



GOLDIE B. FLOBERG CENTER



**2019 ANNUAL REPORT**  
**2020 EDITION**



## Carroll Starr Endowment Challenge — We Did It!

Challenge accepted and completed! Thanks to generous donors and the Community Foundation of Northern Illinois (CFNIL), we have achieved our two-year campaign goal of \$150,000. These funds were matched by the Carroll H. Starr Fund with an additional \$50,000. Goldie B. Floberg's endowment now totals over \$400,000 and will provide annual income for our agency for years to come.

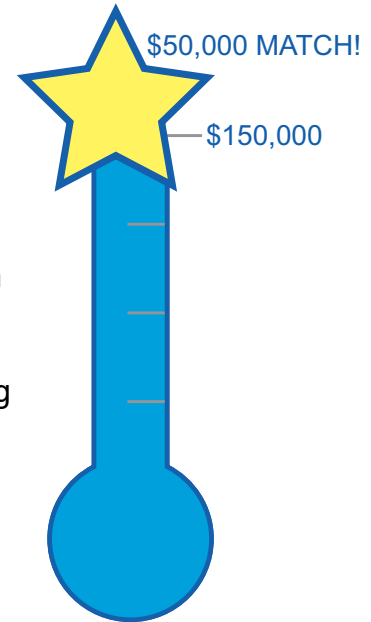
The Carroll H. Starr Endowment Challenge is an opportunity for Northern Illinois nonprofits to build and quickly grow a permanent endowment at CFNIL. We were allowed two years to raise our goal of \$150,000, the maximum allowed amount for the \$1 to \$3 match.

Thanks in part to a generous legacy gift to endowment from the Janet Kjellstrom Family Foundation, Goldie B. Floberg Center participated in the Challenge at the maximum dollar goal. Endowment allows donors to accomplish charitable goals now and in perpetuity. The Challenge offered an opportunity to not only steward a donor's vision of

sustainability, but expedite that vision, growing the endowment by \$50,000 in the first two years.

This Community Foundation Fund is one of two Goldie B. Floberg Center endowments. The Goldie B. Floberg Investment Endowment is another option for donors interested in investing in the future of the Center. This quasi endowment is funded through assets earmarked and directed to investment by the governing board or donor designation.

If you are considering a gift of endowment, today or as a legacy gift in your estate plan, and would like to learn more about either of these funds, please contact Laura Speer, Director of Fund Development.



## Six Degrees of All of Us

John Pingo, PhD. BCBA-D, President/CEO



This past Fall, I was traveling to a conference with some co-workers. The trip was a couple hours and to help pass the time, we began playing a variation of the classic game, Six Degrees of Kevin Bacon. If you're not familiar with the game, it is based on the six degrees of separation concept that any two human beings on Earth are six or

less acquaintances apart from each other. We decided to conduct a less than scientific test of this rule by opening the game up to any two actors, not just the esteemed Mr. Bacon. To my surprise, there was not a single pairing of actors that we could not connect. This got me thinking about the people we serve here at the Goldie B. Floberg Center, people with intellectual disabilities and autism. For these individuals, separation is all too often an aspect of their lives.

The people we serve experience separation from their families when their specialized needs require the support of agencies like the Goldie B. Floberg Center. They experience separation on a regular basis as Direct Support Professionals who serve them come and go. A bit of context: Illinois is in the midst of a multi-year DSP staffing crisis that will only grow worse in our area as employers such as Amazon and Casinos open in and around our community and compete for labor. Unlike these

competitors, our wage rates (prices) are set by the state, giving us little options other than fundraising to try to stay competitive.

Most challenging for the people we serve is the frequent separation from the community they live in. Even in this day and age, people with intellectual disabilities still struggle to be recognized as people with the right, and basic human need to belong to a larger community. Joining the Goldie B. Floberg Center 23 years ago was a life defining moment for me. I met and had the honor to get to know people with developmental disabilities, and the metaphorical scales fell from my eyes. I saw that what separates me from the people I served was dwarfed by what we share. People we love and care about. Fears and dreams about the future. A desire to contribute and to be valued. Wanting to be safe and cared about.

We live in a world that seems to be separating more and more into "us and them." We don't need to let this happen. What we share far outweighs that which separates us. I encourage everyone to take a moment and play the six-degrees game and see how many connections separate each of you from a person with an intellectual disability. My guess is that you'll discover that there's far less distance between you and that person on every level.

## From the President

Stephen E. Schmeling, President, Board of Directors



Sometimes we tend to focus so much on family and work that we forget to look at all the good going on around us. As we volunteer our time in the community, we are constantly reminded of all the incredible organizations, staff and volunteers in northern Illinois who give because they care about the people or the cause they serve. The Goldie B. Floberg Center is no exception.

If we had to summarize Goldie B. Floberg's 2019 in one word it would be "generosity." Our board voted to set up a permanent endowment at the Community Foundation of Northern Illinois, thanks to a generous gift legacy from the Janet Kjellstrom Foundation. This gift will continue to grow in perpetuity and furnish a stream of income to our organization annually. We also accepted the Carol Star challenge from the Community Foundation and successfully completed the challenge increasing our endowment substantially. The permanent endowment is now over \$400,000. An anonymous donor also challenged us to raise an additional \$25,000, which we also accomplished; and the family committed an additional \$25,000 matching gift. It is not just the big financial gifts that matter though. It is very humbling as a board member to see all of the individual gifts and gifts of

time and talent that are given because our donors and volunteers believe in our mission of "empowering and enriching the lives of all the people we serve."

We would be remiss if we did not mention the caring and passionate staff at the center. Whether it is the direct service personnel, the executive team and everyone else, it is obvious to outsiders that the care given to the people we serve comes from the heart. We were able to hear some amazing staff and family stories this year at our donor appreciation dinner. They brought some to tears and caused others to stand up and cheer.

It is truly an honor to serve this organization, and I thank you all for this opportunity.

## Goldie B. Floberg Center

### Board of Directors

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Stephen E. Schmeling, President  
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#### Directors

Thomas D. Budd  
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Steven Wang

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John Pingo, Ph.D., BCBA,  
President/CEO  
Nancy Swain,  
Chief Financial Officer  
Elizabeth Garcia,  
VP, Operations

## Pingo Appointed to State Task Force on Human Services Contracting

Goldie B. Floberg Center CEO John Pingo, Ph.D. BCBA-D, has been appointed to serve on the Task Force on State Contracting with Private Nonprofit Human Service Providers by Illinois Senate Republican Leader Bill Brady.

Pingo was appointed to the Task Force on State Contracting with Private Nonprofit Human Service Providers pursuant to 20 ILCS 5140/10. According to the Illinois General Assembly website, ILGA.gov, the purpose of 20ILCS 5140/10 is to “create a task force to study State contracting with private nonprofit human service providers and the challenges faced by those providers and to develop recommendations on how to improve the contracting relationship and partnership between State departments and agencies and private nonprofit human service providers so that they work effectively and efficiently to improve the well-being of Illinoisans.”



## Goldie B. Floberg Center Financial Report

For fiscal year ending June 30, 2019

Goldie B. Floberg Center is a multi-program charitable organization formed to provide programmatic services for children and adults with developmental disabilities. Goldie B. Floberg Center was incorporated as a nonprofit Illinois Corporation and is exempt from federal and state income taxes under Section 501(c)3 of the Internal Revenue Code.

The Center's programs are:

- **Group Home** - Residential, therapeutic counseling and related services for children in a community setting.
- **Community Integrated Living Arrangement (CILA)** - Supervision, counseling, job training, and support for adults living independently in the community.
- **Learning, Enrichment, and Empowerment Program** - Supervision, support and educational services related to activities of daily living, vocational activities, and development of life skills.



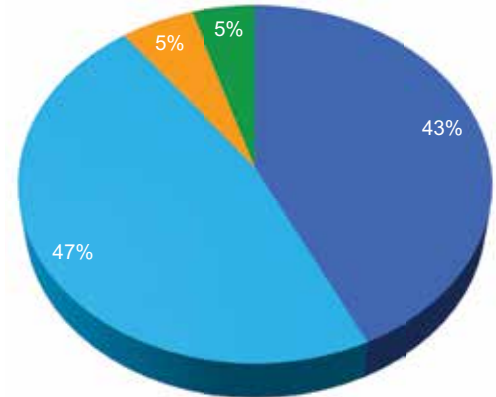
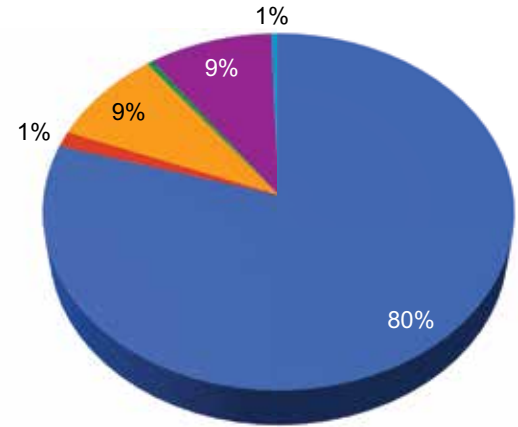
Revenue \$8,049,879  
 Expenses \$8,015,089

**Revenue**

- Department of Human Services \$6,404,951
- Illinois State Board of Education \$111,918
- Social Security income \$701,600
- Investment income \$37,068
- Contributions \$749,061
- Other revenues \$45,281

**Expenses**

- Group Home Services for Children \$3,437,392
- Community Integrated Living Arrangement for Adults \$3,757,493
- Learning Enrichment and Empowerment Program for Adults \$442,609
- Operating Expense \$377,595





# Achieving Behavioral Bests

## Why Behavior Therapy?

In a recent video interview, the parent of a child served by Goldie B. Floberg Center, noted that crisis workers who had worked with her son and family said, "...our experience with Goldie Floberg has been phenomenal, that they're really hands-on and don't need a lot of input from us. They handle it.. they know what they're doing."

Every individual we serve has a diagnosed intellectual disability, and almost half have an Autism spectrum diagnosis. These diagnosis can make communicating one's wants, needs, and feelings difficult and frustrating, leading to self-injurious and sometimes aggressive behaviors.

It is the job of the Goldie B. Floberg behavior team to decode, redirect, and ultimately reduce maladaptive behavior. In the end, a reduction in behaviors means a person-served has been empowered to better cope with their environment and communicate with those around them in a more positive way. What sets Goldie B. Floberg's behavioral therapy program apart from other agencies is the number of therapists, their experience and education, and the individualized attention then afforded to the children and adults we serve.

The behavior team collects data from observation, incident reviews, and interviewing direct support professional (DSP) staff. They then write plans that leads to DSPs being well-trained in managing these behaviors. We have an excellent psychiatrist who is data driven as well and makes every attempt to put individuals on the lowest therapeutic dosage of psychotropic

medication. One group of DSPs who work with children with higher rates of behaviors attended a more intensive, 46-hour behavior support professional training. Furthermore, lowering staff turnover through various incentives and above state average pay rates helps lead to consistency for the individuals we serve and an overall decrease in behaviors.

The graph on the next page shows an average of behavioral issues for a group of individuals in the first half of their placement with Goldie B. Floberg Center vs. the second half of their placement. Physical aggression and self-injury are not typical for every child or adult we serve, but are among the most concerning because of the risks they present.





## Comparison of Challenging Behaviors



## 2019 Gifts to the Goldie B. Floberg Center

Thank you to the individuals, corporations, and foundations that provided gifts, memorials, and tributes in support of Goldie B. Floberg Center and the children and adults we serve. Your support makes it possible for us to continue our Mission to **empower and enrich the lives of all people served.**

Roy and Sally Abramam  
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## **Gifts in Honor and Memorial**

Goldie B. Floberg Center is grateful to have received the following gifts in honor and memorial.

### **Joe Alfano**

Carlo and Linda Matranga

### **Bob and Mae Bean**

William and Sandra Bean

### **Brian Bilyeu**

Dennis and Miriam Bilyeu

### **Rachel Blum**

Ronald and Arlene Blum

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Gerry Miller

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Gary and Dorothy Siden

### **Honor of Hard Working Staff**

Joseph and Mary Garcia

### **Rosario Tarara**

Carlo and Linda Matranga

### **Ethan & Katie Thomas**

Bert and Kathryn Thomas

### **Our grandson, Wes, who lives with Autism**

Mr. and Mrs. Daniel Thompson

### **Anthony Whedon**

Hans and Connie Fleissner

Anita and Patrick Whedon

## **Fundraisers**

Thank you to groups and organizers who work together to support our programs.

### **#GiveForGoldie**

Ryan Sullivan Group



**Brooke's Birthday Fundraiser**

Phyllis Meiners  
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CeCe's Lucky Slots

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