



# ANNUAL REPORT 2018

Adaptive Community Approach Program

Art Links 333

**ACAP**

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Greater Milwaukee  
& Waukesha County



# TABLE OF CONTENTS

TO OUR STAKEHOLDERS _____	3
Strategic Highlights _____	3
Financial Highlights _____	3
Operating Highlights _____	3
Looking Ahead _____	3
FINANCIAL SUMMARY _____	4
FINANCIAL STATEMENTS _____	5
Statement of Financial Position _____	5
Statement of Comprehensive Income (Profits and Losses) _____	5
Statement of Changes in Equity _____	5
NOTEWORTHY AT ACAP _____	6
AUDITOR'S REPORT / BOARD OF DIRECTORS _____	7
Auditor's Report _____	7
Board of Directors _____	7
Message from the President _____	7
DONOR RECOGNITION _____	8
UPCOMING AT ACAP _____	12

# TO OUR STAKEHOLDERS

## Strategic Highlights

ACAP continued a trajectory of growth through 2018 as it prepared for an important leadership transition. With the retirement in August 2018 of founding director Carol Ann Kay, ACAP prioritized strengthening its foundations and building infrastructure as it moved into a new era.

## Financial Highlights

ACAP was the beneficiary of a \$100,000 donation from an anonymous donor. We also received the Kohl's National Giving Program one-time grant of \$10,000.

## Operating Highlights

ACAP offered more than 120 different programs in 2018, including about 60 unique offerings, serving more than 95 adults with disabilities. Members participated in more than 25 special events, including three overnight opportunities, sailing in Sheboygan, and dogsledding. ACAP members provided at least 1,025 volunteer hours to area organizations and businesses who are part of our network of more than 60 active partnerships.

“I really enjoy the staff’s dedication and the way they try to include everyone in their programming.” – Matt H.

## Looking Ahead

2019 will be a year of infrastructure improvements, policy and operations refinement, and continued growth in membership, facilities, and operational capacities.

**Sandra F. Gines**  
**Executive Director**  
July 2019

# FINANCIAL SUMMARY

ACAP'S budget exceeded \$1 million for the first time in its history as we added members, staff, and programming in 2018. Fundraising was boosted by an anonymous donor, who helped us acquire equipment and create operational reserves to smooth our cash flow during expansion.

- ACAP invested in its trained and talented staff with the addition of:
  - Alex Olp, a Master's Degree candidate who joined the ACAP team in September after serving as an intern in the Spring of 2018.
  - Rachel Novakovic, CTR, who interned with ACAP in the summer of 2018 and joined the staff in October.
- ACAP purchased two new vans for programming, replacing vehicles that were run down and unreliable.
- ACAP once again received clean reports from its annual audit.
- ACAP continues to enjoy financial stability and forward-looking financial planning under the guidance of a seasoned Finance Committee, chaired by Jon Ignatowski of Oberlin Filter.



*Our Thread Heads class visit a local quilting show to see the beauty of practical art.*

# FINANCIAL STATEMENTS

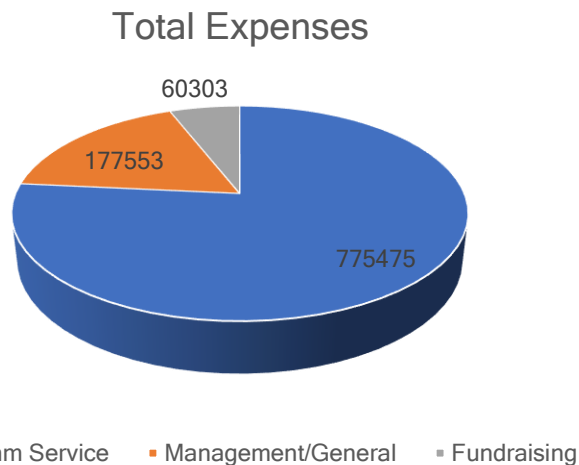
## Statement of Financial Position

- Total Liabilities - \$34,330
- Total Assets - \$825,778
- Net Assets - \$791,448

## Statement of Income and Expenses

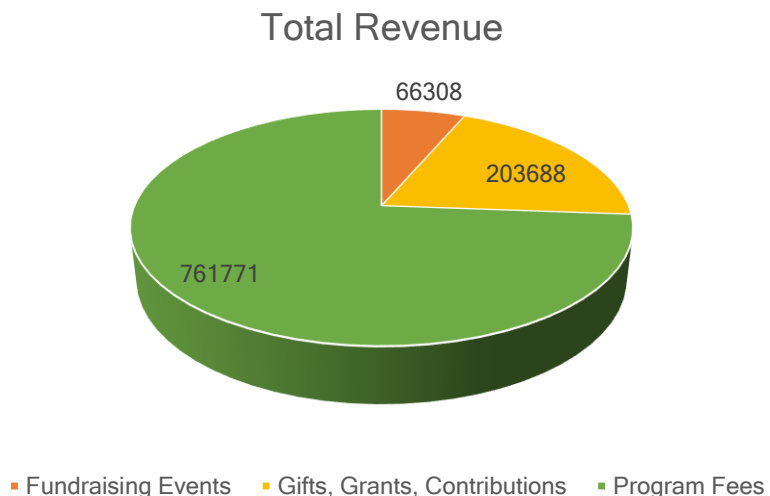
- Total Revenue - \$1,083,084
- Total Expenses - \$1,013,331
- Net Income - \$69,753

## Income and Expenses Charts



Total Expenses:  
\$1,013,331

Total Revenue:  
\$1,083,084



# NOTEWORTHY AT ACAP

## A Year of Transition

In 2018, change was afoot at ACAP. The year began with the installation of a new board chair, Rick Verthein, a Baird Finance Executive who previously served as ACAP Board Treasurer after several years on the ACAP Finance Committee. In August, a new Executive Director, Sandra Gines, signed on to guide ACAP as founding director Carol Ann Kay retired. Sandra's most recent position was Executive Director of the Wisconsin Breast Cancer Coalition, with a professional background in education and nonprofit administration. ACAP reached service capacity in the fall and began a waiting list in the last quarter of the year, a new watermark for our organization. To serve the increased membership, ACAP added two new staff with excellent credentials. This period of change has been recognized as an opportunity to review operations, shore up procedures, policies, and practices, and move towards a strong and sustainable future with an inclusive and supportive Waukesha area community.



*ACAP members enjoyed dogsledding at Monroe, WI, a new activity for us at ACAP.*

## Foundational Premise

Our foundational premise is that every person has gifts and talents to share and that a strong community develops out of everyone sharing those gifts.

## Philosophy

We believe that people with disabilities should be treated as people first, peers, and fellow contributors to the social fabric.

## Mission

ACAP's mission is to encourage people with disabilities to achieve their highest potential and acquire life-long skills that will enable them to become contributing and valued members within their communities.

# AUDITOR'S REPORT / BOARD OF DIRECTORS

## Independent Auditor's Report

ACAP conducts an independent audit annually in May. Copies of our IRS Form 990, our IRS Tax Exemption Letter, and this Annual Report are available on our website: [www.acap-waukesha.org](http://www.acap-waukesha.org).

## Board of Directors

- Rich Verthein, President
- Seetha Narayanaswamy, VP
- Jon Ignatowski, Treasurer
- Pat Wunderlich, Secretary
- Barb Coughlin
- Jennifer Fink
- Rick Hunn
- Kurt Roskopf
- Nettie Sadler
- Peter Shuler

## Message from the President of the Board of Directors

“If we don’t change, we don’t grow. If we don’t grow, we aren’t really living.”

This quote is from Gail Sheehy, an American author and journalist, and it epitomizes ACAP’s year in 2018. The Adaptive Community Approach Program was born, nurtured, grew, and thrived under the leadership of Carol Ann Kay for more than 36 years. Carol Ann laid the groundwork for a unique organization that has made an impact on thousands of lives in Waukesha, and with her retirement, we know the impact we are making needs to continue.



*Rick Verthein*

Upon Carol Ann’s announcement of her well-deserved retirement, the Board of Directors and Executive Search Committee understood that the culture that Carol Ann built, the one that lives on through its incredible staff and membership, needs to be preserved. Our goal was to find a successor that understood the culture and mission of ACAP, and we are blessed that Sandra Gines became the second Executive Director of ACAP. The transition has been going well - thanks to the staff, membership, families, and donors - and ACAP remains a stable and strong non-profit serving our members while bringing Sandra into the fold.

Thank you for your commitment, contributions, and support of the Adaptive Community Approach Program, and we are looking forward to seeing where we can grow.

*ACAP regrets any omissions or errors we may have made in this list. We are grateful for every donation of any size or kind to our mission. The donations below were received between Dec. 1, 2017 and Dec. 31, 2018. Gifts were made in honor of: Lisa Bucheger, Dan Campbell, Mel Henke, Carol Ann Kay, Phil Szatalowicz, Norma Tabat. Gifts were made in memory of: Carrie Bann, Pauline Bann, Larry Barth Sr., Michael Boie, Frances Cvetan, Chris Herda, Ruby Hink, Dorothea (Dee) Jorgensen, Carl A. Kay, Rodney Knoelke, Mary E LaFratta, Bill and Bob Laubenstein, Debbie Leibert, Robert Carl Lueth Sr., Barbara Molzner, Dorothy Martin, Andy Telford, Tim Williams.*

## 0-99

Evangelina & Fernando Aguilera

Libby Aleson

Roxanne & Tom Anderson

Anich Liquor

Gerald & Joyce Babcock

Jamie Behnke

Carol & Robyn Blaedow

Marge & Bill Bosse

Jim Burger

Natalie Bushman

David & Diane Byrne

Bob & Nancy Camara

Kenneth & Jennifer Carlson

Colleen & Lou Checkai

Olivia Chones & Family

Maria Cizel

Deborah & David Collins

Michael & Sheila Conners

Vicki David

Jacqueline Dec

Russell & Linda Delaney

Judith Denk

Forest & Geri Dupre

Riley Ebert

David & Malinda Eskra

Jacob Evans & Family

Joan Finley

First Congregational Church of Wauwatosa Circle 7

Pam & Carlos Flores

Mary Jo & Brett Foye

Jean & Timothy Galten

Jeanne Gantenbein

Adele Garcia

Ron & Corinne Gjerning

Dennis & Linda Gonzalez

Janet Grimm

Karen & Robert Haagensen

Linda & Duane Hinners

Will Horning

Greg Isken

Amanda Johnson

Kathleen Jolin

Marie Kingsbury

Katrina Koch

John Koehler

Shelley & Scott Komar

Barbara & Frank Kruck

James Kloss & Delores Kutka

Laurie Kysely

Ilo Laubenstein

Jan & Bill Leech

Jeffrey & Rosemarie Mazoch

Patrick McBride

Jean & Gerald Merlet

Mathew Mohs

Michael & Laura Muchowski

Anthony Navarro III

Bill & Dorothy Newman

Faith O'Leary

Bettie Petersen-Dicks

Robert & Marlys Pilarski

Corrine Putz

Nina Radi

Randall & Patricia Raikes

Pamela & James Robel

Janet Rychlak

Pam Schroeder

Parkview Center School Staff

Karen Pederson

Laverne Schwellinger

Mitzi Schwertfeger

Jill Sherman

John & Anna Sherman



Tresa Shilt  
 Carole Shiraga  
 Marcia Jacobson Siehr  
 Gary & Maureen Smith  
 Christine Sobczyk  
 David & Mary Stachowiak  
 Cassie Sukowaty  
 Vern Sreckovic  
 Robert & Linda Suprenant  
 Douglas & Margaret Teisl  
 Tim Huynh & Teresa Tran  
 Keith & Colleen Triebenbach  
 United Unitarian Universalist Congregation  
 Bob & Mary Unkel  
 Brian & Sherri Waldeck  
 Brian & Carey Wisotzke  
 Ann Wissing  
 Ashley Zawislak  
 Ron & Barb Zimmerman

## 100-249

ACAP Staff  
 American Tree Experts Inc.  
 Wendy & Tom Balistrieri  
 Kathryn Baumgart  
 Christine Beck & James Wilkinson  
 Mark & Jane Blackman  
 Lynette & William Blaser  
 Joseph & Krista Blom  
 Gary Boie  
 Mary Boie  
 Russell & Paulette Boie  
 Mary Burgdorff  
 Mr. Dennis Cardinal  
 Dana Checkai  
 Mary & Tom & Patrick Cvetan  
 Robert & Phyllis Dascenzo  
 Bill & Joan Dehnel  
 Janet & Jack Dricken  
 Jolene Elconin  
 Elizabeth Ellis  
 Buzz Elwood  
 Ann Marie Fabos  
 Steve & Jaclyn Fraundorfer  
 Sandra Gines  
 Kaye & Jeff Gorenc  
 Andy Gratke  
 Kenneth Gray  
 Green Road Building LLC  
 Jeanne & Jim Griffin  
 Johanna & Christopher Gross  
 Herb Kohl Foundation  
 Gail Herda  
 MK & Kevin Hilbert  
 De & Dorothea Honn  
 Hunt 'em & Hook 'em  
 Michael & Mary Ignatowski  
 Ken & Cheryl Jarvis  
 David & Kelly Jaynes  
 Eric and Sandra Johnson  
 Jean Kacanek  
 Ms Carol Kempke  
 Duane & Kari Kerbel  
 Joan Kolton  
 Sylvia Krawczyk  
 Ross & Ellen Langill  
 Jeanne Langlois  
 Glenn & Jan Lee  
 Earl Legler & Mary Brown  
 Jackie & Mike McBride  
 Mary & Theodore McCabe  
 Diane & Richard Miller  
 Karen & Jim Odorizzi  
 Dr. Joseph & Teryl O'Grady  
 Heidi Pelrine  
 Barb & Roger Piotrowski  
 Lynn Preston  
 Paula Raebel  
 Madeleine & Cameron Redifer  
 Paige Remmers  
 Daniel & Maureen Sacho  
 Paul & Tanya Salfer  
 Donna & Tom Sams  
 Stephen & Patricia Sansone  
 Scott & Mel Sherman  
 Scott & Jane Shevey  
 Paul & Sujeong Smart  
 Carol Smart  
 Christine & Scott Sorenson  
 Constantine & Kathleen Stamatelakys  
 Diana & Michael Sullivan  
 Tanwir & Samura Syed

Todd & Susie Tabat  
 Kim Tesch  
 Lenore Tesch  
 Jeff & Mary Tobiason  
 Jeff & Ange Tjugum  
 Chip & Peggy Trampe Family  
 Bob & Carol Vermillion  
 John & Marlene Visser  
 Jan & Carl Welle  
 Western Building  
 Tom & Jane Woelfel  
 Georjean & Robert Zilles

### 250-499

Kevin and Jane Allen  
 Jean Barber & Jerry Gergen  
 Luke & Allison Barthen  
 Elaine & David Branback  
 Lisa & Gary Bucheger  
 Eileen & Fraland Campbell  
 Dan Dums  
 Brian & Pat Falk  
 Marty & Bob Gibson  
 Ruth Godsey  
 Melissa Grasser  
 Hippenmeyer, Reilly, Blum, Schmitzer, Fabian & English, SC  
 Knights of Columbus #15090  
 Rick & Cheri Hunn  
 Jeff Tjugum Agency American Family Insurance  
 Ralph & Maddie Kaczor  
 Carol Ann Kay & Larry Barthen  
 Dean & Barb Kirschner  
 Knight Barry Title Inc.  
 Eric & Rhonda Liebetrau  
 George & Emily Lorenz  
 Anne Molzberger  
 Haley Molzner  
 Oconomowoc Tree Service  
 Bob & Amy Ochowicz  
 Carl & Meg Schrank  
 Paul, Judy, & Brett Stieyer  
 Summit Financial  
 Cheri, David & Eric Sylla  
 Norma Tabat  
 Richard Verthein  
 John Ward  
 Moni & Gerry Wuerslin

### 500-999

Aurora Health Care  
 Atlantis Valley Foods  
 Jean Baesemann  
 Ken, Pat, & Courtney Balusik  
 Garrett Becker Family  
 Judy Beranek  
 Bonnie Birk  
 Debbie & Mark Blum  
 Cintas  
 Dave & Velma Geraldson  
 Louisa Henke & Mel Henke  
 Shawny Holcomb  
 Ideal Club of Waukesha  
 Steve & Ann Marie Johnson  
 Steve Liebert  
 R & R Insurance  
 Dr. David Paris, DDS  
 Knights of Columbus #7048  
 Kristin & Michael Peer  
 Precision Gears  
 Prohealth Care  
 QPS  
 R&R Insurance  
 Teresa Robot  
 Erin & Taylor Rose  
 Judith Runt  
 Peter & Suzanne Schuler  
 TEMPO-Waukesha  
 UNUM  
 US Bank  
 Waukesha State Bank  
 Mary Wehrheim  
 Arthur & Mary Ann Wigchers  
 Camille & Douglas Wildes  
 Karl & Pat Wunderlich  
 Terry & Sally Zarling

### 1000-4999

100 Women Who Care  
 Tony & Andrea Bryant  
 Barb Coughlin  
 Modern Woodmen of America  
 First United Methodist Church of Waukesha  
 Carl & Jane Geraldson  
 Johnson Bank

Chuck Jorgensen  
 Dennis Klumb  
 Michael Klumb  
 Richard Klumb  
 KS Energy Services LLC  
 Allstate Insurance  
 Allison and Andy Maroo  
 Dave & Suzanne Mock  
 Oberlin Filter  
 Ann & Warren Pierson  
 Realty Executives Integrity  
 Victoria Rosenfield  
 Rotary Club of Waukesha  
 George and Peny Schaefer  
 Tom and Diane Schaitel  
 Quentin and Therese Shafer  
 Southminster Presbyterian Church  
 Stanek Foundation  
 Susan and Gordon Telford

The Hays Companies  
 Michelle Vanderlip  
 Gary and Kris Veenstra  
 Waukesha County Community Foundation  
 Waukesha Service Club Inc  
 Waukesha West End Arts  
 Charles Weishampel

#### 5000-9999

Greater Milwaukee Foundation: Luedke-Smith Fund  
 Masterson Company  
 S & C Electric Company  
 Schlossmann's Dodge City Chrysler Jeep  
 Stackner Family Foundation

#### 10000+

Anonymous  
 United Way of Milwaukee and Waukesha County



*Members with artistic flair can participate in ACAP's Art Links Works program, which enables them to earn money by creating art for sale at Art Links 333.*

## UPCOMING AT ACAP 2019-20:

### ARTFUL BOWLS & OPEN HOUSE (Oct. 5, 2019)

The Artful Bowls is back! Support ACAP's amazing community-based programming by purchasing a hand-glazed bowl and filling it with hot, delicious soup on Saturday, October 5, at Art Links 333 (333 Main Street in downtown Waukesha). In concert with the October Art Crawl, we also will be officially celebrating an Open House for our expanded performing arts space (329 Main Street). The fun starts at 4 pm.

### ACAP PLAYMAKERS "The Emperor's New Tuxedo" (Oct. 3-6, 2019)

In partnership with Waukesha Civic Theatre, ACAP's inclusive theater troupe will perform "The Emperor's New Tuxedo." Performances will be held at 9:30 am and 12:30 pm on Thursday, Oct. 3; 9:30 am and 7:30 pm on Friday, Oct. 4; 2:00 and 7:30 pm on Saturday, Oct. 5; and 2:00 pm (Sensory Friendly performance) on Sunday, Oct. 6. Tickets are available at [www.wakeshacivictheatre.org](http://www.wakeshacivictheatre.org).

### BOWL-A-THON "STRIKE 2" (Nov. 2, 2019)

The Bowl-a-thon is ACAP's second biggest fundraiser, held at Sunset Bowl, 333 W Sunset Dr in Waukesha, and we had so much fun in 2019 with this event that we're doing it again! Dust off your bowling shoes and get rolling!

### ACAP PLAYMAKERS "The Pirates of Pizzazz" (Apr. 2-5, 2020)

In partnership with Waukesha Civic Theatre, this year's spring offering is "The Pirates of Pizzazz." Join us for the pirate-speak, deck-swabbing, and treasure talk!

### THEME TABLE (Apr. 24-25, 2020)

Theme Table is our biggest annual fundraiser, a benefit organized for ACAP by Designing Women with a Cause, a group of volunteers who have been putting on an amazing show of creativity and inspiration since 1994. This year, the theme is "Games People Play." The event features a preview "Walk Through", a Friday Cocktail Event, and a Saturday Luncheon with a silent auction. The event raises more than \$50,000 for ACAP annually.