Dear Friends,

In 1953, there were few schools and limited support programs for individuals with intellectual and other disabilities. Families gathered together, pooled their resources and looked to the generosity of their local communities to provide educational and other services for the many children of the baby boom generation impacted by a condition of disability.

Such was the case with Avenues to Independence. First known as the Park Ridge Aid for Retarded Children, we started as a school in the basement of the First United Methodist Church of Park Ridge. For the first 18 years of our existence, 100 percent of our operations were funded by families and philanthropy.

By 1971, we were the Northwest Suburban Aid for the Retarded (NSAR). Grateful for the head start provided by the church, the majority of our students were now young adults and a transition was taking place to provide for more job training and residential services.

Institutions began to downsize. Local services were needed and Illinois was one of the first states to provide grants that enabled thousands of individuals with disabilities to gain access to services through NSAR and other community organizations. For the first time in our history, we had resources that did not come directly from family or philanthropy. In 1971, our budget was $80,000; by 1983 we were approaching $800,000.

People with disabilities at Avenues benefited greatly during this period of taxpayer funded social support. By 1995, when we became Avenues to Independence, our budget was $2,000,000.

Today, we have grown to become a $5,000,000 organization. However, real dollar state funding through the end of the 90’s and into the 21st century, has been on the decline. Illinois is grappling with a financial crisis and we know that our state cannot be relied on to support our future.

Through the pages of this Impact Report, we highlight the success of the people with disabilities at Avenues. Their success is dependent upon significant individual, family and community philanthropic support. Sound familiar? The concept of Avenues was a mailman’s idea in 1953. Those families and philanthropic supporters worked hard to get Avenues started. Certainly, with a 62 year head start, this family and philanthropic approach will be much more reliable than waiting for Illinois to solve its financial shortcomings.

That’s not to say the government funding is unimportant. We will continue to advocate for government financing of Illinois disability programs. However, it is the support from you and others that will be the key to sustaining our success. With your help, we will remain strong for the many generations of individuals with disabilities to come. Thank you.

Sincerely

Peg O’Herron
Chair, Avenues Board of Directors

Robert Okazaki
President, CEO
WELCOME TO OUR IMPACT REPORT

At Avenues, it’s all about the impact that the nearly 200 adults with developmental disabilities we serve have on our lives every day.

They inspire and motivate us.
They give us strength and purpose.
They lead the way and guide us.
They are the reasons for our success, our growth, and our plans for the future.

In the following pages, you’ll learn how our clients have impacted our lives this year, and how they are at the forefront of everything we do.

Our Mission....
Avenues to Independence is dedicated to putting aside old ideas about what is possible. We work in partnership with the community to support and encourage people with disabilities to lead the lives they choose. Our success will eventually be measured by how little we are needed.

“I continue working with Avenues because of the people — from the clients, to the staff, to all the volunteers. Everyone is dedicated, excited, creative and earnest.”

JILL LISKA
Board of Directors Member
At Avenues to Independence, we promise people with developmental disabilities opportunities to live and work with independence and dignity right here in our community. Our clients want to be contributing members to the community, and they have so much to offer.

Brian Ray loves to work. “He has always been a very energetic, hard worker and someone you can count on to lend a hand,” according to Residential Manager Stephen Kray.

A resident of Sasser Family House, Brian volunteers to wash Avenues’ vans, and to earn extra money, he became an entrepreneur and washes autos for friends and neighbors. A man of many interests, Brian plays on the local basketball team, and is very active in Avenues’ art program. But one thing that eluded Brian for many years was community employment.

Brian Ray, like so many of our program participants, wanted a job.

When our Board of Directors and Partnership Board members found out that there were more than a dozen men and women looking for community employment, they networked on the clients’ behalf, and with the help of our Job Placement staff obtained training and jobs for many workers.

The impact is significant — especially for Brian — who proudly boasts not one, but three office cleaning positions in the community.

Brian Ray (left) is proud of his office cleaning job at SS&G in Des Plaines. Suburban Partnership Board Member Dirk Ahlbeck (2nd from left) worked with Employment Specialist Calvin Keyes (right) to secure employment for Brian and his co-worker Charlie Giera.

“It’s the rare business that can’t benefit from hiring an Avenues client.”

— Matt Coyne
Coyne and Co. Insurance, Avenues Board of Directors Member and employer of Avenues’ clients

A PART OF THE COMMUNITY IN EVERY WAY

Tim Kelly is one of five Avenues workers hired by Septran Student Transportation as a bus aide for special needs children.

Trader Joe’s employee Stuart Duncan “brings a lot of life to the store,” according to his manager.

Craig Randall, a resident of Kendrick House, shows off the new accessible bathroom adjoining his bedroom.
Jeffrey Jones is a very active young man, working three days a week at Avenues’ Work Center in Wheeling, and two days a week working at Culver’s in Rosemont. Thanks to the training he has received in Avenues’ Computer Center, he has also been known to send his supervisor emails asking for “more work!” Despite his job satisfaction, Jeffrey longed to be in his own home rather than in the large care facility where he lived, and he patiently waited for an opportunity to become part of our residential program.

Jeffrey’s wait ended when a single family ranch home in Des Plaines was purchased thanks to the fundraising efforts of the Chicago Partnership Board and philanthropists Clarence Herbst and Dale Kendrick. After the purchase Jeffrey quickly moved into the home — which was dedicated as Kendrick House — and enjoys a more independent lifestyle with his three housemates. Jeffrey is now one of more than 70 people who are part of our residential program.

“Thanks to generous philanthropy, many apartments at Herbst Family House and Sasser Family House were renovated, along with the Thrift Shoppe, which added an additional 1000 square feet of retail and work space.

The attached garage at Kendrick House was recently remodeled to provide two additional bedrooms, an accessible bathroom, and an upstairs laundry room.

Avenues supports more than 40 families through our Home Based Program, designed for those people who want to stay in their own homes but need some assistance to be more independent. To properly serve this expanding program, Avenues added a second full time facilitator this year.

“Thanks to generous philanthropy, ten program participants were placed in new community jobs in 2014.”

Bill McLaughlin
Septran Operations Manager

Jeffrey loves everything about his new home, especially having his own room. He even helps at mealtimes!

Laurel Eness, who shares an apartment at Herbst Family House with two other women, prepares dinner in the newly renovated kitchen.

Home based participant Shannan Machnica learns proper cleaning techniques from Avenues employee and Personal Support Worker Kelly Johnson.

Nora Prindiville is a participant of the newly created AveVentures Employment Training Program at the Thrift Shoppe.
Avenues’ Chicago Partnership Board, a group of city based professionals, was instrumental in raising funds for the Computer Training Center within the Work Center in Wheeling. In the popular center, clients learn how to communicate with family and friends, browse the internet, hone their sign language skills, improve their hand and eye coordination, and use technology to enhance their job skills.

When it came time to choose an important initiative for the Chicago Board’s annual Spotlight on Wine fundraiser last October, they wanted to expand the program so it could benefit more clients. As a result, the proceeds from the Spotlight on Wine enabled computer stations to be installed at all of the residential locations, including Avenues Thrift Shoppe, where it supports the AveVentures Employment Training Program.

At the 26th Avenues/Gorman Golf and Tennis Classic last July, Avenues finally received funding for its first accessible van to transport our clients to work, to their homes, and to community events. Thanks to the generosity of the donors at the Classic, more than $30,000 was raised in less than five minutes to purchase this much needed vehicle.

“My friends at Avenues to Independence have become my priority. Volunteering gives me so much more back than the effort it requires... an easy choice to make for sure.”

KATHY SEIWERT
Volunteer for more than 20 years

Volunteers from the PepsiCo Enable Team have been providing a picnic lunch, games, and entertainment to our residents annually for the past seven years.
MAKING AN IMPACT FOR THE FUTURE

The core of Avenues was, is, and always will be the people we serve.

Avenues is also defined by the people that contribute their time, talents, and financial support to make us the strong organization we are today. We are fortunate to have:

- more than 200 community volunteers
- a committed and compassionate staff — many with decades of service
- a diverse and expanding group of exceptional leaders and board members
- hundreds of generous donors, friends, and sponsors

Thanks to the enormous efforts of our Board members, staff and other concerned volunteers, Avenues has developed and begun to implement the most comprehensive strategic plan for the future in the history of our organization. It’s a plan designed to evaluate and enhance our programs and financial strength while ensuring its goals and priorities will be carried out by an effective group of qualified staff and leaders well into the future.

At Avenues, it’s all about the people and their impact.

MAKING AN IMPACT — THE SASSER SOCIETY

Investing in Avenues Future.

The Sasser Society honors donors who have included Avenues in their estate plans.

We are grateful for the Sasser Society members’ far-sighted generosity that will ensure the best quality of life for the people of Avenues for generations to come.

When the original Heritage Society was formed in 2000 there were 16 charter members. Renamed the Sasser Society in 2012, it has grown to nearly 70 members.

Anonymous
Evelyn Anderson
Allan & Lorie Bartel
Richard & Lori Brayer
Michael Brunl
Leonard & Barbara Bunge
Barbara & Jack Cavalenes
Robert & Joyce Christensen
William Dearhammer
Edward & Donna Dernulc
Sally Derrickson
Dennis & Patricia DuBoux
Howard & Susan Ebner
Allan & Ann Marie Ehrlich
Clark & Marianne Gapen
Marilyn Goll
Vivien Gorman
Brenda & Jerry Grafman
Robert Healy & Peg O’Herron
Clarence Herbst
Graham Hills

Linda Hills
Jim & Anita Hornbrook
Terri Kaisling
Dale Kendrick
Robert & Cathy Kerr
Jacqueline & Shelly Kimel
Greg Kintzle
Floyd Kortenhof
Laura Miles Lockwood
Lillian Martiny
Alice Murphy
Brian Murphy
Kevin Murphy, Jr.

Marianne Nettelhorst
H. Terrence O’Brien
Bob & Judy Okazaki
Jack & Christel Owens
Michael & Mary Prindiville
Collin Sasser
Fred & Pam Sasser
Sheila Schultz
Michele & Joel Shoolin
Lorraine Shouldis
Daniel Watts
Jerome & Jean Wroblewski
Mary Zangrone

We will greatly miss our dear friends and Sasser Society members Charles Blachut, William Gorman, Edith Koomuyjian, Martin Kurschner and Albert Wohlers who passed away this year.

Over the past 15 years, $2.1 million has been realized from planned gifts to the Sasser Society

Pam and Fred Sasser have hosted the annual Sasser Society Reception since its inception in 2000.
# Statement of Financial Position

**June 30, 2014**

## Assets

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Assets</td>
<td>722,486</td>
</tr>
<tr>
<td>Land, Buildings and Equipment (book value)</td>
<td>1,554,483</td>
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<tr>
<td>Interment Sites</td>
<td>10,000</td>
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<tr>
<td>Other Assets</td>
<td>40</td>
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<tr>
<td><strong>Total Assets</strong></td>
<td><strong>2,287,009</strong></td>
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## Liabilities & Net Assets

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Current Liabilities</td>
<td>330,483</td>
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<tr>
<td>Long-Term Liabilities</td>
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<tr>
<td><strong>Total Liabilities</strong></td>
<td><strong>330,483</strong></td>
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<tr>
<td>Beginning Net Assets</td>
<td>1,659,624</td>
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<tr>
<td>Prior Period adjustment</td>
<td>0</td>
</tr>
<tr>
<td>Change in Net Assets</td>
<td>296,902</td>
</tr>
<tr>
<td><strong>Ending Net Assets</strong></td>
<td><strong>1,956,526</strong></td>
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## Statement of Activity

*(Condensed) for the 12 months ended June 30, 2014*

## Revenues

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government</td>
<td>2,667,709</td>
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<tr>
<td>Thrift Shop Sales, Job and Service Contracts</td>
<td>256,713</td>
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<tr>
<td>Contributions <em>(Includes $683,704 from Avenues’ Foundation)</em></td>
<td>1,705,816</td>
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<tr>
<td>Program Fees</td>
<td>777,930</td>
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<tr>
<td>Park Ridge Community Chest</td>
<td>21,000</td>
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<tr>
<td>Miscellaneous Revenue</td>
<td>4,685</td>
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<tr>
<td>Interest Income</td>
<td>1,916</td>
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<tr>
<td>Unrealized Gain (Loss) on Investments</td>
<td>13,185</td>
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<tr>
<td><strong>Total Revenues</strong></td>
<td><strong>5,448,954</strong></td>
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## Expenditures

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff Costs: Direct Care <em>(Program)</em></td>
<td>3,026,048</td>
</tr>
<tr>
<td>Management &amp; General</td>
<td>371,508</td>
</tr>
<tr>
<td>Fund Raising</td>
<td>287,548</td>
</tr>
<tr>
<td><strong>Total Personnel Costs</strong></td>
<td><strong>3,685,104</strong></td>
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<tr>
<td>Professional Fees &amp; Contract Service</td>
<td>132,699</td>
</tr>
<tr>
<td>Occupancy</td>
<td>516,735</td>
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<tr>
<td>Client Pay</td>
<td>124,565</td>
</tr>
<tr>
<td>Transportation</td>
<td>185,162</td>
</tr>
<tr>
<td>Supplies</td>
<td>160,594</td>
</tr>
<tr>
<td>Small Equipment Purchases, Equipment Maintenance &amp; Rental, &amp; Interest on Equipment Purchase</td>
<td>28,678</td>
</tr>
<tr>
<td>Contribution to Affiliate <em>(HUD Projects)</em></td>
<td>41,128</td>
</tr>
<tr>
<td>Other</td>
<td>144,424</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>5,019,089</strong></td>
</tr>
</tbody>
</table>

## Depreciation

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Depreciation</strong></td>
<td>132,963</td>
</tr>
</tbody>
</table>

## Total Expenses With Depreciation

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Expenses With Depreciation</strong></td>
<td><strong>5,152,052</strong></td>
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</tbody>
</table>

## Total Change in Net Assets

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Change in Net Assets</strong></td>
<td><strong>296,902</strong></td>
</tr>
</tbody>
</table>
“Avenues has been successful over all these years because all the constituency — the staff, volunteers, the board — always put the mission of the organization first and always put the clients first.”

AL BARTEL
Board of Directors Member
Avenues to Independence is a 501 (c) (3) non-profit organization providing services for adults with intellectual, physical and developmental disabilities. Avenues offers a variety of programs which enhance an individual’s work, social and daily living skills. It is Avenues goal to provide work and residential opportunities enabling those with disabilities to be as independent as possible. Avenues does not discriminate services or employment on the basis of race, age, color sex, ancestry, religion, national origin or handicaps. Avenues is accredited by CARF (Commission on Accreditation of Rehabilitation Facilities.)