



Community Impact Report

2021

Celebrating 30 years of supporting individuals with intellectual and developmental disabilities in Ozaukee County



BALANCE

*Celebrating 30 years November 1991 - 2021
Balancing Support and Independence*

Dear Balance Friends and Supporters:

We are pleased to provide our Community Impact Report for fiscal year 2021. It represents the strength of an organization committed to the balance between support and independence for individuals with intellectual and developmental disabilities.

Balance has grown immensely over the past 30 years. We have expanded from serving just two individuals to more than 200. Balance is committed to and positioned for the next 30 years and is a steady, calming and dependable resource throughout the community. Through dedicated staff and strong community support, we provide individuals safe and active lives. Additionally, we provide confidence and quality of care to loved ones.

Our goal as we look to the future is to support the dramatically increasing need for individual disability services through expansion of our quality housing options and day enrichment programs. For more than 30 years, our mission has never wavered. Balance is committed, long term; to doing all we can to help meet the needs of our growing disability community.

Thank you for your tremendous support over the past year and in the future.

Sincerely,

Jordan Luhr | CEO/Executive Director

Tarrah Beyer | Board President

Thank you to our Board Members who give so generously of their time, talent and resources to positively impact Balance's mission.

VOLUNTEER BOARD OF DIRECTORS

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Serving Our Mission

The programs Balance provides are developed in response to the needs of the community we serve. Our mission is to improve the quality of life for persons with intellectual and developmental disabilities by providing a continuum of services and supports that enable these individuals to live as independently as possible and to actively participate in the communities they have grown to call home.

Our programs and services include:

Adult Family Home Program creates and maintains a tightly knit and homelike, family environment. Balance takes pride in working collaboratively with residents, their family and 24-hour Balance support teams to create Individual Support Plans around each resident's personal goals, desires, needs and dreams.

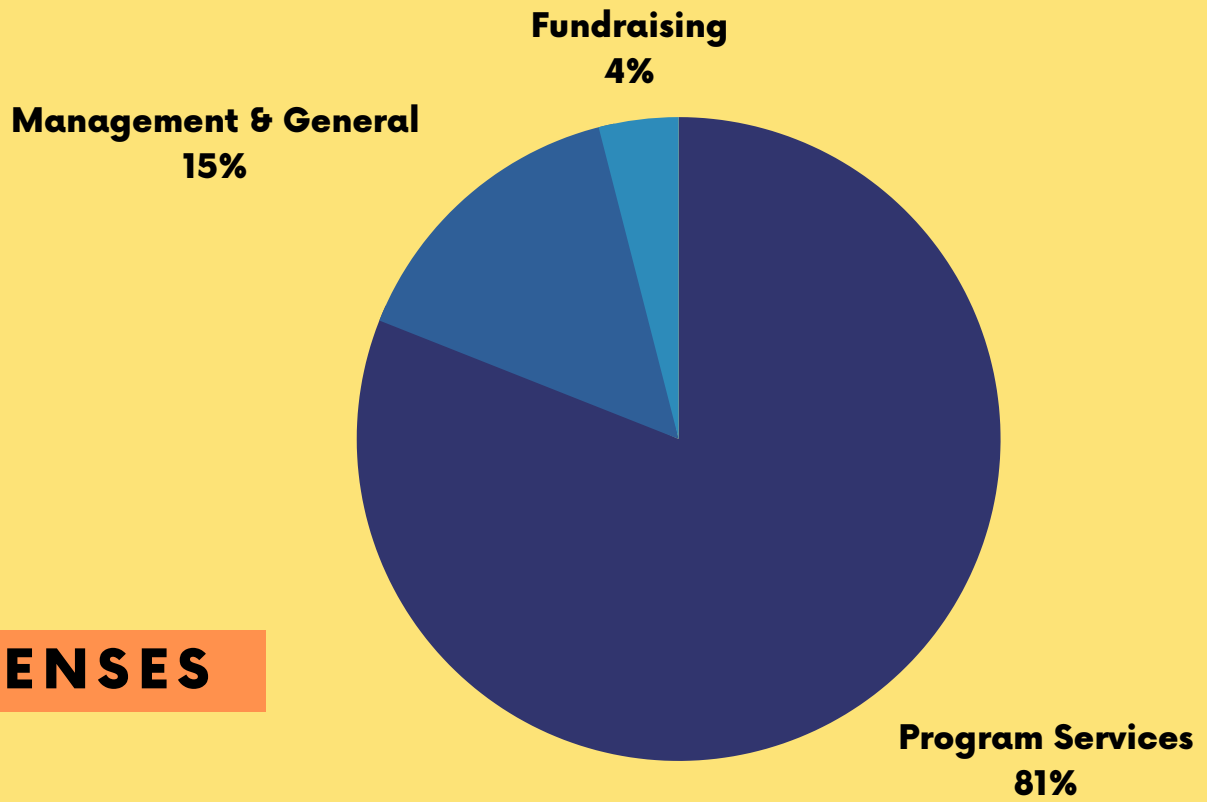
Adult Day Program engages participants living in Balance homes and those who live at home with their family, into integrated community activities Monday through Friday. These activities serve to enrich health and wellness, enrich creativity and socialization, and give participants opportunities to give back to their communities through volunteer jobs.

Supported Living Program meets the needs of those who can live in their own apartment independently, work and be active but need some added support to be successful.

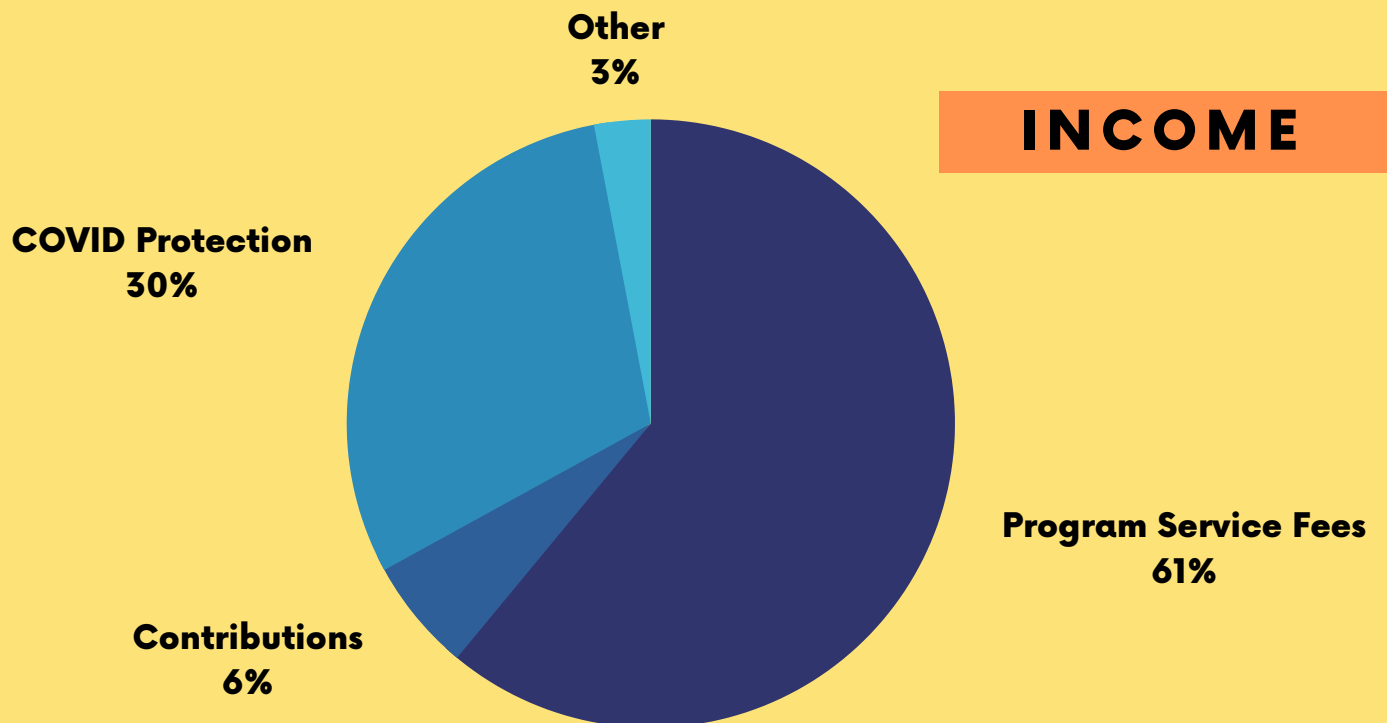
Children's Social Skills Program engages children aged 5-17 in a variety of social development activities, as well as activities with community partners who are skilled in the arts, sciences, and animal encounters. The program strives to support and provide opportunities for each individual's personal growth through social connection and new hands-on experiences.

Children's Summer Recreation Program assists in filling the summer gap for children aged 5-15 with fun recreation opportunities while simultaneously providing respite for families. Recreation offers a unique opportunity for social connections within a child's own community in a fun, inclusive way. It becomes a critical alternative to typical summer recreation programs, which do not provide necessary supports for children with disabilities.

Financials



EXPENSES



INCOME

Numbers Breakdown

60 participants in Adult Day Program

52 participants in Children's Summer Recreation Program

20 participants in Children's Social Skills Program

23 residents in Adult Family Homes Program

7 participants in Supported Living Program

15,100 outings* made by Adult Day Program Participants

1,248 outings* made by Adult Family Home Program Residents

780 outings* made by Children's Summer Recreation Participants

520 outings* made by Supported Living Program Participants

50 Full-time employees

30 Part-time employees

135,200 total hours worked by employees

3,382 total hours worked by volunteers

8 Adult Family Homes after selling 1 home in February 2021

*** An outing is defined as one individual making one trip into the community**

Participant Successes



Vinny

"He love, love, loves summer rec and I love him having these invaluable summer experiences.

Vinny asks when the summer recreation calendar is coming out as soon as school is over. Once we get it, Vin looks over each and every day. He checks each day the night before and takes note of what he will need for the next day's outing. He truly looks forward to Summer Rec all year."

- Erin, Vinny's mom

Roni

"As parents of a special young adult, we know how important it is for Roni to be with others her own age. But like many parents, we want her safe. We have never worried about her safety in the PACE program, even during these challenging times with Covid-19. Gene, Rachel and so many others have been very professional and balance this with wonderful, approachable, loving personalities... My husband and I feel blessed that PACE is available for our daughter and so many others." - Mary, Roni's Mom



Participant Successes



Neil

Neil has been coming to Balance for 11 years and says he mostly enjoys the structure Balance brings to the couple days a week that he attends the Adult Day Program. Neil has 1-on-1 staff and together they pass the days going to museums, farmer's markets, working out at the YMCA and frequenting establishments like Friendship Cafe. He is quite the culture connoisseur and can give you a solid review of most new movies, local bands and restaurants. On the side Neil has a job at Goodwill where he works in the book section.

Alan

"Alan's life has improved because he has a social life at Balance in addition to working on daily living skills, basic math skills, and communication skills. Alan has the biggest smile on his face whenever we talk about Balance. Alan also searches the Balance website every day looking for familiar faces, and he bursts out laughing whenever he sees someone he recognizes. Everyone has good days and bad days. For Alan, every day that he sees his friends at Balance is an awesome day!"

- Jodi, Alan's mom.



Resident Successes



Michael

Michael, who has been a resident at one of Balance's Adult Family Homes since 2019, says he enjoys all the different activities and outings he gets to participate in. He especially likes basketball and fishing.

When Michael isn't at Day Program or at his Balance home he's working at his part-time job where he makes automotive parts.

Becky

"Balance, and Pace, have given Becky stability in her daily life. She has a regular daily schedule that she truly enjoys. The schedule offers variation as well so that it does not become stale. She has always been very reliant on her group home staff(s) to round out her life and I cannot say enough about Amanda Salmon, and her team, for doing just that! We cannot thank them often enough for what they provide for Becky. By far the best AFH Becky has ever resided in in her lifetime!!"
- Blaine, Becky's Uncle



Employee Stories



Paige A.
Direct Support Professional
Balance Summer for 2 Summers

"Over the course of these past few years, I learned how to be confident in myself and to trust that I know what I am doing. I have learned so much about so many people, and at first I couldn't even remember anyone's name! In just a few summers, Balance has provided me with a lifetime of memories, laughs, lessons and of course friends! I quite literally can't imagine my life without these people. They bring me a whole new sense of joy that I didn't even know existed."

Tammy B.
House Coordinator
Balance staff for 9 years

Tammy says that the residents are the reason she keeps coming back even on hard days. Her favorite quote sums up her feelings about the work she does at Balance.

"It's not about rescuing people with disabilities. It's about investing in removing the physical, cultural, economic, communication, mobility, and attitudinal barriers that impede people with disabilities." - quote from unknown author



Volunteering

ENGAGE WITH INTENTION

The best way to engage with Balance is by donating your time and becoming one of our treasured volunteers.

We have volunteer opportunities throughout the year and will happily work with your schedules and skills to find you the best fitting opportunity.

Volunteer opportunities can range from a multi-month time investment to short-term, and even single day, commitments.

To volunteer with Balance you are required to pass a background check if you 18+ years old.

The first step is to fill out a volunteer application which you can find here:

www.balanceinc.org/volunteer



Ben (right) Participant turned Volunteer

Ben joined the program in 2010 (as a participant). He aged out in 2016 but he had developed strong bonds with several volunteers and staff members.

During that final year, several staff members suggested that volunteering would be a natural transition for him. Ben is a very unique young man. He is very responsible & cares deeply for others.

He did not think he'd become a buddy so soon but shortly thereafter Cassie asked if he'd want to be a volunteer buddy, and who can say no to Cassie?

- Mary, Ben's Mom



Successes and Struggles

PROGRAM	2021 SUCCESSES	2021 STRUGGLES
Children's Programs	We were able to include more children in 2021 than in 2020.	We struggled with finding enough volunteers and summer staff.
Adult Day Program	We moved all day programing to Grafton and sold our Port Washington location	Staffing has continued to be the biggest challenge facing Day Program, without proper staffing we have to turn away many potential participants
Adult Family Homes	We were successful in keeping COVID-19 out of the houses and being able to keep up on all house maintenance	Staffing has been our greatest challenge. We are turning away 5-10 individuals per month due mostly to a lack of staffing.
Supported Living	We successfully installed a new coordinator for the Supported Living program.	The program shrank by one participant due to a significant change in that individual's ability to live on their own.

Moving forward in 2022

In 2022 Balance hopes to strengthen existing community partnerships, become more visible within Ozaukee County, and adapt to staffing issues while finding solutions that are sustainable. Our goals have always been to prioritize the individuals we currently have under our wing and to only grow to include more individuals when resources allow for supported and sustainable growth.

DONATE

As a nonprofit organization we rely heavily on support from corporate and individual donors. Charitable contributions allow us to continue reaching higher and providing the best programming for our participants and residents.

We are proud to say that 91 cents from each donated dollar goes directly to our programming.

You can donate online today and learn more about alternative ways of supporting our mission by following the links below.

www.balanceinc.org/donateonline

<https://balanceinc.networkforgood.com/projects/125744-every-day-giving>

CONNECTING YOU TO BALANCE

Staying connected with Balance is a great way to support your community members, friends and family with intellectual and developmental disabilities. Staying connected is also allows you to see your financial donations hard at work in real life.

Whether you choose to follow along with us on Facebook, Instagram, LinkedIn, our website or by subscribing to our E-newsletter you will be the first to see what daily life looks like for our residents and participants.

By staying connected you will see information about upcoming events, board member updates, volunteer opportunities, job openings, fundraisers and more.

- facebook.com/balancesupport
- linkedin.com/company/balance-inc-
- instagram.com/balance_ozaukee/
- balanceinc.org
- balanceinc.org/blog/newsletter

CONTACT US

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