

Dear Family and Friends of Krysilis:

The summer of 2005 brought a landmark moment for Krysilis: We claimed a new name. And, while the organization's name itself seemed to change overnight, the process that brought the new name actually took a considerable amount of time to complete with many small steps taken before the outcome clearly appeared.

That's the nature of change, especially the transformative kind that occurs at Krysilis every day. Here, change is a process, a conquering of small goals set along a continuum that leads to a greater goal. It's incremental change, and it isn't achieved quickly. However, when this type of change occurs at Krysilis, lives are enhanced.



Krysilis has been "in the business" of enhancing lives for more than three decades, and we haven't been working alone. Since 1971 our efforts have been guided by parents and guardians of persons with intellectual and physical disabilities. Wanda Schnebly and others on our founding board were early proponents of what today is called, Universal Enhancements®, or supporting people with disabilities in a way that helps them realize a higher quality of life. When our founders created the organization we know as Krysilis, they did so with this goal in mind.

Decade after decade we have sought to create a place where people with disabilities – sons and daughters, brothers and sisters – could be supported in a manner that enables them to live full and productive lives. Unfortunately, this goal is seldom immediate. Significant life changes don't occur in a day or even a week's time. It's a process, and our staff renews its commitment to this process daily.

We are now committed to taking the steps necessary to ensure the long-term financial security of Krysilis. Our first capital campaign – Ensure Tomorrow ... Today – is an incremental step toward that goal. The \$1.3 million goal set for this campaign will launch the Krys Foundation, securing the future of Krysilis and its services.

The changes Krysilis sees on a daily basis require the commitment of a wide variety of individuals -- staff, friends, family, businesses, and the entire community. The capital campaign we now begin is no different. We require the assistance of many dedicated people to achieve this transformational change to Ensure Tomorrow...Today. I invite you to become part of this process and begin shaping how we provide tomorrow's services today.

Sincerely,

A handwritten signature in black ink that reads "Brent Aberg". The signature is written in a cursive, flowing style.

Brent Aberg
Executive Director

KRYSILIS TODAY

For more than three decades, Krysilis has witnessed amazing changes as people work collaboratively to make the most of life's small and great moments. We embrace the process of transformation as it occurs in the lives of every person, whether a staff member or someone who receives the services we offer.

You could say that, at Krysilis, we live for today while holding a vision of tomorrow.

Part of living for today means planning for the future. Every parent or guardian understands how personal this type of planning can be when it involves the well being of a child or relative. Ensuring tomorrow becomes something actively done today.

Through a deliberate succession of small steps, great goals are achieved.

The work being done to establish the Krys Foundation is vital. The well-being of the individuals Krysilis supports is inherently linked to the well-being of Krysilis as an organization, and like so much of what happens at Krysilis, the goal of \$1.3 million must be obtained collaboratively.

During this campaign, many individuals will be asked to help Krysilis accomplish its goal to [Ensure Tomorrow ... Today](#). The organization's future depends on those individuals responding in tangible ways, even when the return on their investment is not immediately tangible.

The Krysilis of today is most easily seen in the faces of those it supports. Through successfully completing the goal established through [Ensure Tomorrow ... Today](#), the same will be true of the Krysilis of tomorrow.



Michael Robson

Michael (Mike) Robson, 28, is living the kind of life his parents always hoped he would. He has a job that gives him purpose, friends he can interact with during good times and bad, and the comforts of home to enjoy no matter if he's with family or people who have become like family.

Robson's parents, Brad and Jane Robson of Belmont, arranged for him to receive services through Krysilis not long after he completed high school.

"We wanted to give him opportunities to experience some things

independently," said Mike's father, Brad, "and we wanted him to become familiar with Krysilis' people and services while we are still around."

The Robsons, like other parents of children with disabilities, understand the need to prepare for unknown circumstances. The lessons came early for them because, in addition to Mike's intellectual disabilities, he also wrestles with recurring physical ailments.

"What others maybe don't understand is what an opportunity it is for parents to have these services so close," said Robson. "Otherwise, parents face an extremely difficult choice about what to do. Do we live without services or do we send our child away?"

As Robson relates his family's story, it's clear their choice – to have Mike live with them for as long as possible while gaining vocational and social skills through Krysilis – has not only brought Mike greater independence, but them as well. The Robsons work collaboratively with Krysilis staff to provide Mike a greater quality of care. In return, they benefit from the emotional support that comes from others who are as attentive to their son's needs as they are.

"I don't know how they (staff) do what they do. I know we do it as parents, but I often try to think how I would function if employed in the same type of work. I believe I'd be emotionally drained," he said. "My hat is off to them."

Robson believes that Mike – an avid Bears and Vikings fan who is also a skilled golfer and bowler – regards Krysilis primarily as an employer. "It's his place to go to work – a paycheck that gives him money to spend as he wants."

Mike's parents regard Krysilis as the bedrock of their son's future. "It's a sound organization, friendly. We plan on them being around a long time, even if we are not."

40 employees/16 individuals supported
Facilities – ICF/MR Residential Homes (2), Office
Services – ICF/MR, SCL, Respite

BELMOND

CLARION

69 employees/67 individuals supported

Facilities – HCBS Residential Home (Managed), Thrift & Gift (Retail), Annex (Retail), ICF/MR Residential homes (2), Vocational Center, Office

Services – Day Habilitation, ICF/MR, Pre-Vocational, SCL, Supported Employment, Respite, School Transition Services, Work Services

Steve Peters, 43, could be called a “man about town.” His active weekly schedule finds him working a wide variety of jobs, and he likes it.

“They assign me to a job, and I do it,” said Peters. “I’ll do any kind of job.”

On Mondays you’ll find him working at the Annex in Clarion before he heads to the Vocational Center to assist with the never-ending job of sorting cans. On Tuesdays he helps out at the Thrift and Gift, while Wednesdays mean it’s time to head to the Clarion Monitor to prepare the newspaper for distribution.

Hearing Peters describe his week, it’s evident his Thursday and Friday activities are highlights.

“I vacuum at the Church of Christ on Thursdays,” he said, “and dust. I’m pretty good at it. I’m doing more things right now. You know, **it makes you feel proud.**”

And then there’s Friday.

“On Fridays I go to Friendship Ministry at the Presbyterian Church,” said Peters. “We talk about Jesus and have a good time. There’s about 13 of us. When we get back, we get to order lunch out.”

Peters’ favorite Friday lunch? Hamburgers and fries.

Peters’ pride in his work is directly tied to the wages he earns. A few years ago, he discovered a way to increase his earnings substantially through the help of Tom Butler, a Krysilis staff member who serves as his job coach.

“He helped put me on the job of shoveling sidewalks and mowing lawns,” said Peters. “I thought it was pretty cool. (With Butler’s assistance) I write a bill out at the end of the month, and they send me the money. Every month.”

It’s money Peters uses to buy presents for his sister, and clothes he can wear when blowing snow and mowing lawns.

“The best part is going out to spend it.”

**Steve
Peters**



FOREST CITY

200 employees/68 individuals supported

Facilities – ICF/MR Residential Homes (6), Value Added Center (Business & Vocational Center), Unique Boutique (Retail), MAJOPA Training & Conference Center (incl. therapy & offices)

Services -- Day Habilitation, ICF/MR, Pre-Vocational, SCL, Supported Employment, Respite, School Transition Services, Work Services

Krysilis' home offices are located in Forest City.

As best as he can recall, **Larry Nerem, 55, has only been worried once in his life.** He worried a few years ago when his father, Irwen, died. But he didn't worry long.

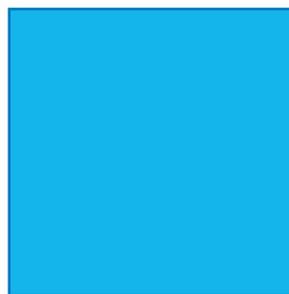
"My friends at Krysilis told me not to worry," he said referring to the staff who serve as his home health aides, vocational trainers, and other support providers. **"We're friends."**

Nerem understands he can count on his Krysilis friends just as he has since the organization began. His friends helped him learn how to do his job (fabricating 500 U-joints for Winnebago Industries each day), coordinate his monthly meal planning (leftover lasagna is his favorite), and make it to his weekly league bowling on time (Nerem puts his 195 average to good use in both a men's league and a mixed league).

"I do my own shopping every week, too," said Nerem. "I walk. **I like to walk** because it's good exercise."

Fortunately for Nerem, an avid reader of mysteries, the Forest City Library lies between his apartment and the grocery store. He stops in the library every Thursday and Saturday, usually looking for an Agatha Christie novel.

The tone of Nerem's voice is proud. He's proud of his bowling average, proud he walks to the store to do his own shopping, and proud that he reaches his quota of 500 U-joints nearly everyday. The last accomplishment is something he believes his deceased father, a welder, was proud of also.



Larry Nerem

Perhaps it's this same sense of pride that prompts Nerem to make a request on behalf of his coworkers – men and women like himself who provide value-added services (packaging, assembling, and parts fabrication) to companies like Winnebago, and 3M.

"Take people and **show them what we're doing,**" he said. "Let the people see that we are working hard."

Kim DeWitt, 35, can speak, but it's not always easy to know what she is trying to say.

Fortunately, her parents, Ben and Maggie Weir, do understand, at least most of the time. They are thankful Krysilis staff understand, also.

"They (Krysilis staff) know her as a person," said Maggie Weir, Kim's mother. "It's a great comfort knowing she's (supported) in a good place with kind and compassionate people."

Weir also uses words like "collaborative" and "caring" to describe the kind of relationship both she and her daughter have with the Krysilis staff. During meetings to plan Kim's services, staff members – like dietitians, occupational therapists and physical therapists – emphasize Kim's strong points and suggest goals to Weir. In response, Weir listens and refines the goals, keeping her daughter's interests in mind.

"I can call them anytime with questions, and they always make themselves available," said Weir. "They also call me to let me know what's going on. **I still feel very much a part of her life.**"

Weir – whose daughter, Kim, has been receiving services since she was seven years old – remembers what it felt like to worry about who was caring for her daughter and how.

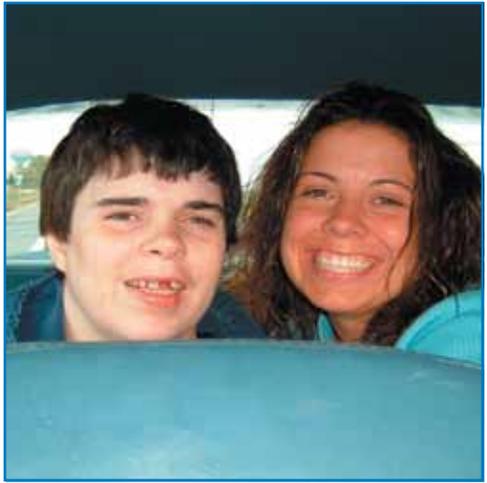
"I felt sick," said Weir, when describing her fears. "It's so important for staff to receive appropriate training, and they need guidance from their supervisors. I was afraid of inexperienced staff who lacked empathy. I don't have those fears with Krysilis."

The things Weir most wants for Kim aren't any different than the things other parents want for their children – to be surrounded by people who know their likes and dislikes, people who understand when their child is not feeling well or simply having a bad day.

"Kim loves the song 'Happy Birthday,' and she likes for me to come take her out for supper or just go to the mall," said Weir, reflecting on the time she spends with her oldest daughter.

"I'd love to have her at home with me," said Weir. "But I just can't. I have a job. It's so important that Kim continues to have a place to live, a place where she feels comfortable and is taken care of."

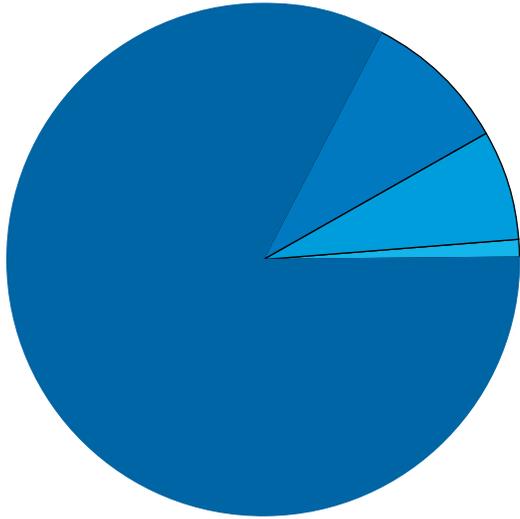
Fortunately for Kim and the Weirs, Krysilis is just such a place.



Kim DeWitt

KRYSILIS TOMORROW

The value of your financial support extends beyond Krysilis' ability to meet this campaign's \$1.3 million goal. Perhaps its greatest impact lay in Krysilis' ability to proactively make plans directly linked to the well-being of more than 160 individuals who receive services and more than 430 employees.



SERVICE REVENUES

83% Medicaid-ICF/MR

9% Private Pay & Outside Agencies

7% Medicaid-Waiver

1% County-Sheltered Work & Work Activity

Krysilis thrives as a service organization because its staff is dedicated to enhancing the lives of the individuals it supports. Financial planning assures that dollars obtained for support services meet the needs of the individuals that Krysilis directly supports.

Services are paid for primarily with Medicaid and Medicaid waiver funding. Funding for services provided by Krysilis comes primarily from Medicaid and Medicaid Waiver programs--federal dollars matched by the counties from which the people receiving services originate. The rates paid for services are based on service costs from the prior year, lagging for 12 to 18 months from the time the dollars are spent. This requires much of the cash that would have been generated to go to direct expenses for services that have increased from the prior year.

EXPENDITURES

76% Wages & Benefits

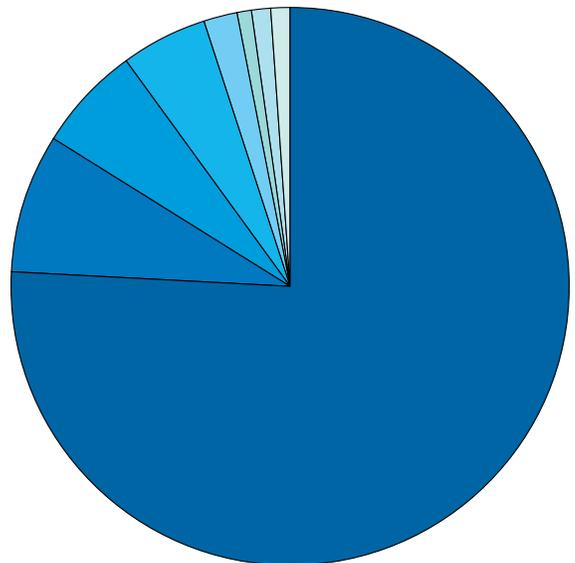
8% Occupancy

6% Purchased Services

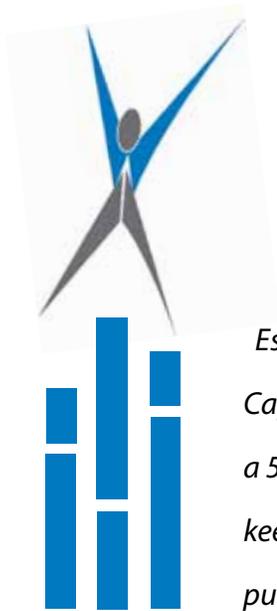
5% Food & Supplies

2% Interest Expense

*1% Transportation, Equipment & Repairs,
and Miscellaneous*



Every dollar is utilized to its fullest extent: 76% for employee wages and benefits, 8% for occupancy expenses like utilities, 6% for purchased services such as physical and occupational therapists, 5% for food services, 2% for interest expense, and 1% each for transportation, equipment and repairs, and miscellaneous expenditures.



Establishing the Krys Foundation makes it possible for Krysilis to plan proactively.

Capital improvements and expenditures can now be funded through the Krys Foundation, a 501(c)(3) entity allowing service funding to “stretch” farther. Therefore, Krysilis can better keep pace with increases in direct support expenses such as employee wages and benefits, purchased services (like therapies), food services, and transportation.

The foundation’s interest and dividend income -- administered by the Krys Foundation’s Board of Directors at the request of Krysilis’ Board of Directors -- will support Krysilis’ long-term interests. This dedicated financial support will impact hundreds of lives including the individuals Krysilis supports, their families, and Krysilis’ employees.

Gifts to the foundation can be designated, and the foundation can ensure that designated monies will be used for the Krysilis facilities located in a donor’s community. It is in Krysilis’ best interests to schedule capital improvements according to each area’s greatest need and deferred maintenance schedule.

Renovations often mean an expansion of services. For instance, expansion of the Clarion facility – with plans for completion in 2006 – will bring horticultural and water-based therapies to that service area. Improvements made to the Nevada Vocational Center in 2004 made it possible to better serve the needs of area businesses while providing greater vocational opportunities for those supported. Similarly, Forest City’s Value-Added Center (VAC) was renovated in 2002, allowing for more competitive costing for VAC customers and increasing the varieties of jobs available for the people supported by Krysilis in Forest City.

**KRYS
FOUNDATION**

GIVING LEVELS

Three-year pledge payment plans

				Total Pledge	
\$277	\$833	\$1,600	\$3,333	<input type="checkbox"/>	\$10,000
\$208	\$625	\$1,250	\$2,500	<input type="checkbox"/>	\$7,500
\$138	\$416	\$833	\$1,666	<input type="checkbox"/>	\$5,000
				<input type="checkbox"/>	
\$69	\$208	\$416	\$833	<input type="checkbox"/>	\$2,500
\$33	\$100	\$200	\$400	<input type="checkbox"/>	\$1,200
\$16	\$50	\$100	\$200	<input type="checkbox"/>	\$600
Monthly	Quarterly	Semi-Annually	Annually		

Three-year pledges make it feasible for you to consider giving more than you thought possible. Typically, donors who make a multiple-year pledge are able to commit to an amount three to five times greater than possible with a “one-time” gift.

Please review the chart (below) to select a giving level and payment schedule (above) that enhances your contribution to Krysilis through a multi-year, multi-payment plan.

Giving levels have been established to assist friends and family of Krysilis with their individual planning goals. Each gift is deeply appreciated and helps Krysilis accomplish its goals. Each gift directly impacts the lives of those Krysilis supports.

All donors will be appropriately acknowledged at the campaign’s conclusion.

Monarch Giving	\$5,000 plus
Tiger Swallowtail Giving	\$1,500 to \$4,999
Painted Lady Giving	less than \$1,499

In addition to your campaign contribution, [we invite you to continue supporting Krysilis in ways not as easily measured as financial support](#). For instance, when you speak of Krysilis or support it as a consumer or employer, you help others understand that the “work” of Krysilis is really a way of life.

Conversation – Each day our staff work cooperatively with the individuals who are supported to help them achieve greater independence and a higher quality of life. Our staff members seek to do this every day for every person in every way possible. Please help us share this message with others as you have opportunity, so they may better support our efforts within their respective communities.

Consumers – Each day, in each service area, Krysilis employees and the individuals Krysilis supports add to their communities’ local economies. Please warmly greet our Krysilis staff and the individuals we support when you encounter them in your community.

Goods and Services – Krysilis-operated retail centers – such as Clarion’s Thrift & Gift, Clarion’s Annex, and Forest City’s Unique Boutique – are valued businesses in the communities in which they operate. They offer a unique shopping experience that fills an economic need. Krysilis also provides other retail services such as imprinted napkins and pencils, commemorative buttons, and balloon bouquets. Please become familiar with Krysilis’ retail offerings and use them as you have need.

Employer – Krysilis employs more than 430 persons based in five primary Iowa communities – Belmond, Clarion, Forest City, Lake Mills, and Nevada – and, our employees are loyal. In fact, 31 employees have more than 15 years of service and 148 have more than five years. Please refer potential employees to us who exhibit qualities of compassion, integrity, dedication, flexibility, and respect for individuals of all abilities.

Employees – Many of the individuals Krysilis supports receive pre-vocational and vocational services. Sometimes those individuals become part of a local business’ workforce in a supported manner. Other times, Krysilis enters into contracts with local businesses to complete value-added services at our vocational centers. These services include assembling containers (e.g., pizza boxes), affixing labels to shipping boxes, packing and repackaging products, and assembling machine parts. Please support these vocational efforts as you have the opportunity.

AN INVITATION

“EMPOWERING PEOPLE TO CELEBRATE LIFE”

Every person
Every day
Every way



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