

lifelong



commitment

A lifelong commitment

Dear friends,

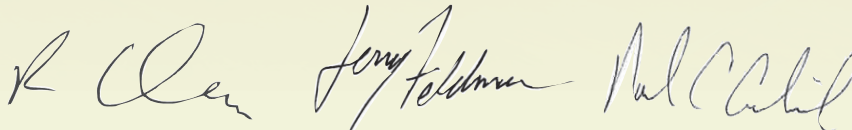
Successful organizations provide valuable services that improve people's lives and make the world a better place for all. At the heart of these organizations are people like you and the many others who have established a lifelong commitment to the people we serve here at Avenues to Independence.

One important facet of Avenues' success is the staff members who work to ensure our folks can live the lives they choose. Despite labor shortages, there are staff members who have been here for 10, 20, 30 years and longer. Our staff is committed to our clients and leverage the resources provided by the community to create an environment where people with disabilities can live, learn and work as independently as possible.

The staff's longevity speaks volumes about the dedication that they have for the people they work with every day. This dedication comes from their concern for the people in our programs and the knowledge that there are others in our community who care as well.

Avenues Residential Director Floyd Kortenhof, who is celebrating 40 years at Avenues, speaks about Avenues staff members and says, "When you see a group of people that are dedicated to the care of the folks that we serve at the level they would care for their own loved ones and family, it is amazing." When considering the community of support provided to Avenues, his remarks equally apply to all of you as well.

Sincerely,



Robert Okazaki
President & CEO

Jerry Feldman, *Chair*
Board of Directors

Paul Carlisle, *Chair*
Foundation Board



Bob Okazaki
41 years



Floyd Kortenhof
40 years



Cathy Kerr
39 years



Michele Shoolin
38 years



Ron Reeves
34 years



Janice Valentine
34 years



Joni Kraft
33 years

from our devoted staff



Ray Betke
30 years



Randall Smith
30 years



Alma Funches
29 years



Katunge Musau
27 years



Linda Smith
26 years



Lavern Mitchell
26 years



Joann Szulczynski
25 years



Calvin Keyes
25 years



Diane Hardin
22 years



Lisa Larek
21 years



Eric Musau
20 years



Kelly Johnson
20 years



Kathy Heard
20 years



Valerie Hill
19 years



Linda Martin
19 years



Angie Kubi-Kwakye
19 years



Ted Anca
19 years



LaShawn Ward
19 years



Rebecca Smith
18 years



Cris McCary
18 years



Whitney Camp
18 years



Irina Tereshchenko
18 years



Rosa Becerra
17 years



Vickie Hodo
17 years



Amy Wenzl
15 years



Dottie Reeves
15 years



Greg Mathis
15 years



Eva Bartell,
14 years



Cheryl Grafman
13 years



Vicki Bartell
13 years



Stacie Cragg
12 years



Elaina Kray
12 years



Tammy Arms
11 years

A lifelong commitment starts at the beginning...

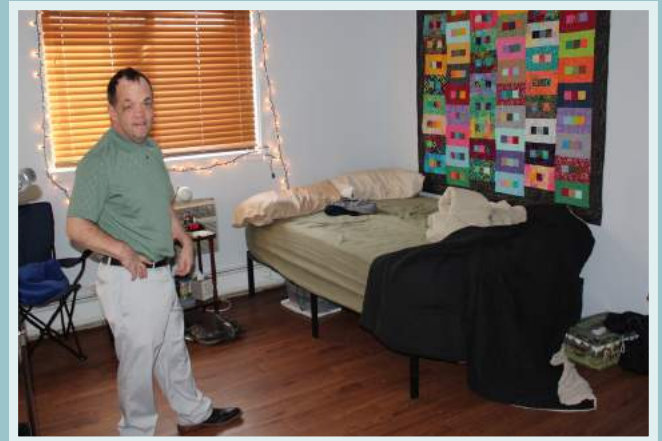
Matt

If you have ever visited the Avenues Center for Independence in Wheeling, you have probably met Matt, the unofficial greeter and cool guy. Matt had been a program participant and employee at Avenues for 20 years. He has made a lot of friends during his time here. When Matt applied to be a part of Avenues he also chose to join the waiting list for the residential program as well.



Luckily, an opening occurred this year and after a trial weekend Matt was ready to move in.

“When I heard about moving in here I was a little bit nervous. I’d been on a waiting list for so long,” Matt



Matt, seen in his room at Sasser Family House, really enjoys the independence that he has gained living on his own. Left: Matt working on a packaging job at the Center of Independence where he works and earns a paycheck.

explains, “It was just time for me to move on with my life.” He looks forward to the new experiences he will get to have in his new neighborhood.

Tim

One of the newest residents to join Avenues is Tim. Several years ago Tim’s mom came to Avenues to learn more about what kind of life Tim would have if he became a part of the Avenues program. His mother had the same concerns that many other family members of individuals with developmental disabilities have; what will happen when their caregiver passes. Unfortunately Tim’s mom passed away before she could answer that question.

Family friends helped with the process of filling out the necessary paperwork and after a successful trial period at Kendrick house in Des Plaines, Tim officially moved into the single family home. In January 2019 and began working at the Center for Independence, his roommate Jeff said, “things are going really good!”



Tim is making himself at home at Kendrick House.

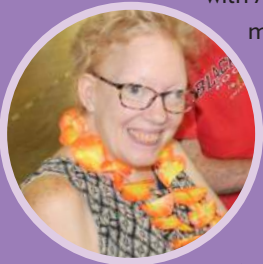
Tim and Matt’s stories are proof that wherever residents are in their process of becoming a part of Avenues that staff members, families, and caregivers are committed to making sure residents are supported and are given all the opportunities to live as independently as possible.

and lasts throughout a lifetime

Mary

Avenues to Independence provides a life-long commitment to the individuals we serve. This has never been more evident than when two of Avenues program participants Mary and Roy were diagnosed with terminal illnesses.

Mary became a part of Avenues to Independence 21 years ago when the agency she was a part of, Builders of Skill, merged with Avenues. She was very close with her housemates and loved attending the Center for Independence. It was as if she gained a family during her time at Avenues.



When she became ill, it was her Avenues family that supported her in her end of life care. They helped her make choices for her treatment and stayed by her side until the end.

They brought her friends and roommates to say their final goodbyes and in one last caring gesture the organization helped to pay for her funeral costs.



Mary (center) always loved giving big hugs to her friends. Here she is at the Vine St. BBQ Fest with Scott, Connie, Ellen and Avenues Board Chair Jerry Feldman.

Roy

Roy joined Avenues from a state facility in 1980. Once a part of the Avenues program he excelled in doing maintenance at the Center for Independence job. He grew very close with the staff at Avenues and was very well liked by his housemates and co-workers.



Roy, with Avenues VP of Programs Cathy Kerr, at the Love Affair 2017. He will always be remembered for his funny and infectious laugh.

With the help of Floyd Korten Hof, Avenues Residential Director, he began saving and planning his own future, including his end of life costs. He took pride in planning his own future.

Although Roy had not been well for some time, his health deteriorated quickly at the end. He was very well-supported by the Avenues staff and they helped Roy make his medical decisions for his treatments. He passed away shortly after Mary and he will be truly missed by all.

As residents like Mary and Roy age or develop illnesses, staff commit to giving them the level of care and love that they deserve. The loss of Mary and Roy can be felt by the entire Avenues family.



Looking to the future the Debicki House

Wanda & Jeannette Debicki

Wanda and Jeannette Debicki were two long time Avenues contributors but they left their biggest gift for last. In 2015 Wanda passed away and Jeanette passed away in 2017. Shortly afterwards Avenues learned that they had donated their Park Ridge home through their family foundation, the Debicki Foundation.

To get the home ready for residents we will install a fire sprinkler system and make renovations to the rooms and bathrooms to accommodate five new residents. The Debicki sisters' gift reaches well beyond their lives and will make a difference for many years to come.



Avenues residents will get to enjoy a large sun-filled kitchen in their new home in Park Ridge. Inset: Wanda and Jean Debicki.

The first new residents of Debicki House

The generosity of the Debicki gift will allow Avenues residents to live in a Park Ridge home and become part of the community. The renovations will allow for accessibility and ensure the safety of the residents. The Debicki family home will now be a family home for the people of Avenues.



Rick seen at his job at McDonald's that he has held for more than 22 years.

Rick became a part of Avenues in 1991 when the program he was in, Builders of Skill- an organization that supported adults with multiple disabilities including deafness, was acquired by Avenues. He works two jobs, one at the Center for Independence and the other at McDonald's in Rolling Meadows. He is excited to share his new home with his friend Scott.



Scott enjoys his work at the Center for Independence and loves attending the parties and BBQs.

Scott has been a resident since 1997 and turned 70 last year. He enjoys participating in MNASR (Maine- Niles Association of Special Recreation) activities and often attends with his friends and housemates. Scott likes his job at the Center for Independence in Wheeling.



Left: Renovations have been taking place at the Center for Independence since February but has not slowed the job opportunities for workers. Above: Jenny and Joe are glad to be able to work and earn a pay-check and are excited for the new opportunities for recreation and lifelong learning that will be available once the construction is complete.

Center for Independence

As we look to the future, Avenues will continue to support the changing needs of the people we serve and help them find a healthy work/life balance through our programs. The exciting plans that we have for our Center for Independence will be an updated and modern place to promote work, life-long learning and social opportunities for our current and future participants. As we go to press, the construction for the Center for Independence is already in progress and is to be completed by this summer.

The program opportunities include:

- Employment readiness, computer skills, art, cooking, exercise, and more
- Outings to enjoy the community
- A quality meeting place for seniors, and new programs for the next generation of participants
- Space and services to meet the physical needs for those who need more support

The Center for Independence will continue to take on packaging and assembly contracts that allow program



Center for Independence in Wheeling

participants to work and earn a paycheck based on their skill level. In fact, the same day that we began the renovations, Avenues began our largest packaging contract job with Turtle Wax. Despite all of the construction and changes our workers are continuing to be employed. This balance of opportunities is what sets us apart from many other organizations.

2018 Recipient, Elaine Hodgson

William & Jean Knaack Spirit of Avenues



Above: Elaine Hodgson (second from left) with her family at the 2018 Annual Dinner. Inset: Elaine and her father, the late William Knaack.

In 1953, Park Ridge Postman William Knaack had an idea that would change the course of history for children and adults with developmental disabilities in our community. He worked with his wife Jean, family, friends and neighbors as well as other parents, to form the Park Ridge Aid for Retarded Children to ensure that children, including his special needs daughter, would have a place to learn and grow. The Spirit of Avenues Award is given to individuals who embody all



that Avenues stands for in putting aside old ideas about what is possible.

In 2018 the Spirit of Avenues Award was renamed to honor William and Jean Knaack. The Knaack's daughter Elaine Hodgson was given the award at the 2018 Annual Dinner. She was joined by her family and friends and paid a wonderful tribute to her parents and her sister Valerie, an original program participant at Avenues. Elaine has been a long-time supporter of Avenues and continues to carry on the legacy of her parents.

Previous Spirit of Avenues recipients include Patricia Grimes (2017), AT&T Pioneers (2016), Kathy Seiwert (2015), Avenues staff (2014).

The Jane & Albert Wohlers Visionary Award

2019 Recipients, Glen & Laura Amundsen

Glen and Laura Amundsen are more than just volunteers or Board members at Avenues. They have opened their hearts and their homes and become family members to a group of Avenues residents.

After a chance meeting on the streets of Park Ridge lead to a cup of coffee at a local gas station Glen became fast friends with long-time Avenues resident Bill. Glen introduced Bill to his family and Bill invited Glen to meet his housemates. Today they are more than board members and donors of Avenues. They are family.

"We've been very lucky in our lives", Glen said. "But we feel that there has been no greater passion, no greater team that we've been a part of then Avenues and we hope to continue that for a lot of years."

The Jane & Albert Wohlers Visionary Award was created to honor the idea that everyone deserves to be a productive member of the community. At the 2019 Love Affair Nancy Malik, daughter of Jane and Albert Wohlers, presented Glen and Laura with the Visionary award.



Glen & Laura Amundsen, with Bob Okazaki, received the Visionary Award at the 2019 Love Affair.

Previous Visionary Award recipients including Robert Healy (2018), Al Bartel (2017), Alice Murphy (2016), Dale Kendrick (2015), Fred Sasser (2014), Clarence Herbst (2013), Jane & Albert Wohlers (2012).



Fred Sasser (center), continues the legacy his parents began more than 30 years ago. He welcomes new members Karen Clarke and Susan Matejka.

Sasser Society

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 help ensure our life-long commitment and best quality of life for the people of Avenues. There were 16 charter members when the society was formed in 2000; today there are nearly 90 members. Because of their generosity, Avenues has realized more than \$3 million in planned gifts since the inception of the Sasser Society.

Laura Allworth
 Laura & Glen Amundsen
 Evelyn Anderson
Lester Anderson
 Lorie & Allan Bartel
Doris & Charles Blachut
Harold & Wanda Braner
 Lori & Richard Brayer
 Michael Bruni
 Barbara & Leonard Bunge
 Barbara & Jack Cavalenes
 Karen Clarke
 William Dearhammer
Jeannette Debicki & Wanda Debicki
 Donna & Edward Dernelc
Charles Derrickson
 Sally Derrickson
 Patricia & Dennis DuBoux
 Susan & Howard Ebner
 Ann Marie & Allan Ehrlich
 Sue & Jerry Feldman
 Marianne & Clark Gapen
Marilyn Goll
William & Vivien Gorman

Brenda & Jerry Grafman
 Peg O'Herron & Robert Healy
 Clarence Herbst
 Graham Hills
 Linda Hills
 Anita & Jim Hornbrook
 Roberta & Gerald Horwitz
 Mary & Eric Johnson
 Terri Kaisling
 Dale Kendrick
 Cathy & Robert Kerr
 Jacqueline & Shelly Kimel
 Greg Kintzle
Edith Koomuyjian
 Floyd Kortenhof
 Georgene Ross & Alan Lifschultz
 Mary Lou Loughlin
 Lillian Martiny
 Susan Matejka
 Jim Meyer & Francine Ross
Jordan Minerva
Alice Murphy
 Brian Murphy
 Kevin Murphy, Jr

Kevin Murphy, Sr.
 Marianne Bark Nettelhorst
 H. Terrence O'Brien
 Robert & Judy Okazaki
 Christel & Jack Owens
 Judith Parker
Konrad & Melita Parker
Blair Plimpton
William & Mildred Powell
 Mary & Michael Prindiville
Craig Randall
 Patricia Rascia
Maria Rawski
 Collin Sasser & Alison Whittington
 Pam & Fred Sasser
Robert & Doris Sasser
 Sheila Schultz
 Michele & Joel Shoolin
Lorraine Shouldis
 Jean & John Simms
Wanda Smail
Marianne Tamura
 Dianne Teipe
 Daniel Watts

Rita Whalen
Jane & Albert Wohlers
 Joan & Jerome Wroblewski
 Mary Zungrone



Avenues staff members Floyd Kortenhof, Cathy Kerr and Laura Allworth, are a few of the many staff members who have chosen to commit to Avenues with planned giving.

2019
SASSER
 Society

Avenues to Independence

Statement of Financial Position

June 30, 2018

ASSETS

Current Assets.....	499,093
Land, Buildings and Equipment (book value).....	1,337,199
Other Assets.....	10,040
	1,846,332

LIABILITIES & NET ASSETS

Current Liabilities.....	369,631
Long-Term Liabilities.....	0
Total Liabilities.....	369,631
Beginning Net Assets.....	1,602,948
Prior Period adjustment.....	0
Change in Net Assets.....	(126,247)
Ending Net Assets.....	1,476,701

TOTAL LIABILITIES & NET ASSETS1,846,332

STATEMENT of ACTIVITY

(Condensed) for the 12 Months Ended June 30, 2018

REVENUES

Government.....	2,350,085
Thrift Shop Sales, Job and Service Contracts.....	247,333
Contributions (includes \$1,295,315 from Avenues' Foundation).....	1,756,056
Program Fees.....	766,018
Park Ridge Community Chest.....	15,000
Miscellaneous Revenue.....	2,471
Interest Income.....	0
Unrealized Gain (Loss) on Investments.....	(6,031)

TOTAL REVENUES5,130,932

EXPENDITURES

Staff Costs:	
Direct Care (Program).....	3,266,073
Management & General.....	339,338
Fund Raising.....	318,771
Total Personnel Costs.....	3,924,182
Professional Fees & Contract Service.....	145,565
Occupancy.....	460,697
Client Pay.....	86,170
Transportation.....	225,354
Supplies.....	128,783
Small Equipment Purchases, Equip. Maintenance, Equip. Rental, and interest on Equip. Purchase.....	35,650
Other.....	106,138

TOTAL EXPENSES..... 5,112,539

DEPRECIATION144,640

TOTAL EXPENSES WITH DEPRECIATION..... 5,257,179

TOTAL CHANGE IN NET ASSETS..... (126,247)



Shannon working on a project for the new Turtle Wax packaging job at the Center for Independence.

Avenues to Independence **FOUNDATION**

Statement of Financial Position

June 30, 2018

ASSETS

Current Assets.....	4,648,452
Land, Buildings and Equipment (book value).....	4,370,760
Other Assets.....	85,911
	9,105,123

LIABILITIES & NET ASSETS

Current Liabilities.....	174,818
Long-Term Liabilities.....	1,537,125
Total Liabilities.....	1,711,943
Beginning Net Assets.....	6,739,245
Prior Period Adjustment.....	0
Change in Net Assets.....	653,935
Ending Net Assets.....	7,393,180

TOTAL LIABILITIES & NET ASSETS 9,105,123**STATEMENT of ACTIVITY**

(Condensed) for the 12 Months Ended June 30, 2018

REVENUES

Contributions.....	1,584,632
Special Events Revenue.....	794,596
Building Usage.....	226,499
Investment Income.....	163,779
Realized gain on investments.....	0
Unrealized Gain (Loss) on Investments.....	132,855

TOTAL REVENUES 2,902,361**EXPENDITURES**

Grants.....	1,314,435
Staff Costs.....	94,141
Occupancy.....	190,009
Professional Fees & Consultation.....	130,390
Supplies.....	2,498
Mailings, Appeals and Printing.....	55,716
Service Fees.....	15,068
Fund Raising.....	241,133
Other.....	26,812
Total Operating Expenses.....	2,070,202

TOTAL EXPENSES 2,070,202**DEPRECIATION** 178,224**TOTAL EXPENSES WITH DEPRECIATION** 2,248,426**TOTAL CHANGE IN NET ASSETS** 653,935

Tabitha learns to cook at her home at Sasser Family House.

avenuestoindependence.org

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Permit 47



Jane and Albert Wohlers Center

Administrative Offices

515 Busse Highway
Park Ridge, Illinois 60068
Phone: 847 292 0870

Center for Independence

444 Mercantile Court
Wheeling, Illinois 60090
847 541 5250

Avenues to Independence Thrift Shoppe

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



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 condition of disabilities. Avenues is accredited by CARF (Commission on Accreditation of Rehabilitation Facilities.)

Thank you to Darwill, Inc. for the courtesy printing of the Impact Report.