

ROUNDS  
COFFEE HOUSE  
H. & ADEC



**ADEC**

**2023 ANNUAL REPORT**



# OUR MISSION

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

# OUR VALUES

**A** life of their own

**D**ignity

**E**mployment

**C**ommunity



**Dear Friends of ADEC,**

There is fresh wind in the sails of ADEC's ongoing mission to proudly advocate for and serve individuals with intellectual and developmental disabilities so they can live lives full of informed choice and possibilities. Fiscal year '23 (FY23) at ADEC was a year of growth, transition, and re-emergence. It was a year of re-energizing visions after a suffocating pandemic and for me personally, it was a year of deep fulfillment. I started as ADEC's CEO in January of this year, succeeding the accomplished tenure of retiring CEO, Donna Belusar. But January did not mark the beginning of my story with ADEC.

ADEC has been in my blood for as long as I can remember, as I grew up feeling like a part of the ADEC family. My dad, Karl, worked a 40-year career at ADEC. I visited him often at ADEC Industries in Elkhart. I proceeded to work there one summer in high school and again in the summer after my second year of college. These experiences, along with close friendships with people with intellectual and developmental disabilities growing up, left a big impression on me.

Having the opportunity to serve as a leader and steward of this esteemed, community-driven, and mission-focused organization is humbling and deeply meaningful. ADEC has truly been a community gem and an agency of excellence over its 71 years of service to our friends and neighbors with disabilities. I am fortunate to inherit an operation and mission that has been well-stewarded by previous leaders, board members, and an excellent team of staff.

Beyond leadership transition, FY23 was a year of re-emergence from the ravages of a pandemic that disproportionately impacted people with disabilities. ADEC is again active in the community in ways that were simply not possible since March 2020. Silver Bullets basketball returned to its glory, involvement in community events ramped up, and with them the morale of our staff and the people we serve.

**- Chris Kingsley**

CEO & President



# EMBRACING NEW BEGINNINGS



"Jonny keeps us upbeat. When he came to the group home, he brought such a good spirit into the house. Having him a part of my life is very exciting."

-Monica Hill, *House Manager.*

Jonny's transition to residential care has not only enriched his own life but has also added a burst of energy and happiness to others. His journey reminds us that with the right support and a positive environment, the individuals we serve can make a profound impact on the world around us. This story is a testament to the power of care, support, and community found within our residential program.

Scan this code to read more or visit: [adecinc.com/Jonny23](https://adecinc.com/Jonny23)



## DID YOU KNOW?

Over 180 individuals with Intellectual and Developmental Disabilities receive residential services through ADEC.

# ADVENTURE & FRIENDSHIP



"David does not show a lot of excitement over many things; however, ADEC's Summer Camp is something he looks forward to every morning."

-Regina Hauptli, *mother of a camper.*



A grant from the City of Goshen enabled ADEC to offer scholarships to families. This scholarship made it possible for people like Regina to send their children to summer camp.



Scan this code to read more or visit: [adecinc.com/SC23](https://adecinc.com/SC23)

## DID YOU KNOW?

ADEC has guardians for about 60 people; protecting them from abuse, neglect, and exploitation while guiding them through important life decisions.



# RETURNING TO THE COURT



Silver Bullets experienced a revival this year. More than 70 players ecstatically took to the court for practices and games alongside community members who soon became friends.

We extend our gratitude to Grand Design for sponsoring the returning season, Bristol Elementary for providing their facilities, and the community members who organized teams and brought the competition.

Finishing the season with 12 games, the players had an unforgettable time and are eagerly anticipating another successful season ahead.

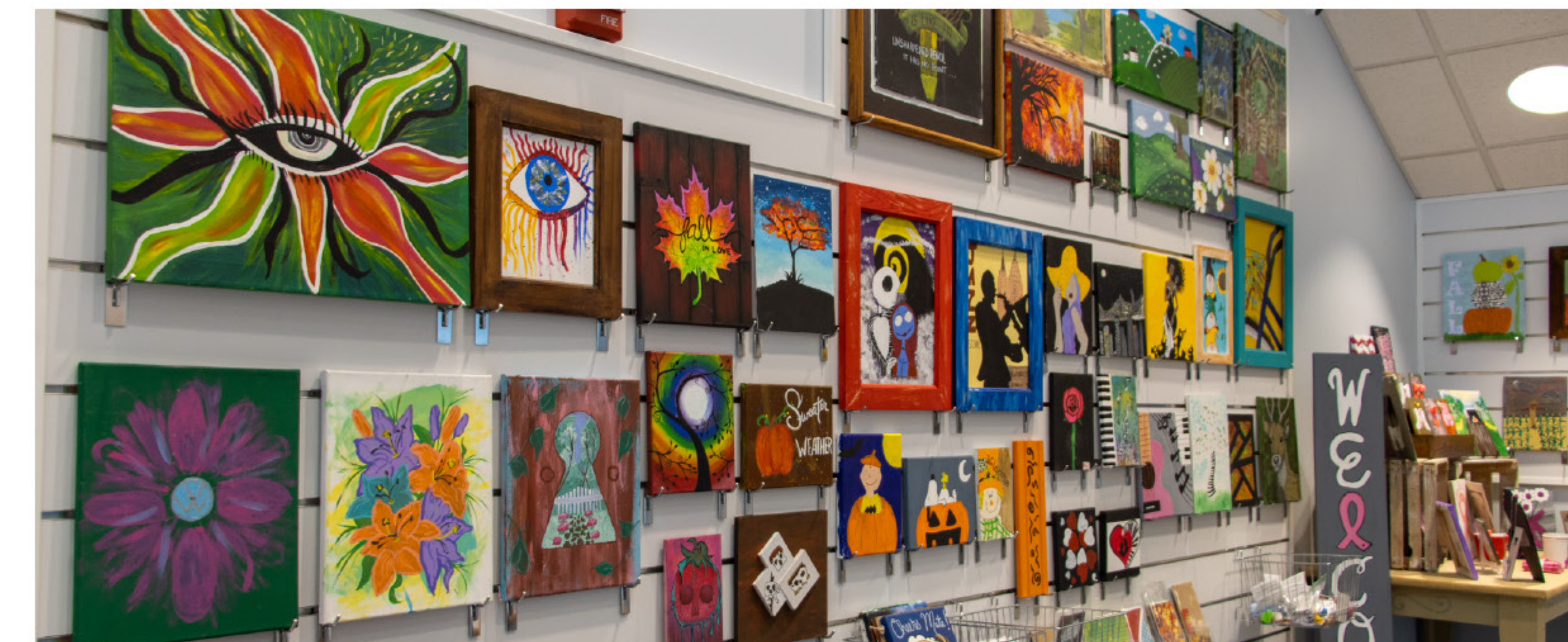
## DSP SPOTLIGHT

We would like to recognize the 34 individuals who enrolled in the three-tier Direct Support Professional Certification Program and have invested over 1,000 supplementary hours of training.

# BREWING OPPORTUNITIES



After Gaining Grounds launched an internship program last year, four participants have had the opportunity to learn valuable lessons and skills within the workplace.



When you purchase Art by ADEC, 50% of the proceeds go to the artists involved; the remaining 50% is used to fund ADEC's art programs so more people can learn to use their creativity.

## DID YOU KNOW?

Last year there were over 730 pieces of art sold through the Art by ADEC program, resulting in over \$4,400 of funding for the the artists and art programs.



# EMPLOYER HIGHLIGHT



Shield has proven to be an outstanding employer, demonstrating a remarkable level of openness by working closely with ADEC's employment consultants to reach successful employment. As a company, Shield manufactures car seatbelts, trackers, and even components for Disney's amusement park rides.

ADEC employment consultant, Zachary Bracker, shared his experience working with Shield by saying, "Our journey with Shield began in March when I initiated contact to arrange a factory tour for an individual we serve. What truly stood out was Shield's willingness to go the extra mile, with us being personally greeted by the CEO and HR manager. Following the tour, they offered the opportunity to try out various roles within the factory. The management team's supportive approach and continuous encouragement was evident throughout this process. The individual we serve now works with Shield three days a week, contributing wherever their skills are needed."

**We extend our gratitude to Shield for their commitment to inclusion, communication, and teamwork with ADEC's employment services.**

## DID YOU KNOW?

ADEC's employment consultants work with individuals to understand their skills and preferences by using hands on assessments, job shadowing, and interviews. A vital part of the employment services program being successful is improving collaboration with local companies.

# EMPOWERING SUCCESS



## ADEC Industries

After beginning in 1958 as one of the first sheltered workshops, ADEC Industries has now shifted to a forward-looking, integrated competitive employer uniting a diverse team of individuals with disabilities. These individuals earn above minimum wage, while learning new skills and boosting their self-esteem. At the core of ADEC Industries lies a commitment to the local community. We are on a mission to provide the opportunity to support local commerce, champion environmental well-being, and create meaningful job opportunities for those with disabilities.

## DID YOU KNOW?

You can now find the new 15-gallon biodegradable trash liners on the shelves of your local Martin's Super Markets and Gaining Grounds Coffee Shop.



# 2023 FINANCIAL STATEMENT

**Financial Sustainability and Stewardship** represent a fundamental pillar of ADEC’s strategic plan. Achieving success in this area is paramount for the organization’s ability to maintain its commitment to delivering **Outstanding Client Satisfaction** for those we serve and fostering a **Great Workplace** for our dedicated staff. These resources will allow ADEC to prioritize the **Highest Quality Standards** and achieve **Targeted Smart Growth**. ADEC’s diligent stewardship over the past year has positioned the agency to continue offering unwavering support to those we serve through **Informed Choice and Possibility** well into the future.

| Statement of Activities         |                                     |
|---------------------------------|-------------------------------------|
|                                 | For the Year Ended<br>June 30, 2023 |
| Revenue                         |                                     |
| Program Service Revenue         | \$ 19,321,977                       |
| Local Support                   | 1,422,374                           |
| Grant Income                    | 540,475                             |
| Investment Return               | 2,260,317                           |
| Total Revenue                   | 23,545,143                          |
| Expense                         |                                     |
| Program Service Expense         | 18,270,123                          |
| Administrative                  | 2,904,867                           |
| Total Expense                   | 21,174,990                          |
| Change in Net Assets            | 2,370,153                           |
| Net Assets at Beginning of Year | 34,129,940                          |
| Net Assets at End of Year       | \$ 36,500,093                       |

| Balance Sheet                    |                        |
|----------------------------------|------------------------|
|                                  | As of<br>June 30, 2023 |
| Assets                           |                        |
| Current Assets                   | \$ 1,735,414           |
| Investments                      | 29,181,083             |
| Long Term Assets                 | 7,626,906              |
| Total Assets                     | 38,543,404             |
| Liabilities                      |                        |
| Current Liabilities              | 1,508,176              |
| Right of Use (Lease) Liabilities | 535,135                |
| Total Liabilities                | 2,043,311              |
| Net assets                       |                        |
| Without Donor Restrictions       | 34,325,030             |
| With Donor Restrictions          | 2,175,063              |
| Total Net Assets                 | 36,500,093             |
| Total Liabilities and Net Assets | \$ 38,543,404          |

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, 2023 have been audited by Crowe LLP, per their audit report dated September 28, 2023. | Prepared by Timothy Donlin, VP Finance and CFO, in conformity with accounting principles generally accepted in the United States of America (U.S. GAAP).

## Dear Friends,

ADEC’s mission to advocate for and serve individuals with disabilities burns as brightly as it did over 70 years ago when parents and community leaders banded together to provide the best services and resources available to their loved ones. I am very impressed with the dedication and commitment of ADEC staff to provide the best of care so our clients can lead lives full of informed choice and possibility.

As Fiscal Year 2023 ends, ADEC is positioned to lead the community in its service to people with intellectual and developmental disabilities. The hiring of our new CEO, Chris Kingsley, ushers in a spirit that has long been part of ADEC’s ethos; one of passionate advocacy and compassionate care while respecting the rights and individuality of both clients and staff.

The ADEC Board of Directors partners with Team ADEC to ensure that we are striving for an even brighter horizon, energized and illuminated by those who have gone before us.



- **Kristine Osterday**  
ADEC Board Chair

## Board of Directors

- Kristine Osterday, Chair  
Elkhart County, Judge
- Larry Gautsche, Past Chair  
Retired, LaCasa, Inc.
- Kevin R. Boyer, Treasurer  
Retired, Elkhart Clinic
- Thomas Nickel, Secretary  
Marv & Tom's Truck Service
- Thomas Kroll  
Retired, CTS Corp.
- Steven Boyer  
Plymouth School Corporation
- Lauren Maxson  
Attorney, Yoder Ainlay Ulmer & Buckingham
- Cary Kelsey  
Retired, ADEC
- Donald R. Anderson  
Retired, USI Insurance
- Jason L. Pippenger, Vice Chair  
DJ Construction Company
- Philip Noonan  
Retired, Honeywell

## Executive Team

- Chris Kingsley  
President & CEO
- Timothy Donlin  
Vice President, Chief Financial Officer
- Michelle McGuin  
Vice President, Chief Program Officer
- Lisa Kendall  
Vice President, Human Resources
- Jeff Schrock  
Vice President, Transportation & Maintenance
- Tobi Weirich  
Vice President, Protective Services & Guardianship
- Steve Ganger  
Vice President, Community Outreach





# ADEC

1671 W. Vistula St., Bristol, IN 46507

## *Informed Choice & Possibility*



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Learn more about ADEC at [www.adecinc.com](http://www.adecinc.com) or scan this code!

