

# 2016 annual report

**President's Letter**

*Page 1*

**Top 5 Stories of 2016**

*Page 2*

**65 Years of ADEC**

*Page 10*

**2016 Financial Statement**

*Page 12*



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## ■ PRESIDENT'S LETTER

Dear Friends,

This year, ADEC will celebrate 65 years of choice and possibility. That's 65 years of family, friendship, community impact, and growth.

ADEC came into existence when Elkhart parents of children with disabilities came together and decided they wanted something different, something more for their children. The very first employees at ADEC were the parents themselves as they worked to give their children opportunities no one had thought possible.

Now, 65 years later, many of these children are now senior citizens who still receive ADEC services. As they've grown, so has ADEC. From its beginnings as a school, ADEC followed the trajectory of these children's needs. We've added work services, therapies, day services and, as the founding parents began to pass away, corporate guardianship services.

In 1974, ADEC took a bold step for people with disabilities, not only in Elkhart County, but the State of Indiana as a whole. We opened the very first group home in Indiana and welcomed several of ADEC's founding children as housemates. In the years since, ADEC's group home living services have flourished and continue to set the standard for quality for the rest of the state.

ADEC never finishes evolving to meet the needs of the people we serve. Since we redesigned our day services in 2006 to transition from an educational focus to an empowering social enterprise focus, ADEC has opened Gaining Grounds Coffee House

day services in Goshen and Middlebury, while client artists at each day service take home regular paychecks from the artwork they create and sell.

As we stand at this crossroads between past and present, I am excited. And I am grateful. I am grateful because ADEC has the tremendous privilege to be a part of our communities. Our clients are welcomed and embraced everywhere we go.

The courageous spirit of ADEC's founding families lives on today as our community continually chooses to support ADEC. Thank you for making ADEC a priority and thank you for making our clients a part of your lives.





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## Agentkrabie

*Blogging to Advocate*

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You may remember Emily Krabill as the 2015 Goshen High School prom queen. She made a big splash in the Elkhart Truth, and her story was named one of the top 10 feel good stories for 2015. Like most 19-year olds, Emily loves listening to Selena and the Scene, talking about her favorite celebrities and making big plans for the future. At the moment, she thinks might want to be a chef or a professional public speaker when she grows up.

Since graduating (that's right, Emily graduated with a formal degree after successfully completing standardized testing and tough courses like algebra), Emily works part-time in a dish-washing job while also spending three days a week at ADEC's Goshen Day Service. While she's there, she enjoys spending time on the computer, baking and participating in the art projects.



## Advocacy

One of the things Emily is most passionate about is ending the use of the “r-word.” She signed a campaign at Goshen High School to “Spread the Word to End the Word.” She works to accomplish this big goal by speaking with groups about the negative impacts the r-word has on her and her peers.

“I want to be taken seriously,” Emily said. “Out in the real world, I’m always the fun, energetic girl. But I don’t know if they will take me seriously if I say, ‘Hey, I have down syndrome and I’m insecure about that.’”

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***IF YOU ARE NOT HAPPY FOR WHO YOU ARE, YOU SHOULD KNOW THAT YOU ARE BEAUTIFUL AND STRONG. - EMILY KRABILL***

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## Blogging

Emily loves to write. She started writing for the Goshen High School paper during her sophomore year. Since graduating in 2015, she started a blog she updates regularly. Sometimes, she highlights teachers who have made a difference in her life, other times, she shares about her favorite bands. More often than not, she talks about what it’s like to live with Down syndrome.

“I feel like people with special needs are being looked down on or overlooked because of our extra chromosome,” Emily wrote in a February 7 blog post. “Having an extra chromosome is like we’re slower to develop and learn. But almost every time I can hear other people say the ‘R, word.’ It means that they are calling us dumb and shallow!

“Do they even know what that word means? It means to me that it’s starting getting on my nerves. They think that’s who we are but they haven’t given us a chance. They don’t even know who we are, but they’re judging us based on what they think of us. That isn’t who we are, but I’m pretty sure that’s not what everyone thinks.

“But we are not selfish or stupid, thinking we are just toddlers stuck in a grown up’s body. That’s not who we are and we are more than that. I want to give a message to everyone who could be reading this who has special needs. We are special for a reason but that doesn’t mean we should be ridiculed because of it. If you are not happy for who you are, you should know that you are beautiful and strong.”



## PROGRAM SPOTLIGHT | Day Services



*“ADEC has really helped me come a long way through getting to where I am today. I really love being able to interact with the community members.”*  
- Missy Mast, Gaining Grounds Coffee House Barista

**GOSHEN**  
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*Gaining*  
**GROUND**S



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45<sup>th</sup> Annual

featuring  
*New Routes*  
**45 & 65 Miles**  
+  
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**ADEC**  
**RIDE-A-BIKE**

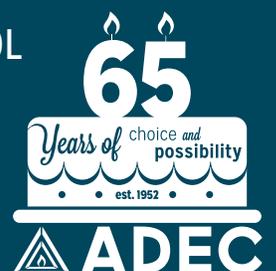
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[koscherj@adecinc.com](mailto:koscherj@adecinc.com)

SATURDAY, MAY 20, 2017 • NORTHRIDGE HIGH SCHOOL

**REGISTRATION OPENS MARCH 2017**

[www.adecinc.com/bike](http://www.adecinc.com/bike)



## TOP 5 STORIES OF 2016



### Ride-A-Bike

#### Family Tradition & Fundraiser

For more than four decades, ADEC's Ride-A-Bike fundraiser has been a sign of spring and an annual tradition for many Elkhart County families.

Consider Roy Stern. He has participated in the event for 15 years with his family, so he wanted to do something big to mark the 2016 ride while also celebrating his 80th birthday.

Roy completed an 83-mile ride on Dec. 30, 2015 along the Withlacoochee State Trail in Florida, in honor of his 80th birthday. He asked friends and family to donate \$80 to ADEC as Ride-A-Bike pledges to help him celebrate the blessings of his own life and the lives of those living with the challenges of disabilities.

He called his adventure "Roy's Ride to Celebrate Life" and used it as a kickoff to his own participation in Ride-A-Bike. He was at Ride-A-Bike again on May 21 - the ride kicked off from Northridge High School in Middlebury - leading the other riders as ride marshal.

"ADEC has a special place in my family's heart," Roy said. "What better way to celebrate life than to help those who celebrate living every day?"

The attention he's gotten for the ride has surprised and humbled Roy. The more people who heard about it, the more support

he received. The bike shop owner in Florida, where Roy's son Phil rented a recumbent bike, even contributed.

Roy played a big part in making the 2016 Ride-A-Bike's one of the best yet. ADEC raised more than \$50,000, a big increase over previous years. The number of registered riders also increased by more than 70 percent.

Ride-A-Bike focuses on fun and inclusion. It's a chance for ADEC clients to spend time in their communities by collecting pledges and showing people in the community the amazing things they are capable of accomplishing.

"Our goal is to connect our clients with their community, and Ride-A-Bike is just one way we do that," said Donna Beluser, ADEC's president and chief executive officer. "Ride-A-Bike is much more than a fundraiser. It's a chance for us to raise awareness in the community about the many great things we do to help people with disabilities realize their full potential and achieve their dreams."

The money raised from Ride-A-Bike will help ADEC continue to help people with disabilities become independent and valued members of the community. The funds will go toward things like ADEC's summer camp, which is offered at a reduced rate for children with disabilities, or to expanding the vocational opportunities offered at each of ADEC's five day programs.

Planning has already started for the 2017 event, which will celebrate two major milestones: ADEC's 65th birthday, and the 45th anniversary of Ride-A-Bike.



## TOP 5 STORIES OF 2016



### Fred Todd Wins

#### 2016 Outstanding DSP Award

If you ask Fred Todd what it means to be Direct Support Professional at ADEC, he will almost always answer, “You get to change the world every day.”

And that’s what Fred has done every day for more than 27 years. He walks through life with the people he serves, celebrating big accomplishments like landing a job, while standing with ADEC clients during the lowest moments of their lives, such as undergoing cancer treatments. He’s also positioned himself as a fierce advocate for client rights and community inclusion.

For all these things and more, Fred has been named a recipient of the 2016 Outstanding DSP Award for the state of Indiana by INARF, a statewide trade organization representing more than 14,500 people who work to provide quality care for people with disabilities.

#### Becoming an Advocate

In the early 1990s, Fred realized the significance of his position as an advocate. He went to the library to get cards for his ladies. He was told “they don’t give cards to ADEC clients because they would tear apart the books.”

Fred could hardly believe his ears. He fought for inclusion and the rights of his clients to enjoy access to the public library and won.

“We’re civil rights workers here,” Fred says. “When people say, ‘how are the boys? How are the girls?’ we say ‘These are men and women.’ We ask ‘Why can’t they have a library card?’”

#### Client Appreciation

The time and effort Fred puts into supporting and investing in his clients does not go unnoticed at Middlebury Men’s Group Home.

“He’s a pretty nice guy,” says Nate Griffey, a resident of Middlebury Men’s Group Home for six years. “He takes us out on outings and stuff. He helps us cook Swedish Meatballs. Makes me smile a lot and plays with us a lot.”

Nate Liechty, a Middlebury Men’s resident of eight years, says, “He’s a nice guy. I love it. He’s good and we just talk about everything.”

#### Making a House a Home

It’s not just the people who Fred serves that appreciate him, but also his fellow staff members.

Fred can always be seen spending time with new staff and encouraging positive interaction, especially when he’s refereeing basketball on Wednesday nights for all of the group homes.

“Everybody has to remember that when you have a relief person come to your home, you have to smile to them, encourage them, make them feel welcomed and valued,” Fred says of building relationships with new DSPs. “We think, it’s another person we have to train, but you have to remember, that could be the next person who stays forever. It could be the next Fred Todd.”



### PROGRAM SPOTLIGHT | Residential Services



*“I’d be miserable [without ADEC Supported Living] because I’d have no one to talk to.” - Keith Perry, Supported Living Client*



## Job Shadowing *with the City of Elkhart*

Like so many other college students, Dylan Eberly hasn't decided on a major or career to pursue quite yet.

But thanks to a new partnership between the City of Elkhart and ADEC, he has a better idea of what he wants to do with his future.

Mayor Tim Neese has invited ADEC clients – adults with intellectual and developmental disabilities who live in Elkhart and St. Joseph counties – into the city's buildings and offices to learn from the city's employees.

Dylan, alongside ADEC Employment Consultant Mike Delfine, was the first ADEC client to participate in the job shadowing program. Dylan is 19 years old and recently wrapped up his first year at Indiana University-Purdue University Fort Wayne. He also lives with several disabilities.

Dylan spent Tuesday job shadowing several individuals within the city's engineering department.

"I think it's a very informative and unique opportunity to see what your job can be," Dylan said. "It lets you preview your life and what is going to happen next."

Part of ADEC's mission is to help adults with disabilities find employment, and the nonprofit is grateful that the city of Elkhart has offered a helping hand. ADEC provided more than 300 clients with employment services last year, and the job shadowing partnership with the city could help increase that number.

Sara Howard, ADEC's senior manager of community employ-

ment, said there is a lot of groundwork that must be completed before a client is placed for employment in local businesses or organizations. Before placing a client, ADEC must first be able to assess how well individuals perform in different environments and different settings.

The city of Elkhart extended a warm welcome to ADEC clients, and Sara said she is hopeful the partnership will demonstrate to other businesses and organizations how a relationship with ADEC can be mutually beneficial.

"It's a testament to the city and how they're investing in individuals who are oftentimes overlooked," Sara said. "They also truly value the input and ideas from their partners in the community."

And someone has already benefited from the partnership.

"I could see myself doing that or something like it," Dylan said after spending the morning exploring the city's interactive mapping system. "I like that it's hands-on and that you can explore ideas. You can make something new, something revolutionary and something wacky. You can make a difference."

ADEC already has a few more clients in mind who would benefit from the job shadowing partnership. Because the city manages 20 different departments, there are plenty of different jobs for adults with disabilities to explore and learn.

"This partnership will provide ADEC clients the opportunity to learn new skills and gain experience, but our city and city employees gain so much more," Mayor Neese said. "The way we see it, this is a win-win."



## TOP 5 STORIES OF 2016

# Wings for Autism

## *Practicing for a Smoother Flight*

ADEC partnered with Thor Industries to bring an event called “Wings for Autism” to South Bend International Airport. The event is a “rehearsal” specifically designed for individuals with developmental disabilities, their families and aviation professionals. The program helps families overcome anxiety about flying by providing a walk-through of the process, from checking luggage and getting a boarding pass to finding a seat on the plane and buckling up.

The 2016 event was a hit, and plans are underway to bring it back for a second year. Here we share an article from the South Bend Tribune, reprinted with permission.

*Joseph Dits, South Bend Tribune*

SOUTH BEND – Sophia Larson emerged from the airport’s scanning booth with a smile – a big step for a 14-year-old with autism.

For a few minutes, she took off the headset that she often wears in public to dampen excess noise. And when a TSA worker gently laid hands on her pockets, she accepted it without a fuss. Granted, her mom, Sherry said, Sophia might react if someone gave her a big hug.

Sophia joined 22 other young people with autism and their families Saturday to rehearse the full process of checking into and even boarding a 50-seat airplane at South Bend International

Airport. Autism’s trigger points surrounded them: touch, noise and lights that overwhelm the senses.

“We don’t want to buy the tickets and then sit on the airplane and say, ‘We don’t want to do this,’” said Sandy Reiners of Elkhart, who brought her daughter, Cassie, 23.

The family already has had that experience at basketball and hockey games, Reiners said, since Cassie has a problem with big open spaces. She has a fear of heights, too. When asked about the jet that she was about to board, Cassie said, “I’m OK with it not moving.”

But she also loves the idea of going to Florida. The family, with dad and brother, have been there only after a long, two-day drive.

It marked the first time that an airport in Indiana has hosted the national program Wings for Autism, with cooperation from Delta Air Lines, the Transportation Security Administration and the local nonprofit ADEC, which works with people with special needs. They hope to make it an annual program. Families pay nothing. The Arc, a national charity that advocates for people with disabilities, started Wings for Autism in 2011.

Rob Schultz of Elkhart said he and his wife go on mission trips to places like Kenya and Israel, but they always go separately so that someone can stay at home with their son, Kristofer Byr-

**WE DON'T WANT TO BUY THE TICKETS AND THEN SIT ON THE AIRPLANE AND SAY, "WE DON'T WANT TO DO THIS." - SANDY REINERS**

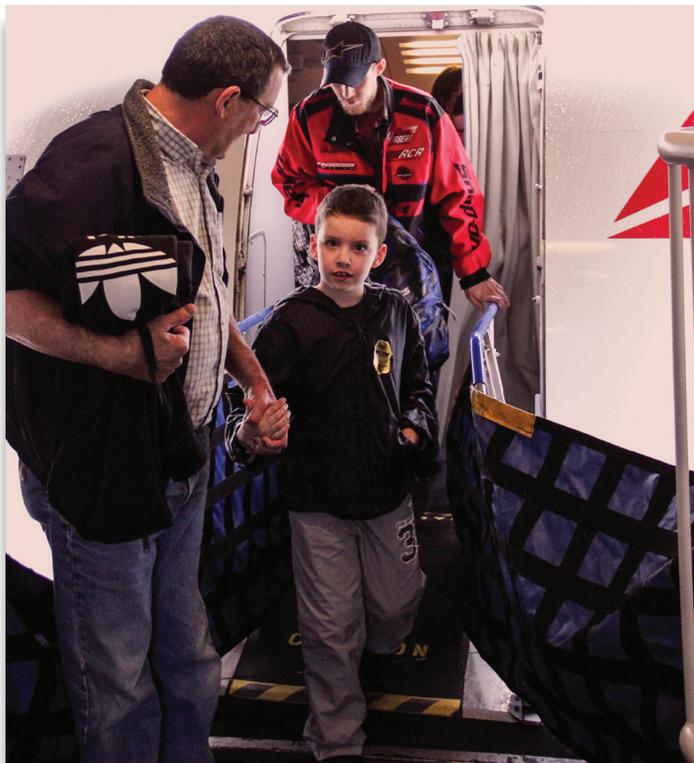
kett, 19. It would be great, Schultz said, if they could go together with him. It's hard to say how Kristofer would do with 19 hours of sitting on an airplane. This was a first step.

Sophia, who lives with her family in Stevensville, seemed relaxed. Maybe it was the good night of sleep, or the soccer she played that morning. She didn't even wear the sunglasses that typically shield her from bright colors, glare and lights.

"When we're relaxed, she's more relaxed," said her mom, Sherry. "She feeds off of our stress. Knowing this is not an actual flight makes it a lot less stressful."

If an autistic person screams or reacts physically, ADEC officials say, it only means they're overstimulated or scared. Be patient with them.

The families filed onto the Delta jet with lots of smiles. Buckled into their seats, most of the young folks were fascinated with the overhead buttons for light and air. And one mom said, "This is huge."



**Purchase your trash bags today through ADEC.**

[www.adecinc.com/silver](http://www.adecinc.com/silver)

**Enjoying the stories? Like us to enjoy even more.**

Stay up-to-date on all our 65th birthday celebrations and behind-the-scenes peaks of ADEC awesomeness.

[facebook.com/ADECservices](https://facebook.com/ADECservices)

**PROGRAM SPOTLIGHT | Family Services**



*"It is fun here. We spend time outside in the sun and do fun things. I like the wagon rides"* - **Leah Barber**, ADEC Summer Camp Participant

# TRAILBLAZER

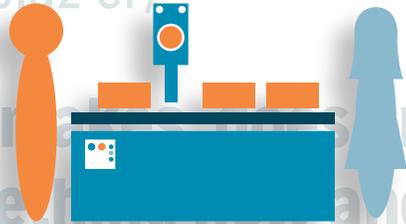
(trail-blaz-er)

a person who makes a new way of doing things  
discovers something new and  
makes it acceptable or popular



Children's classes begin.

**1952**



ADEC Industries opens.

**1958**



First Ride-A-Bike

**1977**



Guardianship

**1983**



First group home.

**1974**



Therapies start.

**1953**



Day Services open.

**1980**



Gaining Grounds Coffee House opens.  
**2009**

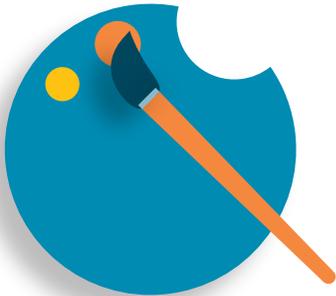


ADEC celebrates.  
**2017** **2010**

1990

2000

begins.



Vocational Day Services start.  
**2006**



ADEC expands to St. Joe County  
**2010**

## 3 WAYS TO BLAZE OUR TRAIL

- 1 | Grab a cup of joe at Gaining Grounds.
- 2 | Grab your bike for May 20.
- 3 | Grab your calendar for next year's Annual Celebration on October 26.

### PROGRAM SPOTLIGHT | Employment Services



*"I think it's a very informative and unique opportunity to see what your job can be. It lets you preview your life and what is going to happen next."*  
- **Dylan Eberly**, Community Employment Client

## 2016 FINANCIAL STATEMENT

### ADEC Statement of Activities for the Year Ended June 30, 2016

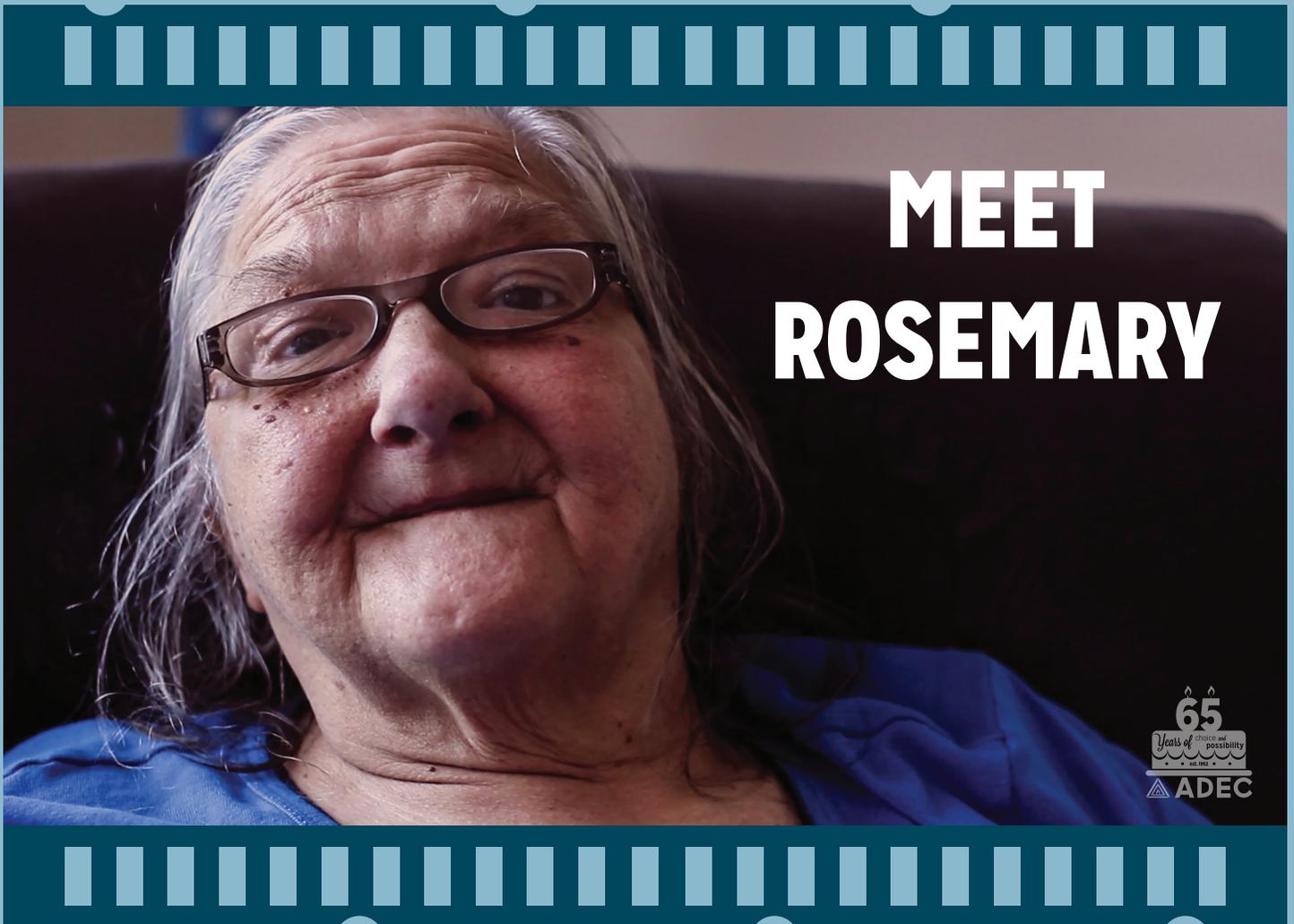
	<i>For the Year Ended</i>	
	<b>June 30, 2016</b>	<b>June 30, 2015</b>
<b>Program Service Revenue</b>		
Residential Services	\$11,708,115	\$11,246,449
Family Services	277,121	286,252
Adult Training and Vocational services	4,665,302	4,874,796
Transportation	180,078	139,168
	<u>16,830,616</u>	<u>16,546,665</u>
Local Support	633,510	633,473
Contributions	475,880	162,577
Investment Return	131,007	310,110
Gain (loss) on disposal of equipment	(6,853)	9,063
Other	54,904	57,745
<b>Total Revenue</b>	<u>\$18,119,064</u>	<u>\$17,719,633</u>
<b>Program and Administrative Expenses</b>		
Residential Services	\$9,770,740	\$9,262,295
Family Services	466,206	470,074
Adult Training and Vocational Services	4,379,573	4,301,139
Transportation	376,100	327,620
Total Program Expenses	<u>14,992,619</u>	<u>14,361,128</u>
Administrative	1,980,207	2,003,743
Total Expenses	16,972,826	16,364,871
<b>Change in Net Assets</b>	<u>1,146,238</u>	<u>1,354,762</u>
Net Assets at Beginning of Year	18,147,517	16,792,755
<b>Net Assets at End of Year</b>	<u>\$19,293,755</u>	<u>\$18,147,517</u>

The above financial statement of activities of ADEC, Inc. as well as the balance sheets and statement of cash flows for the fiscal year ended June 30, 2016 have been audited by Crowe Horwath LLP, per their audit report dated August 23, 2016.

Prepared by Mitch Walorski, VP Finance and CFO, in conformity with accounting principles generally accepted in the United States of America (U.S. GAAP).

# 65

## Videos for Years

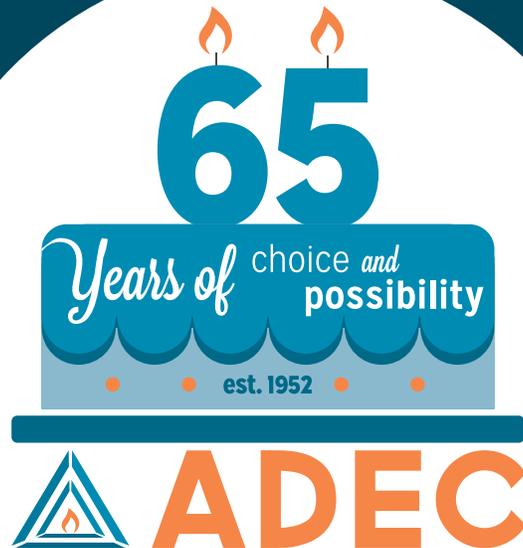


To celebrate 65 years of choice and possibility, we'll be releasing 65 videos highlighting ADEC clients, staff and supporters.

*You can find them on Facebook and ADEC's website at least once a week starting in November.*

[www.adecinc.com/65](http://www.adecinc.com/65) • [facebook.com/ADECservices](https://facebook.com/ADECservices)

# 2016 annual report



*ADEC proudly advocates for and serves people with developmental and intellectual disabilities so they live lives full of choice and possibility.*



**Donna L. Belusar, Ph.D.**

*President & CEO*

574.848.2420

belusard@adecinc.com

P.O. Box 398 | Bristol, IN 46507 • **ADEC** • 574.848.7451 | info@adecinc.com

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