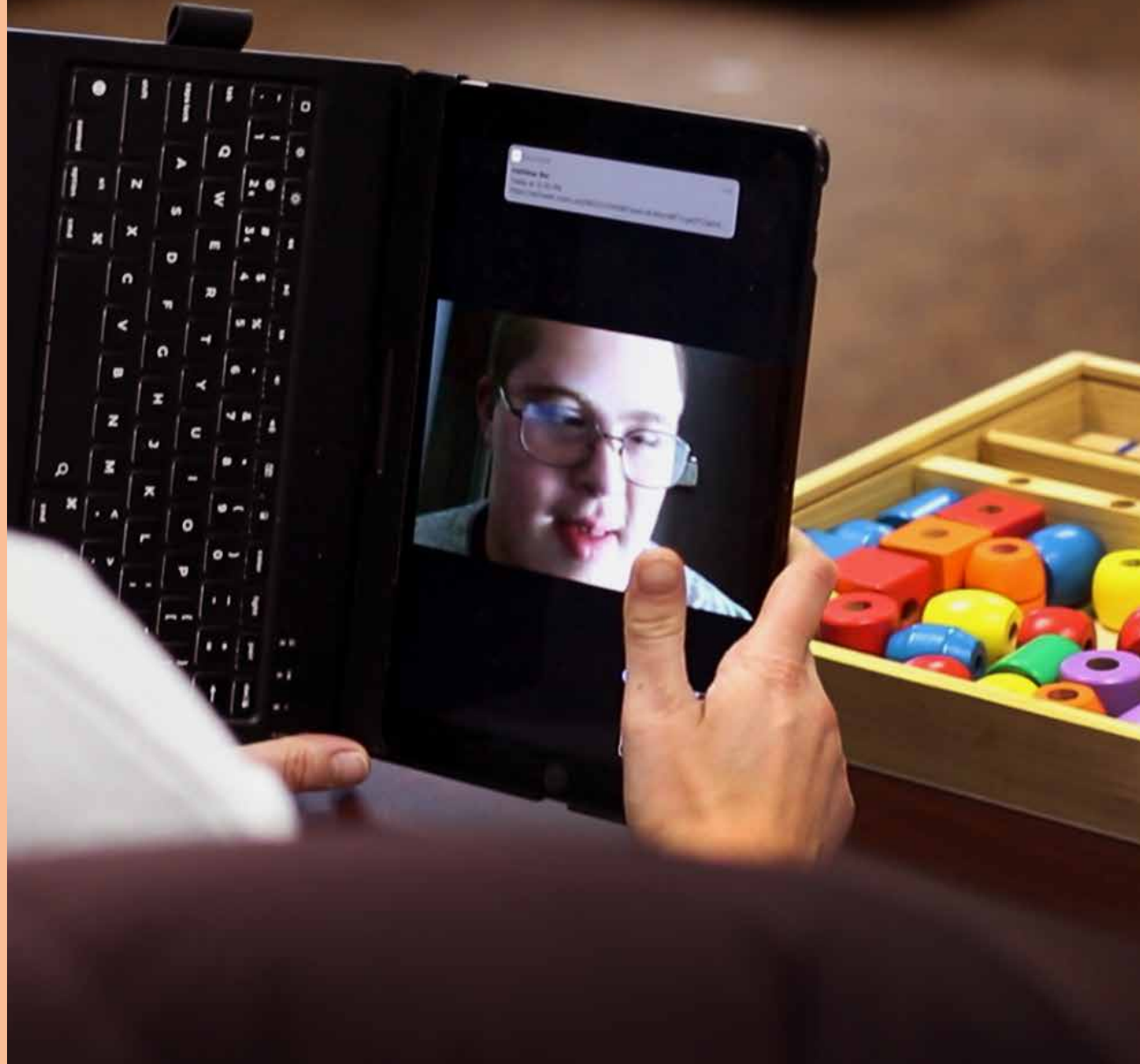
 **ADEC**  
ANNUAL REPORT  
**2020**  
ILLUMINATING  
A NEW PATH



## OUR MISSION

ADEC proudly advocates for and serves individuals with intellectual and developmental disabilities so that they can live lives full of informed choice and possibility.



## A MESSAGE FROM OUR PRESIDENT

DONNA BELUSAR

Dear Friends of ADEC,

ADEC is stronger, better poised for the future, resilient and even more flexible for the families and communities we serve due in part to the events of this past year. Fiscal 2020 (July 2019-June 2020) will be remembered for planting new seeds while experiencing the fruits of the labor of seeds planted throughout the years. Today's harvest gifted us the tools needed to take on the challenges presented at the onset of the COVID-19 global pandemic. Our year started with enthusiasm as our strategic plan unfolded; quickly, our focus transitioned into determination as we took swift action to address the pandemic.

We began our year with robust community initiatives that pumped our hearts with excitement. Our new annual luncheon featured keynote speaker Lt. Governor Suzanne Crouch. Local businesses that employ ADEC clients were honored at our first annual employment recognition luncheon. Our interactive partnership with Elkhart County Parks Department featuring Bonneyville Mill included hands-on milling by clients. In February, ADEC joined hundreds of advocates, individuals living with an IDD, and providers at the annual Valentine's Day event at the Statehouse.

ADEC hosted events at Gaining Grounds Conference Center that drew the community into our coffee shop

and Art by ADEC gallery. ADEC's Social Enterprise was showcased at Hall of Heroes Comic Con and local Holiday Bazaars events. Our Media Spotlight Campaigns focused on advocacy that empowered the voices of our clients and families. In addition, our #teamADEC social media campaign gave way for ADEC to show employee appreciation and commitment to our staff. Furthermore, ADEC achieved the three-year CARF accreditation and provider reapprovals supporting our ongoing commitment to programs.

ADEC's efforts were leading up to an outstanding year filled with full caseloads, growth plans, strong financials and more, but then the unexpected happened. COVID-19 affected everything we did as an agency. Thankfully, our agency engaged in disaster preparedness exercises—years before COVID-19—that equipped us with proven methods to help weather this storm.

Personal protective equipment was issued to all employees and individuals served. I am pleased to report that programs temporarily suspended are now reopened; safely, we offered summer camp for local youth.

I am humbled by our dedicated employees, Board of Directors, Committee members and our local community for their continued support. As we finish our 68th year, I look forward to a bright future illuminated by the lights of Aux Chandelle\*.

Donna L. Belusar, Ph.D.  
President / CEO

\* In 1966, with the help of parents, family members, and friends the founding families of ADEC charted the Aux Chandelles Development Center. Aux Chandelles in French means 'into the light'



# OUR BOARD OF DIRECTORS

**Thomas Kroll, Chair**  
Retired, CTS Corp.

**Larry Gautsche, Vice Chair**  
Retired, LaCasa, Inc.

**Jenny Schrock, Secretary**  
Retired, Elkhart County Health Department

**Kevin R. Boyer**  
Elkhart Clinic

**Donald R. Anderson, Past Chair**  
Retired, USI Insurance

**Cary Kelsey**  
Retired, ADEC

**Lauren Maxson**  
Attorney, Yoder Ainlay Ulmer & Buckingham

**Thomas Nickel**  
Marv & Tom's Truck Service

**Kristine Osterday**  
Elkhart County, Judge

**Jason L. Pippenger**  
DJ Construction Company

**Jeremy Gillespie**  
Beacon Health System

Dear Friends,

This year greeted us with new insights, initiatives, and challenges. We welcomed new Board members: Mr. Jeremy Gillespie from Beacon Health System and Mr. Carey Kelsey, former ADEC employee and ambassador. The passion and experience that they will bring to ADEC is timely and greatly appreciated. In addition, ADEC unveiled innovative programing to our community, charted a new course forward with our strategic plan, and brought to light the voices of our clients and families into new territories. Then arrived the COVID-19 global pandemic.

Guided by local, state and federal guidelines, we ensured that our ongoing commitment to programs, initiatives to build community inclusion and employee engagement continued. ADEC's commitment to the health, well-being and safety of individuals served and employees became the theme.

ADEC has a longstanding tradition of going above and beyond the call of duty. The strength of ADEC runs deep and it radiates—daily—in the actions that come forth from its leadership. ADEC employees' commitment to serve our clients is worthy of admiration; this fact alone, compels the Board to serve this same community with pride and vigor.



Thomas Kroll,  
ADEC Board Chair



## #TEAMADEC

Team ADEC is made up of many roles: direct support professionals, employment consultants, therapists, nurses, transportation and maintenance staff, baristas, administrative and supportive staff. What do they have in common? Their shared commitment to bring informed choices and possibilities to the lives of our neighbors with intellectual and developmental disabilities. Each role is unique but essential, and we are thankful to have amazing and dedicated staff that without hesitation go above and beyond the call of duty. #TeamADEC: Carrying the torch of ADEC's founding families, blazing a trail that leads to a community of inclusion and opportunities for all.

## EXECUTIVE LEADERSHIP

**Donna Belusar**  
CEO/President

**Mitch Walorski**  
Chief Financial Officer

**Lisa Kendall**  
VP, Human Resources

**Michelle McGuin**  
VP, Non-Residential Operations

**Brenda Falcone**  
VP, Residential Operations

**Jeff Schrock**  
VP, Transportation and Maintenance

**Cherri Peate**  
VP, Communications

**Tobi Weirich**  
Director, Protective Services/Guardianship

# OUR STRATEGIC PLAN

During the global pandemic, ADEC was prepared. Built off a detail emergency preparedness plan already in place, ADEC added new comprehensive COVID-19 policies and procedures, plus added thousands of staff training hours. ADEC quickly refocused resources to protect the health, safety and well-being of our individuals served and staff. ADEC responded in a proactive, transparent and preventative manner within the agency, the local community, state and federal levels. All employees received and continue to have

access to personal protective equipment. We provide telehealth services for certain therapy services and offered summer camp to local youth. We enhanced our communication strategy sending letters, posters, virtual meetings and new policies for employees, media, individuals served, and families. Through it all, we stayed on course with the agency's 2019-2021 strategic plan's five objectives: targeted smart growth; great workforce, great workplace; outstanding client satisfaction and excellence in service; highest quality standards; and financial sustainability and stewardship.

**1** TARGET  
SMART  
GROWTH

**2** GREAT WORKPLACE,  
GREAT WORKFORCE.



**3** OUTSTANDING CLIENT  
SATISFACTION AND  
EXCELLENCE IN SERVICE.



**4** HIGHEST  
QUALITY  
STANDARDS

**5** FINANCIAL  
STABILITY AND  
STEWARDSHIP



## SHINING A LIGHT ON NEW POSSIBILITIES

For 48 years ADEC has raised money through its highly anticipated community event and fundraiser Ride-A-Bike. In response to the global health crisis, we had to make the difficult decision to cancel this in-person event. Faced with the challenge of creating a new engaging fundraiser, we were determined to continue the tradition of community inclusion in a world that had gone virtual while still raising critical funds for ADEC's underfunded programs. With these goals in mind, ADEC's new virtual event, Picture Possibilities, was forged.

Throughout the month of July our communities joined in the fun by completing weekly challenges, posting the results on social media, and raising awareness and financial support for ADEC's underfunded programs.

The result: raising more than double our estimated goal and engaging with almost 7,000 individuals online! We couldn't have done it without the help of our many committed supporters. The event's presenting sponsors THOR and Froggy 102.7 went above and beyond to bring awareness of this new event to our communities. Froggy dedicated airtime, social media presence, and debuted their mobile studio, affectionately the "padio mobile" to invite our communities to join in the fun!

Bob Martin, CEO of THOR Industries, took to the radio to show his support for ADEC and Picture Possibilities saying, "...We're learning new ways to communicate with people...Virtually is definitely the way that we need to go and I knew that we wanted to help and be part of it." Thanks to the support of ADEC's dedicated event sponsors, donors, staff, and volunteers, Picture Possibilities truly lived up to its name: shining a light to the new possibilities for ADEC and the people we serve.



# COMMUNITY LIGHTS THE WAY



When the pandemic struck and doors closed, ADEC's critical services continued in the homes of our friends and neighbors with intellectual and developmental disabilities. Our residential services staff worked around the clock to make sure that the necessary assistance was always available. Still, many of the individuals ADEC serves are the most vulnerable to COVID-19 in our communities. ADEC was faced with the immediate need for protective equipment to make sure that these important services could continue, while safeguarding staff and the people we serve.

When we called, our communities answered. Corporations, individuals, and a local foundation provided ADEC with personal protective equipment (PPE) ranging from safety glasses, hand sewn masks, surgical and N95 masks, gowns, and hand sanitizer. One community group even treated our frontline staff with some individually wrapped cookies! Countless items were donated or acquired to ensure that the care and services provided could be done without jeopardizing the health of ADEC staff and the community members that ADEC serve. It takes a community to face the unknown, and we are truly thankful for the many ways our community have helped shine a path for ADEC.



## YOUR IMPACT AT A GLANCE

**1,295 individuals  
and families served**

**356** people use employment services to find meaningful work and a secure paycheck.



**220** families served through extended day service and summer camp

ADEC provides services in **2** counties.

nearly **200** individuals receive residential services



## 2 Gaining Grounds coffee houses in Bristol and Goshen.

(GOSHEN TEMPORARILY CLOSED DUE TO COVID-19)

5 day service programs serve more than **270** individuals



# 55

**55** vehicles in ADEC's fleet, which travel **209,000+** miles a month

ADEC serves as guardians for **60** people- protecting them from abuse, neglect, exploitation, and guiding them through important life decisions.

over **400** employees on staff



# 80

**80** pieces of client art sold each month



# THE SUPERPOWER OF DSPs

If you could have any superpower, what would you pick? Flying? Invisibility? How about compassion? Every day, ADEC's direct support professionals (DSPs) show off their superpower – compassion – as they help ADEC clients pursue their goals, grow, and thrive.

At ADEC's day services, DSPs help clients build new skills and learn more about the world. They help clients paint a magnificent masterpiece, bake a delicious dessert, or complete a creative craft project. DSPs shine the light of compassion as they get to know the clients and encourage them to pursue their talents and interests.

At ADEC's group homes, DSPs hand out medications, cook dinner, and drive clients to outings. They assist with feeding needs, wheelchair transfers, and physical therapy activities. They listen to clients talk about their days, their passions, and their dreams. It's the light of compassion that makes it all possible.

ADEC's supported living DSPs help clients with cleaning, laundry, personal care, and budgeting. They help clients go after their goals, like learning to cook, traveling to a new city, or sticking to an exercise plan. DSPs shine the light of compassion to guide clients to the finish line.

It was the light of compassion that kept DSPs working through a global pandemic.

Every day, ADEC depends on DSPs and their compassion to provide informed choice and possibility for our clients. DSPs help ADEC create a welcoming and safe environment for the people we serve. For ADEC's hundreds of clients, DSPs truly are real-life superheroes. Thank you, DSPs!







## SHEDDING LIGHT ON COMMUNITY NEEDS

When the COVID-19 global pandemic first hit, much of ADEC felt empty without seeing the daily smiles on our clients' faces that make us smile right back. During the temporary suspension of programming, we continued to serve 189 clients in 35 residential settings across St. Joseph and Elkhart counties. We are their long-term care provider through Medicaid. Their lives are literally in our hands—a responsibility that we do not take lightly. Communications ramped up at ADEC, to our local, state, federal agencies and representatives. Our objective was two-fold: 1) ask for guidance and support on how we may continue to provide the much-needed services during the pandemic safely and 2) shed a bright light on the needs of our community members living with an intellectual and developmental disability (IDD) and the DSPs who serve them.

ADEC's vigilance to advocate for the needs of our medically vulnerable clients, their families and our staff became paramount in our daily and often nightly work. The relationships that we have built with the Arc, INARF and other IDD advocates were fruitful in ADEC's ever-present, but seldom-discussed advocacy arm. Together, our voices echoed in the chambers of the Indiana Statehouse and U.S. Congress, and will continue post-COVID-19.

# 2020 FINANCIAL STATEMENT



## ADEC STATEMENT OF ACTIVITIES FOR THE YEAR ENDING JUNE 30, 2020

	FOR THE YEAR ENDED	
	June 30, 2020	June 30, 2019
<b>PROGRAM SERVICE REVENUE</b>		
Residential Services	\$ 13,320,310	\$ 12,951,171
Family Services	538,975	439,311
Adult Training and Vocational services	4,014,322	4,713,414
Transportation	144,428	225,878
	<u>18,018,035</u>	<u>18,329,774</u>
Local Support	642,977	586,371
Contributions	211,910	264,531
Grant Income	48,925	-
Investment Return	954,046	1,221,914
Gain (loss) on disposal of equipment	(613)	18,540
Other	173,567	54,759
<b>TOTAL REVENUE</b>	<u>\$ 20,048,847</u>	<u>\$ 20,475,889</u>
<b>PROGRAM AND ADMINISTRATIVE EXPENSES</b>		
Residential Services	\$ 11,256,365	\$ 10,131,993
Family Services	602,361	533,943
Adult Training and Vocational Services	4,033,778	4,658,003
Transportation	587,278	558,824
Total Program Expenses	<u>16,479,782</u>	<u>15,882,763</u>
Administrative	2,391,832	2,094,654
Total Expenses	<u>18,871,614</u>	<u>17,977,417</u>
<b>CHANGE IN NET ASSETS</b>	<u>1,177,233</u>	<u>2,498,472</u>
Net Assets at Beginning of Year	26,526,488	24,028,016
<b>NET ASSETS AT END OF YEAR</b>	<u>\$ 27,703,721</u>	<u>\$ 26,526,488</u>

The above financial statement of activities of ADEC, Inc. as well as the balance sheet and statement of cash flows for the fiscal year ended June 30, 2020 have been audited by Crowe LLP per their audit report dated August 28, 2020. | Prepared by Mitch Walorski, VP Finance and CFO, in conformity with accounting principles generally accepted in the United States of America (U.S. GAAP).





#INTHISTOGETHER

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CHOICE &  
POSSIBILITY**



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