

2024-2025

Impact Report

Living Our Vision, Mission, and Values





Message from Keith Jones

President and CEO



Friends of AbleLight,

This year, we embraced a new chapter in our journey by bringing our Vision, Mission, and Values to life in deeper and more intentional ways. These guiding principles are not just words. They have become the heartbeat of our work, shaping how we support and how we care for people with developmental disabilities. After launching our renewed Vision, Mission, and Values, we now see them fully alive in our programs, our culture, and the everyday actions of our teams.

This Impact Report is a celebration of that work. It highlights the milestones of the past year, the lives touched through your generosity, and the ways our teams are embodying our Values—Mission First, One AbleLight, and Christian Love.

Throughout these pages, you will read first-hand accounts and personal reflections from those closest to our Mission: the individuals we support, their families, our dedicated team members, and generous donors. Their voices and stories bring our impact to life in the most authentic way, demonstrating what happens when people with developmental disabilities experience security, dignity, and hope.

As we look ahead, we are focused on growing to help more people with developmental disabilities. Together, we are expanding programs, building new connections, and deepening our impact. We are laying the foundation for the years to come so that more people with developmental disabilities can flourish in communities where they are welcomed and valued.

Thank you for standing with us, for believing in our Mission, and for being part of this journey. With your continued partnership, we will carry our Vision into the future, opening doors to belonging and opportunity.

Keith Jones,
President & CEO, AbleLight Inc.

— OUR VISION —

A world where all people with developmental disabilities are loved, secure, and flourishing in their communities.



— OUR MISSION —

Through Christian love, AbleLight whole-heartedly supports and advocates for all people with developmental disabilities to ensure they have security, dignity, and hope.



— OUR VALUES —



Mission First: We are called to support others to flourish and that deserves our full energy, commitment, and focus.



One AbleLight: We are ONE TEAM working together to advance quality. We value collaboration, accountability, transparency, and courage.

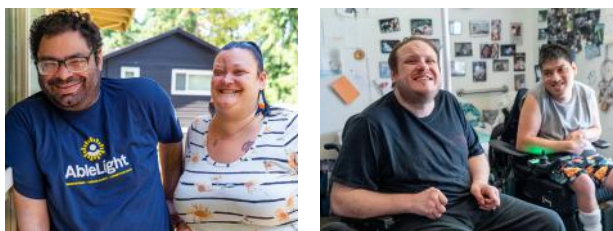


Christian Love: We are guided by our Christian Faith because all people have infinite value. We welcome and love every person, we act with empathy, grace, dignity, and patience.

Embodying Our Vision, Mission, and Values

Putting Our Purpose Into Practice

After introducing our renewed Vision, Mission, and Values last year, we turned our focus this year to what it means to live them. They now guide not only the support we provide, but also how we work together and grow as a community rooted in love and purpose.



Across the country, our teams are putting our Vision, Mission, and Values into action. In homes that provide safety and belonging, programs that nurture friendships, and opportunities that build confidence, our teams are demonstrating Mission First, One AbleLight, and Christian Love in ways that create lasting impact.

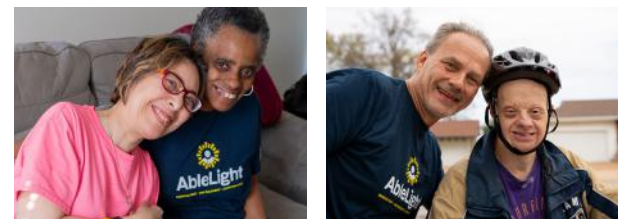


"Living our Vision, Mission, and Values means showing up every day with purpose. It is about how we care, how we work together, and how we create opportunities for people with developmental disabilities to flourish. When our teams live these values in practice, the impact is powerful and lasting." - Juli Frank, AbleLight Chief Operations Officer

Together, our Vision, Mission, and Values unite our teams and strengthen our culture, ensuring that people with developmental disabilities are loved, secure, and flourishing in their communities.

CELEBRATING OUR DSPS

During Direct Support Professional (DSP) Recognition Week, we celebrated team members who embody these values in extraordinary ways. Their compassion, collaboration, and dedication remind us that our culture is expressed not only in words but in everyday actions.



"The love, care, and concern that I have for the people I support motivates me to show up every day for them." - Danielle, AbleLight 2025 DSP of the Year



"Cassidy [DSP in Oregon] always goes above and beyond to make sure that our individuals get the opportunity to do activities and outings that are important to them and make their daily lives flourishing and nurturing." - Amy LaSeur, Manager of Residential Operations

Our Board of Directors and leadership team continue to affirm the importance of our Vision, Mission, and Values as the foundation of our future. They are shaping a culture where every action reflects our calling and strengthens our impact. **Learn more about our Board of Directors and the vital role they play in advancing AbleLight's impact.**



Living Our Vision, Mission, and Values

Programs that Illuminate our Purpose

Every day, people with developmental disabilities face barriers to housing, employment, and connection. At AbleLight, we live our Vision, Mission, and Values by breaking down those barriers and creating opportunities for people to flourish. Through our programs and services, individuals and families experience security, dignity, and hope for the future.

Residential Services

Safe, welcoming homes are the foundation for dignity and belonging. Through Supported Living, Shared Living, and Congregate Living, people find stability, independence, and connection in environments where they can thrive.



MEET JASMINE

Jasmine has found stability, care, and belonging through AbleLight's Shared Living program. Moving into her Shared Living provider Catherine's home meant more than just a place to stay. It gave Jasmine the security of knowing she is valued and supported, and the opportunity to flourish as part of a family and community.

"I'm thankful for her. She's always there for me. I'm happy to be with her, I like living with her. She's a good person." – Jasmine

Employment Services

Too often, people with developmental disabilities face employment insecurity. At AbleLight, we believe everyone who wants to work should have the opportunity to do so. Employment Supports help people discover their gifts, prepare for success, and build confidence in meaningful jobs that strengthen both independence and community. We help each individual find work they are proud of in roles that reflect their passions and allow them to thrive.



MEET GEORGIE

Through AbleLight Employment Supports, Georgie found more than a job — she found confidence, pride, and a place where she belongs. With guidance and encouragement from her AbleLight Employment Specialist, Jerrica, Georgie began working as a concierge at Strata Spa at Garden of the Gods Resort, where she helps with daily operations and brightens everyone's day. Her role has helped her become more independent and discover the joy that comes from meaningful work.

"It makes me feel relaxed and proud of myself, too."
- Georgie

Day Programs

Isolation is one of the greatest challenges people with developmental disabilities face. Our Day Programs provide a place to learn new skills, form friendships, and take part in community life. These programs nurture joy, purpose, and connection while addressing barriers to inclusion.



MEET TONY

For more than 40 years, Tony has been part of the AbleLight community. Through our Day Program, he finds comfort in his daily routine and the joy of belonging. Whether spending time with his friends, catching a Royals or Chiefs game, or enjoying good music, Tony thrives in an environment where he is known, supported, and celebrated.

A Family's Story

When families find care they can trust, it brings peace of mind and lasting comfort. Their love continues to inspire how we provide support every day.



MEET BECKY

Five decades ago, Becky's parents entrusted AbleLight with her future. Today, her siblings Doug and Janet say the decision continues to bring peace of mind, knowing Becky is surrounded by love and care.

"The word that keeps coming back to me about the last 50 years of Becky's care is just profound gratitude." - Doug, Becky's brother



A DONOR'S PERSPECTIVE

Behind every story is a community of donors making it possible. Their generosity ensures people and families have the stability they need to flourish.

"Our support for AbleLight expresses our bond with the developmentally disabled community. Thanks to our daughter, who lives in an AbleLight home, we have discovered the joy and love that abounds in that community." - Jeff Lefkoff and Mary Ann Gholson

Faith In Action

Fostering Spiritual Growth and Belonging

At AbleLight, our Christian foundation has guided us for over 120 years. Today, faith continues to be a central part of how we care for people with developmental disabilities.

Through our Faith Integration program, we live out our Value of Christian Love by helping individuals grow spiritually, experience belonging, and find joy in their communities. Each opportunity is offered in a way that honors personal choice, so faith can be expressed in the most meaningful ways to each individual.

Faith integration takes many forms. Some individuals find connection through JAM (Jesus and Me), a lively, interactive virtual worship time with music, prayer, and devotionals.



Others participate in Bible studies, prayer group, or are integrated into local congregations attending services and activities. Every expression reflects a simple truth: each person matters, is loved, and has gifts worth sharing.



"AbleLight is rooted in Christian love, which is an unconditional commitment to the wellbeing of others, demonstrated by Jesus. It is from this position of unconditional love that we seek to help everyone we support flourish, spurred by their growth in their spiritual journey!"

– John Carreon, Chief Advancement Officer

As the Faith Integration program grows, AbleLight is building partnerships with churches and communities, expanding JAM to other states, and opening doors for individuals to participate in community events that foster friendship and belonging. Each step ensures that people we support have meaningful opportunities to explore their faith, whatever their beliefs may be.



MEET KATIE

Katie, who is supported by AbleLight, shares how meaningful it has been to reconnect with her faith:

"I am finding my old friends and meeting new friends by going to church with my DSP. I feel God's love when I receive communion at Mass and like when my DSP helps me understand the Bible readings for the day. I am so thankful and happy about getting to go to church again!"

- Katie, supported by AbleLight

Her Direct Support Professional, Angela, reflects on how the experience has enriched both of their lives:

"Taking Katie to Mass with me is helping me be more consistent in going myself and I am getting to know a lot more people at my church through interactions they have with her! It warms my heart to see her flourish with so many people welcoming and befriending her as well as how eagerly she participates in the liturgy, asks about spiritual things, and spreads joy with her smiles."

- Angela Mosha, AbleLight Direct Support Professional

Extending Our Impact Through AbleLight Thrift



AbleLight Thrift Shops are more than retail stores; they are our Mission in action, creating spaces of inclusion, community, and opportunity. Every shop creates meaningful jobs for people with developmental disabilities, generates revenue to support life-changing services, and provides affordable goods for local families.



"Moving our Green Bay and Wausau Thrift Shops to accessible locations means we can welcome more shoppers, support more donations, and create new job opportunities for people of all abilities. It's making a real difference in our community."

- Laura Chorony, Thrift Shop District Manager

CELEBRATING ALL ABILITIES AND OUR VOLUNTEERS

Every day in our thrift shops, inclusion comes to life as team members of all abilities work together, support one another, and serve their community with pride. Across our 12 stores, more than 250 dedicated volunteers, along with

130 individuals from school and community groups, share their time and talents to help our Mission thrive. AbleLight Thrift Shops demonstrate what can happen when purpose drives work: every store becomes a place where abilities are celebrated, neighbors rally together, and lives are transformed.



Today, more than 40% of AbleLight Thrift Shop team members are people with developmental disabilities, working as valued and paid employees.

These roles provide dignity, purpose, and belonging while showing what's possible when communities embrace inclusion. What began with a goal of 25% has grown well beyond expectations, and we continue to exceed it year after year.

MEET NICOLE

Nicole has been part of AbleLight Thrift Shops for nearly two decades, first as a volunteer and now as a paid team member. Her days are filled with responsibilities like caring for the sales floor and tagging jewelry, but what she values most are her coworkers and the joy of being part of the team.

"I love my job!" - Nicole

"It's really helped her self-esteem. She's able to do more and just feels more comfortable in her abilities, in what she's able to do." - Nicole's mom

Nicole's experience also reflects the broader impact of inclusion within AbleLight Thrift Shops. Her manager, Ron, has seen first-hand how meaningful the mission is for everyone involved.

"This mission has rejuvenated my career. People like Nicole and other people that I get to work with, I can honestly say, it makes such a difference, and I've fallen in love with it." - Ron Hoffmeyer, AbleLight Thrift Shop Manager



Get involved today! Shop. Donate. Volunteer.

Visit our website to learn more about AbleLight Thrift Shops.

Living Our Vision, Mission, and Values

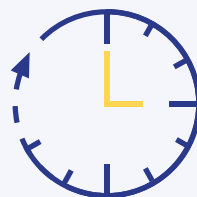
By the Numbers

Each year, AbleLight's impact is best reflected in the lives touched through our programs and services. Behind every number are people building friendships, discovering independence, growing in their careers, and finding safe, welcoming homes.

As we live out our Vision, Mission, and Values, these numbers tell the story of how communities grow stronger when people of all abilities are empowered to flourish.



1,068
people supported
in residential services and
community-based programs**



3.8 million+
hours of support
provided to people with
disabilities across all programs

CONGREGATE LIVING


298
PEOPLE LIVING
IN ABLELIGHT LICENSED HOMES


1.3 million
HOURS OF SUPPORT
PER YEAR
4,290
AVERAGE HOURS OF
SUPPORT PER PERSON PER YEAR

SUPPORTED LIVING


172
PEOPLE
SUPPORTED
IN THEIR OWN HOMES


466,184
HOURS OF SUPPORT
PER YEAR
2,710
AVERAGE HOURS OF
SUPPORT PER PERSON PER YEAR

SHARED LIVING


201
PEOPLE LIVING
IN A SHARED LIVING ARRANGEMENT
SUPPORTED BY ABLELIGHT


2 million
HOURS OF SUPPORT
PER YEAR
9,873
AVERAGE HOURS OF
SUPPORT PER PERSON PER YEAR

EMPLOYMENT SUPPORTS


157
PEOPLE SUPPORTED
IN EMPLOYMENT SUPPORT PROGRAMS

ABLELIGHT EMPLOYMENT

42
INDIVIDUALS WITH
DEVELOPMENTAL DISABILITIES
EMPLOYED ACROSS OUR 12
ABLELIGHT THRIFT SHOPS

DAY PROGRAMS



182 PEOPLE SUPPORTED
IN DAY PROGRAMS

BEHAVIOR SUPPORTS



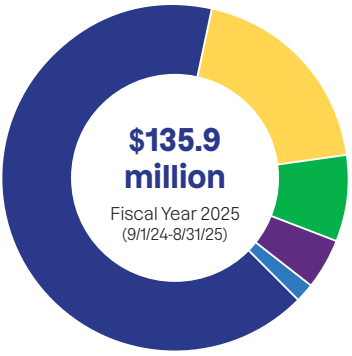
58 PEOPLE SUPPORTED
IN BEHAVIOR SUPPORT PROGRAMS

*All data as of 8/31/25. FY25 financial numbers are unaudited.

**Includes people who may be accessing both AbleLight's residential services and community-based programs.

Financials

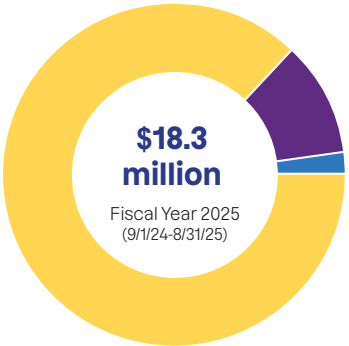
Total Revenue



TOTAL REVENUE BREAKDOWN

■ Program & Services	72%
■ Estates, Wills, & Bequests	12%
■ Investments & Other	9%
■ In-Kind Donations*	5%
*Includes AbleLight Thrift retail donations	
■ Gifts & Grants	2%

Total Donations



TOTAL DONATIONS BREAKDOWN

■ Estates, Wills, & Bequests	87%
■ Individual Giving	11%
■ Grants	2%

The results summarized in this report are created using unaudited data. Audited financial statements for the most recently audited fiscal year, as well as the IRS Form 990 tax return may be found at [AbleLight.org/About-Us/Financials](https://www.ablelight.org/about-us/financials)

From Our Donors

DONNA
& JOHN
ZEITLER

AbleLight
Monthly Donors

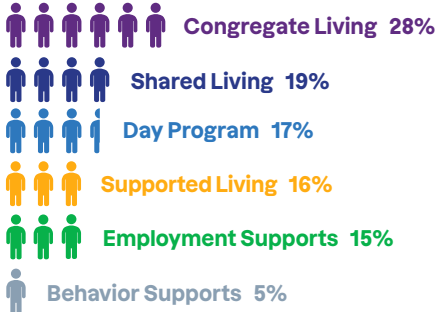


“We have been involved with AbleLight/ Bethesda for over 40 years and have seen the excellent loving Christian care they provide for people with special needs as well as for our daughter who has profound disabilities. Our monthly gift is both a way of saying ‘thank you’ as well as helping them to continue providing the level of care through which so many people have been blessed.”

Your Impact

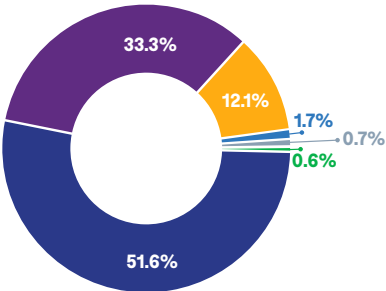
Thanks to your generosity, AbleLight total donations for the 2025 fiscal year was **\$18.3 million!** The impact your gifts have made means the world to us and the people we support. Here is how those gifts are used to support people.

1,068 People Supported**
(as of 8/31/25)



3.8 Million Hours of Support
(as of 8/31/25)

■ Shared Living
■ Congregate Living
■ Supported Living
■ Day Programs
■ Behavior Supports
■ Employment Supports



**Includes people who may be accessing both AbleLight's residential services and community-based programs.

NATHAN
ERB

AbleLight
Monthly Donors



“I grew up near to where AbleLight began it all, and have supported the mission for many years. Their nationwide commitment to serving developmentally disabled adults, particularly in reducing institutionalism through individual and shared housing, is able to give those in need a better and happier life.”

Your Donor Impact

AbleLight's Vision, Mission, and Values guide everything we do, but it is your generosity that brings them to life. Because of your support, people with developmental disabilities are finding security, dignity, and hope in communities where they are truly seen and valued. We are proud to recognize the members of the **AbleLight Leadership Giving Society**. The names that follow represent individuals and families whose extraordinary generosity ensure our Mission is lived out each day while building a stronger future for the people we support.

VISIONARY (\$10,000+)

Martha & Thomas Bajema
Cynthia Bentzen-Mercer
Eric Burgdorf

Andrew Burgdorf
Mike Dube
James Goetsch

Philip Lange
Kenneth Luker
Dave Luzan

Stephen & Elaine Main
Douglas Minson
Susan Norris

Joan Radtke
Maura Stevenson

ILLUMINATOR (\$5,000 - \$9,999)

Clyde Barton
Debra & Larry Clark
Donna Byars

William & Jennifer Fain
Susie Green
Juanita Hallmann

Robert Hubbard
Norval Luth
Nelson Martin

Jane Munson
David Schmadeke
Carrie Strong

Raymond Wottrich

BEACON (\$2,500 - \$4,999)

Mary Barkow
V. Catherine & Michael Brondos
James Carter
Audrey Childers
Ronald Fandrick
Ethan Grefe

Bruce Johnson
Trudy Justesen
Jeffrey Kaczmariski
Richard Klotz
Barbara Kroemer
Ruth Krugler

Jeff Lefkoff
Richard Lehmann
Linda Ligman
John Louk
Susan Lynn
Gerald Marowsky

Bill & Ann Niese
Lawrence Pollock
Lois Radke
Gerald Ring
Timothy & Barb Swanson
Michael Toedt

Kenneth Treib
Timothy Vaughn
Gregory Warner

WILLS, ESTATES, AND BEQUESTS

AbleLight recognizes and thanks the 121 donors who included AbleLight in their wills, estates, and bequests for a combined total of \$15,841,240!

Planned gifts like these allow AbleLight to be better stewards of our resources, assets, and time as we are better able to build our future. They also create a lasting legacy of generosity, ensuring that care, inclusion, and opportunity continue for years to come.

Donate Now!

Your generosity will create a lasting impact! Scan the QR code to donate today or visit **AbleLight.org/ImpactReport**.



LUMINARY (\$1,000 - \$2,499)

Daniel Adams	Reynold Durre	Roger Jung	John & Janet Oltman	Arlene Stapert
Kenneth Ahl	Elisabeth Ekstrand	John Kahler	Marguerite Papenfus	Susan Stauff
Doris Alber	Pamela & Richard Espinoza	William Kortum	Thomas Paxson	Bonnie Stottlemeyer
Linda Alvarez	Joan Firmery	Matthew Krock	Daniel Peters	Martin Stritof
Harry Anderson	Claire Gabriel	Gregory Kuehner	Randall & Janet Peterson	Carl Stubenrauch
Vernon Aufdemberge	David Geiger	Bo Lee	Martin Poch	Robert Swartz
Thomas Batterman	Dennis Gilberts	Rev. Weldon & Jan Leimer	John Prim	Thomas Taylor
David Beicke	Walter Gould	Barbara Littwin	Lucius & Elizabeth Reinbolt	John Tholen
Jim Beyreis	Carl Gregory	Gail & Wayne Lorenz	Carol Resseger	Pamela Tiedt
Larry Bieberich	Robert Grossart	Kay & Jay MacDowell	Carter Richards	Larry Townsend
Amanda Brown	William Grunow	George Mack	Janice Ridgway	Diane Urban
Rev. Eldor A. Bruss	Richard Guhl	Ben Manny	Marilyn Riemer	Dale Van Wulfen
Kathleen Buesch	Ruth Haiduk Dahl	Eugene Matzat	Lynn Rinderknecht	Brent Vinton
Jack Bulloch	Ruth Hanenkratt	Robert Mauer	Thomas Roland	Eugene Wachholz
Marla Burgstahler	Cheryl Hanks	Wallace McCallum	Jim Rymarsuk	Carol Wawrzyn
John Carreon	Terrill Harrington	Karen McCarthy	Cheryl Sager	David Wegener
David Coles	Gary Heuer	James Metzger	Geoffrey Schlicht	Sherry Willman
Malcolm Conner	Elaine Hoff	John & Barb Meyer	Randall Schuermann	Mary Wolfram
David Cook	Grace Horn	Craig & Janice Miller	Doris Schuetz	Raymond Yaeger
Joel Cooperrider	Katherine Hubele	Thor Misko	Robert Seele	Kian-Ti Yu
Randy Crow	Steven Jannisch	Norma Naegele	James Sparks	Fern Zajic
James Dauwalter	Dr. Christopher Johnston	Paul Noffke	Marilyn Spearbraker	
Ronald Dietrich	Keith Jones	Diane Oehlkers	Nancy Sprague	



Shaping the Future Together

Helen Alyea's devotion to her daughter Betty, who had developmental disabilities, shaped a legacy of love and generosity. Betty received services from AbleLight for nearly 30 years, during which Helen visited daily and volunteered to support the mission that meant so much to her family. Inspired by her dedication, Helen's son Jack and his wife, Laurel chose to give back so others could receive the same compassionate care and opportunities Betty did.

In recognition of their extraordinary generosity, AbleLight proudly renamed its planned giving society the **Helen and Betty Alyea Giving Society**.

Many supporters are choosing to extend their impact through planned gifts. With FreeWill, it's simple to create a will or estate plan at no cost and include a gift to AbleLight. These lasting commitments ensure our Mission continues for generations to come.



Scan the QR code to learn about FreeWill.

CORPORATE, FOUNDATION, AND RELIGIOUS ORGANIZATION DONORS

(\$25,000+)

Central Valley Regional Center	Denver Regional Council Of Governments
Daniels Fund	

(\$5,000 - \$9,999)

Elizabeth J May Fund at the Greater Milwaukee Foundation	LCMS Foundation
	Oregon Department of Human Services

(\$1,000 - \$4,999)

Caterpillar Inc	Indiana District LCMS
Columbian Foundation	Kroenke Sports & Entertainment
Developmental Pathways	Lord of Life Lutheran Church - Elburn, IL
Fred C. Rutz Foundation	Minnesota Twins
Good Shepherd Lutheran Church - Appleton, WI	Missouri District LCMS
Good Shepherd Lutheran Church - Irvine, CA	Our Savior Lutheran Church - Paradise, CA
Grace Lutheran Church - Thompson, OH	Pacific Power Foundation
Guardian Angel Charitable Trust	Paul E Stry Foundation Inc
	San Francisco Giants
	Schwaben Society Charity Fund

(\$10,000 - \$24,999)

State of Colorado	Colorado Springs Health Foundation
State of Washington	
St. Paul's Lutheran Church WINGS - Havana, IL	The Albertsons Companies Foundation
	Walser Foundation
Seattle Mariners	The Evangelical Lutheran Church of the Good Shepherd - Palos Heights, IL
Shepherd Of The Hills Lutheran Church - Crossville, TN	Trinity Lutheran Church - New York Mills, MN
St. John Lutheran Church - Farley, MO	United Cooperative
St. John Lutheran Church - Juneau, WI	Zion Lutheran Church - Holyoke, CO
St. John Lutheran Church - Wykoff, MN	Zion Lutheran Church - Pierce, NE
St. Martin Lutheran Church - Chilton, WI	
St. Peter Lutheran Church - Dorsey, IL	

— ABOUT THE COVER —

The front cover shows one of AbleLight's new accessible vans, made possible through a generous grant. These vehicles help people with developmental disabilities access their communities, take part in meaningful activities, and build connections that foster independence and belonging. Each trip represents new opportunities to live our Vision, Mission, and Values in action.



Thank you for believing in a world where people with developmental disabilities are loved, secure, and flourishing. Your generosity brings our Vision, Mission, and Values to life for the people we support every day. As we move into our new fiscal year, we look ahead with hope and determination, ready to expand our reach and help even more individuals flourish in their communities.

How to Get Involved

We can't make the meaningful impact we do without the many people who partner with us and support our critical work. We are eternally grateful.



Donate
to the cause



Join
our team



Volunteer
with us



Shop
for a cause



Subscribe
to our Blog



Advocate
with us

Share our Mission

Tell people about our good work. Whether it is someone who could benefit from our services or someone who can support our efforts. Please help us get the word out so we can help more people with developmental disabilities flourish.

To learn more, scan code or visit AbleLight.org/Get-Involved

