They Deserve More campaign was initiated a year ago in response to a major crisis faced by UCP Seguin and provider organizations across Illinois: the recruitment and retention of Direct Support Professionals (DSPs), the caregivers steadfastly committed to people with developmental disabilities. State funding to pay wages for these DSPs has been depressed and uncompetitive – far from a living wage – leading to significant vacancy and turnover rates for community providers.

As you may know, last summer the Illinois General Assembly granted a 75-cent hourly wage increase after giving nothing to DSPs for nearly a decade. But the average starting pay for DSPs has only now reached above $10 - far less than wages paid by retailers, warehouses, and even fast food restaurants. Some local jurisdictions have raised the minimum wage above what UCP Seguin can afford to pay, with more such raises in Cook County and Chicago to start on July 1st of this year.

The Governor’s recently released FY2019 budget, while calling for a 50-cent raise starting July 1, is simply too meager to address our continuing recruitment and retention challenges, and woefully insufficient to address the seriousness of this DSP crisis.

UCP Seguin Fights for People with Disabilities…and Their Dedicated Caregivers

As the Spring 2018 Illinois General Assembly legislative session begins again in Springfield, UCP Seguin continues its significant involvement in the THEY DESERVE MORE Coalition. This statewide group of now nearly 80 service providers and statewide advocacy organizations is fully reactivating its efforts, pushing for legislation to help people with disabilities get the support and care they need, and deserve.
Through our legislative champions two bills - SB 3508 and HB 5622 – have been filed in the Illinois General Assembly that would provide a long-overdue solution to the state’s DSP staffing crisis, by raising starting wages for DSPs to $13.50 in July 2018 (FY’19) and ramping up to $15 per hour in July 2020 (FY’21).

“Illinois is failing people with developmental disabilities,” stated John Voit, President and CEO for UCP Seguin. “Unfortunately we are only able to pay our dedicated caregivers based on what the State provides us – we cannot simply increase wages by raising prices like private-sector businesses.” As Voit indicated, “Our work with the They Deserve More Coalition to advocate for higher wages for caregivers must continue, and our voices – families, people with disabilities, all UCP Seguin stakeholders – must be stronger than ever.”

In addition to involvement in the They Deserve More Coalition, UCP Seguin has undertaken other efforts to address the caregiver crisis. Recognition of our committed direct support staff has been essential. Each fall UCP Seguin conducts “Staff Appreciation Month” activities, with agency-wide celebrations and the issuance of “Shooting Star Awards” to exemplary employees. UCP Seguin was able to pass on the increase in DSP wages approved by the State to more than 530 direct care staff. Then in December UCP Seguin distributed special payments to staff across the agency based on their past year’s performance.

UCP Seguin has made positive reinforcement of its staff a year-round endeavor. On a daily basis UCP Seguin conducts a random drawing for one employee to win a $10 gift card to Dunkin’ Donuts, Starbucks, Amazon, and otherwise. The organization conducts additional lottery drawings throughout the year that give staff the opportunity to win $25 gas cards and occasional cash prizes. Many of our long-term DSPs with 15 or more years of service received an additional increase beyond the 75-cents-an-hour, with this practice to continue annually.

Since the initiation of the 75-cent raise and the aforementioned reinforcements, UCP Seguin has made progress on recruitment and retention, reducing the caregiver vacancy rate from 30% to 25%, and turnover from 50% to 35%. Still, these rates are unsustainably high. Among other Illinois provider agencies the vacancy rates run as high as 40% and turnover well over 50%. The caregiver crisis continues to impact the ability of organizations to deliver services to people with disabilities.

To ensure success for the They Deserve More campaign this spring, UCP Seguin urges our thousands of constituents – our community of “Friends of UCP Seguin” – to actively participate in this statewide advocacy effort. In this Annual Report readers will find a full two-page spread of the “They Deserve More Fact Sheet and By The Numbers”. The Fact Sheet is also available on UCP Seguin’s website – www.ucpseguin.org – and on the They Deserve More website – www.theydeservemore.com. Please check UCP Seguin’s website and the TDM website, and your email as well, for more updates and action steps. Share your stories if you or a loved one have been impacted by low DSP wages.

Most importantly, contact your Illinois State Senator and urge him or her to support SB 3508. Contact your Illinois State Representative and urge him or her to support HB 5622.

YOU CAN DETERMINE YOUR ELECTED OFFICIALS BY USING THE TOOL ON THE THEY DESERVE MORE WEBSITE:

www.theydeservemore.com/take-action/

For any questions, contact Jim Haptonstahl, UCP Seguin’s Executive Vice President and Liaison for the They Deserve More Coalition, at 708.222.4250 / jhaptons@seguin.org

Together, with our powerful collective voice, we can make this crucial campaign a success.

PEOPLE WITH DISABILITIES DESERVE MORE… THEY NEED CAREGIVERS WHO EARN A LIVING WAGE.
Debbie Vasquez and Elaine Robinson work with UCP Seguin staff Jennifer Banks to start seeds for Seguin Gardens & Gifts.

Toyia learns how to cook with the help of UCP Seguin staff Ana Diaz DeLeon in the Portillo’s Learning Kitchen.

Earl Lampkin volunteers with UCP Seguin staff Antoinette Balogun at the 2017 Trinity Volunteer Corps “Feed Our Community” event.

George Tsokolas spends time with David Montejano, a long time UCP Seguin staff member who recently left the agency for a higher paying job.

Jim Haptonstahl, Executive Vice President, discusses the importance of the They Deserve More campaign with UCP Seguin constituents.

UCP Seguin’s 2017 Shooting Star Award Winners - Amanda Raimondi, Ian Bowyer, Elzena Bowers, Anne McElaney, Joyce Haney, Mary Green, Michelle Reynolds and Artavian Herrod - go above and beyond to create “Life Without Limits” for UCP Seguin participants.

John Voit, President & CEO, distributes the first check with the 75-cent wage increase to UCP Seguin DSP Isamar Corona.

John Voit, President & CEO, distributes the first check with the 75-cent wage increase to UCP Seguin DSP Isamar Corona.

Debbie Vasquez and Elaine Robinson work with UCP Seguin staff Jennifer Banks to start seeds for Seguin Gardens & Gifts.
In 2017, the They Deserve More Coalition was formed to ensure that people with intellectual and developmental disabilities throughout the state get the services they deserve...by fighting for better wages for direct support professionals (DSPs) who care for them. Last July, the state legislature came through with a 75-cent-per-hour raise for these workers – the first raise in nearly a decade.

While this was a step in the right direction, wages reimbursed by the state are still below poverty level, and much more is needed to ensure that our state’s people with disabilities have access to the quality care they deserve.

People with disabilities deserve the opportunity to lead a full meaningful life. But they must have support for everything from eating, bathing and administering medication to job and life-skills training.

That support comes from DSPs whose starting wages, on average, are now just $10.59 per hour.

Illinois state funding for wages is among the worst in the country!

We call on state leaders to make the needs of individuals with intellectual and developmental disabilities a top priority.

Support Senate Bill 3508 and House Bill 5622: Raise DSP wages to $13.50 per hour in 2018, and ramp up to $15 per hour in 2020.

Thousands of these positions go unfilled every year, and DSPs are leaving their jobs in droves to take retail, warehouse and fast food positions – just to make ends meet. Caring, compassionate people who want to do this important work simply cannot afford to.

Children and adults with disabilities and their families now face constant change and uncertainty. And worse – it can be dangerous, even life-threatening, when there isn’t enough staff. More and more providers are forced to shut down programs and turn people away who need and deserve support.

People with disabilities deserve more – they need caregivers who earn a living wage.

www.theydeservemore.com
THE DIRECT SUPPORT PROFESSIONAL (DSP) CRISIS

People with disabilities are suffering

- **40%** Rate at which some agencies are understaffed; a dangerous gap
- **50%** Turnover rate of direct support professionals in Illinois in the last year based on a national survey
- **25%** Of 80 agencies that responded to a statewide survey closed program sites in the last year
- **27,000** Children and adults with developmental disabilities who depend on services

Hundreds of Thousands
Parents, siblings, family members of children and adults with developmental disabilities who rely on DSPs to care for and support their loved ones

Illinois is behind

- **$0.75** Wage increase that direct support professionals received in this year’s state budget – first such increase in ten years – far from keeping up with the rate of inflation
- **18%** Cumulative rate of inflation over the last ten years
- **47th** Illinois’ rank among states for spending commitment for people with disabilities

DSP wages are not competitive

- **$10.59** Average hourly starting wage for a direct support professional in a community setting
- **$13.38** Average hourly wage for a full-time employee at Walmart
- **$15.00** Advertised hourly wage for a call center representative
- **$20.00** Advertised hourly wage for a pizza delivery driver
- **$21.00** Advertised hourly wage for a part-time snow shoveler

www.theydeservemore.com
WITH SPECIAL THANKS TO DONORS

Donors include those who provided support during Fiscal Year 2017 – July 1, 2016 through June 30, 2017. Although we have taken great care to assure accuracy of listing, we apologize for any errors or omissions.

BUSINESSES, FOUNDATIONS, ORGANIZATIONS, AND GOVERNMENT

ADA Foundation
AERO-Burbank School District #111
All Seals, Inc.
All-Guard Auto Alarms, Inc.
Allstate The Giving Campaign
Amazon.com
American Endowment Foundation
A-One Construction Co.
Arthur Foundation
Baird & Warner Good Will Network
Bank of America Matching Gifts
Barone’s of Crestwood
Bates (Alben F.) and Clara G. Bates Foundation
Else S Bellows Fund
Bervyn Township 708 Community Mental Health Board
Bervyn Woman’s Club
Bigfin Properties, Inc.
Bwen & Bowen
Henrietta Lang Burke Fund
Busching Electrical & Maintenance, Inc.
Chase Community Revitalization Program
Chicago Board of Trade Foundation
Chicago Lithuanian Women’s Club
Chicago Office Technology Group
Cicero Mental Health Board
Cicero Society - Polish National Alliance Lodge
Cicero-Bervyn Emblem Club No. 169
City of Bervyn
City of Chicago
CME Group Community Foundation
CNA Foundation
Community Chest of Cicero
Community Memorial Foundation
Community Mental Health Board of Oak Park Township
Congregation of St. Joseph
Cook County Bureau of Economic Development
Crum & Forster
CUW Contractors, Inc.
Dans Painting, Inc.
Dave Martino Insurance Agency, Inc.
Denton Cartage Company Inc.
DMS Metropolitan Center, Inc.
DuPage County Community Development Commission
DuPage County Human Services Grant Fund
E. Z. DUZ IT Products, Inc.
George M. Eisenberg Foundation for Charities
First Community Financial Bank
First Presbyterian Church of LaGrange
Gordon Flesch Charitable Foundation Flowers For Dreams
Fraternal Order of Eagles Bervyn Auxiliary #2125
Friends of Jeffrey Tobolski
Gerald & Karen Kolbeck Foundation
Glick and Trostin, LLC
Golden Nails of New Lenox, Inc.
Good Heart Work Smart Foundation
Goodshop
Handling Systems International
Healthy Communities Foundation
Howard Ross Family Foundation
Illinois Board of Education
Illinois Department of Children & Family Services
Illinois Department of Human Services
Illinois Department of Transportation
Illinois Division of Rehabilitation Services
Illinois Housing Development Authority
Illinois Sports Facilities Authority
Illinois Tool Works, Inc.
J.B. Recreation, Inc.
James Contorno Agency (Farmers Insurance)
Jim Contorno Agency
Kansas Department of Education
Kingdom Light Ministries
Kiwanis Club of Bervyn
Knights of Columbus Bishop Ketteler Council #1628
Knights of Columbus Cardinal Council #1691
Knights of Columbus of St. Padre Pio Council #12926
Knights of Columbus-Hughes Council #1005
Russell & Josephine Kott Memorial Charitable Trust
Kramer Window Co
KwasiGroch Electric, Inc.
Lea & Sachs, Inc.
Lee Daniels & Associates, LLC
Leo Burnett USA
Limo Bellissimo LLC
Lincoln Middle School, Bervyn
McMaster-Carr Supply Company
Melvin & Edith J. Goodman Foundation
Microsoft
Narrow Gate Foundation
Network For Good
Oak Park River Forest Lions Club
O’Brien Cleaners
Park Astor Condominium Association
Patricia S. Wagner, LITD
Peabody/Lewis Charitable Fund
Petriutsch Dental Laboratory, Inc.
Proviso Township Mental Health Commission
Ramare Foods
Ringels, Inc.
River Forest Township
Riverside Junior Woman’s Charity
Riverside Township Lions Club
Riverside Township Mental Health Board
S.B. Friedman & Company
Saint Margaret Mary Parish
Seguin RCA
Shield Healthcare
Soucek Manor Funeral Home
Southwest Cook County Cooperative
The Arc of the United States
The Coleman Foundation
The DuPage Foundation
The Faculty of Notre Dame School
The Gates/Loth Team RE/MAX Suburban
The Emily Barr & Scott Kane Charitable Fund
Town of Cicero
Trend Carpets, Inc.
UCP Seguin of Greater Chicago Foundation
UNIPRO Graphics, Inc.
United Cerebral Palsy, Inc.
United Way of Greater Philadelphia
United Way of DuPage & West Cook
United Way of Greater Philadelphia and Southern New Jersey
United Way of Metropolitan Chicago
US Department of Health & Human Services
US Department of Housing & Urban Development
UW Combined Federal Campaign
VGI Family Wealth Strategies, Inc.
Village of Oak Park
Walking Enterprises
Walmart Foundation
Wayne L. Ritter Family Trust
Westlake Health Foundation
Wirtz Rental Co.
World Sport Chicago
Wynman & Co.
Your Zurich Colleagues

INDIVIDUALS

Olajumọwọ Abeshísẹn
Ms. Paula Abma
Ms. Cassandra A. Adams
Mr. and Mrs. James Adams
Ms. Elizabeth Adegoke
Ms. Fernanda J. Aguilar-Sanchez
Mr. Eloy Aguilar, Jr.
Mr. Patrick Ahern
Mr. and Mrs. Paul Airone
Ms. Khalya L. D. Aldridge
Mr. Peter V. Alfano
Ms. Claudia Alfred
Mr. Farrad Ali
Mr. Edward J. Allard
Ms. Rochelle Allen
Mr. Alex Anderson and
Ms. Anne V. Hennessey
Mr. and Mrs. Dennis T. Anderson
Ms. Laura Anderson and
Honorable Chris Kachiroubas
Dr. Dorothy R. Anoina, M.D.
Anonymous / Unknown
Mr. and Mrs. Robert E. Aparo
Ms. Barbara Aprati
Mr. Damon Ard
Mary and James Ardovitch
Ms. Jeanette Arguipo
Mr. and Mrs. Jerald Arnold
Ms. Enedina Artilgia
Dr. Dexter E. Arrington, M.D.
Ms. Angelica Arroyo
Ms. Sarai Arteaga
Ms. Jackie Assise
Gail and Paul Auerbach
Mr. and Mrs. Carlos Avina
Ms. Keshia Ayala
Mr. and Mrs. Bill E. Bach
Mr. Van Holkeboer and
Ms. Linda Bachelder
Mr. and Mrs. Richard R. Bagnewski
Mr. and Mrs. Rhon Baiman
Mr. and Mrs. Daniel Baker
Mr. and Mrs. Peter H. Baldacci
Mr. Gary J. Balestri
Mr. and Mrs. Edward Baltrus
Christopher and Julie Balzarini
Ms. Ayreael K. Bankhead
Ms. Geraldine Banks
Mr. and Mrs. Edward J. Bara, Jr.
Mr. Debbie Barger
Dr. and Mrs. Robert L. Baro
Mr. and Mrs. John Barrett
Mr. Jorge F. Barrueta
Mr. Douglas Barth
Mr. and Mrs. Randall Barth
Mr. and Mrs. Elmer W. Bauer
Ms. Alice Beamer
Mr. and Mrs. Edward Beamish
Mr. Gerald A. Becker
Mr. Marcus W. Beckham
Mr. Paul Behrmann
Dr. and Mrs. Eloy J. Benlach
Mr. and Mrs. Mary E. Bejar
Mr. Jim Bell
Mr. and Mrs. Thomas M. Bélair
Mr. and Mrs. Guido Belmonte
Ms. Sherri Belmonte
Mr. Leonard Benbenek
Ms. Eugenia Benefo
Mr. and Mrs. B. Bergen
Ms. Devon C. Bernard
Ms. Maureen Bernstein
Ms. Bernice C. Bethel
Mr. and Mrs. Gregory Betsanes
Mr. and Mrs. Mary E. Benlach
Mr. David Betts
Ms. Marian Biesadecki
Cortez W. Black
Ms. Ernestine Blackmon
Ms. Shelley Boender
Mr. and Mrs. Mark B. Boge
Mr. and Mrs. James H. Bolker
Mr. and Mrs. Robert Bonifazi
Ms. Kentie Bonilla
Ms. Peggy Bonilla
Honorable and Mrs. David Boulanger
Ms. Latorya Boyette
Mr. and Mrs. Joseph M. Boyle
Ms. Susan R. Bradley
Ms. Tamara C. Bramlett
Ms. Sera Brancato
Mr. and Mrs. Bryan Barnes and
Ms. Deborah Burton
Mr. Walter Braun
Mr. and Mrs. Hans Brendel
Mr. and Mrs. Kevin P. Brennan
Mr. and Mrs. Anthony Bridgeforth
Mr. Ann V. Hennessy
Mr. and Mrs. Joseph P. Briden
Ms. Maria Brito
Ms. Mary E. Brogan
Mr. William Brooks and
Ms. Nicole Brooks
Mr. Judy Brown
Ms. Kathleen A. Brown, R.N.
Ms. Olivia Brown
Richard and Carmen Brown
Mr. Charlie Bryan
Mr. and Mrs. Howard Bryant
Mr. and Mrs. Richard J. Bryjak
Mr. and Mrs. Kenneth D. Buck
Mr. Kevin Buckley
Ms. Yavonne Buckner
Mr. and Mrs. Theodore E. Budow
Ms. and Mrs. William J. Bunke
Mr. John Burke
Ms. Stephanie Burke
Ms. Susan Burke
Mr. and Mrs. William G. Burke
Mr. Rich Byerly
Mr. and Mrs. Edison Burton, Jr.
Mr. and Mrs. Paul Busse
Ms. Amanda Butler
Dr. and Mrs. Brian Caden
Mr. and Mrs. William Callendar
Ms. Kathryn Canny
Gwendolyn and Kenneth Carr
Mr. Terrance M. Carr
Mr. and Mrs. Mario Carreon
Ms. Kathleen J. Carroll
Ms. Sabrina C. Carter
Mr. and Mrs. Adam Casati
Mr. and Mrs. Jerome Casey
Ms. Karen Castleberry and
Mr. Orville S. Simmonds
Mr. and Mrs. Jesus M. Castro
Mr. and Mrs. Frank Carvalho
Mr. and Mrs. David R. Causton
Mr. and Mrs. Gerald T. Cegielski
Ms. Diane M. Ceragioli
Ms. Adrienne C. Cerino
Ms. Helen Cermak
Dr. Frank Cervantes
Mr. Jim Chamberkin
Ms. Gloria J. Chandler
Monday, June 4, 2018

GREAT CHEFS TASTING PARTY™

Mrs. Betty Brown, who started in 1952 as one of the dedicated teachers of the original Seguin School, recently honored UCP Seguin with a visit to see how “the school” had transformed over the years. She taught in one of the classrooms as part of an experimental joint venture between Seguin School and the Berwyn and Cicero School districts, pioneering the provision of education in Illinois for children with developmental disabilities. The children were six to fourteen years old. Thank you, Mrs. Brown, for being a true innovator in the burgeoning field of special education. You provided a wonderful step toward a “life without limits” for students with disabilities!
Many of our donors are approaching 70 years old and may own IRAs. Is this you or someone you know? The IRS requires that owners of IRAs take a Required Minimum Distribution (RMD) each year after they reach the age of 70 1/2 years old. This Required Minimum Distribution is taxable income. By using a qualified charitable distribution from your IRA, a portion or the entire RMD can be donated directly to UCP Seguin. The dollars you donate will not be taxed and can be used to meet all or part of the RMD.

To make a qualified charitable distribution from an IRA to UCP Seguin, you must:

- Already be age 70 1/2 on the date of distribution, and
- Submit a distribution form to the IRA custodian, and request that the check be made payable directly to United Cerebral Palsy Seguin of Greater Chicago, EIN 36-2894174, 3100 S. Central Ave., Cicero, IL 60804

This could be a substantial benefit to you, reducing your taxable income, while also enabling UCP Seguin to provide essential services to people with disabilities in our residential, employment, life skills, foster care and other innovative programs. Please help us by making a charitable donation today, using this means or any other charitable gift at your disposal.

Together we can achieve life without limits for people with disabilities. Thank you!
Funds for Foundation Transfer – In connection with the merger of the entities in 2013, UCP Seguin was required, subject to certain conditions, to transfer $4 million of the cash and investments balances associated with the former United Cerebral Palsy Association of Greater Chicago, together with any income earned thereon, but less any such funds spent as provided for in the agreement, to UCP Seguin of Greater Chicago Foundation (Foundation). Such conditions were satisfied in July of 2015 and the amount of $4,222,838 was transferred to the Foundation as a donation. This external support amount is included in program services expenses on the statement of activities for fiscal 2016. In the absence of the Foundation transfer, the change in net assets for fiscal 2016 was a $400,044 increase.

UNITED CEREBRAL PALSY SEGUIN OF GREATER CHICAGO
Consolidated Statement of Activities 2017
For the Year Ended June 30, 2017 (with comparative totals for 2016)

<table>
<thead>
<tr>
<th>Public Support &amp; Revenue</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>2017 Total</th>
<th>2016 Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>State of Illinois</strong></td>
<td>$29,848,227</td>
<td>$</td>
<td>$</td>
<td>$29,848,227$</td>
<td>$30,729,676$</td>
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<tr>
<td><strong>DHS Grants</strong></td>
<td>$243,159</td>
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<td>$70,083</td>
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<tr>
<td><strong>Department of Education</strong></td>
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<td>$1,090,367</td>
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<tr>
<td><strong>Community Development Block Grants</strong></td>
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<td>$698,316</td>
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<tr>
<td><strong>Community Mental Health Act (708)</strong></td>
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<td>$298,066</td>
<td>$279,579</td>
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<tr>
<td><strong>Contributions</strong></td>
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<td>$733,849</td>
<td>$</td>
<td>$3,504,203</td>
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<tr>
<td><strong>Total Public Support</strong></td>
<td>$34,357,797</td>
<td>$1,280,608</td>
<td>$</td>
<td>$35,638,405</td>
<td>$36,727,158</td>
</tr>
</tbody>
</table>

**Revenue:**
- Work Contracts/training $135,304
- Client Fees $3,857,569
- Rental Income $289,358
- Investment Income (loss) $305,726
- Loss on sale of assets (5,349)
- Forgiveness of debt $48,723
- Other $560,097
- Net Assets Released from Restrictions $635,268

**Total Revenue** $5,826,696

<table>
<thead>
<tr>
<th>Total Public Support &amp; Revenue</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>2017 Total</th>
<th>2016 Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>$40,184,493</td>
<td>$645,340</td>
<td>$</td>
<td>$</td>
<td>$40,829,833$</td>
<td>$41,511,048$</td>
</tr>
</tbody>
</table>

**Expenses:**
- Program Services $37,282,213
- Supporting Services $3,771,940

**Total Expenses** $41,054,153

| Change in Net Assets | $(669,660) | $645,340 | $                       | $(224,320) | $(3,822,794) |

**Net Assets**
- Beginning of the Period $7,552,022
- End of the Period $6,682,362

Disclosure of External Support: Funds for Foundation Transfer – In connection with the merger of the entities in 2013, UCP Seguin was required, subject to certain conditions, to transfer $4 million of the cash and investments balances associated with the former United Cerebral Palsy Association of Greater Chicago, together with any income earned thereon, but less any such funds spent as provided for in the agreement, to UCP Seguin of Greater Chicago Foundation (Foundation). Such conditions were satisfied in July of 2015 and the amount of $4,222,838 was transferred to the Foundation as a donation. This external support amount is included in program services expenses on the statement of activities for fiscal 2016. In the absence of the Foundation transfer, the change in net assets for fiscal 2016 was a $400,044 increase.
ILLINOIS IS FAILING PEOPLE WITH DISABILITIES

TAKE ACTION!
theydeservemore.com

THEY DESERVE MORE