



2021 ANNUAL REPORT A YEAR OF RECOVERY & REBUILDING





ABOUT US

Glenkirk was founded by dedicated people who wanted something better for children and adults with disabilities. That desire inspired a commitment to excellence which continues to this day. Since 1954, Glenkirk has provided the highest quality programs and services to individuals with intellectual disabilities. Glenkirk offers a variety of residential, day and employment programs, as well as medical, behavioral, and respite services.

OUR MISSION

Glenkirk's mission is to provide quality, lifetime supports and services which empower individuals with developmental disabilities to participate fully in all areas of community life.

OUR VISION & APPROACH

We envision persons with developmental disabilities supported to imagine their best lives, explore the opportunities around them, and connect with their communities to bring their imagination to life.

OUR ALLIANCE

Glenkirk is a founding member of the Keystone Alliance, a family of nonprofits that all share a powerful mission, to empower individuals with intellectual and developmental disabilities to live full lives in communities of their choosing. We believe that nonprofits can achieve better outcomes for the people they serve through collaboration and partnership.

FROM THE CHAIRMAN & CEO

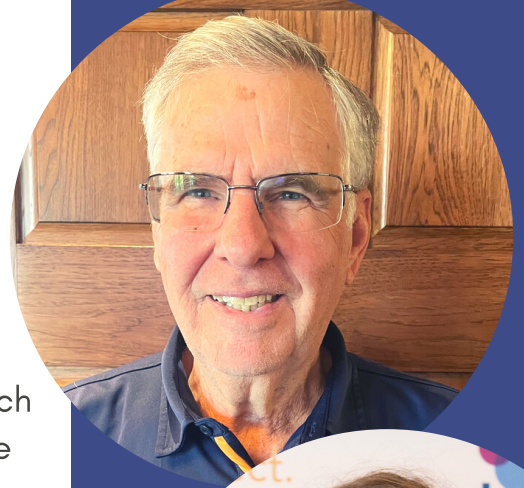
While most of our lives were brought to a standstill starting in March of 2020, life at Glenkirk was speeding up. Seemingly overnight we were facing a rapidly changing disability services environment. The COVID-19 pandemic changed everything, including the way we communicated. Terms and phrases like personal Protective equipment or PPE, masking, social distancing, community spread, fatality rate, and asymptomatic became part of our everyday vocabulary.

Never before had the responsibilities of this work taken on the weight of potentially dire consequences. Tragically, from March 2020 until June 2021 over 25,000 Illinoisans succumbed to COVID-19, including 57 individuals living in Community Integrated Living Arrangements. From the onset, it was clear that quick, decisive action would be required to protect the health and well-being of the individuals we serve, and the dedicated staff that support them.

As the weeks turned into months, we expanded the scope of our pandemic response to providing meaningful activities at home, ensuring telehealth visits were completed, families stayed connected, and technology was readily available to link us to the outside world.

Eventually, the development of effective vaccines provided a glimmer of hope for a return to normalcy. Having weathered the storm, Glenkirk now faced its next challenge. How do we recover from the effects of this pandemic? How can we rebuild our services to be more innovative, community inclusive, and person-centered?

Throughout the past year, as has been the case since the pandemic began, our community has been central to our efforts to recover and rebuild. Just as our network of donors and supporters strengthened and sustained us throughout the darkest days of the pandemic, our Glenkirk community has bolstered us as we face these new challenges. Thank you.



ARTHUR G. FESS

Board Chair

KIM BERENBERG

CEO



BEHAVIORAL HEALTH CLINIC

In 2021, as we worked to recover and rebuild from the pandemic, Glenkirk was able to launch a new service offering for a new service population. Glenkirk's Behavioral Health Clinic (BHC) is a Medicaid-licensed and funded program that reports and bills directly to Illinois' Health and Family Services (HFS).

This new program initiative is designed to provide an array of comprehensive specialized mental health supports to individuals who are not already receiving waiver services. Supports include counseling, medication management, community support services and daily living in-home services. The target population for BHC services is adults with intellectual disabilities living on their own or with family members. By expanding its services footprint outside of the Department of Human Services -Division of Developmental Disabilities waiver system, Glenkirk will be able to grow its service delivery to individuals currently waiting on the PUNS list, as well as other community members.

In 2021, Glenkirk attained licensure, enrolled in the IMPACT system, and began contracting with Managed Care Organizations (MCO). These important licensure and enrollment steps allow the program to begin submitting billing for services rendered. Additionally, a pilot group to begin receiving services in the Highland Park area was identified. Referral relationships were forged with Highland Park Hospital and local service coordination agencies to support program growth beyond the pilot group.



CLINICAL SERVICES

Clinical Services at Glenkirk include medical care coordination through our Northbrook clinic, behavioral health supports through our Life Balance program and Respite services. In 2021, Glenkirk's Clinical Services division served over 200 individuals throughout the year.

Over 1,700 medical appointments were coordinated through the Medical Clinic for an average of 75 individuals monthly. Importantly, the medical services team coordinated the first round of vaccinations and subsequent booster shots for all of our residential participants. The clinic delivered a wide range of other medical care during the year, including primary care, women's health services, as well as vision, psychiatry, and dental services. Through our Health & Wellness initiative, a total of 93 individuals received individualized dietary assessment through the clinic in 2021.

In 2021, more than ever, Glenkirk invested in supporting the whole person through its Life Balance Services program (LBS) as our participants slowly began to recover from the psychological impacts of the pandemic. Behavioral skills acquisition training, creative arts therapies, and group grief counseling are just a few examples of the ways Glenkirk's LBS help individuals transition back to normalcy and avoid the devastating effects of anxiety, depression, and other mental health disorders brought on by the pandemic.

In 2021, LBS provided 137 individuals with 12,500 + hours of behavioral health supports and therapeutic services including individual and group counseling and therapy. Respite services were provided to over 40 individuals and their families.



DAY SERVICES

Prior to the pandemic, Glenkirk's decade-long initiative to move away from larger, sheltered workshop sites and invest in smaller, more community-situated day services options had resulted in the launch of our two Next Generation Services programs (NGS) in Glenview and Highland Park.

Before the pandemic, NGS was offering individuals community-inclusive services using a mixed curriculum of onsite activities, such as arts and fitness, and community-based activities, such as participation in various programs offered through local park districts and libraries.

In 2021, when we reopened our day programs, we had the opportunity to make big strides towards fully realizing our goal of reinventing all of our day program sites to exemplify the NGS model. This has meant creating the capacity to provide smaller staff ratios, greater access to the community, and fostering participant-directed schedule building to ensure individual needs and choices were honored.

As we move forward into 2022 and beyond, our efforts will turn to repurposing our remaining large day services site in Northbrook as a hub for recreation, fitness, and educational activities. At the same time, we will be relying more and more on our residential sites to serve as launching points for community-based programming and activities. By providing a diverse array of day program options in a variety of settings, Glenkirk Day Services empowers participants to explore and grow.



EMPLOYMENT SERVICES

Glenkirk Employment Services offer a variety of supports to adults seeking employment including skills and abilities assessment, job development, application and interview assistance, and job coaching supports. In 2021, Employment Services provided individual employment supports to 16 participants in a variety of community employment settings. Our network of employment partners included businesses in retail, hospitality, restaurant, healthcare, and janitorial services. In 2021, five individuals were placed in new jobs.

In 2021, following a 20 month hiatus due to the pandemic, the Glenkirk Café reopened at the Northbrook Park District Sports Center! The Café provided competitive, integrated employment to 8 Glenkirk program participants with the support of a job coach.

Café employees provided concessions to athletes and spectators at the busy Center, which houses 2 NHL-sized ice rinks, dance studios, rental space, and a swimming pool. We are grateful for our partners at the Northbrook Park District for this collaboration, and all of us are happy that the café is back in business!

In 2021, Glenkirk expanded its network of group employment partners. In addition to the Glenkirk Café, group employment opportunities included FGK Services, Inc. of Northbrook, Events by Em, and Saf T Gard. In all, as many as 16 individuals participated in group employment opportunities throughout the year.



RESIDENTIAL SERVICES

Glenkirk's independent living, host-family, and CILA residential offerings served 131 individuals in 23 attractive, community-situated residences in Chicago's northern suburbs and north shore communities in 2021.

Over the course of the year, Glenkirk implemented a Health & Wellness Initiative across all its residential sites. Through partnerships with Nursing and Medical Services staff, personalized fitness and nutrition plans were developed for all residents. A total of 126 residents received individualized assessment and consultation with a registered dietician.

In 2021, Glenkirk continued to expand access to technology at all its residential sites. From improved internet service to new devices and equipment, all residential sites received upgrades in technology that included laptops, printer/scanners, security devices and smart stations.

Over the past 18 months, our 23 residential sites have served as hubs for all program activities, which has accelerated wear-and-tear and delayed some of our scheduled home refurbishment projects. In 2021, Glenkirk began addressing this challenge by completing renovations at multiple homes, including a full renovation at a home in Northbrook.

Moving forward into 2022, Glenkirk plans an ambitious schedule of interior home renovations, capital repairs, furniture and décor updates, as well as outdoor landscaping projects that will ensure our crucial residential environments remain beautiful, accessible, and safe.

Benefit Bash 2021



GLENKIRK'S 24TH ANNUAL BENEFIT BASH

Glenkirk's Annual Benefit Bash, formerly Glenkirk's Annual Benefit Brunch, is our trademark fundraising event, which has raised more than \$3.4 million since 1997! Due to the pandemic, 2021's Benefit Bash was once again an all virtual event. Our Virtual Benefit Bash Kickoff Event on Friday evening, September 24th on Zoom was a smashing success! It was a joy to host our major donors virtually to celebrate Glenkirk's mission and raise funds for priorities like helping us to reimagine how we provide day services at-home, on-site and in the community; ensuring beautiful, accessible, and safe homes for the individuals we serve; and assisting our participants to recover from the emotional impacts of the pandemic. Thank you to everyone who joined us online and donated. Your generosity has made a world of difference for the individuals we serve.

Since there was no in-person Benefit Bash, once again we asked our supporters to mail-in a contribution, and we were truly thrilled by the response. Combined, the virtual kick-off event and mail-in campaign raised an incredible \$223,896 for Glenkirk in a time of great need. We are so grateful to everyone who contributed.

A special note of thanks goes to Eileen Bennin, the Chairwoman of this fundraiser for 24 years, and the entire Benefit Bash Steering Committee, and all our wonderful sponsors, donors and volunteers for their generosity and dedication to our mission. Recovering and rebuilding will not be easy and it will not happen overnight, but thanks to you and the rest of our Glenkirk community, rest assured, it will happen. On behalf of all of us at Glenkirk, thank you again for your love and support.



CHARLIE'S CHAMPIONS

Each year, Glenkirk's Charlie's Champions employee appreciation program recognizes direct-support staff who have gone above-and-beyond to deliver quality care. Made possible by the Newcomb family's generosity, this program honors individual employees and teams on a quarterly basis each year, as well as two Employees of the Year!

Nominations are made by teammates and supervisors for employees who provide exemplary service to the individuals Glenkirk serves. Winners receive monetary awards and public recognition of their amazing service.

All of these amazing staff members have demonstrated commitment, self-sacrifice and incredible dedication to providing quality care to our participants under extraordinary circumstances, and we applaud them!

Charlie's Champions of the Year

Weili Tang, Chestnut CILA & Daniel Bello, Walters CILA

Anahi Rodriguez, Day Services
 Mariah Pruitt, Rosemary CILA
 Ademola Adenipekun, Rosemary CILA
 Carmela Jimenez, Kingsbury CILA
 Paul Cirineo, St. Armand CILA
 Josephel Bayan, St. Armand CILA
 Lourdes Payawal, Chestnut CILA
 Rifat Choudhury, Kingsbury CILA
 Edith Clavijo, Conway CILA
 Arionna Lamon, Conway CILA

Monsurat Hussan, Conway CILA
 Dimonda Butler, Conway CILA
 Debra Williams, Conway CILA
 Estinye Ellis-Seaverson, Conway CILA
 Martha Nwankpa, Kingsbury CILA
 DBobbi Washington, Nathan CILA
 Ify Vdeze, Knollwood CILA
 Maryum Musa, Knollwood CILA
 Fenton Gunter, Knollwood CILA
 Ajala Harris, Knollwood CILA

Benika Mc Kinney, Knollwood CILA
 Kristin Kirkegaard, Case Consultant, FNL
 Chi O'Neal, Moraine CLF
 Segun Mokolade, Haddow CILA
 Selena Ball, Kingsbury CILA
 DNneka Obioma, Nathan CILA
 Lou Tyler, Moraine CLF
 Yvonne Ramos, Laurel CILA

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Keystone Alliance



FY 2021 FINANCIAL STATEMENT

Glenkirk's mission is to provide quality supports and services that empower individuals with intellectual and developmental disabilities to participate fully in all areas of community life. We are aided in this critical work by our generous supporters. On behalf of the entire Glenkirk organization, and the hundreds we are honored to serve each day, thank you.

Support and Revenues

IL Department of Human Services	\$ 10,151,925
IL Department Healthcare and Family Services	299,622
Other government grants	248,219
Client/family/third-party payments	1,272,418
Contributions	497,040
Special events, net	196,976
Sales of services	337,265
Township funds	145,968
Interest and dividends	7,736
Gain on investments	61,077
Gain on sale of property and equipment	684,603
Miscellaneous	3,358
Total Support and Revenues	13,906,207

Expenses

Day Services	\$ 2,698,061
Residential Services	7,326,319
Vocational Training	593,426
Supported Employment	99,707
Ancillary Programs	988,993
Management and General	1,448,133
Fundraising	99,564
Total Expenses	13,254,203



GLENKIRK'S GENEROUS DONORS

1/1/21 - 12/31/2021

Glenkirk's greatest strength is the steadfast commitment of our supporters, who work hand in hand with us to forge a brighter future for people with disabilities and their families. Your contributions and partnership make our work possible.

\$50,000 and Above

The Bluhm Family Charitable Foundation
Healthcare Foundation of Highland Park
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\$20,000 to \$49,999

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Jacqueline Gaillard
Cathy Buchwald
Amy Meyer

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Mrs. Patricia Hurley

In Memory of Dennis Lampert

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In Memory Of Jenny Lapping

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Mr. and Mrs. Kevin McCarthy

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In Honor of Barbara Siegan

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Mr. and Mrs. Raymond Steed

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Lawrence and Margaret Tidrick
Judy Zajac

Glenkirk's Impact Club is our monthly giving program where donors make a difference and enjoy the gift of giving year-round. If you are interested in learning more about the Impact Club, please contact Christeon Mayfield at cmayfield@glenkirk.org.

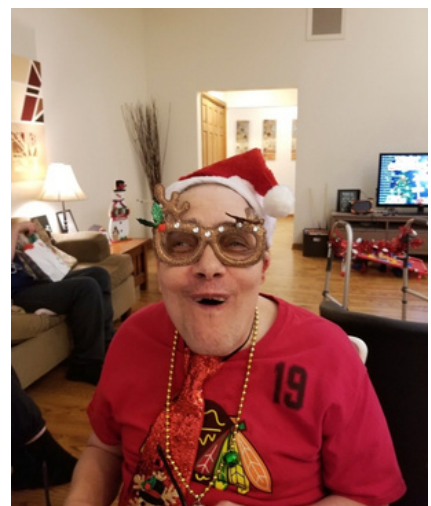
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The Glenkirk Heritage Society is a group of professional and philanthropic leaders who have contributed significant investments towards improving the lives of individuals with intellectual and developmental disabilities.

The goal of the Heritage Society is to create a \$10 million fund that will support Glenkirk and our sister organization Search Inc. The fund will be a source of permanent financial stability for these organizations to thrive and grow well into the future. To find out more about the Heritage Society, please visit us at:

glenkirk.org/get-involved/heritage-society



2021 ANNUAL REPORT

A YEAR OF RECOVERY & REBUILDING

This Annual Report is a publication of Glenkirk, a not-for-profit organization under section 501(c)3 of the Internal Revenue Code. Glenkirk is a founding member of the Keystone Alliance. Glenkirk has provided services to individuals with intellectual and developmental disabilities and their families for over 50 years. Contributions to Glenkirk are tax deductible.

Glenkirk is licensed by the Illinois Department of Human Services and Illinois Department of Public Health. Glenkirk does not discriminate on the basis of race, color, religion, national origin, ancestry, age, sex, marital status, sexual orientation, disability or military status.

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