

ASSOCIATION FOR INDIVIDUAL DEVELOPMENT



ANNUAL REPORT



SERVICE AREA

View a detailed AID location guide and information on specific service areas by visiting:

AIDCARES.ORG/HISTORY-SERVICE-AREA

CLIENT SERVICES



- Client & Family Support
- Community Day Services
- Employment First Services
- Home Based Support
- Nursing / Health Care / Service Coordination
- Outpatient Services
- Psychiatric Services

RESIDENTIAL SERVICES

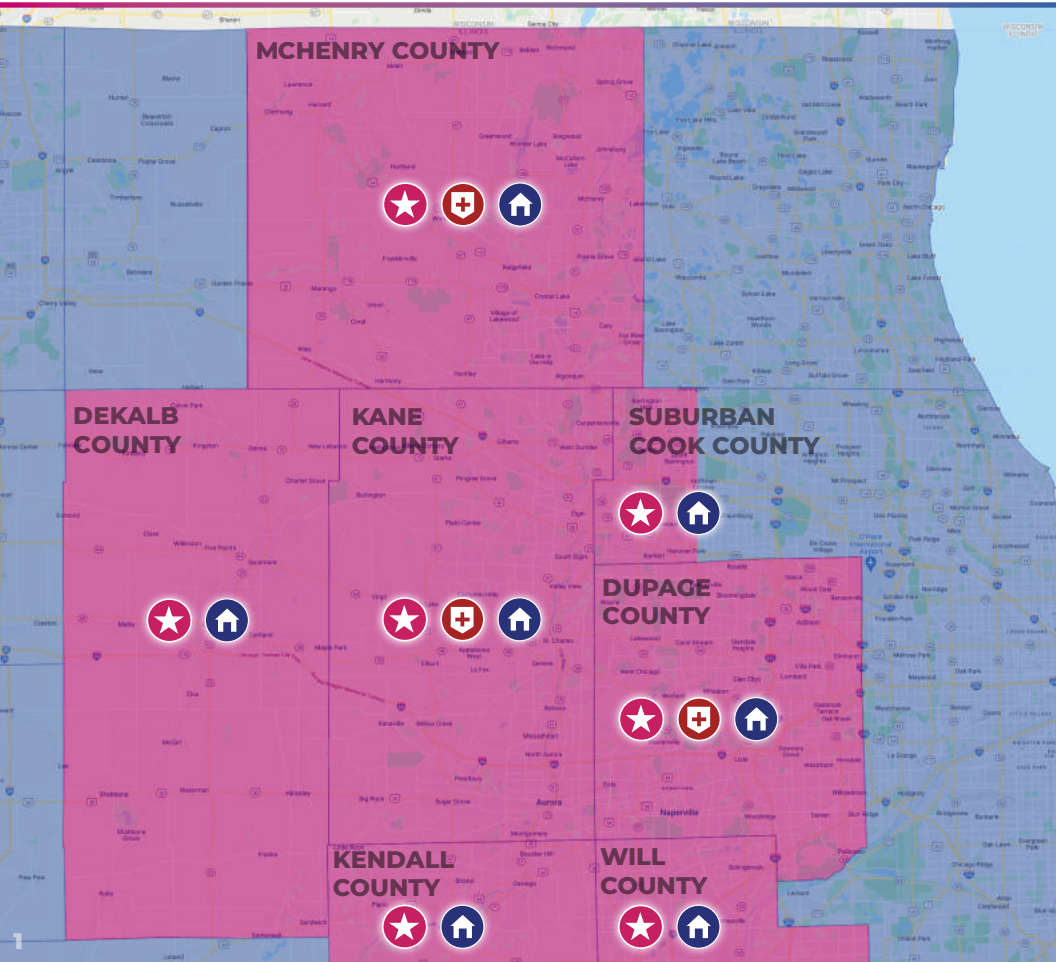


- Community Integrated Living Arrangement (CILA)
- Independent Community Integrated Living Arrangement (I-CILA)
- Intermediate Care Facility (ICF)
- Supervised Residential
- Supported Residential
- Supportive Housing

CRISIS SERVICES



- 24-Hour Outreach and Wrap Around Services
- Crisis Lines
- Community Support Team
- Law Enforcement Services
- Street Outreach Program
- Victim Services



PROGRAMS & SERVICES

DEVELOPMENTAL DISABILITIES

- **Client and Family Support**
- **Community Living**
 - Community Integrated Living Arrangement (CILA - 24-Hour Staffed Group Home)
 - Intermittent Community Integrated Living Arrangement (I-CILA - Less than 24-Hour Staffed Home)
 - Intermediate Care Facility (ICF)
- **Community Day Services (CDS)**
- **Employment First Services**
- **Home Based Support**
- **Nursing / Health Care / Service Coordination**

BEHAVIORAL HEALTH

Outpatient Services

- Behavioral Health / Substance Use
- Services for People with Disabilities
- Children & Family Services
- Individual & Group Counseling
- Therapy On-Site / In-Home / Community
- Case Management & Health Services
- Psychosocial Rehabilitation
- Treatment Court & Re-Entry Program
- **Supervised Residential (24-Hour Staffed)**
- **Supported Residential (Less than 24-Hour Staffing)**
- **Supportive Housing**
- **Employment First Services**
 - Individual Placement and Support (IPS)

Crisis Lines

- Crisis Line of the Fox Valley
Phone Line and Text Line
- Sunshine / Senior Sunshine Calls
- **Community Support Team (CST)**
- **Nursing / Health Care / Service Coordination**
- **Psychiatric Services**
- **Street Outreach Program**
 - Law Enforcement Services
 - Mobile Crisis Response Team (MCR-T)
- **Victim Services**

AID also provides services for individuals with dual Developmental Disability and Behavioral Health diagnoses.

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PRESIDENT & CEO



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COO



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AID recently received a three-year accreditation by the Commission on Accreditation of Rehabilitation Facilities (CARF International), an independent nonprofit organization focused on advancing the quality of services needed for the best possible results. CARF surveyors were very impressed with the caring and knowledgeable AID staff.

AID, along with most non-profits and businesses across the nation, continues to struggle with the workforce crisis. As I write this note, we have more than 125 vacant positions at AID. We are offering \$1,000 sign on bonuses, so please encourage people that you know to check out the many AID job opportunities (aidcares.org/careers).

Even in the midst of crises, good things continue to happen at AID; check out the FY21 highlights on page 9! I am incredibly proud of AID staff and leadership and I am looking forward to all of the good things to come in the near future!

LORE BAKER
PRESIDENT/CEO

DR. MELINDA TEJADA
BOARD CHAIRMAN

AID has begun a journey toward making equity and inclusion a critical priority. AID seeks to be an organization that recognizes the valuable contributions of the people that we serve and of our colleagues, the people who provide those services. We seek to infuse equity and inclusion into all areas that impact our clients, our staff and board, our operations and our resources.



Equity and Inclusion Statement

At **AID**, we believe that all people have inherent worth and dignity, and we see everyone — all clients and their families, all staff, all volunteers, and all interns — as valued members of the **AID** community. We therefore value and commit to Equity and Inclusion in serving our clients and in our workforce.

What we mean by Equity and Inclusion:

By equity we mean fairness, which often requires not treating everyone equally. Achieving a fair playing field requires going above and beyond to provide different avenues for different individuals, according to the needs of each, and striving to have the best possible outcome for each person. Equity means providing all with true access to safe, high - quality services, supports and opportunities, and recognizing and working to eliminate systemic barriers to such access.

By inclusion we mean welcoming everyone and providing all with genuine opportunities to participate in everything that we do. Inclusion opens a very wide umbrella, under which every difference is welcomed, including differences in race, ethnicity, physical and cognitive abilities, gender identity and expression, age, national origin, language, sexual orientation, body size, documentation status, housing status, economic status, ability to pay for services, job status, religious or spiritual practice, recovery status, substance users, thinking and doing styles, and more. Inclusion means taking action to consider and involve everyone, and enabling all to get involved, actively participate, and be heard. Inclusion also means recognizing and working to eliminate systemic barriers to full participation by all.

Our Commitments:

We commit to integrating equity and inclusion into all aspects of what we do, into all our functions and processes, into all our departments, and into how we handle every situation. For us, equity and inclusion will simply be the way we do things. Each of us brings different experiences, privileges, and beliefs to **AID**, but all of us commit to using our differences to create lives of dignity and purpose with the people we serve and the people with whom we work.

We commit to reflecting, in all our service locations and on our board, the diversity and needs of our clients and the communities we serve, especially the needs of historically underserved groups. We value diverse perspectives and commit to including all voices—those of clients and their families, and the staff, volunteers and interns—in every key conversation. At **AID**, everyone will have a voice, and everyone will be recognized for their individual capacities and efforts. All staff will be treated fairly, given equal consideration, and provided equitable opportunities to grow in knowledge and experience that positions them for advancement.

We know that we are on a journey, one in which this Equity and Inclusion Statement is just one early step. Therefore, we commit to continuous learning and process improvement, and to making changes and correcting course as needed. At every point in our journey, we commit to both talking the talk and walking the walk.

Over the course of this past year, Linda has faced many physical challenges. When her mobility was compromised by high ammonia levels, Linda never gave up. After several visits to the emergency room, Linda's ammonia levels improved, allowing her to stand up and walk again. She continues to make improvements!



AID staff help Linda develop coping skills that she can utilize to remain calm and find focus in stressful situations. She has made strides in staying flexible when schedule changes arise. Linda's favorite pastimes include shopping, dining out and going to movies with her roommates. She also enjoys writing letters to her family and friends. Linda currently participates in AID residential services and will soon be transitioning to community day services (CDS). Linda looks forward to making new friends when she starts CDS. AID staff are excited to witness Linda's continued personal development.

When Jane first came to AID, she had extreme paranoia and the belief that if she met someone with a name that she knew from her past, that person was part of a group planning to hurt her. Upon a recent discharge from the hospital, Jane committed to her journey toward wellness.



With the guidance and support of AID and her doctors, Jane agreed to try an injectable medicine to help decrease paranoia and take an antipsychotic pill to help during the time between injections. Although Jane was hesitant about receiving injections and taking medications, she placed her trust in the AID Behavioral Health staff.

Throughout Jane's bouts with paranoia, she also experienced homelessness. Despite a multitude of hurdles, Jane remained committed to getting well and now lives in her own apartment. There are challenges that Jane is still working to overcome while living on her own but she continues making progress, enjoying her apartment and attending regular therapy appointments with AID Behavioral Health staff. Everyone is extremely proud of the progress Jane has made!

When Wyatt first began participating in the AID Children's Mental Health program a year ago, he was struggling with defiant behaviors and poor impulse control. At AID, Wyatt works to improve his social skills, communication skills, and conflict resolution. Wyatt has increased control over his actions and maintains focus to complete his schoolwork. Wyatt responds well to praise and recognition of his successes and is receptive to positive correction.



AID now provides Wyatt with in-home therapy and the familiar environment appears to be conducive to his personal development. This past school semester, Wyatt earned seven 'A's' and one 'B+.' In addition, Wyatt receives daily scoring for his positive behavior and has attained 90 – 100% almost daily. Wyatt's family has also noticed a significant change in his demeanor at home. His therapist and the entire staff at AID McHenry Behavioral Health Services are proud of his accomplishments!

James has made exceptional progress since participating in the DeKalb Behavioral Health Supportive Housing program. A year ago, James was living in a community building where he had his own bedroom but shared a kitchen, bathroom, and common room.



Last summer, James moved into his own apartment! This major life change presented many physical, social, and emotional challenges for James that he worked diligently to overcome. James faced the challenge of finding transportation to grocery stores, support groups, and medical appointments, but solved this obstacle by learning to navigate local bus routes and bicycling during warmer months.

Improved mental health continues to be an important aspect of James' development. He attends therapy regularly and AID support groups whenever available. He uses coping skills such as playing the guitar to reduce stress and recently adopted a dog named Heidi. James actively works on improving his mental, physical, and social wellbeing: "I think it's great that AID offers services to people like me, who are higher functioning adults with Autism. I don't think any other agency would be able to support me like that." explains James. The AID staff in DeKalb are excited to see James continue his journey in the upcoming year!

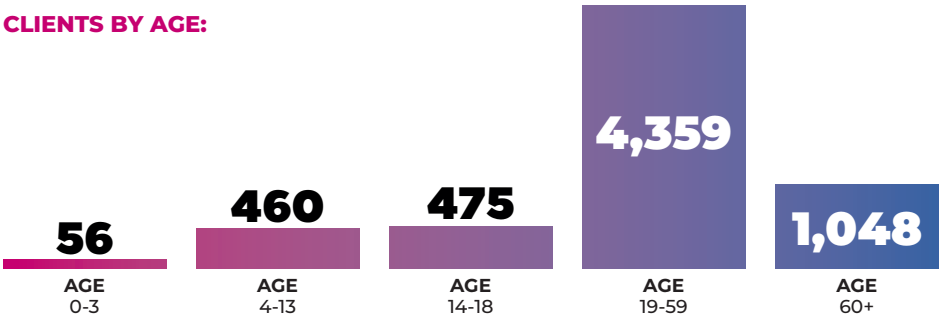
DEMOGRAPHICS



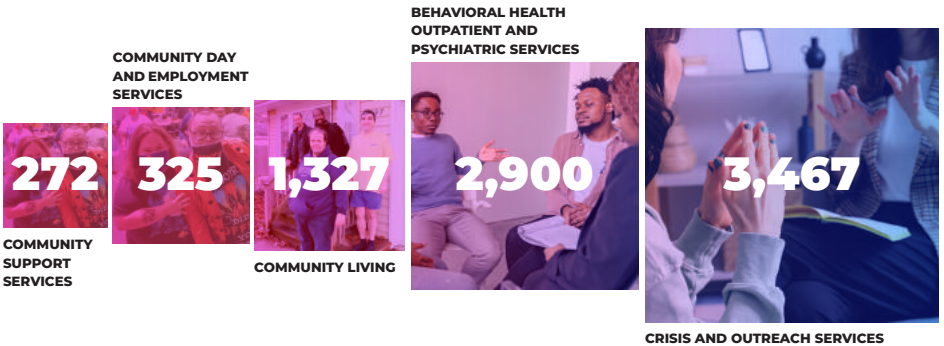
6,398
CLIENTS SERVED



CLIENTS BY AGE:



CLIENTS BY PROGRAM:



NOTE: INDIVIDUALS MAY HAVE RECEIVED SERVICES IN MULTIPLE PROGRAMS. ADDITIONALLY, THE AID COMMUNITY HEALTHCARE WORKER (CHW) PROGRAM POSITIVELY IMPACTED 4,000 INDIVIDUALS. READ MORE ABOUT THE CHW PROGRAM ON PAGE 9.



The AID Crisis Line of the Fox Valley received **28,663** calls / texts and made **56,357** sunshine calls (well-being checks).

Help is only a CALL **(630-966-9393)** or TEXT **(833-243-8398)** away... Depression, Anxiety, Loneliness, Substance Use Help plus referrals for Financial Assistance, Health Care, Legal Concerns and Housing Support.

FINANCIAL REPORT

	2021	2020
Assets		
Cash and equivalents	4,483,502	4,921,124
Accounts receivable	3,561,276	4,055,591
Prepaid Expenses	1,040,831	-
Beneficial Interest in assets held by others	3,434,549	3,064,895
Property and equipment (net)	13,005,388	8,444,402
Restricted Deposits	897,522	-
Other	-	1,074,112
TOTAL ASSETS	\$ 26,423,068	\$ 21,560,124
Liabilities		
Accounts payable and other liabilities	4,694,661	8,866,416
Notes payable	-	-
TOTAL LIABILITIES	\$ 4,694,661	\$ 8,866,416
Net Assets	21,728,437	12,693,708
TOTAL LIABILITIES AND NET ASSETS	\$ 26,423,098	\$ 21,560,124
Public Support and Revenue		
Contributions	2,736,443	1,406,104
Grants	5,113,011	3,084,981
Service Fees	28,122,877	29,551,007
Other income	6,094,431*	534,943
TOTAL PUBLIC SUPPORT AND REVENUE	\$ 42,066,762	\$ 34,577,035
Expenses		
Personnel	28,093,293	26,323,224
Occupancy	2,880,204	2,590,039
Ride in Kane	869,588	1,460,195
Supplies	1,519,402	1,065,251
Transportation	242,919	804,166
Outside services	1,668,318	891,453
Depreciation	838,567	591,409
Client salaries	249,993	309,255
Other	417,095	468,022
TOTAL EXPENSES	\$ 36,779,379	\$ 34,503,014

*Primarily due to PPP loan forgiveness

NOTE: 89 CENTS OF EVERY DOLLAR DONATED DIRECTLY SUPPORTS SERVICES

FY21 HIGHLIGHTS

- In honor of the 60th Anniversary of AID, Aurora Mayor Richard C. Irvin proclaimed June 19th - the founding day of AID - as Association for Individual Development Day in the City of Aurora.
- In late 2020, in an effort to eliminate community health disparities and address needs related to COVID-19 and future pandemics, AID launched the Community Healthcare Worker (CHW) program, in collaboration with Illinois Public Health Association and local health and social service providers. This essential initiative paired individuals experiencing significant health disparities with trained healthcare workers who provided support, active listening, resource referral and linkage, food security, entitlement navigation, initial contact with a healthcare provider and tools for self-advocacy. In total, they reached more than 4,000 individuals. As part of the program, they worked with people requesting direct assistance for issues related to COVID and quarantine across Kane, DuPage and McHenry Counties.
- AID formed the Family Council, providing education and advocacy training for parents, guardians and family members.
- As a result of an effective partnership between the Fox River Valley Initiative, Full Circle Communities and AID, a new affordable housing project was developed and opened on Larkin Avenue in Elgin. This housing project contains a 24-hour Community Integrated Living Arrangement (CILA), Behavioral Health Supportive housing units and on-site services.
- In response to the positive community trends toward equity and inclusion, AID revamped our Diversity and Cultural Competency Committee. With support of a Healing Illinois grant, AID worked with a diversity, equity and inclusion consultant. Together with employees, we developed a statement and continue to work on policy, procedure, practices and review improvement.
- AID secured a grant to support the expansion and enhancement of the AID Crisis Care System to include a Mobile Crisis Response Team (MCR-T). The MCR-T intervention will help an individual access appropriate community based mental health services in a timely manner to decrease the usage of unnecessary emergency services from ambulance, fire, police and hospital settings.

AID DONORS

Thank you to the many individuals, foundations and corporations who supported AID during the last fiscal year. This list includes donors who gave gifts valued at **\$100** or more between **July 1, 2020** and **June 30, 2021**.

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*Indicates AID Board Member

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- Accredited by **CARF - Commission on Accreditation of Rehabilitation Facilities** since 1978
- Accredited by **American Association of Suicidology**
- Licensed by **Illinois Department of Human Services**
 - Division of Developmental Disabilities
 - Division of Mental Health
 - Division of Rehabilitation Services
 - Division of Family and Community Services: Title XX Social Services
- Licensed by **Illinois Department of Public Health**
- Licensed by **Illinois Department of Health Care and Family Services**
- Licensed by **Illinois Department of Financial and Professional Regulation**

AID IS A PROUD MEMBER OF THE FOLLOWING CHAMBERS OF COMMERCE:



Our Mission: To empower people with physical, developmental, intellectual and mental health challenges to enjoy lives of dignity and purpose

Our Vision: Recognized leader providing best quality outcomes for individuals served in areas of housing, employment, community integration, health promotion, recovery and crisis prevention

AID is a registered 501(c)(3) Non-Profit

For more information, e-mail: info@AIDcares.org or visit www.AIDcares.org



EMPOWERING INDIVIDUALS FOR A BETTER TOMORROW SINCE 1961

ADMINISTRATIVE OFFICE:

309 New Indian Trail Ct., Aurora, IL 60506
Phone: 630-966-4000 • Fax: 630-844-2065

FINANCE & DEVELOPMENT OFFICE:

1135 Bowes Rd., Elgin, IL 60123
Phone: (847) 931-6200 • Fax: (224) 769-7210

Developmental Disabilities

(DD) Community Day Services:

Bridge Street

708 N. Bridge St., Yorkville, IL 60560
Phone: (630) 966-4450

Keeler Center

409 New Indian Trail Ct., Aurora, IL 60506
Phone: (630) 859-1144

O'Shea Center

1135 Bowes Rd., Elgin, IL 60123
Phone: (847) 931-6200

STARS (Bethany Lutheran Church)

309 New Indian Trail Ct., Aurora, IL 60506
Phone: (630) 966-4000

STARS (Faith Lutheran Church)

3000 Liberty St., Aurora, IL 60502
Phone: (630) 862-3500

STARS (Prairie Building)

31 Main St., Sugar Grove, IL 60554
Phone: (630) 777-3137

Thompson Center

309 New Indian Trail Ct., Aurora, IL 60506
Phone: (630) 966-4000

Behavioral Health

(BH) Services:

Aurora Behavioral Health Services I

1230 N. Highland Ave., Aurora, IL 60506
Phone: (630) 859-1291

Aurora Behavioral Health Services II

1630 Plum St., Aurora, IL 60506
Phone: (630) 966-4475

DeKalb Area Behavioral Health Services

304 N. 6th Street, Ste. C, DeKalb, IL 60115
Phone: (815) 375-5261

Elgin Behavioral Health Services

695 S. State St., Elgin, IL 60123
Phone: (847) 931-6200

Harvard Behavioral Health Services

504 E. Diggins St., Harvard, IL 60033
Phone: (847) 931-2340

McHenry Area Behavioral Health Services

5342 W. Elm St., McHenry, IL 60050
Phone: 847-931-2340

Woodstock Behavioral Health Services

1201 Dean St., Woodstock, IL 60098
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