

## Our Mission

We create customized solutions for people so they can live and work in the community.

## Our Core Values

- Professional Competency
- Customized Solutions
- Integrated Community
- Ongoing Learning

## Our Vision

That every person can live in a home that they like,  
make friendships that are important to them,  
work at a meaningful job,  
and live as a good citizen of their community.



# Annual Report

## 2008 - 2009

***35<sup>th</sup> Anniversary!***

[www.thespectrumnetwork.org](http://www.thespectrumnetwork.org)

## The Spectrum Network History

- 1974 Winneshiek Developmental Center (WDC) started in the basement of Grace Episcopal Church with 13 persons participating in educational and craft activities
- 1975 WDC moves to Carlson building with subcontract and furniture refinishing enterprises
- 1982 WDC starts can redemption business  
Sheltered Work opens as a services provider  
Collaboration with Depot Outlet organization starts
- 1986 WDC and Sheltered Work merge to become Spectrum Industries  
Carwell building in Cresco deeded to become Spectrum Store
- 1990 New central building constructed at 105 Railroad Avenue
- 1993 Spectrum starts to build Howard County Recycling facility in Cresco
- 1996 Spectrum opens the Winneshiek County Recycling facility in Freeport
- 1998 Adult Day Services opens, providing activities and respite
- 1999 Spectrum can redemption stops and Pearl Street Redemption business opens
- 2000 First Annual Appeal nets \$12,500
- 2001 Woodworking program and venture with Featherlite provide opportunities
- 2002 ArtWorks Studio moves into Pearl Street train depot building
- 2004 Expansion of Railroad Ave building starts  
Website up and running
- 2005 Purchase of Bolson Mill property for the future
- 2006 Change of name to The Spectrum Network  
Change of central site address to: 607 Washington Street  
ReCompute program opens for training, education and sales
- 2007 8 enclave work crews provide on-the-job training for 28 people at local businesses and industries
- 2008 Increased need causes fourfold growth in Support for Community Living services
- 2009 Board of Directors makes strategic move out of recycling business and adds opportunities for additional community participation and public education.

## From the Executive Director:

This year we have been taking every occasion to honor and celebrate our 35-year history. The Spectrum Network has been an advocate for community inclusion for people with disabilities since 1974, sixteen years before the Americans with Disabilities Act was passed. The addresses, programs, funding sources and faces have undergone many changes, but our commitment to the vision remains solid and strong.

Traditionally, the message from this corner is one of reflection, prediction, acknowledgement, and appreciation. At this point, however, I will diverge from that custom, and defer to a few pieces from our newly published book, *From My Perspective; Essays about Disability*. These words can provide the inspiration for the next 35 years:

*“When a parent first discovers that their child has a life-long disability, reactions can go from disbelief to anger to sheer anguish. Many times parents feel that their special child will not fit into society as we know it.”*

*“The Winneshiek Developmental Center opened its doors in the fall of 1974 with thirteen clients. The staff consisted of a director, activity director, educational instructor and a van driver. Clients ranged in age from their early twenties to fifty years old. A couple of the clients had been classmates at the Abner Hendrickson School, some resided at the county care facility and knew each other there, and others lived at home. . . Parents of older individuals (thirty years or older) were the most difficult to convince to let their adult children attend the new program. Those we convinced to give the program a try were very happy with opportunities provided to their family members, and the free time it gave them do other things while their adult children were attending the center. Others felt they had dedicated their lives to their children and did not want their interference.”*

*“There is such a misunderstanding these days of individuals who face a disability. Certain people out there in the community think they’re strange, stupid or different, and want nothing to do with them.”*

*“Sometimes there’s too much emphasis on what people with disabilities can’t do, when there should be recognition of what they can do. My daughter has learning disabilities, and her reading comprehension and writing ability are poor, but she uses computers much more adeptly than I do. I send and receive e-mails and do Google searches, whereas she is able to access diverse types of information with ease. She seems to be able to learn and accomplish these procedures much more quickly and easily . . . than I do.”*

*“On January 2, 1966, I moved to my own apartment . . . It was the dead of winter, but the moving day was warm and full of sunshine. That first day, when it was just me alone in the apartment, it was silent. I felt scared and excited at the same time. Things were finally working out for me. Finally, after thirty years, I was now on my own and realized I could do what I wanted and when I wanted. If I didn’t want to do my dishes that night, I didn’t have to. What a great feeling.”*

*“People with disabilities have rights, too. People with disabilities want to work and hold down a job. I love working. It feels good to work. People with disabilities can have a job, too, just like ordinary people.”*

*“I have been through some tough times, but I do know how to survive.”*

Toni Smith, Executive Director

## The Spectrum Network Board of Directors

### Officers

Cathryn Baldner	President
Julie Huiskamp	Vice President
Betty Schmitt	Secretary

### Members

Don Burnikel	Bill Ibanez	Jan Bryant
Mike Massa	Jill Kleckner	Randy Uhl
Toni Smith, Executive Director		

## The Spectrum Network and Accessibility

July 26 of 2009 marked the 19<sup>th</sup> anniversary of the signing of the Americans with Disabilities Act (ADA). This landmark act prohibits discrimination on the basis of disability in employment, state and local government, public accommodations, commercial facilities, transportation, and telecommunications. It has been described as the “most significant civil rights” statute since the Civil Rights Act was passed.

The Spectrum Network's own history is marked with accomplishments of its own in the area of creating an accessible environment for people with disabilities who use its services. Since the last accessibility survey, physical and attitudinal barriers have been addressed including attention to the following:

- Public education through conducting a workshop for professionals, parents, and the public on issues related to autism
- A single point of entry intake system which was created and is identifiable on the Web site and in all brochures
- Addressing of financial losses by discontinuation of training programs at the recycling centers and in the computer recycling programs
- An organizational plan that identifies program and flow within the organization
- Surveys addressing accessibility for staff, visitors, clients, and stakeholders.
- Modification of threshold in training area entrance – Washington Street site
- New sidewalk poured on Bolson Mill site

### Communication Barriers

- As part of the *From My Perspective* project, an audio version of the text will be created.
- Addition of 4 touch screens to the computer lab

### Transportation Barriers

- Increase in staff members transporting clients for Enclave and Supported Community Living purposes.

A complete copy of the Accessibility Plan update and goals will be accessible in hard copy from the administrative office or on the Web site at [www.thespectrumnetwork.org](http://www.thespectrumnetwork.org).

## Staff Members

Ashley Sweeney	Betsy Imhoff
Brenda Olson	Cathy Sabelka
Chris Kelly	Cyndi Schulte
Diane Kueker	Diane Ward
Gary Meyer	Jack Storkamp
Jess Roney	Joe Kelly
Josh Dohmen	Kathy Donovan
Kiley Rose	Kristy Elsbernd
Lucas Halverson	Megan Rose
Missy Trappe	Paige Eddy
Peggy Piper	Ron Lysne
Rose Kalvelage	Tina Bappe

### Spectrum-Central Site

607 Washington Street  
Decorah, Iowa 52101  
Phone: 563.382.8401  
Fax: 563.382.8403

*Intake Center for Services & Programs*  
*Vocational Training*  
*Adult Day & Respite Programs*  
*Employment Services*  
*Support for Community Living*  
*Administrative Offices*

### Spectrum Thrift Store

206 North Elm Street  
Cresco, Iowa 52136  
Phone: 563.547.5759  
*Training Site*

## Financial Information

### The Spectrum Network Income & Expense

	2008-2009*	2007-2008*
<b>Support &amp; Revenue</b>		
Client Service Revenue	961,425	1,018,355
Program Revenue	546,552	772,536
Support	224,887	332,512
Other	<u>(65,452)</u>	<u>46,391</u>
<b>Total Support &amp; Revenue</b>	<b>\$1,667,412</b>	<b>\$2,169,794</b>
<b>Expenses</b>		
Direct Service Costs	1,071,872	1,103,288
Occupancy Costs	262,779	285,038
Administrative Costs	313,484	302,645
Support Care Costs	8,007	21,903
Other Costs	<u>180,770</u>	<u>194,413</u>
<b>Total Expenses</b>	<b>\$1,836,912</b>	<b>\$1,907,287</b>

### The Spectrum Network Balance Sheet

	2008-2009***	2007-2008**
<b>Assets</b>		
Cash & Investments	274,474	361,818
Accounts Receivable	123,776	171,478
Property & Equipment	1,721,600	1,843,818
Other Assets	<u>4,587</u>	<u>5,813</u>
<b>Total Assets</b>	<b>\$2,124,437</b>	<b>\$2,382,927</b>
<b>Liabilities &amp; Equity</b>		
Accounts Payable	22,349	23,317
Payroll & Benefits Payable	45,958	82,831
Other Current Liabilities	43,739	57,817
Long-Term Debt	590,618	627,688
Equity/Fund Balance	<u>1,421,773</u>	<u>1,591,274</u>
<b>Total Liabilities &amp; Equity</b>	<b>\$2,124,437</b>	<b>\$2,382,927</b>

\*Data taken from cost report for MHDD Service Providers

\*\*Audited figures

\*\*\*Unaudited figures

## Report on the Strategic Plan FY 2009-2010

The Spectrum Network was founded as the Winneshiek Developmental Center in 1974 from a vision that individuals with disabilities have a fundamental right to be a part of the community. Today, The Spectrum Network continues to build on that vision. The future of this organization lies in each individual and their active participation in the communities of Northeast Iowa.

The Board of Directors' goals for this fiscal year was set in the immediate need to preserve and grow mission-related services. The following is a brief report on progress to date:

- **Goal: To achieve firm financial footing**

Progress toward objectives included: transfer of recycling programs to other entities. This has been accomplished. Winneshiek County has taken over the operation of the recycling site in Freeport, and Hawkeye Sanitation plans to purchase the recycling program in Howard County. Development of strategies for department and service solvency is occurring with additional financial information and attention to revenue/expense ratios.

- **Goal: Add value (secret sauce) to service**

Progress toward objectives included additional attention to alternative programming for transition students, individuals in job skills training, and day services programming. Staff time has been added to develop more enclave opportunities.

- **Goal: Celebrate 35 years of service**

Progress toward the objective of honoring the past has been met in the From My Perspective project, annual banquet special program, and another event that will be held at the Grace Episcopal Church. At this point, most staff and board members have been involved in this year's celebrations and projects. The involvement of every client needs to be more clearly defined. The public relations plan for the year was created and it has been adapted as needed as the year evolved. Events have included participation in the holiday parade, the kickoff event of Miss Iowa speaking at the 2008 annual banquet, creation of various 35<sup>th</sup> commemorative pieces, complete rebuild of the Web site, Presidents Day celebration, autism workshop, sponsorship of Bill Sackter film showings, writing workshops and publishing of *From My Perspective*, and display of artwork. The plan for building on the progress of this year will be next.

- **Goal: To maintain CARF accreditation and organizational excellence**

Progress toward this objective has started as the staff work toward preparation for site visits and review of the organization.

## Review of Outcomes

The review of the outcomes and goals for 2009 shows that The Spectrum Network is working hard to achieve excellence. Progress toward goals is determined by input from stakeholders, such as parents/guardians, case managers, etc., and from individuals in our service programs. This is accomplished through surveys conducted annually and throughout the year of services. A copy of the entire report for the current year will be available at The Spectrum Network, 607 Washington Street, Decorah, Iowa 52101; and on the Web site [www.thespectrumnetwork.org](http://www.thespectrumnetwork.org).

### Summarizing goals and progress

- Increase numbers of individuals in enclave services. This goal was met with an increase of 70%.
- Increase hours of services in programs. This goal was met for Community Employment services, Day Services, and Supported Community Living. Job Skills Training (formerly Work Services) purposefully decreased in hours of services in large part by moving clients into Community Employment or Day Services programming.
- Stakeholders reported a high degree of satisfaction with: respectful and responsive attention, questions that were answered courteously and within 24 hours and locations that were accessible and met the needs of the individuals. The majority of the stakeholders had or would recommend services to neighbors and friends.
- Persons served reported a high degree of satisfaction with: attention that was friendly, respectful, and responsive; an improvement in their health and well being and accessibility of service location. The majority reported they would recommend services to neighbors and friends.
- A year-end expense- to- revenue ratio of 11% was met by Day Services, Support for Community Living, Job Skills Training, and Enclave services.

### New Goals

The Spectrum Network department managers set new outcomes-based goals based on the 2010 Corrective Action Plans, the Strategic Plan, and Accessibility Reviews.

## These Are The Numbers...

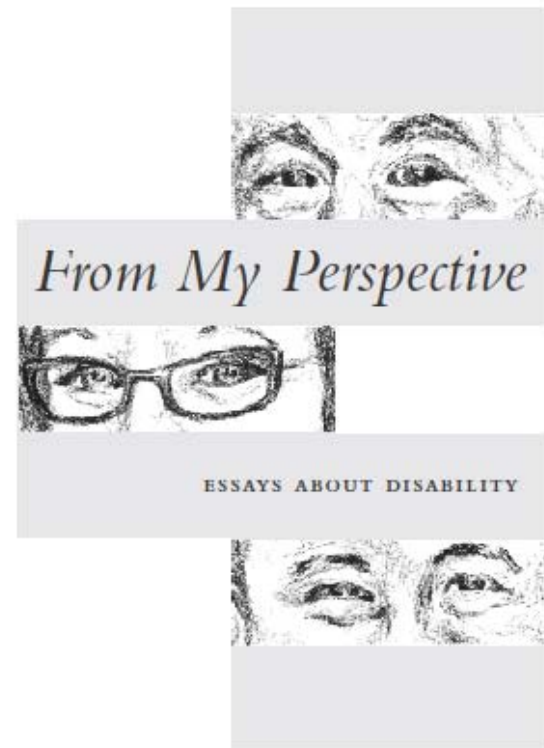
...for the fiscal year July 1, 2008, through June 30, 2009:

- 22,026 units\* of job skill training were provided in The Spectrum Network facilities and the community
- 5,884 units\* of Adult Day Services were provided at the Washington Street site
- 1,384 units\* of job support were provided for jobs in local communities
- 1,947 service units\* for support for living in the community were provided in the community and client homes
- The Spectrum Network enclave crews work in the community 6 days a week- job sites include AGT, Luther College, Bank of the West, Iowa Workforce Development and HAWC Partnerships for Children
- 45 men and women are employed in Decorah and Cresco because of The Spectrum Network assistance in finding and keeping a job
- The Spectrum Thrift Store in Cresco provided 228 units of job skill training, averaged \$355 of sales and 76 customers per day

\* A unit can be an hour, day or half-day depending on the program



a spectrum of  
possibilities



Rachel Faldet & Kris Schanilec, Editors