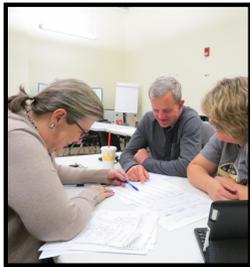


AVENUES TO COMMUNITY, INC.



2016 Annual Report



Trevor's Nature Photos



Shortly after being adopted from Paraguay, South America at the age of two, Trevor Reinen was diagnosed with epilepsy, mild cerebral palsy and autism. As he grew up in Verona, Wisconsin he was always enthusiastic about helping others. In 2013, following two brain surgeries to stop his seizures, Trevor developed a keen interest in nature and took many pictures to express and share God's wonders.



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AVENUES BOARD OF DIRECTORS





Message from the Executive Director Kevin Keisling

“ We are ready to face the new challenges ahead with resolve and we are committed to preserving the values that we hold dear. ”

In many ways 2016 was a typical year for Avenues to Community. We maintained our two contracts with Dane County, we continued to provide services to people in IRIS throughout the state of Wisconsin, and we served a few people who privately paid for our services. Our financial position increased by about 3.5% compared to 2015. Although the size of our staff remained the same, we served more people than at any other time in our organization's 15 year history.

The biggest surprise of 2016 was the notification from the Wisconsin Department of Health Services that Dane County will be transitioning into Family Care and IRIS in 2018. Although our organization has been preparing for this possibility since 2009 by providing Support Broker services to people in IRIS, the loss of our Support Broker and Targeted Case Management contracts with Dane County will have a significant financial impact on our organization. These contracts account for 90% of our overall grant revenue.

We are currently in the process of examining our options for the future. Although there is a great deal of uncertainty, Avenues to Community staff and board of directors are committed to providing Support Broker services in 2018 and beyond. The average length of employment of Avenues to Community staff is nine years and the average number of years of experience supporting individuals with disabilities is 18 years. This experience, combined with our values and commitment to self-determination and community involvement for all people with disabilities, is what drives our mission today and will drive our mission for the future.

We are looking forward to preserving our relationship with many of you. We are also looking forward to creating new partnerships and collaborative relationships with stakeholders that share our values and support our mission. We are encouraged by the opportunity to maintain our Support Broker services to people in IRIS and we are hopeful about the possibility of providing this same service to people in Family Care.

From all of us at Avenues to Community, thank you for your support of our organization. We hope that we have made a difference in your life over the years. We are ready to face the new challenges ahead with resolve and we are committed to preserving the values that we hold dear.

Sincerely,

Kevin Keisling
Executive Director



Journey from Laos Refugee to United States Citizen

by Susan Watson

Avenues Support Broker, Susan Watson, began working with Leon J. Wesker (formerly Vong Yang) in December 2013. As a part of his service plan, Leon outlined two of his major goals as needing help in getting his United States citizenship and to legally change his name. Leon, a refugee from Laos, arrived in the United States with his parents and siblings at the age of five and received a permanent resident card in March of 1990. At the age of eighteen Leon moved with family to Stevens Point, Wisconsin and after attending high school at the Delevan School for the Deaf moved from Stevens Point to Madison to begin his adult life.

Prior to his move to Madison, a replacement “permanent resident card” had been applied for with the support of a Hmong Services Specialist and a family member. In December of 2014, Leon’s request for a replacement card was denied. The United States Citizenship and Immigration Services (USCIS) informed Leon that a replacement card was mailed to him on June 3, 2013. USCIS indicated that they could not issue another card due to the potential duplication of benefits. Leon could apply again with the reason that his “card was lost, stolen or destroyed” along with providing the necessary documentation and fees. Despite having legal permanent resident status, Leon needed the replacement card as documentation and proof of his residency to secure employment and to submit with his application for citizenship.

Leon’s Support Broker researched assistance with immigration issues and was initially referred to the UW Law School and subsequently to Janice Beers, Accredited Representative and Director of Immigrant and Refugee Services with Jewish Social Services. Janice was experienced in establishing citizenship with Hmong and Russian refugees. Janice was instrumental in further assisting Leon in the six month process between applying and securing his permanent resident card during 2015.

In the spring of 2016, an application was made for citizenship. On December 8, 2016, Leon was accompanied by his Support Broker, Janice and an American Sign Language interpreter to the USCIS office in Milwaukee for his citizenship interview. Leon passed this oral examination. Leon returned to the Milwaukee Court House on January 26, 2017 to finally take his Oath of Allegiance, register his new name and register to vote as a United States Citizen. After three years of perseverance, Leon reached his goal of becoming a U.S. citizen.



Mission

Supporting adults with developmental disabilities and traumatic brain injuries in realizing their dreams and desires by helping them find the supports and services they need to live and work in the community.

About Us

Who We Are

Avenues to Community, Inc. is a non-profit organization that provides case management services to adults with disabilities. Avenues staff, referred to as Support Brokers, develop person centered plans of support that identify individual needs and goals so that the person can live and work in the community. Exploring community resources and natural supports is an essential part of the planning process.

Areas of Expertise

Avenues' Support Brokers focus on individual choice, building relationships, and community involvement for each person. Support Brokers also value family participation and natural relationships. Particular Support Brokers have experience in specific areas including person-centered planning, behavioral and communication issues, law enforcement and the judicial system, issues of aging and mental health, as well as supporting individuals from multicultural backgrounds.

Who We Serve

Avenues provides Support Broker services to adults over age 18 with developmental disabilities, traumatic brain injuries, physical disabilities and older adults. Accepted funding sources for services provided include:

- Home and Community Based Waivers
(CIP 1A, CIP 1B, CIP II)
- Targeted Case Management
- IRIS
- Private Pay

SERVICES WE PROVIDE

Avenues Support Brokers will:

Spend time with you and the people who know you well to learn about your past, what is happening now, and what you want in the future.

Help you and the people who know you to develop a plan that tells everyone who you are and how you want to be supported.

Have contact with you and your support team as needed. This includes, at the minimum, a face to face contact with you every three months, and contact every month with people involved in your life.

Help you to obtain funding for services and identify resources that are needed for you to live safely in the community.

Help you, your family, and/or your support staff address and coordinate your medical care needs.

Assist you in identifying service providers.

Help bring your support team together as needed to discuss your supports.

Assist with referrals to other services such as legal advocacy, housing specialists, therapeutic services, and other community resources.



AVENUES TEAM



JOSH ENSLIN
PROGRAM DIRECTOR



AMY QUARNA
PROGRAM DIRECTOR

Support Brokers



CHERI ROGERS



TONI GADKE



VEENA BREKKE



SUSAN WATSON



AMY LITZER



HEIDI VAN NURDEN



STEPHANIE ILIFF



STEPHANIE THOUSAND



ANDREA GEHLING



LISA KOOB



LESLEY SWEENEY



KATIE PAJAC



BRIAN DOERING



AL POLIARCO

A Good Father

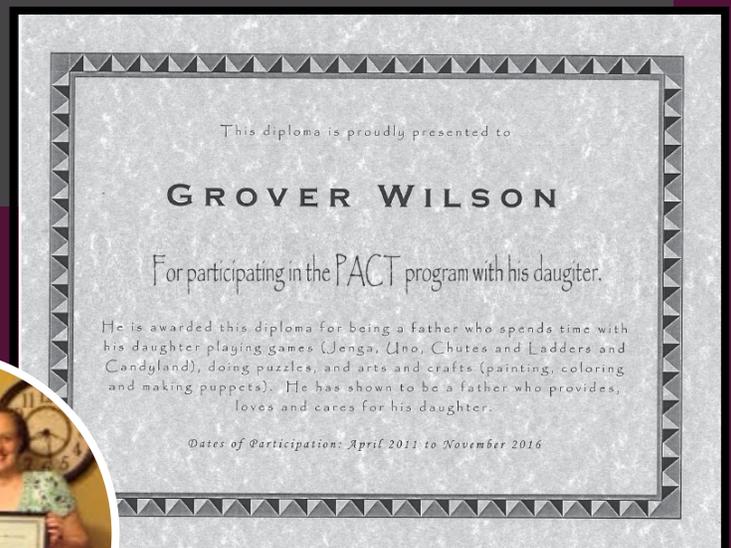
by Stephanie Iliff



2006 was a very special year in the life of Grover Wilson, Jr. (Junior). He became a father! He was so proud to be there for the birth of his newborn daughter. Junior was determined to be a good father. Although his daughter lives with her mother, Junior was granted visitation rights. With the help of his Support Broker, Junior went to court to legally establish visitation rights and a minimum amount of hours to see his daughter each week. As she grew from a tiny baby to an active toddler and preschooler, it became apparent that Junior could use some support in how to be a parent.

His Support Broker contacted the Center for Families to enroll Junior in the PACT program---Parents and Children Together. A Family Support Specialist (FSS) was assigned to work with Junior and his daughter. The focus was to work with Junior to increase his ability to play and to interact with his daughter and to put together an activity bag to pull out fun things to do at every visit. Once a month, the FSS would attend a visit and teach Junior and his daughter how to play together. The end result would be great visits and a nurtured relationship between father and daughter. What wonderful guidance this program gave Junior, assisting him in building his tool box of “good daddy” ideas, reining him in when he would forget to prioritize visits, and assisting Junior and his daughter in establishing a permanent bond.

After 5 years of participating, Junior and his daughter, now age 11, have graduated from the PACT program. Junior was given a certificate from the FSS for being a father who provides, loves, and cares for his daughter. Many thanks to the wonderful resource of the PACT Program for helping Junior become what he wanted to be - a good father!



Facts & Figures



DEMOGRAPHICS

GENDER

Female	149
Male	244

AGE

18 - 25	11%	46 - 55	23%
26 - 35	21%	56 - 65	14%
36 - 45	21%	66 +	10%

FUNDING SOURCES

Dane County Support Broker	Dane County Targeted Case Management	IRIS	Private Pay
335 Consumers	21 Consumers	33 Consumers	4 Consumers
19,814.25 Units of Service	1,288.25 Units of Service	1,803.25 Units of Service	93.75 Units of Service
\$47.04 Unit Rate	\$25.20 Unit Rate	\$60.00 Unit Rate	\$60.00 Unit Rate



NO DREAM IS TOO BIG

by Heidi Van Nurden

Determined. Kind. Skilled guitarist. Self-advocate. Good friend. Sense of humor. Technologically advanced. Brilliant mind. These are just a few of the qualities that Ryan's family and friends have used to describe what they like and admire about him. When you meet Ryan, it doesn't take long to recognize that he is someone with many exceptional abilities. Ryan is twenty-two years old and has his whole life in front of him.

Though unique and talented in his own right, Ryan is not that different than most of his peers. Ryan is at a point in his life where he is asking "what do I want to do with my future...what's next?" Like many young adults do, Ryan turned to his support circle for guidance. Ryan's family and supports met in September of 2016 to explore next steps in planning through a Person Centered Planning process, facilitated by Avenues to Community - Support Broker, Andrea Gehling. Through this process, Ryan and his family were able to explore various opportunities, set goals, and consider ways to break down barriers that have surfaced along the way. Ryan's input and voice was the forefront of this planning. Through thoughtful discussion, Ryan and his supports developed an action plan and assigned tasks to each person involved in the plan. Over the course of the planning process, Ryan determined that he'd like to continue his pursuit of earning an Associate's Degree in Web and Software Development from Waukesha County Technical College (WCTC). He has been working toward this for a couple years and is on track to graduate with this degree in December of 2017. Throughout the last year, Ryan's thirst for knowledge has grown and he discovered that his passion lies within the electrical engineering field. Ryan's plan also includes starting the Electrical Engineering program at WCTC in the fall of 2017. He's also considering a four-year degree in Electrical Engineering.

Like many young adult college students, Ryan has faced difficulties along the way. Mid-terms and finals, group projects, deadlines, tough professors, maintaining a social life, getting enough sleep, and managing stress... these are just a few of the challenges that Ryan has overcome in the past year. When Ryan's nose isn't in his school books, you can find him mastering a new Megadeth song on his electric guitar or building an amp in his work space. Ryan is also currently experimenting with exciting new approaches to sound through changing various components and circuits through amplifiers. As a man with so many talents, no dream is too big. And with Ryan's determination and some thoughtful planning, he can accomplish anything he sets his mind to. "I am proud of Ryan's hard work, determination, and perseverance." – Sue (mother)

STATEMENT OF ACTIVITIES

For the Years Ended December 31, 2016 and 2015.

	2016			2015		
	Unrestricted Net Assets	Temporarily Restrcted Net Assets	Total	Unrestricted Net Assets	Temporarily Restrcted Net Assets	Total
Revenues and Support:						
Grant revenue	\$ 1,072,714	-	\$ 1,072,714	\$ 1,036,468	-	1,036,468
Contributions	2,616	14,490	17,106	10,195	15,850	26,045
Program Service Fees	6,125	-	6,125	7,355	-	7,355
Interest Income	646	5	651	630	-	630
Miscellaneous Income	2,345	-	2,345	868	-	868
Total Revenues and Support	1,084,446	14,495	1,098,941	1,055,516	15,850	1,071,366
Net Assets Released from Restrictions:						
Satisfaction of Program Restrictions	15,060	(15,060)	-	16,919	(16,919)	-
Total Revenues, Support and Reclassifications	1,099,506	(565)	1,098,941	1,072,435	(1,069)	1,071,366
Expenses:						
Program expenses	989,474	-	989,474	949,538	-	949,538
Administrative Expenses	104,567	-	104,567	112,794	-	112,794
Total Expenses	1,094,041	-	1,094,041	1,062,332	-	1,062,332
Total Change in Net Assets	5,465	(565)	4,900	10,103	(1,069)	9,034
Net Assets at Beginning of Year	129,182	9,181	138,363	119,079	10,250	129,329
Net Assets at End of Year	\$ 134,647	\$ 8,616	\$ 143,263	\$ 129,182	\$ 9,181	\$ 138,363

AVENUES Annual Picnic



FUNDRAISING AND GRANTS



ROAD TO SUCCESS FUND

With final approval by the Avenues to Community, Inc. Board of Directors in December of 2002, the Road to Success Fund is a restricted account that consists of money raised through grants, specified donations received, and revenue over expenses from the Day Tripper events. Funds in this account can be carried over from year to year. The purpose of the Road to Success Fund is to provide financial support to consumers of the agency to assist with otherwise unmet needs. Money allocated to the Road to Success Fund cannot be used for administration, agency operating or personnel expenses. A committee made up of the Executive Director, a Program Director, a family member, and a consumer meets approximately three times a year to review requests. In 2016 the committee approved nine different requests, as well as expenses related to the annual picnic, totaling \$4,022. One of the requests was to help Kerika (pictured left) cover the cost of two semesters through the UW Speech and Hearing clinics.

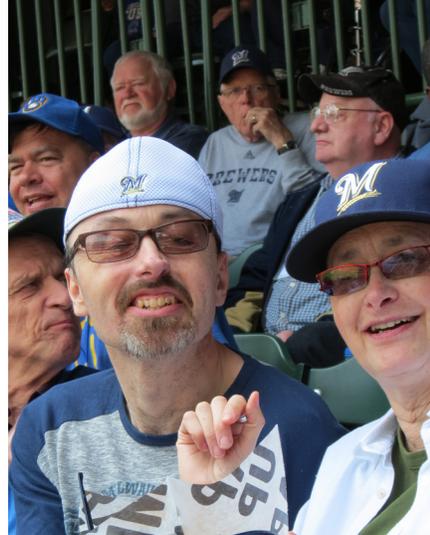
THE FUTURE FUND

The Future Fund is a Board designated unrestricted fund. This fund is used to offset expenses not covered by the Dane County contracts and can be carried over from year to year. Unrestricted donations as well as donations made to Avenues to Community through Access to Community Services are designated to the Future Fund. Avenues raised \$2,616 through private donations and through charitable giving through Access to Community Services.



ACCESS TO COMMUNITY SERVICES (512)

Avenues is a member of Access to Community Services (ACS), which is an umbrella group made up of eleven organizations working together to help people with disabilities and other challenges to live, work, play and succeed in our community. More than 3,500 individuals receive services from ACS organizations every year. ACS organizations are not affiliated with the United Way of Dane County. State of Wisconsin, University of Wisconsin, University of Wisconsin Hospital and Clinics, Dane County and City of Madison employees can contribute to Avenues through the Partners in Giving combined campaigns. Avenues to Community is listed under Access to Community Services as number 512 in the Combined Campaign and Partners in Giving brochures. For more information about ACS, please visit our website at <http://www.accesstocommunityservices.org>



AVENUES TO COMMUNITY, INC.

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PRESIDENT

TED SEHMER
TREASURER

KEVIN PACHUCKI
SECRETARY

ADNAN ELFARRA
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CORA HOLLOWAY
DIRECTOR

CHERYL HOMIAK
DIRECTOR



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