



2018 ANNUAL REPORT

Promoting and Encouraging Independence
for all People with Disabilities



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We provide services in Alcona, Arenac, Bay, Clare, Gladwin, Gratiot, Iosco, Isabella, Midland, Ogemaw, Roscommon and Saginaw counties.

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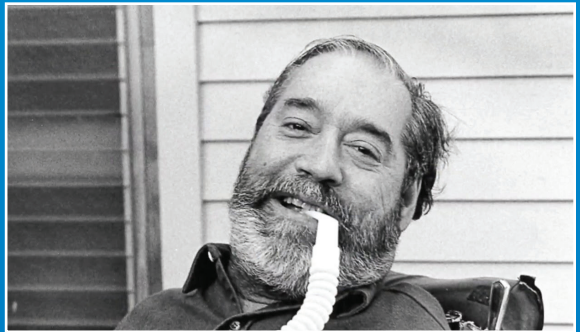
History & Mission

Disability Network of Mid-Michigan is one of 15 Centers for Independent Living (CILs) in Michigan. We have served the region for 28 years and now employ 78 staff members. In an eight-county area, we provide independent living skill development, peer support and mentoring, systems and individual advocacy. Our information and referral program, and our community transitions program, which moves people out of nursing homes, serves twelve counties.

Nationally, the history of CILs is closely intertwined with the Civil Rights movement. Based on the same desires for access to housing, education, transportation and employment, both movements aim to eliminate barriers and to provide full inclusion for all individuals in society.

Today, Disability Network of Mid-Michigan continues the CIL charter of changing communities rather than “fixing” the person with the disability. Our mission is to promote and encourage independence for all people with disabilities. Our vision is accessible and inclusive communities that provide opportunities for individual choice.

“We will not tolerate another generation of young people with disabilities going through segregated education, segregated society, being dependent on their parents and public aid.



We can make a difference in their future. If people with disabilities have a future, then everyone in our society will have a future.”

-Ed Roberts, Father of the Independent Living movement.



Tom Provoast

Managing Growth - Embracing Change

Throughout our organization's history, Disability Network of Mid-Michigan (DNMM) has served as the region's beacon for the promotion of independent living for all people with disabilities. Our team of talented professionals has impacted the lives of thousands of people in the Great Lakes Bay Region and beyond. This impressive achievement is only affirmed by DNMM's commitment to levelling the playing field for all members of our community.

As the organization continues to grow, it is more important than ever to have a stable and committed Board of Directors championing the cause. In 2018, we welcomed five new board members along with a new leadership team that is challenging the status quo for the organization. New members include Jeffrey Dixon of Chemical Bank, Brad Gomoluch from the Saginaw ISD, Bart Maxon from The Dow Chemical Company, Amy Moolenaar, a local realtor, and Dena Moore, a disability advocate. Our board is committed to cementing DNMM's place as a partner in the community, increasing its visibility, and growing its services.

As part of the Board's ongoing mission to expand DNMM, we are pleased to share that we are invested in a five-year growth strategy. The plan will focus on three key areas: External Relationships, Services, and Internal Relationships. As an outcome of this new strategy, we will implement innovative and collaborative partnerships to boost our service impact, geographic outreach, and brand recognition.

As much as we invest in growth, we also embrace change. Effective February 1, 2019, Steven Locke will take on a new position as Executive Director of the Michigan Statewide Independent Living Council (SILC). We know his passion for disability issues will serve SILC well and we are pleased that the statewide organization will have local roots. We are also pleased to announce that taking over as Executive Director of DNMM will be Kelly PeLong. Kelly has been with DNMM for 25 years and we can think of no one more qualified to lead this organization. Her expertise in and passion for the independent living movement will ensure a smooth transition. She is a well-respected leader and her community involvement make her the ideal choice to lead DNMM forward.

On behalf of the entire Board, I want to thank you. Your commitment and support enables us to continue working together to promote and encourage independence for all people with disabilities. We are grateful for your engagement in our organization's mission and for your unwavering support.

Tom Provoast, President of the Board of Directors

A Year of Historic Growth



Kelly PeLong

2018 saw historic growth for Disability Network of Mid-Michigan. The expansion of Pre-Employment Transition Services helped our skill building program expand to 22 schools in nine counties, an astonishing 300% increase from just two years ago. ILVR is at its highest level ever - servicing fifty percent more consumers than in 2017. Our Peer Support groups in Bay, Midland, and Saginaw counties reached an all-time high of 681 hours of peer-to-peer contact. Perhaps of greatest impact, is the astonishing growth of our "On-The-Job-Experience" program which serviced 233 individuals in 2018, up from 81 in 2016.

Our community education program conducted 114 community presentations and trainings for over 793 people on disability related topics including assistive technology, employment, health care, community supports, and relocation. 50 community outreach seminars reached over 1,600 people from underserved populations. Our Information and Referral team provided over 3,400 individual services. In all, DNMM engaged in 3,788 community activity hours reaching 20,809 people during 2018.

In March, we held our annual Feathers and Fedoras fundraiser. Nearly 170 people joined our Honorary Chairs Shelley and Jimmy Greene at the Great Hall in Midland for a wonderful evening of dining, dancing, gaming, and auctions. It was one of our most successful fundraisers to-date - raising over \$60,000 for the STAGES youth transition program.

For the 2018 Great Lakes Loons baseball season, Disability Network of Mid-Michigan was the sponsoring partner of accessible services at Dow Diamond. This mutually beneficial agreement built upon the existing partnership we've had with the Loons organization since the initial plans for Dow Diamond were drawn. This partnership led to substantially increased visibility not only for DNMM, but for accessibility issues at the ballpark in general. As we prepare for the upcoming season, we look forward to expanding this partnership as we seek to make Dow Diamond accessible and inclusive for everyone.

As we look to 2019 and beyond, we realize much of our success is due to the unwavering support we receive from community agencies, businesses, and individuals. Our staff, our board, and our community partners remain dedicated to our mission of promoting independence and accessibility for all. Thank you for your continued support.

Kelly PeLong, Executive Director

There's No Place Like My Own Home



For the greater part of ten years, living was a mobile experience for Nathan. After finishing high school, Nathan found employment but finding affordable housing seemed like an unconquerable obstacle. For years, Nathan bounced from home to home, staying with family and friends, or in various apartment complexes. And while this wasn't the ideal situation, it was "okay." Unfortunately, in the summer of 2018, things took a dramatic turn for the worse.

Nathan contracted an infection in his leg. The infection was so severe, it resulted in the amputation of his leg and Nathan soon needed rehabilitation services at a Skilled Nursing Facility. "I felt trapped and depressed at the nursing home," said Nathan. "Unfortunately, I knew I had nowhere else to go, no home or anything."

With his rehabilitation period ending, Nathan knew he needed help finding housing. "Thankfully, I met Sarah from Disability Network. She came in and helped me with the entire

housing application process. She helped me secure rent, furniture, and housewares. She always kept me positive...kept me going."

With Sarah's help, in December of 2018, Nathan was able to move into his very own apartment for the first time, ever. "It was an incredible feeling," said Nathan. "When it was finally time to move into my own apartment, Sarah took me shopping so I could pick out my own groceries. I hadn't been able to do that in a very long time. She also had furniture delivered to me and bought me everything I needed for my apartment. Being able to set up my very own place was a great feeling. Without DNMM, and without Sarah, I don't know where I'd be."



Services & Experts

Community Transition Services

This program provides individuals - regardless of their ability - an opportunity to choose community-based living as a viable alternative to nursing facility residency. Our team of experts help people throughout the planning process - whether it is finding affordable housing or identifying modification options if barriers are found. We also connect people with a variety of services such as food assistance, prescription coverage, lift chairs, emergency caller units, and support groups.

"You cared about what I wanted, not what you think I needed. You helped me get my life back together."

- Community Transition Services Consumer

Sarah Cox



Sarah Cox is the Community Transition Services Leader. She graduated from Saginaw Valley State University in 2017 with her Bachelor of Political Science in Public Administration and Criminal Justice and she is currently pursuing her Masters of Public Health. She brings over 20 years of experience working with non-profits and various Medicaid programs, including over 15 years as a Medicaid

Specialist, working with people in nursing homes. Sarah's passion is helping others achieve their dreams and beyond. She enjoys traveling Michigan and exploring the Upper Peninsula, as well as hiking and camping off the beaten path. When Sarah isn't busy exploring all Michigan has to offer, you can find her volunteering in the Saginaw community where she resides with her husband and children.

Finding His Confidence in STAGES

When Matt first enrolled in DNMM's summer STAGES program in 2009, he described himself as a "turtle in its shell." He was anti-social, he had severe social anxiety, and he did not respond well to authority. He had virtually no self-confidence. "I thought everyone hated me," he said during an interview. "And I didn't really like myself. I was overweight, something I've always struggled with, and I just didn't think I belonged. Until I met Nora, Lowell, and everyone in the STAGES program."

The summer STAGES program focuses on skill building through group activities ranging from work experiences to athletics and from crafts to camping. The participants spend several days a week together in comfortable settings that seek to promote self-confidence and interpersonal relationships.

Matt quickly became an active participant in summer STAGES. "I really enjoyed the work experiences at Camp Fish Tales, trips with my friends to the Bay City River Roar, touring MCTI, visiting local businesses, and obviously the high ropes course at the Fowler Center."

During the remainder of the year, DNMM's Nora Maza would work with Matt in more one-on-one settings. And Matt would participate

with group STAGES activities whenever he could. "STAGES helped me build friendships, and helped me realize that people did like me." And he liked them. Soon, Matt began seeking other avenues for socialization. This led him to the West Midland Family Center. Matt got involved in many programs there, including swimming. He began to get control of his weight, and as his self-confidence around others grew, so did his self-image. "I'd always been told I couldn't work well with others," said Matt. "That just isn't true. And now I've learned how to express myself, how to pace myself, how to live healthier, and, how to live on my own."

"I owe a lot to everyone in the STAGES program," said Matt. "They helped me finish high school, take classes at Delta College, and now I've been working at Meijer for the past four years." STAGES stands for Students in Transition Achieving their Goals Empowered and Self-Confident. Matt is truly the epitome of what the STAGES program is all about.



Services & Experts

Skill Building

Our youth services program is called S.T.A.G.E.S., which stands for **S**tudents in **T**ransition **A**chieving their **G**oals **E**mpowered and **S**elf-Confident. Through S.T.A.G.E.S., we assist students in setting and accomplishing goals that are key to their ability to live independently. The program includes individual skill building in both independent living and the skills of employment as well as a work-readiness assessments, job readiness classes, job shadowing and post-secondary employment training. These activities, offered at the right time to a young person, are key pieces of the puzzle of preparing students for transitioning from a school environment to life.

2018 saw DNMM extend youth skill building services to outlying counties. We now serve students in over twenty schools, an expansion of over 300% from just two years ago.

"I can save money without feeling stressed to spend it. I liked best the openness and respectfulness of my worker. I can't thank you enough."

- Representative Payee Consumer

Lowell Gisell



Lowell Gisell has been the Program Manager for Skill Development since he began at Disability Network in 2002. The DNMM Skill Development program has three main components, helping students transition from school life into the independence, assisting adults who have had trouble getting or keeping a job learn the skills to change that cycle, and to help people avoid guardianship by assisting them with money management in the Representative Payee program.

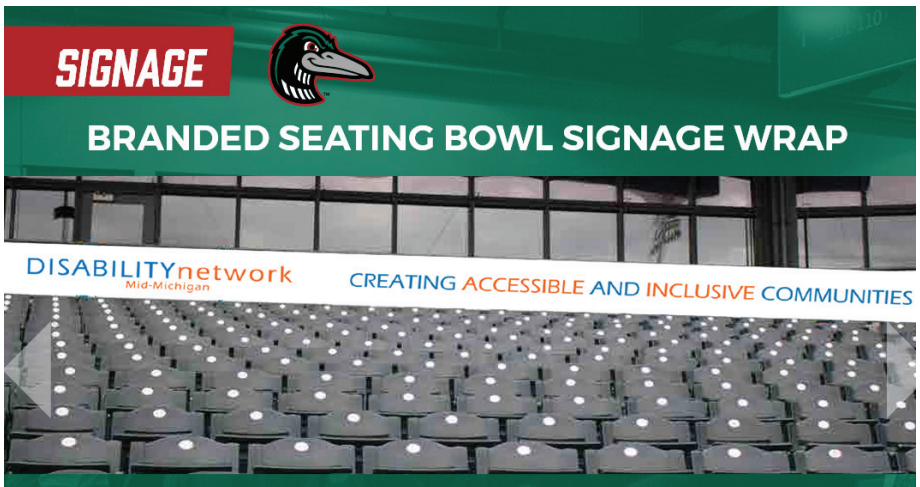
Lowell came to Disability Network following nearly a 30 year career in church ministry as a pastor and youth pastor. He has devoted his life to helping people find a way to live more fulfilling and satisfying lives. In this regard, Lowell feels his work at Disability Network, while different than ministry, has similar goals.

Lowell finds his work at Disability Network has great variety every day. He places considerable value on "seeing someone have that 'aha' moment where a new discovery is made or a goal is achieved. That is my greatest reward."

Lowell lives in Midland with his wife. He has three children and three grand-children.

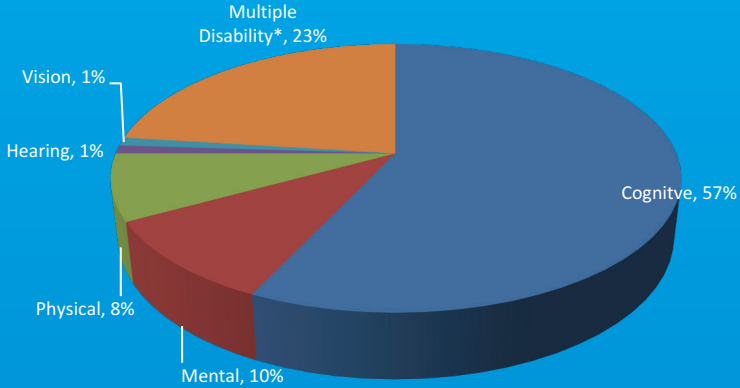
2018 Highlights & Accomplishments

- Reached 21,000 people through 3,788 hours of community engagement.
- Conducted 114 community presentations and trainings on disability related topics for 793 people.
- Participated in 57 community outreach events reaching 1,604 people from underserved/unserved populations.
- Provided 3,450 Information and Referral Services.
- Transitioned 32 people out of nursing homes.
- Educated 75 community organizations on DNMM's nursing home transition services.
- Logged 234 hours of services by trained Volunteer Peer Mentors.
- Signed agreement with Great Lakes Loons to be Sponsoring Partner of Accessible Services at Dow Diamond



Who We Serve:

Disability Network serves individuals with all types of disabilities.



% OF PEOPLE SERVED BY COUNTY

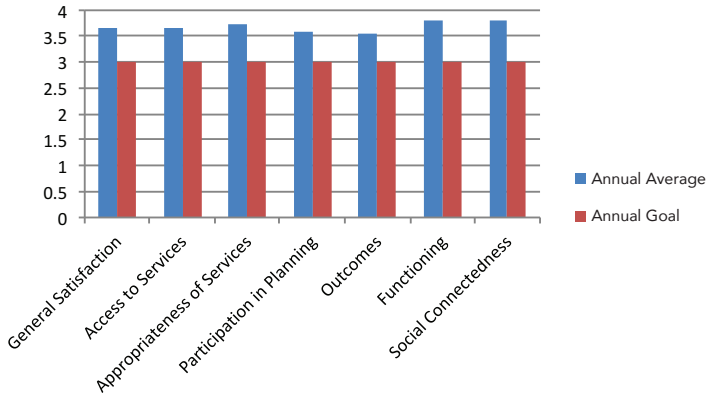
Saginaw.....	23%
Bay.....	18%
Midland.....	19%
Gladwin.....	9%
Gratiot.....	3%
Arenac.....	4%
Clare.....	6%
Isabella.....	9%
Other.....	9%

% OF REVENUE BY SOURCE

Fee for Service.....	85%
State Core Grant.....	9%
Federal Core Grant.....	3%
Fundraising & Donations.....	2%
United Way (Midland).....	1%

Consumer Satisfaction

Disability Network continually evaluates feedback from consumers (people with disabilities who use our services). In 2018, consumers once again reported a **high degree of satisfaction** with the support they received from DNMM:



Explanation: DNMM measures satisfaction of consumers receiving services at least annually and when services are completed. A scale of 1-4 is utilized (4 = very satisfied).

(A) General Satisfaction:

Measures overall satisfaction of consumers with DNMM services.

(B) Access to Services:

Measures if consumers found the services accessible based on their disability.

(C) Appropriateness of Services:

Measures whether consumers felt the services were appropriate based on their needs and requests.

(D) Participation in Planning:

Measures whether consumers felt they had full participation in the planning of their services.

(E) Outcomes:

Measures whether consumers felt they reached their desired outcomes based on their personal goals.

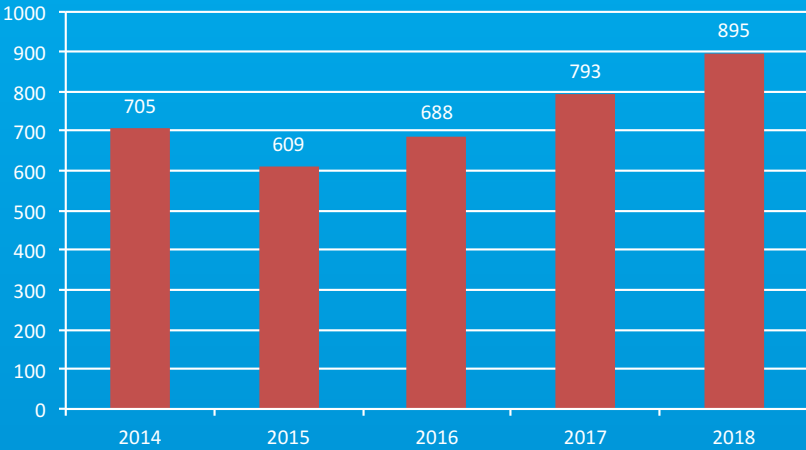
(F) Functioning:

Measures whether consumers felt they increased their ability to function as a result of services.

(G) Social Connectedness:

Measures whether consumers gained more access to the community.

Number of Consumers Served:



Peer is at our CORE?

Based on increased service requests, we revitalized our Peer Support program, placing emphasis on building support and mentoring groups in Bay, Midland, and Saginaw counties. In 2018, our peer groups logged 681 hours of activities. In addition, for the first time in our agency's history, we initiated a trained volunteer mentor program and logged 234 hours of services. These programs are driven by the participants themselves...the peers. We are excited a program that is at the very heart of independent living is thriving!



Statement of Financial Position

ASSETS	2018	2017
Current Assets:		
Cash & Cash Equivalents	\$783,699	\$615,089
Accounts Receivable	\$707,053	\$583,112
Unconditional Promises to Give	\$11,750	\$7,833
Prepaid Expenses and Other Assets	\$18,495	\$32,828
Total Current Assets	\$1,520,997	\$1,238,862
Beneficial interest in trust	\$5,755	\$5,496
Property & Equipment, net	\$166,367	\$195,627
Investment in condominium association	\$77,579	\$77,684
Cash Held for Clients	\$47,318	\$67,157
Total Assets	\$1,818,016	\$1,584,826
LIABILITIES & NET ASSETS		
Current Liabilities:		
Accounts Payable	\$159,676	\$140,542
Accrued Expenses	\$107,764	\$94,090
Total Current Liabilities	\$267,440	\$234,632
Cash Held for Clients	\$47,318	\$67,157
Total Liabilities	\$314,758	\$301,789
Net Assets:		
Unrestricted:		
Undesignated	\$1,021,980	\$976,546
Board Designated	\$280,002	\$275,499
Property and equipment (net)	\$166,367	\$195,627
Total Unrestricted	\$1,468,349	\$1,252,045
Temporarily Restricted	\$34,175	\$30,258
Permanently Restricted	\$734	\$734
Total Net Assets	\$1,503,258	\$1,283,037
Total Liabilities & Net Assets	\$1,818,016	\$1,584,826

2018 DONORS

CORPORATE

Amway Grand Plaza Hotel
Asian Noodle
Associated Builders & Contractors
Bavarian Inn Lodge & Conf. Center
Bay Sail
Big Boy Restaurant - Midland
Bucks Run Golf Club
Cedar Point
Chalgian & Tripp Law Offices
Chemical Bank
Colonial Villa
Comerica Bank
Cooper & Company
Creative 360
Currie Golf Course
Delta College Planetarium
Detroit Red Wings
Detroit Tigers
Divani of Grand Rapids
The Dow Chemical Company
Dow Gardens
Eastman Party Store
ESPN 100.9 FM
Evermore Nails
Fabiano Brothers, Inc.
Firekeeper's Casino & Hotel
Garber Management Group
Gourmet Cupcake Shoppe
Grand Rapids Public Museum
Great Lakes Loons
Greater Midland Community Centers
G's Pizzeria & Deli
The H Hotel
Hammer Restoration
Herter Music Center
Horizon Bank
Ideal Party Store
Iteer Insurance Group, Inc.
Ike's Mobile Kayak Rentals
ITH Staffing
Dr. Nicholas Ivan Memorial Fund
Jake's South End Bar
Kalahari Resort & Water Park
The Patricia and David Kepler Foundation
Kroger
LaLonde's Market
Members First Credit Union
Michigan International Speedway
Midland Center For The Arts
Midland Country Club
Midland Lions Club Charities, Inc.
Midland Nazarene Benevolence
Northern Lanes
Northwood Gallery
Northwood University
Panera Bread

Perry Woodard School Of Dance
Pilgrim's Run Golf Course
Pizza Sam's
Quick Reliable Printing
Rodnick Chiropractic Consultants
Saginaw Bay Underwriters
Salon Unity
Scientific Anglers
Servinski Sod Service
Sid's Party Store
Three Rivers Corporation
Tri-City Motor Speedway
University Of Michigan Athletics
Urbane Salon & Spa
Valley Lanes
Walt Disney World
Ware-Smith-Woolever
Wines For Humanity
Women Of St. John's
Yeo and Yeo, P.C.

INDIVIDUAL

Veronica Albin
Julie and Ron Atkinson
John Bizon
Tim Blackhurst
Belinda and Brad Blasy
Catherine Brown
Gail Carter
Jeremy Courier
Jeran Cronin
Kathleen and Matt Davis
Maureen and Norm Donker
Sandra and Diego Donoso
Mary and Todd Draves
Susan and Terry Dusseau
Trisha and David Fenby
Darlene and Scott Ferguson
Jim Fitterling & Alex Lee
Bradley Frank
Deanna and Todd Gambrell
Connie and Michael Gavin
Sheila and Lowell Gisel
Annette and Gary Glenn
Alison and Mark Goethe
Mary and John Gorte
Shelly and Jimmy Greene
Barb and Scott Haines
Natalie Hamilton
Cindy and Mike Hays
Birgit and Peter Holicki
Martha and Brian Holzheuer
Jessica and Michael Huber
Bill Ivan
Karen Ivan
Lori Ivan
Matt Ivan
Sandie and Dick Ivan

Jackie Jablonski
Jenny and Kevin Kendrick
Patti and Dave Kepler, II
Donna Konieczny
Mary LaForet
Jan Lampman
Tony Lascari & Mark Tolfree
Brenda and Harry Leaver
Cathy and Bill Leikhim
Steven Locke & Tony Green
Julene and Roger Locke
Ann Manary
Nicolette and Ken Martin
Del McGillen
Nena and Mike Meath
Kassie Miller
Stephanie and Robert Moglia
Patricia Naessens
Paul Oslund
Jennifer Page
Lindsey and Randy Peck
Kelly and Sam PeLong
Karyn Pilon
Kayanne and Bob Pnacek
Tom Pokorski
Nancy and Jim Pollack
Greg Pollock
Vikram Prasad & Crystal Durfee
Corinne and Tom Provoast
Mary and Jim Reif
Ginny and John Reifel
Heather and Phil Reinbold
Terri and Tony Robbins
Kim Rodriguez
Val Rossman
Cynthia and Bill Schuette
Kacie Schuette
Marlane and John Searles
Conner Shaw
Amanda Skriba
Dan Smallidge
Sharon and Dale Sneller
Andrea Sneller
Leah Sneller
David Sovereign
Bob Spears
Sara and Tony Stamas
David Starr
Kathryn and Duncan Stuart
LaraBeth and Brad Sullivan
Linda Sullivan
Karen Tate
Shannon and Serge Thurin
Tabbatha and Tim Troy
Lisa and Howard Ungerleider
Michelle and Mark Ursuy
Nancy and Rob Vallentine
Jodi and Robbie Waclawski
Cheryl Wade
Trent Wade
Lee and Mark Weick
Sue Wise
Karen and David Yonick
Marilyn and Gregg Zank

Your Support Matters!

More than 4,000 people in our region are blind and more than 20,000 have some degree of visual disability.

More than 23,000 people in our region have a physical disability affecting their mobility. 6,800 people use a wheelchair.

More than 2,300 people in our region are deaf. 23,000 have a hearing impairment. The numbers are growing rapidly due to aging.

More than 50,000 Mid-Michigan residents have a disability that makes it difficult or impossible for them to read.

“We know equality of individual ability has never existed and never will, but we do insist that equality of opportunity still must be sought.”



- Franklin D. Roosevelt



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