

ANNUAL REPORT 2025



**LEADING THE
FIELD**



A LETTER FROM CHRIS KINGSLEY

Dear Friends of ADEC,

Fiscal year 2025 was a year of growth, investment, engagement, and ever-present challenge. It was a year defined by ADEC's commitment to leading the field in empowering people with disabilities to live fulfilled lives in their communities.

With the help of generous grants and donations, we secured our most promising property in four decades and transformed it into the ADEC Resource Center, alongside a fully inclusive Outdoor Programming space. This is now a vibrant hub for several ADEC programs, representing a bold investment in the future of inclusive, community-based services.

While this is a notable example of growth, investment, and engagement, we have continued to lead the field with the launch of Pre-Employment Transition Services in Elkhart and St. Joseph County Schools, expanded our Summer Camp Program by opening a site in Mishawaka, and created an After-School program at ADEC's Resource Center.

ADEC continues to boldly expand its impact, even in the face of ongoing challenges and threats. But obstacles are nothing new to us. Our story began 73 years ago with a challenge, and every day since has started with the same guiding questions:

1. How will we create opportunities for success and fulfillment for people with disabilities?
2. How will we achieve this with resources that are often limited or uncertain?
3. And how will we ensure it is done not just sufficiently, but with true excellence?

At ADEC, rising to the challenge isn't just a core value; it's who we are. It runs through our veins, just as it does through the fabric of this community. That spirit of faith and courage empowers us to stand strongly amid increasing funding pressures and a rapidly changing industry.

In an era of tight budgets and heightened scrutiny of Medicaid funding, ADEC's wealth is measured not merely in dollars but in the values and people that sustain our mission. We are rich in visionary leadership, guided by a board of directors that provides clarity and conviction. We are rich in mission-driven staff who bring compassion and excellence to their work every day. We are rich in community support, thanks to the financial gifts, volunteer hours, and partnerships that make our work not only possible but powerful.

This year, we've grown our impact through program expansion to reach more individuals and families. We've improved lives through deeper community connections and engagement. We've fostered teamwork through events like Ride-A-Bike and meaningful community partnerships. And we've sustained our future through faithful stewardship and strategic investment.

To everyone who has walked alongside us this year, thank you. Your belief in our mission is the driving force behind our momentum. Together, we are not just rising to the challenge; we are leading the field.

With deep gratitude,



Chris Kingsley
Chris Kingsley
 CEO/President

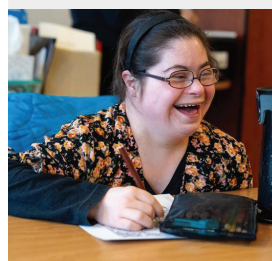
WHO WE ARE

VISION STATEMENT

A future where people with disabilities have equal access to opportunities as valued members of their community.

MISSION STATEMENT

ADEC empowers people with disabilities to live fulfilled lives in their communities.



CORE VALUES

- 01 Dignity and Respect for All-** Respecting the inherent worth of every individual by practicing empathy, humility, fairness, and clear communication.
- 02 Excellent Service-** Delivering our best effort by following proven practices, striving for improvement, and providing exceptional service to all.
- 03 Faithful Stewardship-** Faithfully managing the lives, responsibilities, and resources entrusted to us with integrity, diligence, expertise, and dedication.
- 04 Dedicated Teamwork-** Collaborating with trust and passion, knowing that together, we achieve more.
- 05 Rising to the Challenge-** Embracing change and overcoming obstacles with resilience, innovation, and determination.

STRATEGIC PRIORITIES

01 CLIENT OUTCOMES: IMPROVING LIVES

ADEC will be passionately committed to partnering with clients to achieve their identified goals and cultivating an environment that leads to the best outcomes. Through thoughtful and structured staff training, data-informed techniques, client-driven planning, and a focus on the staff-client partnership, we will be known opening doors for our clients to grow and thrive as they live, work, and engage as valued members of the community

02 ORGANIZATIONAL EFFECTIVENESS: FOSTERING TEAMWORK

ADEC will be a leading nonprofit employer whose team members are committed to excellence in serving clients and each other. We will excel in how we communicate and work together. Our culture will be positive and driven by our core values, insisting that all team members are valued through fair treatment, competitive wages and benefits, and opportunities for growth and development

03 PROGRAM EXCELLENCE: LEADING THE FIELD

ADEC will be the trusted provider of effective service solutions for people living with disabilities in our community. We will pursue excellence in all programs and hold ourselves accountable for high-quality, consistent results, trained staff, positive customer experience, and continuous improvement. Families, caregivers, social workers, vendors, and the community will recognize the difference in how we conduct business daily.

04 EXPANSION: GROWING THE IMPACT

ADEC will grow and adapt to meet the evolving needs of the people and communities we serve. Thoughtful growth will bolster ADEC's synergistic double bottom line of high mission impact and a strong supporting business model. While growing, we will stay true to our mission and invest in our core competencies to continue our tradition of industry leadership.

05 FINANCIAL OUTCOMES: SUSTAINING THE FUTURE

ADEC will be known for its financial stability and fiscal integrity. We will maintain traditions of transparency, accuracy, and diligent oversight of assets, investments, and costs. We will wisely invest in future growth and development, ensuring the impact of our mission for decades to come.

ADEC AT A GLANCE

TRANSPORTATION SERVICES



Since 1952, ADEC has passionately worked to enrich the lives of individuals with intellectual and developmental disabilities. What started as a small group of parents advocating for their children has grown into a dynamic organization serving Elkhart and St. Joseph counties. Guided by our commitment to inclusion and dignity, our programs continue to evolve to meet the changing needs of our community, empowering people with disabilities to live meaningful, connected, and fulfilling lives.

DID YOU KNOW?

- **200+** Individuals Utilize **Employment Services**
- **65+** Individuals Have **Guardianship** Through ADEC
- **300+** Community Members are **Employed** by ADEC
- **175+** Individuals are ADEC **Residents**
- **100+** **Youth** and **Families** are Served
- **17,000+** Miles are **Driven Monthly**
- **240+** Individuals Attend **Day Programs**





ADEC'S RESOURCE CENTER

In December 2024, ADEC proudly celebrated the grand opening of our newly renovated Resource Center, a milestone that marks both growth and innovation. Earlier that year, ADEC purchased the building with the vision of creating a central hub where multiple expanding programs could come together under one roof.

Today, that vision has become a reality. ADEC's Resource Center represents a significant step forward in our mission to provide enhanced resources, support, and opportunities for the individuals and families we serve.

THIS STATE-OF-THE-ART FACILITY IS NOW HOME TO:

- Elkhart Day Program
- Skills and Training Program
- Therapy Services
- Elkhart Summer Camp
- After-School Program

With these programs working in unison, ADEC's Resource Center has become a dynamic hub of opportunity, offering the space, care, and community connections needed to empower individuals to reach their full potential. This space not only enhances the quality of ADEC's programs but also ensures that those we serve can continue to lead meaningful lives with choice and possibility.

Scan here to read more on the development of these spaces and learn how you can get involved.



OUTDOOR PROGRAMMING SPACE

Shortly after unveiling ADEC's Resource Center, ADEC broke ground on an equally exciting project: the creation of an outdoor programming space. Designed with accessibility, engagement, and inclusion at its core, this outdoor space reflects our commitment to innovation and to creating opportunities beyond the walls of a building.

This outdoor programming is more than a recreational space; it's a fully inclusive environment built to nurture health, creativity, and community connection. The completed space features:

- ADA-COMPLIANT PLAYGROUND
- BASKETBALL AND MULTI-USE ACTIVITY PAD
- PAVED WALKING PATH
- SENSORY GARDEN WITH RAISED GARDEN BEDS
- SECURE FENCING AND THOUGHTFUL LANDSCAPING



ENGAGING OPPORTUNITIES

The outdoor programming space has provided individuals of all abilities with the opportunity to explore, play, and engage in meaningful outdoor experiences. We are excited for the spring of 2026, when all ADEC programming will have opportunities to engage with this space. This project reinforces ADEC's leadership in the field and establishes a standard for inclusive, person-centered programming, both indoors and outdoors.



PROGRAM EXPANSIONS

ADEC continues to lead the field in creating innovative opportunities for children and young adults with disabilities. In 2024 and 2025, we expanded our youth-focused programming in direct response to the needs of families in our community, opening new doors for growth, connection, and independence.



01 SUMMER CAMP

For many families, ADEC's Summer Camp is a cherished part of the year, offering children with disabilities the chance to have fun, make friends, and build essential life skills. In response to increasing demand, ADEC launched a second Summer Camp location in 2025. With sites now in Elkhart and Mishawaka, we can reach even more youth, providing safe and enriching experiences that foster self-expression, community engagement, and meaningful friendships.



02 PRE-EMPLOYMENT TRANSITION SERVICES

In 2024, ADEC was awarded a Pre-ETS contract to serve high schools across St. Joseph County. The program has since expanded with an additional contract in 2025 to serve Elkhart Community Schools. These services, designed for students with disabilities ages 14 to 22, help bridge the gap between high school and employment. By offering essential workplace readiness training, career exploration, and hands-on experiences, ADEC is equipping students with the tools they need to thrive in adulthood.



03 AFTER-SCHOOL PROGRAM

With the addition of our new Resource Center, ADEC launched a much-needed After-School Program in the fall of 2025. This program provides a nurturing environment where children with disabilities can socialize, engage in creative and recreational activities, and receive academic support. Through positive role modeling, guided interactions, and engaging experiences, we empower students to discover their strengths, grow in confidence, and thrive.

MAKING AN IMPACT

ADEC has continued to strengthen its role as a leader in fostering community involvement. Through new partnerships, expanded programming, and countless moments of connection, the individuals we serve have been actively engaged in the community in meaningful ways, volunteering, working, learning, and building lasting relationships. These experiences go beyond participation; they open doors to belonging, growth, and independence. At ADEC, we believe true inclusion happens when the community and the individuals we serve come together, and this year we've seen the incredible impact of that vision in action.



"I love watching the growth from the individuals we serve as they step into the community to make an impact. It has been the highlight of my year and reminds me why I love being part of the ADEC team."

-ADEC DIRECT SUPPORT PROFESSIONAL

"I love volunteering because people count on me to help, and it feels really good!"

-ADEC INDIVIDUAL



"When I volunteer, I get to make new friends and try things that I never thought I could do."

-ADEC INDIVIDUAL



Individuals participating in ADEC's Day Services collectively contributed over **960** hours of **volunteer work** last year.

Do you have available volunteer opportunities? Let us know at info@adecinc.com!



RIDE A BIKE



After several years of disruption due to the pandemic, ADEC's Ride-A-Bike Fundraiser made a triumphant return in October 2024. The event brought families, friends, and neighbors together at Ox Bow County Park, creating a vibrant celebration of community, connection, and support for ADEC's mission.



Participants of all ages enjoyed bike rides along scenic paths, games and activities, food trucks, music, and opportunities to connect with others who share a commitment to empowering individuals with disabilities. It was a true testament to the resilience and enthusiasm of our community, which had been waiting to gather again after a long pause.



Thanks to the generosity and dedication of our sponsors, donors, partners, and participants, we not only reached our fundraising goal of \$75,000 but surpassed it, raising an impressive \$94,133. These funds are critical in ensuring that ADEC's programs continue to thrive, providing meaningful opportunities and support to the individuals we serve.

Since its inception in 1972, Ride-A-Bike has been more than a fundraiser; it has become a beloved tradition and a symbol of unity, resilience, and shared purpose. The 2024 Fall Event upheld that legacy, reminding us of the power of community and the difference that comes from working together for one mission.

COMMUNITY PARTNERSHIPS

Strong community partnerships are essential to ADEC's mission. Allowing us to expand opportunities, enhance programming, and create meaningful experiences for the individuals we serve. Over the past year, our partnerships have made a significant impact, strengthening both the reach and quality of our programs.

We are especially grateful for collaborations that have opened doors and provided new opportunities—partnerships with organizations like the Tolson Center for Community Excellence, Kem Krest, and Beiger Elementary School.



The Tolson Center for Community Excellence began hosting all our Silver Bullets basketball games, offering an accessible and welcoming space for players, families, and fans.



Kem Krest partnered with us to provide internship opportunities for individuals in our Skills and Training Program, helping participants gain hands-on work experience and develop valuable professional skills.



Beiger Elementary School provided a spacious and inclusive environment to host the new Mishawaka location of ADEC's Summer Camp Program, allowing more youth in our community to participate in fun, engaging, and skill-building summer experiences close to home.

These partnerships exemplify how collaboration strengthens our programs and amplifies the voices and abilities of the individuals we serve. ADEC remains committed to fostering relationships that create meaningful impact, both for individuals, families, and the communities we serve.

2025 FINANCIAL STATEMENT

In fiscal year 2025, ADEC continued to uphold its commitment to faithful stewardship, one of our core values, by managing resources with integrity, transparency, and purpose. Revenue sources included grants, individual contributions, program service fees, and investment income. Expenses were primarily directed toward delivering high-quality services and programs that support individuals with intellectual and developmental disabilities, with a modest portion allocated to administrative efforts. ADEC's balance sheet remains strong, providing the opportunity to continue rising to the challenges we face.

Statement of Activities and Changes in Net Assets		Balance Sheet	
	For the Year Ended June 30, 2025		As of June 30, 2025
Revenue		Assets	
Program Service Revenue	\$ 21,424,541	Current Assets	\$ 2,501,750
Local Support	1,122,173	Investments	28,670,238
Grant Income	429,993	Long Term Assets	13,038,312
Investment Return	3,010,264	Total Assets	44,210,300
Net Assets Released from Donor Restrictions	264,454		
Total Revenue	26,251,425	Liabilities	
		Current Liabilities	2,086,342
Expense		Right of Use (Lease) Liabilities	744,934
Program Service Expense	21,829,104	Total Liabilities	2,831,276
Administrative	2,857,860		
Total Expense	24,686,964	Net assets	
		Without Donor Restrictions	39,469,186
Net Assets with Donor Restrictions		With Donor Restrictions	1,909,838
Contributions	379,997	Total Net Assets	41,379,024
Net Assets Released from Donor Restrictions	(264,454)		
Change in Net Assets	1,680,004	Total Liabilities and Net Assets	\$ 44,210,300
Net Assets at Beginning of Year	39,699,020		
Net Assets at End of Year	\$ 41,379,024		

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, 2025, have been audited by Blue & Co., LLC. | 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,

This past year has been one of remarkable growth and renewed purpose at ADEC. As we reflect on fiscal year 2025, it's clear that ADEC is not only meeting the needs of today – we are leading the field in shaping what inclusive, community-based services can look like for tomorrow.

From the opening of the ADEC Resource Center to the expansion of summer camp and Pre-Employment Transition Services, our organization continues to grow its impact in meaningful ways. These milestones are more than achievements – they are affirmations of ADEC's unwavering commitment to improving lives, fostering teamwork, and sustaining the future.

As Board Chair, I've had the privilege of witnessing firsthand the dedication of our staff, the vision of our leadership, and the generosity of our community. ADEC's strength lies not only in its programs, but in the people who make them possible – individuals who rise to the challenge every day with compassion, creativity, and courage.

Looking ahead, I am confident that ADEC will continue to lead with integrity and innovation. The challenges we face are real, but so is our resolve. Together, we are building a future where every person with a disability has the opportunity to live a life of dignity, purpose, and possibility.

Thank you for your continued support and belief in our mission. It is an honor to serve alongside you.

Warm regards,

– Jason Pippenger
Chair, ADEC Board of Directors

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DJ Construction Company

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ADEC, Inc., Retired

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Courtney Smith
Director of Community Engagement



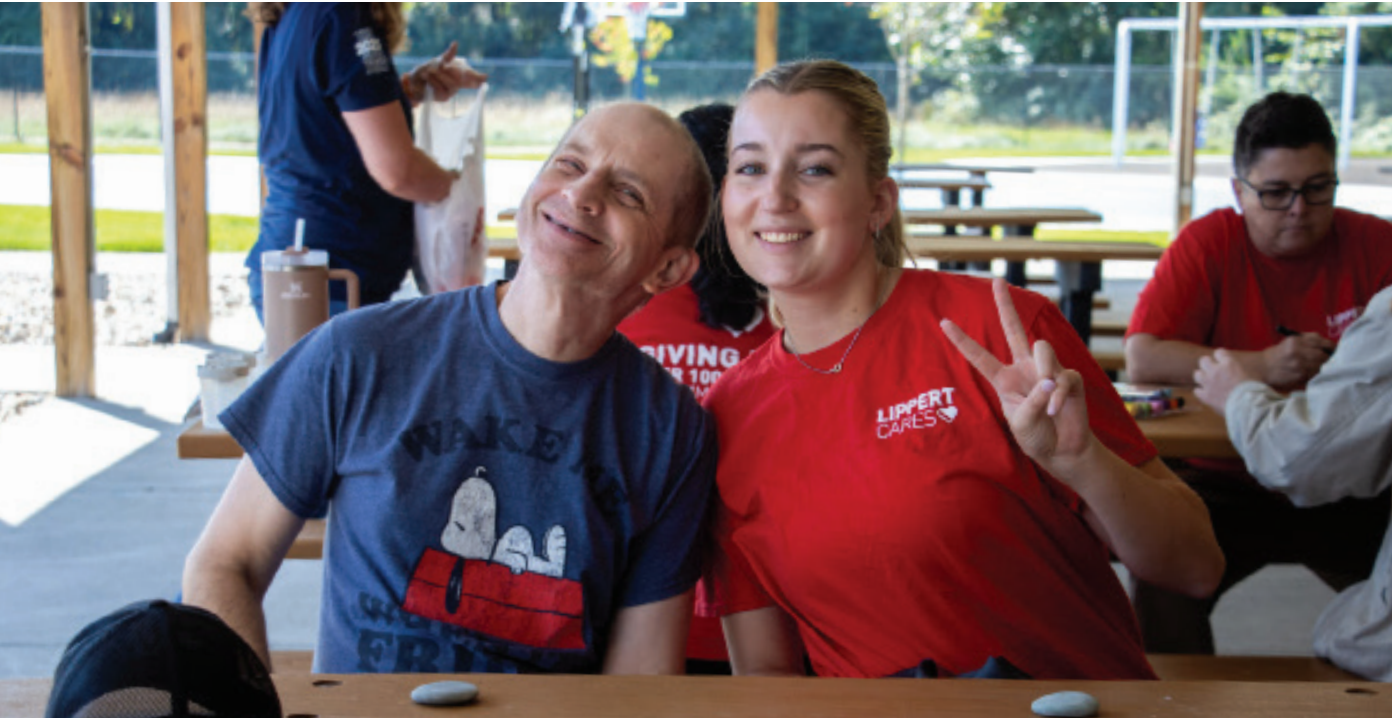
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