



RIMLAND
COLLABORATIVE CARE FOR
INDIVIDUALS WITH AUTISM



ANNUAL REPORT 2013



OUR MISSION is to remove the barriers restricting equal access for
an adult with autism to fulfill the eight core dimensions of life:

EMOTIONAL WELL-BEING
INTERPERSONAL RELATIONSHIPS
MATERIAL WELL-BEING
PERSONAL DEVELOPMENT
PHYSICAL WELL-BEING
SELF-DETERMINATION
SOCIAL INCLUSION
INDIVIDUAL RIGHTS

Our purpose at Rimland is fundamentally to see the world through
the eyes of an individual with autism and to use this perspective
to support them in their culture as independently as possible.
While we cannot cure the underlying cognitive deficits of autism by
understanding and accepting them, we can design services that are
effective in meeting the challenges of this unique population.

Dear Friend of Rimland,



The past year has seen tremendous growth in the public awareness of autism, particularly as it concerns diagnosis and early intervention efforts in childhood. Yet while progress in scientific research has drawn vital attention to the needs of children, Rimland has maintained its commitment to the lifelong care of adults with autism, who are entitled to the same supports as children, but who will not be able to benefit from early diagnosis and intervention.

Though Rimland has been a leader in providing supports and essential services to individuals with autism for more than 40 years, the past year has been especially transformative for the organization. Rimland staff, driven by our mission to see the world through the eyes of an individual with autism, have come together with our community partners in extraordinary ways to enhance the quality of life of our clients, and to elevate the level of support we provide.

While staying true to our longstanding reputation for high quality care of individuals with autism, Rimland is forging new pathways to engage our stakeholders and partners in our mission and to communicate that mission to a broader public. Our rebranded logo and website reflect the Rimland philosophy and commitment to excellence in a vibrant, visual way that allows us to connect with our supporters on multiple platforms. We have leveraged strong relationships with our community partners to offer a number of progressive initiatives, including an innovative model for sustainable, enabling, community-based residences; a holistic horticultural therapy program; and organic, edible gardens that offer a more complete sensory engagement experience for our residents and provide healthful, sustainable food resources.

We have expanded our leadership base to bring fresh perspectives to our team in the areas of therapeutic care and design. Our highly skilled direct support professionals continue to engage our clients in increasingly specialized ways that address the whole individual, facilitating their capacities to live meaningful lives of dignity and value.

Rimland is committed to a continuity of care throughout the lives of our residents, who are growing in number but who are also aging while in our care. Our commitment means not only meeting the existing needs of our clients, but extends to programs that counterbalance the effect of aging and ensure appropriate end-of-life support for the individual and for the family.

Inspired by the bounty of human, material, and cultural resources with which Rimland has been entrusted, we look to the future aiming for a higher purpose than merely to fulfill a charitable mission to serve. We want to give back to our clients, to their families, and to the larger community by setting new standards for the quality of life that individuals with autism are able to enjoy. With the continued support of our friends and community partners, Rimland is poised to move beyond rehabilitation to embrace thoughtful innovation in the care of individuals with autism for years to come.

Sincerely,

A handwritten signature in black ink that reads "Pamela J. Watson". The signature is fluid and cursive.

Pamela Watson
Chief Executive Officer

A handwritten signature in black ink that reads "Lorraine Ganz". The signature is fluid and cursive.

Lorraine Ganz
Board President

brand new

After Years of Growth, a New Look

AS A RESULT OF YEARS OF DEDICATED SERVICE, the name Rimland has become synonymous with excellence in the care of those living with autism. But after more than four decades of growth in our expertise, expansion of our facilities and residences, and continued advancement in the services we provide, we were ready to update our professional identity.

As an established yet constantly evolving organization, we have much to share with our growing community of supporters and partners. We knew we needed a logo and web site that would help us to sustain these vital connections and to build new ones. In September 2012, our executive team embarked upon the process of creating a new visual identity for Rimland, with the assistance of design studio Invisible Engines. Through site visits, extensive interviews, and research, the team developed a logo that captures and reflects Rimland's essence in a modern, visual format.

Our new logo features the dahlia, a flower highly valued since the time of the Aztecs, who first cultivated

the plant for its healing properties. The dahlia's regal beauty and unusually long blooming season have come to represent the concepts of dignity and lasting commitment. These are ideas central to Rimland's philosophy. The dignity of our clients is at the heart of everything we do. And the care we provide is enduring—we work with our clients throughout their whole lives, providing stability and comfort, as well as ways to grow.

"The rebranding process has been a very exciting one, to say the least," says Pamela Watson, CEO of Rimland. "Our new brand identity conveys in a visual way the professionalism and high level of support everyone at Rimland provides."

We are proud to share our new identity and website as part of an ongoing effort to find better ways to communicate our commitment to excellence to the community, and to the loved ones of the individuals we support. ■



STAFF SPOTLIGHT

TAMMIE McCLENDON

Before TAMMIE McCLENDON came to Rimland in 2001, she had spent nearly 20 years working in corporate finance. But a call from her sister about an opening at Rimland opened the door to what Tammie describes as her passion. "Being in corporate America is dealing with numbers and sitting down," she says, "but I wanted to do something hands-on." She began as a direct support professional in 2001, and was promoted in 2008 to a management role with direct supervision of more than 60 direct support professionals. Admired among her colleagues and clients for her positive attitude, Tammie's supervisory duties include instructing, training, and evaluating staff in all areas, from ensuring proper protocols are followed in the residences to mentoring and modeling best practices.



"As a supervisor and mentor, I have to be hands on, too," she insists. "I have to play a part in it."

Tammie continues to work full-time in finance during the day, and at Rimland in the evenings. On weekends, she is active in her church, leading volunteer ministries in prisons and shelters. She also loves to travel and recently returned from a missionary delegation to

South Africa. "I can't be still," she laughs. "I'm always into something!"

Despite her many commitments, Rimland is always Tammie's first priority. "I rarely miss a day, unless it is an extreme emergency," she says. "I just have a love for people. That's part of my DNA, my mother always says." ■

VOLUNTEER SPOTLIGHT

KATHY MEGA



KATHY MEGA joined the Rimland family several years ago when her son began participating in Rimland's programs. After retiring from her position as associate chief surgical nurse at North Chicago's Lovell

Health Care Center in 2011, she called Rimland to ask how she might serve as a volunteer.

Kathy now trains Rimland's direct support professionals on client health oversight, ensuring that Rimland fulfills and exceeds all regulatory requirements concerning compliance and licensing with the state of Illinois. She's even on call in the evenings if staff have

medical questions. The vital nature of Kathy's contributions underscores the indispensable role volunteers play at Rimland.

An active retiree, Kathy enjoys golf and exercise, but maintains her professional credentials as a licensed RN, teaching nursing part-time at Oakton Community

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"I love to interact with the clients and to help the staff."
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College in Des Plaines. Though her commute to Rimland often takes as long as two hours, she finds her volunteer work rewarding. "I love to interact with the clients and to help the staff," she says. "I want to help Rimland as much as I can, for as long as I can." ■



DESIGN FOR LIVING

IN AN EFFORT TO MEET THE NEEDS of a growing population of adults with autism, Rimland embraced a bold challenge to aggressively seek funding options for new residential properties. At the same time, we sought to set a new standard in the application of the most current, holistic design concepts that promote the dignity, independence, and well-being of people living with autism. The resulting design framework for our residences adopts priorities of eco-friendliness and sustainability while retaining universal elements of comfort, function, and beauty that would be desired and appreciated by anyone—not just those living with autism.

The opportunity to implement the new plans arrived when Rimland received funding from the Cook County Bureau of Economic Development's Neighborhood Stabilization Program to purchase and renovate four homes in the Evanston community between 2010 and 2012.

During the same period, we obtained a grant from the Illinois Clean Energy Community Foundation to install solar thermal energy systems in two group homes located in Evanston. Also in 2012, the organization accepted the generous donation of a single-family home in the city of Lake Zurich, a home which opened as a Rimland residence in the spring of 2013. These grants and donations enabled Rimland to apply the new design framework to the renovation of five homes. Going forward, all existing residences and future acquisitions will be renovated to meet the new standard as well.

Each renovated home offers an inviting environment that ensures physical and emotional ease while promoting dignity, self-sufficiency, and security. An open plan allows for visual access throughout the home so that direct support professionals can easily monitor their residents' whereabouts when in the common areas. Automated

lighting installed in the home allows for free movement and ease of room-entry throughout. Temperature controls are installed at sink and shower faucets, helping to prevent scalding. An induction stovetop efficiently heats cookware without hot flames or coils, reducing potential hazards during food preparation.

Part of Rimland's success with the new design model depended on the acquisition of furnishings and materials chosen for their durability, environmentally friendly content, and ease of use. For example, the porcelain flooring used throughout most of the living spaces resembles a wood floor, yet its more durable properties are much more forgiving and resistant to the wear of heavy traffic and time. Rimland relied primarily on donated and discounted products from generous community partners in order to meet these standards economically. A promising outcome of the new framework is a model for the engagement of resources from within the community that will help to implement these design solutions on a broader scale across Rimland's residences, despite limited funding.



Environmental Coordinator Simon Ionut is helping to build the future of Rimland.

Thoughtful architectural and interior renovations make our residences distinctive and appealing additions to their surrounding neighborhoods. The vast network of community partners that made these renovations possible, from municipal agencies and nonprofits to benefactors and corporate supporters, speaks to Rimland's success in establishing a place in the community beyond its walls. ■



Rimland's Evanston headquarters is the hub for the agency's operations, including the Developmental Training program, the Health and Wellness department, and our administrative offices. Recent expansion and renovation at the headquarters, along with significant in-kind donations and partnerships, have increased opportunities to address the needs of individuals we support in more specialized ways.

MAKING ROOM TO

grow





Left: A client ponders a puzzle during developmental training. Right: Client Services Director Samina Rahim shares a dance with a music therapy participant.

THE DEVELOPMENTAL TRAINING PROGRAM continues to grow as we renovate 2500 square feet to create a home model where those we support can practice their daily living activities. The new home model will allow crossover training between the residence and the Developmental Training program, and serve as a training location for new staff members who may work alongside experienced direct support professionals in the home model before moving to a community-based residence.

Other renovated spaces within the program include the kitchen and café dining room, with expanded seating, improved lighting, and new furniture. New furniture and art-work also enliven the snack shop, where clients learn essential skills related to shopping for groceries and basic trade economics. Near the client entrance to the headquarters, hallway space was reconfigured to create a comfortable waiting area, with donated furniture easing the transition as clients enter and leave workshop programs.

We have expanded our Health and Wellness department to include a conference room where partnering medical professionals manage the health care needs of those we support in a relaxed and familiar environment.

Health and Wellness objectives include an emphasis on holistic nutrition with our Wellness and Individual Nutrition (WIN) program, and encouraging our program participants to maintain an active lifestyle, which includes walks in the park, walking on treadmills, cycling on stationary bikes, swimming and aerobics classes at the YMCA, and participation in Special Olympics competitions. ■



A Health and Wellness team member takes an individual's vitals.



Bright colors and comfortable seating promote social interaction while relaxing and dining.



nurturing with nature

GARDENS have been cultivated and enjoyed for centuries for their healing and restorative qualities. This year, Rimland was pleased to partner with Chicago Botanic Gardens to offer edible organic gardens, sensory therapeutic gardens, and a structured horticultural therapy program in Rimland's Developmental Training program and residences.

Planting and caring for a diverse collection of herbs, vegetables, and flowers gets Garden and Horticultural Therapy program participants involved in a full range of activities, including watering, weeding, pressing and arranging flowers, and even nutrition, basic cooking, and food preparation, linking the Garden and Horticultural Therapy program with the goals and objectives of Rimland's Health and Wellness programs.

The schedule begins with outdoor garden training in the spring and continues through the beginning of September. Weekly visits from Chicago Botanic Garden personnel include training for Rimland staff so that program activities may take place throughout the week. In the fall, the program continues with a focus on harvest: bringing green material indoors, harvesting the plants, creating meals, and finally, tasting and eating the vegetables and herbs.

The vegetable garden embraces the principles of organic and sustainable gardening, employing holistic materials and techniques that are healthy for the garden, the gardeners, and consumers, such as using non-synthetic fertilizers and pesticides which nourish rather than deplete the soil. Involvement with a variety of tasks in the garden incorporates a range of sensory and behavioral experiences for participants. Sight, touch, and smell are engaged with the digging and planting of the garden. Presence in the outdoor environment helps reduce anxiety. Tasks to water and take care of plants encourage participants to take pride in maintaining the gardens, eventually generating a feeling of ownership of the space, which contributes to self-esteem. Some participants may ultimately care for plants in their private residential spaces and continue to develop the adaptive skills outside of the formal program.

In addition to the edible garden, a sensory garden near the client entrance of the headquarters is an environment for client relaxation, comfort, and enjoyment. Named Rosalind Garden in tribute to Rimland's founder Rosalind

Oppenheim, and developed with contributions from both Chicago Botanic Garden and the nonprofit Kitchen Community, Rosalind Garden is purposefully designed to promote interaction with the healing elements of nature. Designated horticultural therapy space for programmatic and group training furthers the therapeutic objectives of the garden, with the schedule and content customized to serve particular functioning levels or experiential needs, such as increasing adaptive learning skills and positive behaviors, minimizing negative behaviors, and improving socialization.

While the program evaluates and measures client participation and progress, there are opportunities for enrichment, accomplishment, and enhancement of self-esteem at all levels.

For example, activities such as the Sensational Plants curriculum involve touching plants selected for their textural variety, smelling especially fragrant plants like mint and licorice, raising conversational topics, and encouraging socialization among participants.

Organic vegetable gardens are currently implemented at five of our Evanston homes and were completed with the support of family and friends of Rimland during our day of service. We will be expanding the gardens to all of our homes in seasons to come.

Like other Developmental Training activities at Rimland, the Garden and Horticultural Therapy program prepares clients in familiar spaces for larger scale community encounters. With field trips to Chicago Botanic Garden's renowned Buehler Enabling Garden, participants experience the culmination of their training in a world-class model of an accessible, healing, and accommodating therapeutic garden. Its raised beds and water features, accessible paving, adjustable hanging baskets, and expert staff and volunteers help bring the pleasures of the garden to visitors of all abilities. These opportunities advance Rimland's goal of helping individuals with autism to engage the world around them with dignity and ease. ■



Rimland gratefully acknowledges the support of our benefactors and partners.

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financials fy 2012

Consolidated Statement of Financial Position

ASSETS		LIABILITIES AND NET ASSETS	
Cash and equivalents	\$ 249,276	Liabilities	\$ 2,421,765
Receivables	257,016	Net assets unrestricted	200,197
Fixed assets, net of depreciation	2,115,670	Total Liabilities and Net Assets	\$ 2,621,962
Total Assets	\$ 2,621,962		

Consolidated Statement of Activities and Changes in Net Assets

	<i>Unrestricted</i>	<i>Temporarily Restricted</i>	<i>Permanently Restricted</i>	<i>Total</i>
*SUPPORT AND REVENUE				
Contributions and grants	\$52,478	\$36,081	-	\$88,559
Program fees	-	4,403,050	-	4,403,050
Other income	15,636	-	-	15,636
Net assets released from restrictions	4,439,131	(4,439,131)	-	
Total Support and Revenue	\$4,507,245	-	-	\$4,507,245
OPERATING AND SUPPORTING EXPENSES				
Developmental training program	\$826,122	-	-	\$826,122
Health and wellness	54,430	-	-	54,430
Transportation	68,094	-	-	68,094
Residential supports	3,241,656	-	-	3,241,656
Total Operating and Supporting Expenses	\$4,190,302	-	-	\$4,190,302
Change in Net Assets from Operating Activities	\$316,943	-	-	\$316,943
Net asset adjustment	11,308	-	-	11,308
Change in Net Assets	\$328,251	-	-	\$328,251
Net Assets at the beginning of the year	\$(128,054)	-	-	\$(128,054)
Net Assets at end of year	\$200,197	-	-	\$200,197

* Rimland is licensed and accredited through the Illinois Department of Human Services. The Bureau of Accreditation, Licensure and Certification's (BALC) role is assuring that community agencies conform to established standards which indicate their appropriateness to be included as partners in achieving the Department's mission. Rimland's residential program is accredited through 2015 and our Developmental Training Program is accredited through 2013.

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Rimland's Leadership Team

DEBRA BOYNES, Entitlements Coordinator; Team Member since 1986

DANIELLE BURTON, Lead Health and Wellness Team Member since 2013

CAMILLE CAMPBELL, Peer Review Team Member; Team Member since 2011

MARIE CHISHOLM, Associate Executive Director of Client Advocacy; Team Member since 2013

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SIMON IONUT, Environmental Coordinator; Team Member since 1999

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ANDREA LUCAS, Qualified Intellectual Disabilities Professional; Team Member since 2012

TAMMIE MCCLENDON, Peer Review Team Member; Team Member since 2001

SAMINA RAHIM, Associate Executive Director of Client Services; Team Member since 2000

BONNIE SALTZMAN, Receptionist; Team Member since 2009

BRENDY SIMS, Chief Operating Officer; Team Member since 2000

PAMELA WATSON, Chief Executive Officer; Team Member since 1985

TERRANCE WIMBERLY, Associate Executive Director of Client Services; Team Member since 1995

DAVE WORK, Associate Executive Director of Programs; Team Member since 1975



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