



ANNUAL REPORT 2020

Adaptive Community Approach Program

ACAP

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Greater Milwaukee
& Waukesha County



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TO OUR STAKEHOLDERS

Strategic Highlights

ACAP successfully navigated the unprecedented challenge of a worldwide pandemic, using innovation and technology to stay in contact with our members and find new ways to deliver our services.

Financial Highlights

ACAP's sound fiscal guidance provided a buffer for the financial impact of COVID-19 in the first months. As the economic disruption of the virus deepened, ACAP was bolstered by government grants and loans and the generous donations of our community.

Operating Highlights

ACAP was among the first organizations in the state to pivot to virtual programming, piloting this service in April 2020, and scaling up twice to offer it to our entire membership. In addition, we implemented new safety procedures that allowed us to return to onsite programming beginning in July 2020. By September, we had returned to full-day on-site programming concurrently with virtual offerings.

Looking Ahead

2020 was tumultuous, yet ACAP managed to adapt and stay afloat due to strong board and financial leadership, a devoted community of friends, and a talented, flexible staff. Constant changes, new obstacles, and policy adjustments that were related to the pandemic did not cease as we moved into 2021.

“When the Corona pandemic hit and caused the country to shut down, I was so impressed with the speed that ACAP started their virtual programming. The quality was even more impressive.... I thought this was going to be extremely hard for [our daughter]. With ACAP's continued support, Beth has been doing very well mentally. ACAP has been a godsend for our family. “ ~ Char S.

Sandra F. Gines
Executive Director
July 2021

FINANCIAL SUMMARY

ACAP's income for 2020 fell about 50% due to COVID-19. However, federal support and donations from our community helped us to end the year in the black. ACAP received a Paycheck Protection Program loan, the Wisconsin CAPP grant, and an HRSA grant to compensate for lost revenue. We also received the last \$100,000 of a 5-year pledge of \$500,000 from an anonymous donor. To replace our traditional event-based fundraisers, ACAP launched "The ACAP-tivating Event," a virtual, teams-based fundraiser, in November.

- ACAP received \$457,474 in government grants and loans.
- A summertime letter appeal raised \$29,044.
- The ACAP-tivating Event exceeded its fundraising goals in November, raising \$45,236 for general operations.



ACAP members, staff, and friends crowd-sourced donations for ACAP during the ACAP-tivating Event with fun competitions and activities.

FINANCIAL STATEMENTS

Statement of Financial Position

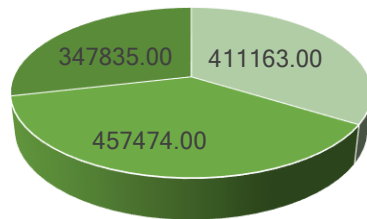
- Total Liabilities - \$2,466
- Total Assets - \$1,112,095
- Net Assets - \$1,109,629

Statement of Income and Expenses

- Total Revenue - \$1,223,778
- Total Expenses - \$1,053,936
- Net Income - \$169,842

Income and Expenses Charts

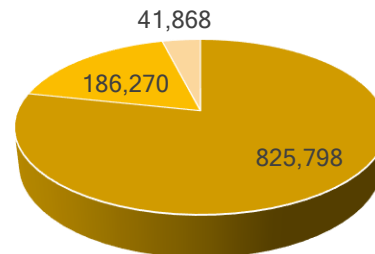
Total Revenue



- Program Fees
- Government grants
- All other gifts and fundraising

Total Revenue:
\$1,223,778

Total Expenses



- Program
- Management
- Fundraising

Total Expenses:
\$ 1,053,936

NOTEWORTHY AT ACAP

Safety during a pandemic

ACAP prioritized the safety of our members while also seeking to provide important community connections and services. Following the guidelines of the Centers for Disease Control and the Waukesha Department of Public Health, ACAP was able to implement procedures allowing us to reopen for onsite service by July 2020. In addition to masking, social distancing, and daily sanitization of our facilities, ACAP revised our drop-off and pick-up procedures to limit indoor exposure. ACAP supported everyone who chose to stay safer at home during the pandemic in recognition of the vulnerable health of many of our members.

Over the months, as more information came to light about the virus and the likely conduits of contagion, ACAP added new HEPA filtration units to each classroom (also encouraging circulation by leaving doors open to the outdoors when possible, going outside when weather permitted, and using fans). Our woodworking classes constructed plastic barriers to use as an extra layer of protection during the lunch periods.

ACAP created a PowerPoint presentation, added signage around the building, marked off space for physical distancing (using tape on the floors), and helped members adjust to the new ways of being together. ACAP was proud to make it through 2020 without a site-based outbreak at our facilities.



Pat C. works on a gardening project.

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.

Vision

People with physical and developmental disabilities are empowered to contribute to society and are valued by our local community.

Values

- Treat all people with dignity and respect.
- Advocate for the basic necessities of a safe, fulfilling, and independent life.
- Embrace life-enhancing experiences where we share our gifts and talents with the community.
- Challenge each other to grow towards independence and accountability.
- Strive to make every ACAP experience meaningful.

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.

Board of Directors

- Rich Verthein, President
- Jon Ignatowski, Treasurer
- Avery Mayne, Secretary
- Barb Coughlin
- Melissa Eriksen
- Jennifer Fink
- Deon Franszczak
- Tyler Hall
- Rick Hunn
- Kelly Lamberty
- Kurt Roskopf
- Peter Shuler

Message from the President of the Board of Directors

2020 was definitely a challenging year for ACAP, like it was for just about every small business or non-profit. The COVID pandemic derailed plans heading into the year, especially coming off of a strong 2019. Fortunately, due to the incredible staff and community at ACAP, we were able to get somewhat back on track the second half of the year.

ACAP's philosophy has been and always will be to bring our members together to forge relationships, foster independence, and build our community, so our goal was to bring back in-person programming as soon as possible in 2020. We were blessed to acquire the additional retail space at Art Links in 2019 because it allowed us to spread out and help keep our members distanced.

The loss of our ability to hold our in-person fundraisers had a big impact on ACAP. They have been a major source of funding for operations. Despite that, we had an incredible outpouring of support through our annual appeal and the ACAP-tivating Event. It was only through your help and support that we got through 2020 and will get even more back on track in 2021.

Thanks again for supporting ACAP!



Rick Verthein, Board President

DONOR RECOGNITION

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, 2019 and Dec. 31, 2020.

Gifts were made in honor of: Joan, Anna, & Brian Goedland, Mel Henke, John Kutcher, Jo Ann Mahoney, Courtney McCormick & Lance Miller, Erin Rome. Gifts were made in memory of: Joan Barry, Dan Campbell, Debbie Cheema, Frank Goodwin, Dee Jorgensen, Rodney Knoelke, Glenn Lee, Jo Ann Mahoney, Marilyn Rawson, John Schendzielos, Pat Wunderlich.

0-99

Anonymous	Sue Harter
Dawn Austin	Kari Hauser
Dennis Becker	Ronald & Susan Heitz
Anthony Bell	Rebeca Helwer
Nancy Birk	Glenn & Joanne Helwer
Jill Blenski	Gail Herda
Jackie Bloomer	Marilyn Hill
Cristin Bock	Linda Sue Hunn
Jackie Brajner	Terry Kaphingst
Judy Brown	R.V. Keye
Emily Busalacchi	Annie Kircher
Bob & Nancy Camara	Adrian Knowles
Elise Campbell	Antoinette Knutson
Kathryn Campbell	Joan Kolton
Mike Campbell & Betsy Foss Campbell	Sylvia & Kenneth Krawczyk
Amy Ashwood Cecchinato	Betty Krekling
James & Kelley Chaplock	Katherine Krekling
Dawn Chavez	Barbara and Frank Kruck
Gina Collins	Margaret Ktorides
Michale Croal	Ross and Ellen Langill
Madison Crump	John & Maryjo Levene
Carrie Dakin	Matthew & Courtney Lowe
Phyllis Dascenzo	Maxine Lund
Robert & Susan Dascenzo	Kristi Magoon
Bernadette Davel	Melissa Malecki
Judith Denk	Amanda Marie
Lynn Domaszek	Stacy Behrens McCarthy
Marc & Bonnie Engstrom	Lisa McCaskey
Jean Ericson	Michael & Yvonne McGavock
Carolyn Etchison	Erika Miller
Beth and John Forkes	Glenn & Barbara Moerschel
Marie Foss	Haley Molzner
Paul & Pangkong Fox	Andrew & Katie Mortenson
Deon Franszczak	Paul Murphey
Jeanne Gantenbein	Bill and Dorothy Newman
Jeston Glish	Richard Nicholson
Carl Gobel	Rachel Novakovic
Bernard & Mel Gomez	Todd & Sarah Novitske
Richard & Kimberly Gratz	Donna Nowak
Robert Groth	Katie Oberfoell
Marianne Grunske	Alex Olp
Geraldine Halpert	M.E. Phillips
Bonnie Halvorsen	Corinne Putz
	Kay Reynolds
	Mark & Laurie Rohrwasser

Christine Romeo
 S&C Electric Company
 Joyce Schaller
 Deborah Schmalholz
 Donald & Blanche Schoenhaar
 Dan Schwerin
 Suparna Sen
 James Sharpless
 Anna and Jon Sherman
 Jill Sherman
 Brad and Mary Simmons
 Karen Simmons
 Linda Smith
 Snyder
 Sally Soderberg
 Chris Sorenson
 Samuel & Mary Stanford
 William & Lisa Stanton
 Katherine Stefan
 Becca & Jeff Swanson
 Michael & Gail Grenier Sweet
 Suzie Lynn Talatzko
 Kimberly Tauscheck
 Holly Teska
 Thomas Magnete USA LLC
 Jeff and Angie Tjugum
 Elizabeth Tole
 Jim & Karen Tredwell
 Janis & James Tyler
 Sharon Van Winkel
 Ellen & Ron Vermillion
 Mary Wiedmeyer
 Tom & Jane Woelfel
 Megan Wohlfeil
 Diane Woppert
 Scott Yanoff
 Joseph Yarcho
 Bob & Georjean Zilles
 Amy Zutavern
 Nancy Zutavern

100-249

Kevin & Jane Allen
 Roxanne & Thom Anderson
 Laura Anderson
 Anonymous
 Devon Arnold
 Joyce & Gerald Babcock
 Debra Baesemann
 Linda Baldwin
 Wendy & Tom Balistreri
 Kim Banach
 Margie & Steve Banach
 Kathryn & William Baumgart
 Christine Beck
 Donna Bembenek

Kim Marie Bertnick-Speech
 Mark & Jane Blackman
 Lynette & William Blaser
 Kristin Boffeli
 Rhonda Bohne
 Merton Bower
 Derek Braun
 Lisa & Gary Bucheger
 Mary Burgdorff
 Natalie Bushman
 Bonnie Byrd
 Laura & David Campbell
 Allison Chase
 Ms. Dana Cichy
 Kathleen Conrad
 Donna Crump
 Jacqueline Dec
 Deb & Kevin DeMaster
 Olivia Devine
 Robert Doornek
 Beth Dums
 Cynthia Eggleston
 Elliott's Ace Hardware
 Betsy & Mark Ellis
 Kerry Elwood
 Chris, Jennifer, & Ellie Erato
 Jenny Erato
 Pamela Erickson
 Regina Estrada
 Ann Marie Fabos
 Brian & Pat Falk
 Karen & Cal Falkenberg
 Lori Feldt
 Jennifer Fink
 Fox River Sports
 Mary Jo & Brent Foye
 Colleen Furrer
 Ryan & April Gardner
 Jennifer Goetz
 Josie Gorenc
 Kaye & Jeff Gorenc
 Kenneth Gray
 Dee Hansen
 Lisa Hayes
 Dale & Carolee Heinen
 Louisa Henke
 Jody Henkel
 Herb Kohl Philanthropies
 Patricia Hickey
 William & Elizabeth Hunn
 Huntem & Hookem Inc
 Isurus Market Research & Consulting
 Amie & Matt Kabitzke
 Jean & Hal Kacanek
 John & Tracy Katz
 Sharon Kegel
 Kristin Kettenhofen

Susan Kincaid
 Susan Kinkaid
 Kelly Klawonn
 Roger Kleinhans
 Donna Krump
 Jamie Krzykowski
 Susan Kuhtz
 Kathy Lang
 Ilo Laubenstein
 Anton Linz
 Mary Loeffel
 Katie Long
 Alice Lundstrom
 Michelle Mader
 Michael Magulski
 Tom & Jackie McBride
 Theresa & Katya Mikhailov
 Richard & Diane Miller
 Elizabeth Moberg-Wolff
 Megan Mock
 Anne Molzberger
 Katharine Moody
 Esther Mulder
 Richelle Naze
 Dennis & Nan Nelson
 Carol & Bill Neuschaefer
 Krista Newgent
 Jim & Karen Odorizzi
 Faith O'Leary
 Cheryl Orgas & William Meeker
 Sharon Otto
 Marilyn Ottum
 The Parr Family
 Jeanne Pedriana
 Catherine Pettersson
 Lynn Preston
 Dawn Quakkelaar
 Paula Raebel
 Mary Reich
 Tom Rolleri
 Donna & Tom Sambas
 Scott Schepp
 Jennisalon LLC
 Tash Schwartz
 Scott & Mel Sherman
 Michael & Kristy Sizemore
 Jean & Josh Skogman
 Amy Stair
 Dr & Mrs Constantine Stamatelakys
 Terry Stevens
 Paul & Judith Stiyer
 Tracy Stockwell
 Charlene & Edward Stumvoll
 Diana & Michael Sullivan
 Catherine Szmanda
 Carole Tapp
 Amanda Taylor

Delta Dental
 Rebecca Terrian-Vanpool & Larry Don Vanpool
 Isabelle Terrian-Vanpool
 Gail & Rachel Thiede
 Jacob Trampe
 Chip & Peggy Trampe
 Jan & Carl Welle
 Catherine Wolfa
 David & Anne Wolfe
 Moni & Gerry Wuerslin

250-499

Jean Barber & Jerry Jergen
 Bonnie Birk
 Diane Bozicevich & Sarah Bozicevich
 Barb & Michael Coughlin
 Curly's Waterfront LLC
 Bill & Joan Dehnel
 Carol & Richard Doebler
 Jolene Elconin
 Marty & Bob Gibson
 Gina & Joe Gonzalez
 Karen Haagensen
 Kelly Haas
 Healing Grounds Center Corp
 Cindy & Pat Hintze
 Hippenmeyer, Reilly, Blum, Schmitzer, Fabian &
 English, SC
 Mary Ignatowski
 Ken & Cheryl Jarvis
 Scrima & Kabitzke S.C.
 Debbie & Bob Kabitzke
 Duane & Kari Kerbel
 Dean & Barb Kirschner
 Ronald Klemm
 Janice Lee
 Jan & Bill Leech
 Steve Liebert
 Reichl Orthodontics
 (The) Pink Flamingo Classic INC of DePere
 Elaine & Brian Sprenger
 Bruce & Cheryl Surber
 Samira & Tanwir Syed
 Bob Vermillion
 Jean Verthein
 John Ward

500-999

American Tree Expert
 Anonymous
 Jole Austin
 Jean Baesemann
 Katie Baesemann
 Ken, Pat & Courtney Balusik
 Judy Beranek
 Debbie & Mark Blum
 Elaine & David Branback

Eileen & Fraland Campbell
 Merri & Tom Cvetan
 Dell Giving
 Steve Dufresne & Gert Lopez
 Dan Dums
 Danielle Dums
 Fidelity Charitable Donor-Advised Fund -- Labraugh
 Foundation
 Dave & Velma Geraldson
 Dennis & Linda Gonzalez
 Tim & Valerie Gramling
 Jeanne & Jim Griffin
 Wendy & Mike Heyer
 Jerusalem Presbyterian Church
 Steve & Ann Marie Johnson
 Madeline Kaczor
 Joan Kaczor
 Carol Ann Kay & Larry Barthen
 Alfred & Lylia Liebetau & Alice Lando
 Allison & Andy Maroo
 Kristin & Michael Peer
 Barb & Roger Piotrowski
 QPS Employment Group
 R&R Insurance
 Realty Executives Integrity
 Realty Executives Southeast
 Madeleine Redifer
 Right Body Fitness
 ProHealth Care Foundation
 Nettie & Walt Sadler
 Meg Schrank
 Heidi Schueller
 Peter & Suzanne Schuler
 Quentin & Therese Shafer
 Allison Surber Slamar
 Cheri, David, & Eric Sylla
 Kim Tesch
 United Healthcare Sys Inc
 Rick & Jessica Verthein
 Waukesha Lodge of Elks #400
 Arthur & Mary Ann Wigchers

1000-4999

Anonymous
 Anne Baesemann
 Baird Foundation, Inc
 Hari Cheema
 Judy Engstrom
 Carl & Jane Geraldson
 Sandra Gines

Anna Goedland
 Joan & Brian Goedland
 Greater Milwaukee Foundation Anthony & Andrea
 Bryant Family Fund
 Hays Companies
 Shawny Holcomb & Terry Mezera
 Rick & Cheri Hunn
 Jon Ignatowski
 Chuck Jorgensen
 John & Andrea Kutcher
 Eric & Rhonda Liebetau
 Richard & Maria Liebherr
 Donald & Darlene Long Family Foundation Fund
 George & Emily Lorenz
 Vera & Ken Ludwigen
 Suzanne & Dave Mock
 Northwestern Mutual Foundation
 Oberlin Filter Company
 Amy & Bob Ochowicz
 Dr. Jay & Teryl O'Grady
 Permobil Foundation
 Ann & Warren Pierson
 Erin & Taylor Rose
 Judith Runt
 George & Peny Schaefer
 Tom & Diane Schaitel
 Richard M. Schulze Family Foundation
 Southminster Presbyterian Church
 Stanek Foundation
 Norma Tabat
 Susan & Gordon Telford
 US Bank
 Gary & Kris Veenstra
 Waukesha State Bank
 We Energies Foundation Inc
 Charles Weishampel
 Dr. Terry & Sally Zarling

5000-9999

Evan & Marion Helfaer Foundation
 Waukesha Service Club
 Wisconsin Humanities Council

10000+

Anonymous
 The Dyer Family
 Hickory Fund
 Community Care Inc
 United Way of Greater Milwaukee & Waukesha County



Bobby S. connects with his ACAP friends virtually while staying safer at home.

REFLECTIONS ON THE PANDEMIC:

For many of our members, 2020 will always be a year in which everything was different. Here are a few member's reflections on the upheaval of the pandemic year.

"Last year, when I had an accident, because of COVID, even though I am always go-go-go, I didn't know what to do. I was scared. ... I was in the hospital for most of 2020. I hate this COVID. I wish it would start opening up."

-- Maria C. *[her hospital stay was not because of COVID]*

"I stayed home and played with my thumbs. I was bored."

-- Sari L.

"I really don't know what I can say. It's something that happened, and I simply had to adjust to it, because there really wasn't a choice. ... You can't do this, you can't go there, you can't do that. I had to adjust to it like everybody else."

-- Scott S.