

2012 Annual Report



In Appreciation ...of our Volunteers

*The world is hugged by the faithful arms of **volunteers** ~ Terri Guillemets*

Our **Volunteers** tell us
time and again that through giving,
they received even more in return
~ a sense of compassion,
hope and gratitude.

In Appreciation
...of our **Volunteers**

Chairman & President

A Letter from the Chairman of the Board and President/CEO

To Our Donors and Friends,

Given NorthPointe Resources notable history and significant accomplishments since 1953, one could imagine it's been inspiring to plan a course for the next few years.

We are proud that NorthPointe has a new three-year strategic plan. This document represents the collaboration and input from a wide variety of consumers, community, government, families, volunteers and employees.

Our vision is to empower individuals with disabilities to achieve their dreams. Our goal is to build upon the accomplishments of our past, set flight for the future and to refine our activities in a manner that will help us achieve our vision.

We wish to emphasize that this strategic plan is a flexible document that will serve as a guide for the journey ahead. As we implement this plan, we will be continuously measuring progress and evaluating outcomes to ensure we are meeting our strategic objectives.

We approach this work knowing our success is dependent upon gathering past, and new partners alike. We have nine-plus board committees looking for members as well as openings for special event support and project assignment needs. We would like to extend a welcome to you to join us as a partner and volunteer, who will help make a difference.

The certainty of our success, is dependent upon all of us working together as a team.

We would like to share a story about teamwork entitled "The Way of the Goose" and five lessons we learned from reading it.

Lesson 1: Fly Together. It's truly a marvelous site to see a group of geese flying together in perfect V formation. Research has shown that as each goose flaps its wings an intense uplift is created for the birds behind them. Further studies state that this "teamwork" adds 71% more flying range compared to a goose flying on its own.

Moral of the Story: Partnerships and teamwork rule the day. If you surround yourself with excellent people you're far more likely to succeed than if you attempt to go at it alone.

Lesson 2: Stay in formation. If you've ever watched geese fly, you've likely watched one fall out of formation. When this happens the fallen away goose struggles until it manages to re-establish its way back into formation.

Moral of the Story: Establish a good team and work together. Synergy cannot be created by a single person working in isolation.

Lesson 3: Rotate. While flying in V formation the lead goose eventually tires and rotates to the back of the pack to re-charge its battery while another goose takes its place at the front.

Moral of Story: It's important to share the load amongst team members.

Lesson 4: Honk. While it's not always possible to hear from the ground, geese are a noisy bunch when flying in V formation. There are several theories of why this is. One theory is the geese honk to encourage each other, while another theory hypothesizes the honking is used to communicate where each goose is.

Moral of the Story: No matter the reason for goose honking, it goes without saying that we should always communicate with one another offering encouragement as needed.

Lesson 5: Leave no Goose Behind, Whenever a goose becomes unable to fly two other geese fall out of formation and stay with their fallen comrade until the impaired goose is able to fly.

Moral of the Story: The best teams genuinely care for each other and will always help each other out.

We hope you will join us. To be a partner and volunteer, please call us at (847)872-1700.



Darryl Swank
Chairman of the Board



Karl Kopp
President /CEO

Volunteers do not necessarily have the time;
they just have the heart. ~Elizabeth Andrew

Guidance & Vision

Board of Directors and Affiliations

NorthPointe's Board of Directors is comprised of leaders in the community who are dedicated to the mission of our organization and the people we serve.

Executive Board

Darryl Swank
Senior Claims Analyst
Sedgwick CMS
Chairman of the Board

Joseph Virgilio
Travel Center, Inc.,
Buffalo Grove
Vice Chairman

Diane Winter
Circuit Court Judge
19th Judicial Circuit
Treasurer

Colette Berardi
Parent
Secretary

Board Members

Julie Pendleton
Director of General Services
Cancer Treatment Centers
of America Midwestern
Regional Medical Center
Past Chairman of the Board

Roger Janczak
Director, Continuous
Improvement, AQR
Abbott Laboratories

Robert Johnson
Parent

Phillip Kaufman
Comptroller, Cancer Treatment
Centers of America

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Schiff Hardin LLP

Honorary Board

Doug Cygan
VP Grocery/GM
Jewel Osco

Kathy Greco
Chief Solutions Officer
Stafflogix Corporation



Volunteers are paid in six figures...
S-M-I-L-E-S. ~ Gayla LeMaire

OUR MISSION

To empower individuals with disabilities
to achieve their dreams

We are driven by our mission to be the premier agency serving individuals with intellectual and developmental disabilities (I/DD) and mental health issues:

- We have a dedicated Quality Assurance department
- We are accredited by the Commission on Accreditation of Rehabilitation Facilities (CARF)
- We collaborate with: The University of Illinois Rehabilitation Research and Training Center on Aging with a Developmental Disability; The Chicago Botanical Gardens; Arts of Life; Partners for Progress and the YMCA. We partner with Rosalind Franklin University
- We are long-standing members of IARF (Illinois Association of Rehabilitation Facilities)
- We are a recognized leader by state agencies: Awarded the much coveted *Caregiver Connection Grant* (serving Lake County) four years in a row



Business Division

The Business Division partners with businesses throughout the community to provide training and paid, on-site employment opportunities for individuals within the Killian Center.

- **Business Resources** offers solutions for a variety of companies seeking fulfillment, shrink-wrapping and heat sealing services
- **B.E.S.T. (Better E-waste Solutions Together)** provides electronic recycling/disposal solutions for businesses and community members
- **Warehousing** offers storage, delivery and full service warehousing for business and the community

Marketing Division

The Marketing Division is responsible for marketing strategies, brand consistency and exposure. They collaborate with all of the department within the agency, and work with them to develop, coordinate and produce materials that represent our marketing strategies and correctly reflect our mission and the agency.

Volunteer... if you want happiness for
a lifetime, help someone else ~ Chinese Proverb



Development Division

The Development Division is responsible for increasing revenue and awareness through events, corporate giving, universities, community and family giving as well as volunteers.



Residential Division

The Residential Division offers a variety of residential services ranging from continuous 24/7 to intermittent support through its Community Integrated Living Arrangement (CILA) program.

Depending on their needs, residents live in community-based group homes, or independently in apartments that are structured to promote community integration. Residents are offered the support needed to develop independence and daily living skills.



Vocational Division

The Vocational Division provides a wide range of services and programs that emphasize individual growth, health and well-being, and the development of skills needed to participate successfully within the community.

- **Adult Day Service's CHOICE Program** offers six-week classes on a variety of subjects matters, including; health and fitness, creative arts, computer skills, business training, humanities and Life Skill education.
- **Employment Resource Services (ER)** participants are assisted in acquiring and maintaining employment in the community.
- **SOARR (Support, Outreach, Achievement, Recovery, Resilience)** focuses on long-term recovery and maximized self-sufficiency for persons with mental illness.
- **Home Based Services** offer support for families throughout Lake County in accessing and acquiring government supported services within their homes.
- **Caregiver Connections** offers support for caregivers and parents of children up to five years of age experiencing social and emotional adjustment issues.



One of the most valuable gifts is the giving of oneself!
Volunteers are the hearts that keep NorthPointe beating.

Benefactors.....\$5,000 to \$9,999

Cancer Treatment Centers of America

Patrons.....\$1,000 to \$4,999

Associated Agencies, Inc.	Sharon and David Campbell	Deborah and Larry Grimes	Lee Swank
Baxter International, Inc.	Kristen Dever	Knights of Columbus Council 13598	Takeda Pharmaceuticals
Carolyn and Jerry Bellmore	Rhea and Jeff Dever	PNC Bank, Zion	Tiny Social Club
Colette and James Berardi	First Bank of Highland Park	Rose Packing Company	Travel Centers, Inc., Buffalo Grove
Sylvia and Bill Bradshaw	Fischer Paper Products, Inc.	Margaret and Ronald Sibert	Joseph Virgilio, Sr.
Kathryn Brown	Gloria and Anthony Floridan, Jr.	Elaine and Henry W. Sledz	Wells Fargo
Buffington/ Thompson Family	Paula and Gil Fonger	Slovak American Charitable Assoc.	

Sponsors.....\$500

Jack D. Armstrong	Anne and Robert Johnson	Omnicare, Inc.	Diane and Bryan Winter
Cheryl and Charles V. Dobosiewicz	Nancy Johnson	St. Paul the Apostle Ladies Guild	Lorna and Jeff Zaloudek
Donna Hull	Jordan Joseph Encore	Ellen Stirling	Zion Benton Kiwanis
Nancy Inskip	Mary Jo and Michael Kollross	Patti and John Thompson	
It's All Good Coffee & Espresso, Inc.	Ilona and Ludwig Massong	Candace and Raymond Vaskovsky	
Cathy and Roger Janczak	MetLife	William Frick & Company	

Donors.....\$100 to \$499

A. L. Hansen	Karen Gerena	Mary Pat Lodato	Trudy Shaw
Abbott Laboratories	June and James Gibbs	Mary and Richard Matzke	Lloyd Shefsky
ACE Hardware, Zion	Margaret Gibson	Doug Mc Gowan	Signs Now
Shirley A. Ambutas	Lisa Gilchrist	Penny and Raymond McBride	Georgene Skweres
April 7's Custom Framing	Marietta and David Gilchrist	Guyann Miller	Robert Sladek
Laurie Ardito	Sandy and Donald Good, Jr.	Krystine Miluski	Susan Sladek
Associated Fire Fighters of Illinois	Peter A. Govorchin	MisShifts Car Club	James Smith
Lori Barnicke	Kathy and Dale Greco	D. Jerry Moore	Patricia Snyder
Ann and Michael Barrett	Sara Griffin	Joseph P. Neal	Betty Soderquist
Mary Berman	Laurdene Guy	Susan and Keith Nippes	Bridget Spellman
Elvira and Rajanikant Bhatt	Joanne and Steven Hall	North Shore Pro-Active Health	Andrea Steinert
Erma and Kenneth Bond	Patricia and Russell Harris	Carol Novak	John Summerfield
Jane Y. Brenner	Susan and William Heidenreich	Denise and Dave Palcek	Kim and Darryl Swank
Caitlin Brzycki	Luanne Hickman	Alan Parshall	Jean and Edward Tews
Jaci and Michael Buffington	Bev Hill	Khushroo E. Patel	The Earl and Bettie Fields Automotive
John C. Buffington	Christine Hill	Phyllis and Ray Peacock	- Group Foundation, Inc.
Olga and Carlos Cabal	Joseph Hockberger	Julie Pendleton	Erika and William Totzke
Valerie Carlson	Hospira, Inc.	Candace M. Peterson	Uline, Pleasant Prairie, WI
Sheila Chapman	Innovative Floors	Paul Pfluegl	Glynis and Pankaj Vashi
Ida Coletta	Thomas Jackson	Mary Pollice	Joe Virgilio
Bernadette Berardi - Coletta	Cheri and Mark Johnson	Meredith and Eugene Pontillo	Dawn Volkmar
Rose and Michael Coniglio	Cathryn and Dennis Johnston	Rose Popek	Pam and Fred Weichselbaum
Sandra Coopman	Kelly and Steven Kalus	Gary Quinn	Rhemy Wilgus
Gerri and Anthony DeMarco	Gary Karshna	Karen and Stephen Ray	Grace Winograd
Frank DiMarco	Cynthia and James Kavanaugh	Liz Rendina	Alice and Bernard Winter
Laura and John Dmytrenko	Dawn Kestner	F. Thomas Rill	Madonna and Gerald Witter
Dog N Suds	Lana and Steven Kollross	Robinson Heating & Cooling, Inc.	Rosemarie Wojciechowski
Barbara Donohue	Karl Kopp	Rosie's Corporation	Roycealee and Kenneth Wood
T. L. Doyle	Babbet and Robert Krause	Caz Ruzowski	Woodland School Dist. #50
Dr. Reddy's Laboratories Inc.	Marilyn and Kenneth Krieger	Barbara and Carl Scalet	Charlotte Wozniak
Joan and Jerome Duffy	Kristin Krok	Mary and David Scheffler	C. Dawn and Michael Wright
Ann and Dennis Duszak	Robert Kurz	Linda Schlichting	Teresa and Gary Wurzinger
Charlotte and David Engstrom	Lake County Door Company, Inc.	Ednatha and John Scholz	Kelly and Timothy Yager
Deb and Scott Freebairn	Carolyn Lammersfeld	Steven Schuering	Brianna Yelle
Sandra and Richard Galgan	Linda and John Lester	Virginia Schulte	Zion Woman's Club
Robin Gallagher	Arlene Lis	Laurie and Mark Seames	

Friends—Under \$99

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| Abbott Laboratories Employee Giving Campaign | James Gregory | Donna and Gary Marinoff | Elaine and William Scheffler |
| Monica Adriansen | Mary Griffin | Jennifer A. Marks | Katherine Sattler |
| Anchor & Ark Lodge No.1027 | Amy and Ron Grove | Carol Martin | Timothy Scheele |
| Robin Aoki | Darlene Grskovich | Arlene and Gregory Martin | Marie Schuering |
| Phyllis Armstrong | Carol Guinan | Victoria Martinez | James Schultz |
| Cynthia Atamian | Christine and James Hammerlund | Louise and James McCarthy | Liesel and C. Robert Schulz |
| Carl Baldassarra | Pam and Gordon Hammond | Edye McCarty | Janet Smith |
| Lisa Bauer | Tanya and Jason Harvey | Glenda and Dannie McDonald | Ruby Faye Smith |
| Midge and James Berardi | Maureen and David Heilmann | Mel Metts | Mary Soder |
| Susan Bergeron | Nadine Heilmann | Katy and Greg Michels | Ralph Sorensen |
| Patricia and Henry Biedron | Eugenia and Wilbert L. Hemeyer | Glenda and Herbert Miracle | Ellen Spallato |
| Patricia and Alan Blume | Deborah and William Herman | Lois and David Moll | Patricia and Eugene Stanis |
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| Kate Cole Buffington | Karen and Kurt Hull | Mary Kay Noland | Cary and Al Taylor |
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| Stephen Buffington | Irus and William Hutchings | Octagon Salon & Spa | Gayle Thielke |
| Toni Buffington | Leigh Jackson | Elizabeth Olney | David Thompson |
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| Amy Caprilla | Elizabeth A. Johnson | Genevra Ower | Donna Thompson |
| Paulette Cesario | Carol Anne Judkins | Florence Paakola | Glenn Thompson |
| Nancy Christian | Patricia and William Kintz | Jean and John Paskvan | Pam Thompson |
| Cindy Clawson | Dina Klein | Nancy Pasquesi | Pamela Thompson |
| Donna Codell | Karen Klima | Roberta and Steve Perotto | Timothy C. Trelka |
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| Mary and Joseph C. Cramer | Helen Konopka | Melissa Plumley | Maryanne and Michael Urbancic |
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| Sarah Davis | Joan and Dan Lodesky | Georgia Raymond | Kim Webber |
| Patricia Deason-Biedron | Colleen and Ronald Ludden | Diana and John Reeves | Thelma Scott Webster |
| Mary Jane Dee | Marilyn and Bob Maas | Maria Reid | Nancy and Frank Winkler |
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| DeMarco Sciacotta Wilkens - & Dunleavy, LLP | Margaret Magnuson | Lorraine and Donald Roszak | Darlene and Charles Zeller, Jr. |
| Denny's, Vernon Hills | Melanie and Heath Maki | Amy Russell | Mary and Robert Zorc |
| Kathy and Daniel Dever | Manning Silverman & Company | Malik Samuel | Cory Zuganelis |



Volunteering is the ultimate exercise in democracy...you vote every day about the kind of community you want to live in. ~Author Unknown

Gift-In-Kind

Abiding Love Food Pantry	Gail Fisel	Mary Kay	Spri Products, Inc.
Abt Electronics	Fleming's	Iлона and Ludwig Massong	Laurie Stahl
ACE Hardware, Zion	Paula and Gil Fonger	Melissa Meade	Martin Stanonik
Larry and Linda Alfred		Metropolis Performing Arts Centre	Starbucks
Shirley A. Ambutas	Francesca's on 95th	Mark Metzger	Jenny Steward
American Outfitters	Mari and Dale Frea	Susan Metzger	Studio One Art Glass
Ann's Hallmark, Zion	Free Spirit Yacht Cruises	Susan Middleton	John Summerfield
Apollo Theater	French Country Inn	Midwest Action Cycle	Susan Swanson
Phyllis Armstrong	Gale Street Inn	Mill Creek Hotel	Teddie Kossof Salon Spa & - Wellness Center
Linda Arnold	Sue Geffen	Guyann Miller	The Bootery
Sheila Baird	Gene Siskel Film Center	Krystine Miluski	The Dancing Horses Theater
Valerie Baker	Gianni's Cafe	Donna Morask	The English Inn
Ballroom Dance Studio	GKI/Bethlehem Lighting	Lorinda Murphy	The Geneva Inn
Lori Barnicke	Glunz Family Winery	Museum of Science & Industry	The Second City
BarthWind Elan Furs and Leathers	Golf Nation	Susan and Keith Nippes	Marta Tucker
Meme Baynes	Don Goosman	Northlight Theatre	Untouchable Tour
Midge and Jim Berardi	Jessica Gornik	Valorie Nystrom	Vince's Italian Restaurant
Colette and James Berardi	Diana and Robert Gornik	Oceanique	Nancy Waites
Biaggi's Ristorante Italiano	Beth Grampovnik	Olive Garden	John Warren
Bob Chinn's Crabhouse	Grand Victoria Casino	Omni Salon & Spa Fitness Studio	Tracey and Dave Wetherton
Bonnie Brook Golf Course	Michelle Grazier	Once Upon a Bagel	White Pines Golf Dome
Boston Beer Company	Great Lakes Credit Union	P.F. Chang's	Wildberry Cafe'
Cheryl Brandt	Kathy and Dale Greco	Florence Paakola	Deborah Will
Ernestine Brashear	George Haasjes	Party Time Palace	Williams All Seasons Company
Bridie McKenna's Pub and Restaurant	Harbor Treasures	Jean and John Paskvan	Alice and Bernard Winter
Brunswick Zone	Lillie and Roosevelt Harris	Pavlis Furs	Women's Workout World
Olga and Carlos Cabal	Patricia and Russell Harris	Philly G's	Lisa Wood
Sharon and David Campbell	Kathleen Hendrix	Pistakee Country Club	Lisa Worklan
Cancer Treatment Centers	High Sierra Sport Company	Rose Popek	Graig Wright
Carriage Hill Kennels	Home Depot	Port Edwards Restaurant	Rachel Wright
Catered by Design	Nancy Inskeep	Raging Waves Waterpark	Debra and Greg Yanik
CEJN	Intermatic, Inc.	Georgia Raymond	Yard House Restaurants
Celebration River Cruises	JLS Landscaping	Raz Imports	Lorna and Jeff Zaloudek
Chevy Chase Country Club	Ira Jones Company	RinkSide Entertainment	Zanie's Comedy Nite Club
Chicago Golf Pass	Nancy Johnson	Rosie's Corporation	Pamela Zernia
Chicago History Museum	Anne and Robert Johnson	Rust-Oleum	Zion Fire Department
Chicago Skydeck	Cathryn and Dennis Johnston	Kim Sacca	Zion Park District
Chicago Slaughter Professional	Marolyn Jordan	Sam's Club	Charlotte Wozniak
Indoor Football Team	Jumer's Casino & Hotel	Phil Schramm	Dawn Wrath
Lori Christenson	Kao USA Inc.	Valerie and Frank Serritella	Debra & Greg Yanik
Comcast Cable	Dawn Kestner	Shedd Aquarium	Lorna & Jeff Zaloudek
Rita Commons	Susan Klebek	Shure Inc.	Zanie's Comedy Nite Club
Dinora Congdon	Karen Klima	Six Flags Great America	Zion Benton Kiwanis
Roase and Michael Coniglio	Mary Jo and Michael Kollross	Skill Aviation	Zion Fire Department
Kathy Cooper	Char and Richard Komperda	Susan Sladek	Zion Park District
Court Theatre	Candace Krapf	Bridget Spellman	
Crazy Fish Graphics	Kristin Krok		
Sue and Daniel Croker	Lake Zurich Tree House		
Culver's, Zion	Lakelawn Resort		
Curves, Zion	Lakeview RecPlex		
D & J Bistro	Larsen Greenhouse & Florist		
DaVinci Group Ltd.	Joyce Larson		
De Ja Brew	Ann and Paul Last		
Rhea and Jeff Dever	Lou Malnati's		
Louise Domerchie	Lynfred Winery		
Doubletree Hotel	Maggiano's Little Italy		
Dover Straits	Richard Mahnke		
Dukas Auto Repair	Melanie and Heath Maki		
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Diane Egner	Marcus Theatres Corporation		
Einstein Bros. Bagels	Mario Tricoci Hair Salons		
Elizabetta Online Boutique	- and Day Spas		
Embassy Suites Hotel	Marriott Lincolnshire Resort		
Janet Eppers	Frances and Nick Marshall		
Sandy and Ken Falkinham	Tami and Glenn Martin		
Fantasy Hills Ranch	Victoria Martinez		
First Nonprofit Insurance Agency, Inc.	Esther Martinez - Ziemba		



July 1, 2011 through June 30, 2012

Tribute Gifts

The following donors have made tribute gifts in Honor of a loved one.

Honor of Andrea & Mohammed Alshwaiyat
Colette and James Berardi

Honor of Robert Armstrong
Jack D. Armstrong

Honor of Brian & Lindsey Aucoin
Joseph and Mary Tobin

The following donors have made tribute gifts in Memory of a loved one.

Memory of Richard Abrahams
Colette and James Berardi

Memory of George Hull
Robert and Julie Durbin
Shirley Figeas
Donna Hull
Lisa Hopkins
Lois Moll
Alan Parshall
Gladys Piat
Jeff and Wendy Pluta
Ellen Stirling
Ralph Sorensen
David and Jan Suthard
Maryanne Urbancic
Doris Wedekind
Rosemarie Wojciechowski

Memory of Jeff Hutchings
Del Raye Bonfanti

Memory of Patricia Figeas
Shirley Figeas



From all of us, to all of you
A BIG THANK YOU
for your support and generosity!

Volunteers *don't just do the work, they make it work*
~ Carol Pettit