engaging and mature young adults
- Primarily focused on Individuals with Down syndrome



C Future Partnership Alliances

1. **Major League Sports Teams:** 179 team balance from 200 total in USA
NFL, NHL, NBA, MLB, MLS, WNBA & NWSL
 - Chicago – Red Stars, Sky
 - St. Louis – Cardinals, Blues, City SC
2. **Major Universities:** 126 campus balance from 129 total in USA
 - Chicago – Northwestern, Northern Illinois, Loyola, DePaul, Chicago State
 - St. Louis – Saint Louis University
3. **Major Performing Arts Centers:** Over 350 venues total across the USA
 - Different atmosphere, clientele

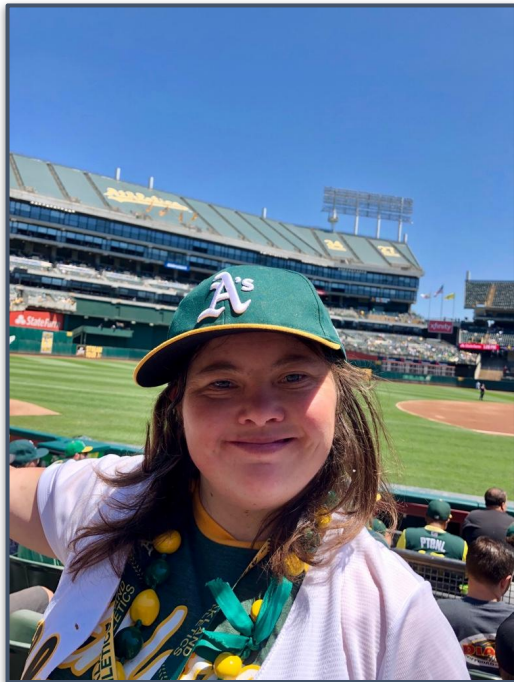
C Who We Are

ANGELS FOR HIGHER (AfH) is a 501(c)3 social profit corporation that empowers young adults with Down syndrome to reach their full potential through their employment as Greeters at athletic venues and university campuses where they positively impact untold thousands of sports fans, fellow employees, college students, team executives, university administrators, professional athletes and people living in their surrounding communities.



C What We Do

OUR MISSION is changing the public perception of individuals with Down syndrome living across the United States by facilitating their employment in exciting and inclusive jobs where their specific gifts, abilities and challenges make them uniquely qualified to spread joy everywhere they go and change the lives of everyone they meet.



C Why We Need Your Help

YOUR SUPPORT will help us establish Partnership Alliances that will inspire the world to appreciate how young adults with Down syndrome, working as diligent, irreplaceable, and much-loved employees in public venues, can use their jobs as pulpits to joyfully proclaim the message that every human being is incredibly precious, infinitely valuable, and eternally significant.



Tax-Deductible Investments

Required to Establish Mutually Beneficial Partnership Alliances

1. Professional Sports Team or Major University Campus – requires an investment of \$5,000

- to conduct initial research, phone calls, emails, virtual meetings, and travel expenses incurred while making in-person presentations to team or university executives during a 3–4-day trip to their venue's location.

2. Down Syndrome Association (DSA) – requires an investment of \$2,500

- to conduct initial research, phone calls, emails, virtual meetings, and travel expenses incurred during a 1–2-day trip to recruit four to six qualified candidates from the venue's local Down syndrome community.

C Tax-Deductible Investments Cont.

3. Successful Partnership Alliance – requires an investment total of \$7,500

- to establish an enduring Partnership Alliance between Angels for Higher, local Down Syndrome Associations, and a Sports Team or University Campus which will last for many years to come.



AN EMPLOYEE'S VIEW ON INCLUSIVE EMPLOYMENT



Erin Compton
Chicago Cubs
Guest Services: Greeter
And Ticket Scanner



C Inclusive Employment is Possible!

I work for the Chicago Cubs as a ticket scanner and greeter. I help hand out give aways, like wrist bands and T-Shirts.



C Community Employment Looks Like This...

Smiles because changing the world is hard, but fun.

Jobs that fill an employer need and are based on an employee's skills, talents, and abilities.



Paid because everybody's work has value.

True Natural Supports like amazing co-workers and supervisors.

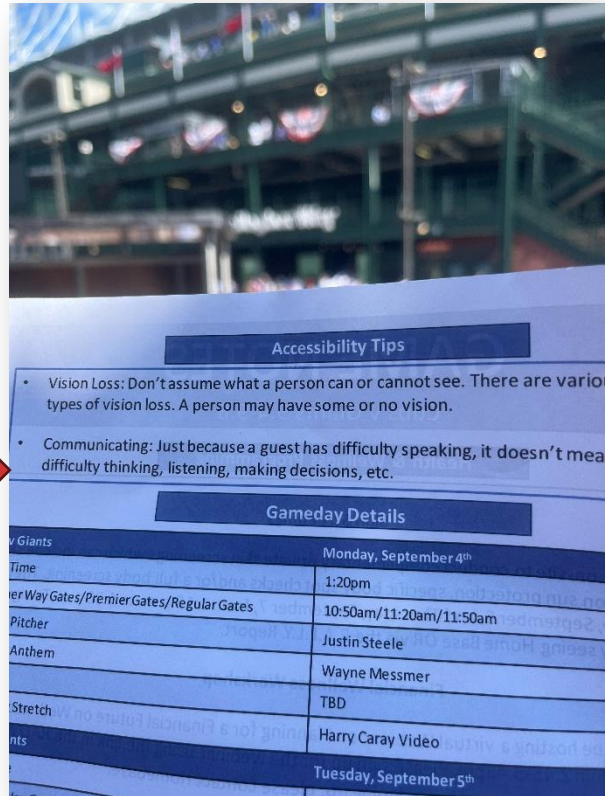
Inclusive Employment Is a Dream Come True



C Inclusive Employment Is Community

The Cubs work to make sure the park is accessible for all fans and employees. These Accessibility tips are on the Game Day Instruction Sheets.

Vision Loss: Don't assume what a person can or cannot see. There are various types of vision loss. A person may have some or no vision.



Accessibility Tips

- Vision Loss: Don't assume what a person can or cannot see. There are various types of vision loss. A person may have some or no vision.
- Communicating: Just because a guest has difficulty speaking, it doesn't mean difficulty thinking, listening, making decisions, etc.

Gameday Details

| | Monday, September 4 th |
|--|------------------------------------|
| Time | 1:20pm |
| Home Way Gates/Premier Gates/Regular Gates | 10:50am/11:20am/11:50am |
| Pitcher | Justin Steele |
| Anthem | Wayne Messmer |
| Stretch | TBD |
| Entertainment | Harry Caray Video |
| | Tuesday, September 5 th |



DISCUSSION: HOW CAN WE INCREASE INCLUSIVE EMPLOYMENT IN IL?



Morgan Bucciferro

Chicago Cubs

Sr. Director, Operations &

Guest Experience



Robert Hendershot

Founder of Angels for Higher



*Spreading Joy and Changing Lives
at Sports Venues Across the USA!*



Erin Compton
Greeter and
Ticket Scanner at
The Chicago Cubs



QUESTIONS?



**For more information on
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