

we're making an

IMPACT!



A MESSAGE FROM OUR DIRECTORS



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.

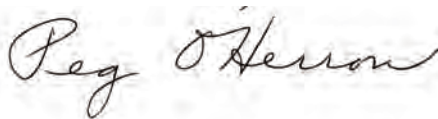
People with disabilities at Avenues benefited greatly during this period of taxpayer funded social support. By 1995, when we became Avenues to Independence, our budget was \$2,000,000.

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

IMPACT!

MAKING AN **IMPACT** AT WORK, AT HOME, AND IN THE COMMUNITY

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.



“It’s an amazing partnership. Our employees from Avenues are role models for the younger kids with special needs. They are good-natured, always willing to help, and take pride in their jobs.”

BILL MCLAUGHLIN
Septran Operations Manager

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 life-style with his three housemates. Jeffrey is now one of more than 70 people who are part of our residential program.



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



Ten program participants were placed in new community jobs in 2014.

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.



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.

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



VOLUNTEERS MAKE AN **IMPACT**

Every year, more than 200 volunteers donate their time and talents to ensure our clients are a part of the community in every way.

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*.



Bill Rogers, long-time Jewel employee and one of four residents at Amundsen House, enjoys the new computer station at his Avenues supported home.



Jerry Feldman, Board of Directors Vice-Chair, conducts a live auction at the Classic with the assistance of Classic Chair Steve Wilson.



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.

As a result of the live auction, clients like Carol Pehrson, who never misses a day of work at the Work Center, benefits enormously from the new van. She is assisted by Shirley Brabec, an Avenues staff member.

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

KATHY SEIWERT
Volunteer for more than 20 years



Kelly Doheny, (right) a participant in the AveVentures Employment Training Program at the Thrift Shoppe, confers with Rosanne Plescia, one of several volunteers who generously give their time at the Thrift Shoppe. Kelly, like so many of our clients, likes to "give back" to the community. One day a week she volunteers at the Park Ridge library.

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.



Pam and Fred Sasser have hosted the annual Sasser Society Reception since its inception in 2000.



Anonymous
Evelyn Anderson
Allan & Lorie Bartel
Richard & Lori Brayer
Michael Bruni
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 & Joan Wroblewski
Mary Zungrone

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

STATEMENT OF FINANCIAL POSITION

June 30, 2014

ASSETS

Current Assets.....	722,486
Land, Buildings and Equipment (book value).....	1,554,483
Interment Sites.....	10,000
Other Assets.....	40
TOTAL ASSETS	2,287,009

LIABILITIES & NET ASSETS

Current Liabilities.....	330,483
Long-Term Liabilities.....	0
Total Liabilities	330,483
Beginning Net Assets.....	1,659,624
Prior Period adjustment.....	0
Change in Net Assets.....	296,902
Ending Net Assets.....	1,956,526
TOTAL LIABILITIES & NET ASSETS	2,287,009

STATEMENT OF ACTIVITY

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

REVENUES

Government.....	2,667,709
Thrift Shop Sales, Job and Service Contracts.....	256,713
Contributions (Includes \$683,704 from Avenues' Foundation).....	1,705,816
Program Fees.....	777,930
Park Ridge Community Chest.....	21,000
Miscellaneous Revenue.....	4,685
Interest Income.....	1,916
Unrealized Gain (Loss) on Investments.....	13,185
TOTAL REVENUES	5,448,954

EXPENDITURES

Staff Costs:		
Direct Care (Program).....	3,026,048	
Management & General.....	371,508	
Fund Raising.....	287,548	
Total Personnel Costs.....	3,685,104	
Professional Fees & Contract Service.....	132,699	
Occupancy.....	516,735	
Client Pay.....	124,565	
Transportation.....	185,162	
Supplies.....	160,594	
Small Equipment Purchases, Equipment Maintenance & Rental, & Interest on Equipment Purchase.....	28,678	
Contribution to Affiliate (HUD Projects).....	41,128	
Other.....	144,424	
TOTAL EXPENSES	5,019,089	
DEPRECIATION	132,963	
TOTAL EXPENSES WITH DEPRECIATION	5,152,052	
TOTAL CHANGE IN NET ASSETS	296,902	

LEADERSHIP

BOARD OF DIRECTORS

CHAIR
Peg O'Herron

VICE CHAIR
Jerry Feldman

SECRETARY
Robert Healy

TREASURER
Eric Johnson

PRESIDENT, CEO
Robert Okazaki

IMMEDIATE PAST CHAIR
Jacqueline Kimel

Allan Bartel

Linda Buggy

Matthew Coyne

Jeanne Doheny

Clark Gapen

Tom Garcea

Andrea Goodkin

Patricia Grimes

Jill Liska

Michael MaRous

James Meyer

Michael Prindiville

Bonnie Reinhart

Fred Sasser

Richard Spatafora

Steven Wilson

Jolene Wise Silverman

“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

FOUNDATION BOARD

Fred Sasser
Board Chair

Amy Bergren

Paul Carlisle

Clarence Herbst

Peg O'Herron

Curt Rodin

Howard Stone

Nan Weiss Ham

Robert Washlow

PARTNERSHIP BOARD

Chicago Division

Collin Sasser
Chair

Lauren Lavorato
Vice Chair

Jolene Wise Silverman
Immediate Past Chair

Jason Allcox

Kara Allcox

Diana Almazan

Glen Amundsen

Laura Amundsen

Amy Bergren

Susan Bottum

Julie Carlisle

Paul Carlisle

PARTNERSHIP BOARD

Suburban Division

Susan Feldman
Chair

Dirk Ahlbeck

Bob Border

Cheryl Border

Marc J. Blumenthal

Ed Coyne

Lisa Dideriksen

Jerry Hogle

Kathy Korsch

Sara McKittrick

Ed Reinhart

John Sasser

Joel Shoolin

Cindy Walsh

avenuestoindependence.org

Non Profit Org.
U.S. Postage
PAID
Park Ridge IL 60068
Permit 47



ADMINISTRATIVE OFFICES

Jane and Albert Wohlers Center
515 Busse Highway
Park Ridge, Illinois 60068
Phone: 847 292 0870
avenues@avenuestoindependence.org

WORK CENTER

444 Mercantile Court
Wheeling, Illinois 60090
847 541 5250

AVENUES THRIFT SHOPPE

7710 W. Touhy Avenue
Chicago, Illinois 60631
773 631 6230



Printing of the impact report courtesy of Darwill, Inc.

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.)