



# ADEC



YOUNG LEARNERS IN  
AUX CHANDELLES SCHOOL

70 YEARS



# ANNUAL REPORT 2022



## A MESSAGE FROM OUR PRESIDENT/CEO DONNA L. BELUSAR, PH. D.

### Dear Friends of ADEC,

*I speak to you today with feelings of profound admiration and gratitude for 70 years of ADEC's heartfelt service and support to the families and individuals we serve and for the employees that make it possible. On April 7, 1952, the founders of ADEC had a vision and made a pledge to foster a mission of choice and possibility for those in our communities with intellectual and developmental disabilities. That was more than a promise: it was a profound commitment that still guides us today.*

*In the last 70 years, we have seen growth, change, challenges, and the advancement of advocacy. Through all of these, ADEC -- of whose talents, traditions, and achievements I am so inexpressibly proud -- has prospered and flourished.*

*Affection, respect, equality, support, heartfelt warmth, and an unerring ability to see the best and the potential in everyone, are the hallmarks of ADEC, and our values remain unchanged. 2022 was quite a year - We expanded services in St. Joseph County with the opening of a new day service and therapy facility, published our Principles of Services, integrated Life Course into our programming, celebrated our staff at Wellfield Botanic Gardens, re-ignited Self-Advocates of ADEC, developed the first national certification for Direct Support Professionals in the state, and so much more.*

*Our strength of purpose, our life of service, and the abiding love for our clients and communities, together with a fearless embrace of progress, gives ADEC its strength and fortitude. ADEC is more than a person or a place, it's a legacy and a promise. As we take a step forward into the next 70 years, let us remember that and draw strength from the light of Aux Chandelles\*.*

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

\*Aux Chandelles was the name of the Development Center founded in 1966 by our earliest families and supporters. Aux Chandelles in French means 'into the light.'

## OUR BOARD OF DIRECTORS

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

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

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

**Kristine Osterday, Vice Chair**  
Elkhart County, Judge

**Cary Kelsey**  
Retired, ADEC

**Jason L. Pippenger**  
DJ Construction Company

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

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

**Philip Noonan**  
Honeywell, Retired

**Kevin R. Boyer, Treasurer**  
Elkhart Clinic

### Dear Friends,

*Fiscal year 2022 marked ADEC's 70th year of service to our community. From its inception, parents and community leaders held a vision of possibility rather than limitation and ADEC has always been an innovator at the state level, creating new opportunities for persons with physical and intellectual challenges. Having served many years on staff and recently returning to serve on the board, I have watched the organization consistently manage challenges while expanding the scope and quality of services.*

*I have great respect and appreciation for the ADEC staff who live out our mission every day. Their dedication, advocacy and caring are the heart of ADEC. I'm also grateful for our community whose generosity, in providing funding and opportunity, helps those we serve achieve new possibilities. The ADEC Board of Directors values our partnership with families, donors, volunteers and other stakeholders as we continue to build on the success of the past and strive for an even brighter, more inclusive future.*

ADEC  
Board Chair  
Larry Gautsche



# EXECUTIVE LEADERSHIP

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

Jeff Schrock  
**VP Operations**

Troy Smith **Director  
Community Outreach**

Timothy Donlin  
**Chief Financial Officer**

Michelle McGuin  
**VP Chief Program Officer**

Stephanie Blaylock  
**Executive  
Health Services**

Lisa Kendall  
**VP Human Resources**

Tobi Weirich  
**VP Protective Services**



## FAMILY SERVICES

MUSIC, BEHAVIOR, AND RECREATION THERAPY  
FULL SUMMER CAMP, AND MORE!

## ADULT SERVICES

DAY SERVICES, GUARDIANSHIP, JOB SKILLS/EMPLOYMENT  
SERVICES, RESIDENTIAL SERVICES, AND MORE!

## COMMUNITY

PURCHASE ART BY ADEC, VOLUNTEER, VISIT  
GAINING GROUNDS COFFEE HOUSE, AND MORE!



 **TARGETED,  
SMART GROWTH** **1**

**2** **GREAT WORKFORCE,  
GREAT WORKPLACE.** 

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

**4** **HIGHEST  
QUALITY STANDARDS.** 

 **FINANCIAL  
SUSTAINABILITY  
AND STEWARDSHIP.** **5**

*This past year, ADEC launched a refreshed strategic plan for the years 2022-2024, which will help guide the agency as it serves our communities. This plan, based on feedback from stakeholders and families, focuses on the 5 key strategic initiatives listed above. These 5 initiatives help ensure that ADEC will continue to serve individuals and families with the best possible care, while developing and investing in our great workforce.*



## OUR STRATEGIC PLAN

COMMUNITY LEADERS MEETING TO SUPPORT ADEC'S FUTURE

**4**

**5**





## 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.*

## VISION

*ADEC believes all people are worthwhile. We work together with people who experience unique challenges and abilities along with families, friends, and organizations to help people maximize their abilities to meet goals and dreams and fully participate in the community of which they are vital members. ADEC is dedicated to fully supporting individuals with disabilities and breaking down barriers, both physical and attitudinal, through active community education, advocacy, and commitment.*

## VALUES

- A** **A life of their own**  
ADEC clients deserve a chance to make their own choices.
- D** **Dignity**  
ADEC clients are entitled to respect and professionalism as their daily needs are met.
- E** **Employment**  
ADEC clients deserve the opportunity to find dignity and meaning in work.
- C** **Community**  
As an active part of the community, ADEC connects to clients with local opportunities when possible.



## WHAT'S NEW IN 2022



Indiana State presents ADEC with a resolution declaring April 7th, "ADEC Day", in honor of ADEC's 70th Anniversary.



ADEC publishes its Principles of Service to communicate important values to stakeholders.



ADEC opens a new Program Services facility in South Bend, expanding options for Day Programming and therapies for St. Joseph County residents.



Integrated Life Course into programming, improving independence and promoting the choices of the people we serve.



### Wellfield

ADEC recognizes and celebrates its employees with an event at the Wellfield Botanic Gardens in July.



ADEC launches the first national DSP Certification program in the State of Indiana, to enhance our DSPs career.



Picture Possibilities, ADEC's annual signature event, invited our communities to join in fun challenges all together throughout the month of July and raised over \$130,000 for programming.



# SELF-ADVOCATES



Self-Advocates of ADEC was reignited in January of 2022 with a new name, new logo, and new leadership, holding meetings on the Bristol campus of ADEC, with occasional trips to the regional meetings of Self-Advocates of Indiana, of which they are a new chapter. Self-Advocates of Indiana is a statewide advocacy organization that empowers people with intellectual and developmental disabilities. The group is comprised of citizens who speak out, advocate, and educate for equal rights, respect, and inclusion for all in the community. The Board of the Self-Advocates of ADEC is comprised of a President, VP, Secretary, Treasurer & an ADEC employee that acts as liaison for the group. Self-Advocates of ADEC currently has 20 members and anticipates the chapter will continue to grow.

## *Self-advocacy means:*

You are able to tell people about your thoughts and feelings.

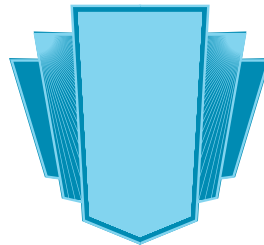
You are able to ask for what you need and want.

You know your rights and you speak up for your rights.

You are able to make choices and decisions that affect your life and take responsibility for the choices you make.

The goal of self-advocacy is for YOU to decide what you want, then develop and carry out a plan to help you get it. It does not mean you can't get help if you need or want it, it just means that you are making the choices.

-Self-Advocates of Indiana



Recently Self-Advocates of ADEC set up a presentation with Leah Grandy from Indiana Disability Rights to speak about how to register, how to vote, and voting rights. The organizers planned for 40-50 attendees but ended up with more than 80 people who receive ADEC services who came to take advantage of the amazing opportunity.

Additionally, the Elkhart County Clerk was contacted to see if it was possible to provide voting machines for practicing that day, and they said yes. It was very beneficial for our advocates: for most, this was their first time seeing or using a voting machine, and they were able to practice with different versions including some that were made to be handicap accessible.

In August 2022, ADEC kicked off a new monthly Podcast called "Expert Tips from ADEC Self-Advocates." It's about living your best life with a disability, featuring advice or experiences directly from some of our ADEC Self-Advocates, and hosted by Emily Krabill, the current President of ADEC's Self-Advocates group. The new podcast is available on most streaming platforms. Emily and ADEC recently hosted a release party to introduce the podcast to the public and local media. Emily was also able to discuss the podcast with Indiana State Representative Joanna King, whom she hopes to feature on a future episode. We are so excited to create yet another bridge between those living with IDD and their communities.



SCAN ME



**EXPERT TIPS**

BY  **ADEC**

**SELF-ADVOCATES**



# EMPLOYMENT



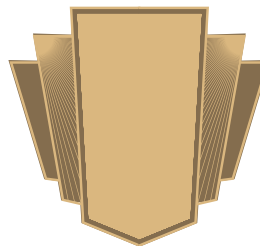
## *ADEC's Employment Services*

have continued to grow to meet the needs of our friends and neighbors with intellectual and developmental disabilities (IDD) who aspire to join the workforce. Currently ADEC offers several different programs, each designed to make the most of each individual's choices and abilities.

The first option is called Skills & Training at the Hub: Some young adults with disabilities choose to join the workforce right out of school, but some young adults with disabilities find themselves in a gap- they have graduated or "aged out" of the public-school system, but they would still like to develop job readiness skills before pursuing their career.

The second option is called ADEC Industries. Adec Industries (referred to informally as "The Shop") is a manufacturing facility in Elkhart, IN. Individuals with IDD are free to apply if they think the job fits their own abilities. Employees at ADEC Industries perform high-quality packaging and assembly work for industrial customers across the country and manufacture the Silver Linings trash bags that are used in all state government offices in Indiana, picking up valuable job skills while also earning a paycheck.

The third option is called Community Employment and works towards placements in local businesses. Working collaboratively with Vocational Rehabilitation and area businesses, ADEC's Employment Specialists help individuals with intellectual and developmental disabilities find meaning and purpose through jobs throughout Elkhart and St. Joe Counties while widening the pool of diverse job candidates for business owners.



In May 2022, Gaining Grounds kicked off a new Internship Program with two year-long, paid positions intended for candidates with IDD. Job training includes work at the coffee shop and assisting with the ART by ADEC Gallery and the Conference Center space. The goal of the program is to assist the interns in developing the skills and confidence necessary to attain employment in a competitive, integrated job market at the end of the program. The various job areas afford the interns a variety of training opportunities: they will be able to progress through six levels of training, including cleaning/stocking, customer service, merchandising/point-of-sale, gallery/conference room operations, marketing, and making and serving drinks.

Project SEARCH is a year-long internship at Memorial Hospital with a worksite-based school-to-work program that provides paid job training for students with disabilities transitioning from high school and is administered by FSSA's Vocational Rehabilitation Services and partners with the Indiana Institute on Disability and Community, Memorial Hospital, the South Bend School District, and ADEC.

Many employers who hire from this program experience improved job retention and increased customer satisfaction, while reducing recruitment and training costs. As ADEC passes its seventy-year mark, it continues to be a priority to seek out and encourage this kind of direct engagement with schools and businesses due to the ever-increasing number of individuals with IDD seeking employment.





# A D E C 7 0 T H



## Timeline

ADEC's founding families establish ADEC in 1952, teaching their children with disabilities in a home

**1952**



**1958**

ADEC Industries opens, providing an opportunity for employment to our neighbors with disabilities

Open House and Dedication of the Aux Chandelles School for children with disabilities

**1966**



**1972**

ADEC hosts the first Ride-A-Bike fundraiser, increasing public support for disability services

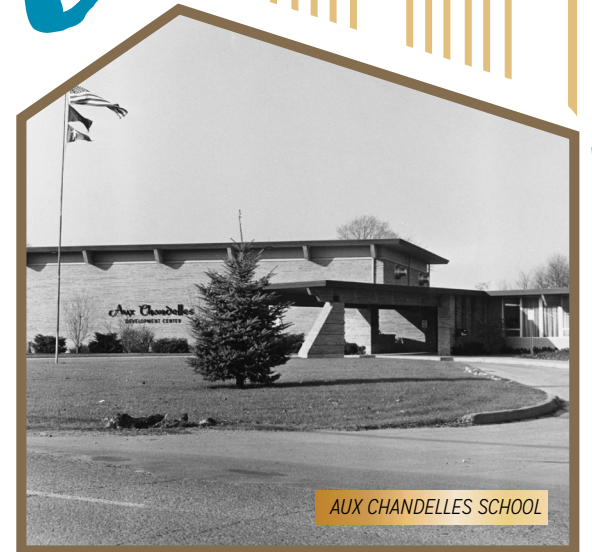
The Bristol property, now ADEC's main campus, is donated by a group of community leaders

**1974**



Established the first licensed group home in the State of Indiana

**1974**



AUX CHANDELLES SCHOOL



Began offering a summer camp designed for children with disabilities

**1977**



**2002**

A new family services division is founded to support children and families

The Gaining Grounds Center and Coffee Shop in Bristol is built to invite community inclusion and education

**2018**



**2022**

New program service facility opens in South Bend, increasing service options in day programming and therapies for St. Joseph County families

Introduces first National DSP Certification for Direct Support Staff

**2022**



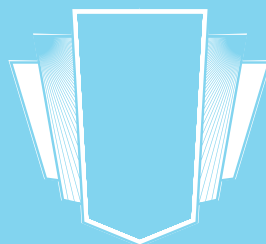
# COMMUNITY SUPPORT



**Looking back 70 years**, ADEC's founding families had a vision that their children with disabilities would be participating members of their communities. To this day, community support and involvement has been at the center of this founding vision. Without our supporting families, neighbors, donors, volunteers, legislators, and friends, ADEC would not be able to carry out our mission of advocating for and serving people with intellectual and developmental disabilities so they can live lives full of informed choice and possibility.

ADEC actively works to connect our neighbors with disabilities to local opportunities or to create opportunities if they don't already exist. Outreach initiatives over this past year have included the creation of a self-advocacy podcast, bringing volunteers safely back through our doors, hosting community events to engage with our neighbors and local organizations, providing online engagement through multiple social media platforms, partnering with our local businesses, and so much more.

Key engagements like our annual fundraiser Picture Possibilities, Holiday Wish List program, coordinating volunteering with local groups and businesses, connecting with schools, and educating and strengthening local employer relationships are just a few impactful ways ADEC stays connected with the communities we serve. These networks of support are critical for our neighbors with disabilities and their families as they navigate significant milestones in life. Thanks to the generosity and commitment of our communities, the foundations laid so many years ago continue to be realized in a more inclusive and participating community for all.



FUNDRAISER  
DOLLARS  
RAISED  
**\$130,000**



POST REACH  
**143,565**



CELEBRATION AT THE  
ELKHART CIVIC PLAZA  
**350+  
ATTENDEES**



PARTNERED WITH  
**35**  
LOCAL BUSINESSES

## PICTURE POSSIBILITIES

Picture Possibilities is ADEC's signature event of the year, helping to raise funds for important programs at ADEC, while also connecting our community through engaging social media challenges. Each week, a new challenge begins and ADEC invites all to complete it and share with the hashtag #picturepossibilities, spreading our mission while also encouraging donations to programs. The month-long fundraiser concludes with a free community event where friends, family, ADEC, and the greater community can celebrate supporting our neighbors with disabilities. Thanks to our community support, ADEC was able to surpass fundraising and engagement goals. Catch a glimpse above of the impact you made.

Volunteering with ADEC brings a rewarding experience, while also building countless lifelong friendships with the individuals we serve. This year, several businesses and community members volunteered and connected with their neighbors with disabilities at a day program, playing basketball, Wii bowling, Uno, and creating art together. Community volunteers also assisted individuals with painting their home and making space for a new roommate. We ended the summer celebrating our annual fundraiser with help from volunteering groups such as United Way, Kohls, and Genesis Products. ADEC is extremely thankful to our committed volunteer partners and the lasting impressions they have on our neighbors with disabilities.

# “



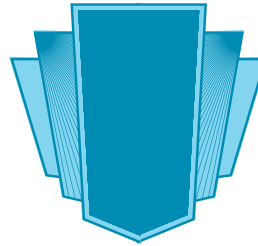
Volunteering with ADEC always has an extremely positive impact on our team members and I'm never shocked when I have people come up to me after, asking if they can partner with them long term...And that's what this is all about, connecting employees with organizations that they are passionate about so they can share their time, talent, and treasure with them not just once a year, but on a regular basis.

**- Caitlin, Engagement Coordinator-Genesis Products**

## VOLUNTEERS



# #TEAMADEC



ADEC makes employee satisfaction a priority and invests in their growth and enrichment whenever possible. 2022 has brought about many wonderful opportunities to show #teamADEC our appreciation.

- The first National DSP Certification Program in Northern Indiana.
- The Workforce Stabilization Initiative makes Direct Support Professionals (DSPs) eligible to receive a 1% increase (3) times a year starting April 2022 – April 2024.
- In the previous year, ADEC has also offered a CMS Compliance Bonus, given to all employees who helped ensure that ADEC was compliant with the Center for Medicaid Services (CMS) COVID-19 Vaccine Mandate.
- A Monthly Bulletin via email that lists work anniversaries, birthdays, and welcomes new hires by name.
- A Pay It Forward program showcasing encouragement and praise from one employee to another, with a random monthly winner chosen and awarded an extra \$25 in their paycheck.
- #teamADEC even supplies a resource called a Manger's Tool Kit: an assortment of items they can use to recognize employees and show appreciation. They are also given an annual budget of \$300 to use toward employee recognition however they choose.

And these are just a few of our recent initiatives. ADEC's HR Department works hard to keep our entire staff informed, encouraged, and motivated. New programs, trainings, opportunities, raises, and bonuses all help to continue our commitment to the strategic goal of Great Workforce, Great Workplace. ADEC will continue our commitment to investing in our employees – our greatest resource.

ADEC is now a member of The National Alliance for Direct Support Professionals, with this new partnership, and financial support from The Community Foundation of Elkhart County, all DSPs (Direct Support Professionals) who work at ADEC will now have the unprecedented opportunity to attain a National DSP Certification. ADEC is the only provider in Indiana to offer this program to its employees. The certification program curriculum is through Open Future Learning, an online training platform devoted exclusively to the field of IDD. Some topics covered include Autism & Sensory Processing, Dementia Strategies, Down Syndrome, Abuse Prevention and so much more. Ongoing positive career benefits include consideration for management positions, faster promotions, pay increases, and expertise in their field.

Wellfield Botanic is a beautifully cultivated and curated outdoor garden space near the heart of downtown Elkhart, Indiana and it served as the perfect backdrop to ADEC's 70th Anniversary Employee Appreciation event. To recognize and celebrate our hard-working employees, ADEC provided free admission for our staff, their families, board members, clients, and attending employees also received lunch and gifts. The support of our employees, donors, families, and communities are what make the important work ADEC does possible, and we love that we are able to show how grateful we are while providing the opportunity for clients and staff to enjoy a fun day at a unique area attraction.



Wellfield

FOUNDED IN  
1952



ADEC

AT A Glance



**330+ PEOPLE USE EMPLOYMENT SERVICES TO FIND MEANINGFUL WORK AND SECURE A PAYCHECK**



OFFER MEANINGFUL AND VOCATIONAL OPPORTUNITIES THROUGH **5 DAY SERVICES**



LOCATED IN

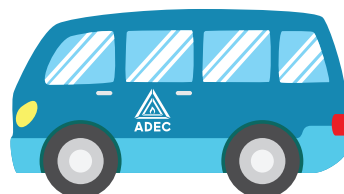
St. Joseph Elkhart

**2 COUNTIES**

Indiana



OFFER EMPLOYMENT SKILLS & TRAINING AT THE HUB



**50+ VEHICLES IN ADEC'S FLEET, WHICH TRAVEL 650,000+ MILES PER YEAR**



RESIDENTIAL SERVICES

**NEARLY 200 INDIVIDUALS RECEIVE RESIDENTIAL SERVICES FROM ADEC**

GUARDIANS FOR ABOUT **60 PEOPLE**, PROTECTING THEM FROM ABUSE, NEGLECT, AND EXPLOITATION, AND GUIDING THEM THROUGH IMPORTANT LIFE DECISIONS



OVER **300+ EMPLOYEES ON STAFF**



COFFEE HOUSE IN BRISTOL SHOWS THE COMMUNITY HOW ADEC brews OPPORTUNITY

**850+ FAMILIES SERVED EACH YEAR THROUGH ALL PROGRAMS**



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## FINANCIAL STATEMENT 2022

With the support of our dedicated staff, ADEC delivered strong operational results in fiscal year 2022. Our Program Service revenue has grown 7% above pre-pandemic levels. A volatile stock market led to losses this year, but our investment portfolio is up 5% over the last 2 years. Our balance sheet remains strong and ready to lead ADEC into the next 70 years.

Statement of Activities		Balance Sheet	
	For the Year Ended June 30, 2022		As of June 30, 2022
<b>Revenue</b>		<b>Assets</b>	
Program Service Revenue	\$ 19,548,897	Current Assets	\$ 1,662,124
Local Support	1,554,500	Investments	26,151,279
Grant Income	491,168	Long Term Assets	7,893,727
Investment Return	(2,960,275)	<b>Total Assets</b>	<b>35,707,130</b>
<b>Total Revenue</b>	<b>18,634,290</b>		
<b>Expense</b>		<b>Liabilities</b>	
Program Service Expense	17,464,494	Current Liabilities	1,128,579
Administrative	2,720,424	Right of Use (Lease) Liabilities	470,069
<b>Total Expense</b>	<b>20,184,918</b>	<b>Total Liabilities</b>	<b>1,598,648</b>
<b>Change in Net Assets</b>	<b>(1,550,628)</b>	<b>Net assets</b>	
Net Assets at Beginning of Year	35,659,110	Without Donor Restrictions	31,944,070
		With Donor Restrictions	2,164,412
		<b>Total Net Assets</b>	<b>34,108,482</b>
<b>Net Assets at End of Year</b>	<b>\$ 34,108,482</b>	<b>Total Liabilities and Net Assets</b>	<b>\$ 35,707,130</b>

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, 2022 have been audited by Crowe LLP, per their audit report dated September 22, 2022. **Prepared by Tim Donlin, VP Finance and CFO, in conformity with accounting principles generally accepted in the United States of America (U.S. GAAP).**

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BRISTOL, IN 46507



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