60 YEARS

1954

A Celebration of Service

2014

Commemorating six decades of making a difference in our community!

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What a truly rewarding opportunity this is to be a part of an organization that has been serving individuals with intellectual disabilities and Whitley County since 1954. When we began in 1954, the President of the United States was Dwight D. Eisenhower. A gallon of gas cost 21 cents, a postage stamp was 3 cents and a high end Ford automobile was a bit over $2,400.

Disability services have seen a great deal of transition as well. In 1954, if you found out that your son or daughter had a disability, you would be told there is nothing you can do but to go to an “institution.” Various words were used as a way to refer to individuals with a disability. Fast forward 60 years to where we are today, the transformation of services are truly remarkable.

In this publication you will be able to see the transformation of Passages from our beginnings of serving 12 children with disabilities in 1954 to the organization we are today; making a difference in over 200 lives of individuals with intellectual disabilities in our community and employing over 160 people. We truly are able to make a difference and impact the lives of the individuals we serve and our community through our dedicated staff. We are an organization with an over $5.6 million budget with over $4 million being paid to our staff in wages which impacts our local economy a great deal.

We highlight key advancements and developments each decade throughout this publication as well as feature a special 60th anniversary annual report inside.

Please take a moment to join us in celebrating Passages’ rich history and please call, e-mail, or visit us online at our newly redesigned website at www.passagesinc.org to see how you can join us in celebrating our next 60 years!

Jason Meyer
Passages, President & CEO
What began as a small school for individuals with developmental and intellectual disabilities has developed into a “comprehensive rehabilitation facility.” Parent and community involvement has been evident from the establishment of the Whitley County Council for Retarded Children in 1954.

The original charter was signed by Dr. Warren Niccum, Ed Meyers, and Mrs. Robert Gates. Concerned parents and professionals recognized a need to train and to educate the mentally and physically disabled who were not provided services by the schools or by state institutions. They also wanted to educate the public about the disabled in Whitley County.

These parents provided tuition and transportation to the Opportunity School which opened in October of 1954 for twelve students. This first school was located in the basement of Grace Lutheran Church. William Erlich, Mrs. Bernard Hoover, Mrs. Marie Tom, Rev. Kleespie, Mrs. John Harriet, Max Holloway, Ed Meyers and Paul Morsches formed the first Board.

History of Passages
The 1950’s

1954  • Whitley County Council for Retarded (WCCR) was established.
      • First School is located in the basement of the Grace Luthern Church and school is in session 3 days a week.
      • Twelve children/ families served.

1956  • Indiana Association for Retarded Children was established.

1957  • Indiana Legislative Advisory Commission on Mental Retardation was established.

1959  • Opportunity School moved to old brick house on N Line St.

The 1950’s

The Opportunity Center was established because parents wanted to educate their children and the public about the disabled in Whitley County.

Dial 2-1-1 or 1-877-502-0700 to access hundreds of community services: food, housing, clothing, utility assistance, childcare information, health care needs, disaster assistance, counseling, legal aid, transportation, & many others. It’s FREE, confidential, and available 24 hours a day.
The 1960’s

1964
• Indiana Mental Health - Mental Retardation Planning Committee established and began Community Centers.
• Genny Walter appointed to the Committee by Governor Branigan.

1966
• Kick-off dinner to raise funds for new school building for the WCCR, with $37,000 raised.

1967
• Dr. Niccum and Mary Holloway offer funds to Columbia City School.
• Board to assume responsibility for program under the guidance of the public schools.

1968
• Joint School Board votes to operate a trainable program.

In 1969 The first school building on North Whitley Street was dedicated to the Opportunity Center.

MISSION STATEMENT
Providing quality incentives to parents who participate in preventive and prenatal care, including parenting, educational and nutritional classes to promote healthy pregnancy, birth outcome, and early childhood development.

FUND RAISING EVENTS FOR 2015
• Stages Consignment Sales
  March & Sept.  April 1-30
• BABE Give
  July 16-23
• BABE Photo Contest 4-H Week
• BABE Open Miniature Golf Tournament Aug. 27
1969

- Dedication of classroom building on N. Whitley St. - classes start in schools.
- Mary Holloway, teacher from 1968-1972.
- Indiana General Assembly mandates special education.

In 1969 the Indiana General Assembly mandated Special Education.

Teenagers attending the Passages Summer program learn through music and creative arts.

We Encourage All To Support Non-Profit Groups That Help Our Whitley County Community!

Congratulations! Our best always to Passages!

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June Keiser, Jacie Worrick, Lorie Asfour, Agent/Office Manager, Linda Melvin, Agent CSR
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The 1970’s

1970
• Genny Walter helps develop special education planning with schools.

1972
• Whitley County Opportunity Center established as a satellite and administered under Cardinal Center with 13 clients served and 3 Staff.

1973
• Transportation established by Carole Kreider, driver.

1974
• Moved sheltered workshop to South Line Street.
• Building renovation donated by Paul Anders, Dave Walter & Clarence Kreider.
• Pre-school classes held at North Whitley Street.
• Homebound Services for Infants and Children is developed.
1975
- Shoe repair business launched.
- Truck and Industrial Equipment purchased for the workshop.

1976
- Whitley County Opportunity Center becomes independent of Cardinal Services.
- Gary Mitchell is named Executive Director.
- 34 clients served.
- Stop ‘n Shop opened.

1977
- Expand South Line Street facility.
- Purchased New Hauser Hatchery.
- Established Social Service Department, along with speech and adult education program.

1978
- Whitley County Opportunity Center participated in Special Olympics.
- Diagnostic and Evaluation Services begin.

1979
- Established job coaching and placement programs.
- 57 clients and 22 staff.
1980
- Established Adult Day Activity program.
- 7,000 square feet and a truck dock added to warehouse South Line Street -cost $150,000.

1981
- Job Evaluation begins.

1982
- Opportunity Bargain Basement moved to Flox building.

1983
- Adult Day Activity and Respite Care programs launched.
- Established group home for women on North Line Street.

1984
- Established job coaching program.
- Established semi-independent living program.

1985
- Established a group home for men on South Walnut Street.

1986
- Opportunity Center joins neighboring cities to place sheltered workers in local businesses.
1987
- Established intensive training home for men.
- Second Time Around shop moved to West Van Buren Street.
- Average 200 clients involved in programs each day with 53-staff.

1988
- Provided summer Job Works program.

1989
- Name is changed to Passages, Inc.
- 75 staff and 225 clients.

The Opportunity Center Changed its name to Passages, Inc. in 1989.
The 1990’s

1990 • Interagency Children’s Council is established.

1991 • Pre-school program responsibilities assumed by public schools.

1992 • Transportation Advisory Council is formed.
• Recipient of $500,000 Community Focus Fund grant for new building.
• First Steps/Step Ahead program launched.

1993 • Groundbreaking for Towerview Industries facility.
• Arcola Rest Stop contract begins.

1994 • Move to Towerview Industries location on Towerview Dr.
• Part of South Line Street building leased to Dana Weatherhead.
• Established Passages to the Future Fund.

The move to Towerview Industries created more opportunities for individuals served by Passages.
1995
- Expanded mission to include people with barriers.
- Established IMPACT Program.
- Established Healthy Families program.
- Established Whitley Crossings Neighborhood Corp. (affordable housing).
- Janitorial contract launched.

1997
- Person-Centered Planning project is launched.

1998
- Moved administrative offices, Children’s Services and Community Supports to Marshall Community Center.
- Purchased Runnion Floor Covering business.
- Moved individuals served into waiver program.
- Completed compensation study and adjusted wages to compete with industry standards.

1999
- Moved First Steps program to natural environment (home setting).

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to all our Donors!

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Donor recognition continues on page 23
Passages

60 Years

Promise, possibilities, partnerships

Annual Report 2014
Celebrating … and looking to the future

June 30, 2014 marked the end of Passages’ fiscal year, but a more exciting date is coming. On October 27, 2014, Passages celebrates 60 years as an organization.

This past year Jason Meyer began his tenure as President & CEO of Passages. Dave Lehman continues as the organization’s Chief Operating Officer and Alice Anderson as Passages’ Vice President of Programs and Services rounding out the organization’s Executive Team. Combined Dave and Alice have over 58 years at Passages.

This year has also seen the transition of day programming to the Creative Learning Center, located at 333 North Oak Street in Columbia City, during September 2013. The former day services building on Towerview Drive was sold. Passages’ senior administrative offices, including Accounting and Human Resources, remain at 301 West Van Buren Street Suite 201.

In 2015, Doug Brown, Paula Reimers, and George Schrumpf will be joining the Passages board. The new board leadership will be: Lindsey Grossnickle-Board Chair, Jan Boylen-Vice Chairperson, Tam Parker will serve as our Secretary and I will remain as Treasurer. This year the Passages board held a retreat where we reviewed our current strategic plan, our bylaws, assessed where our organization began and how we evolved to where we are today. Our focus was where would we like to be in the future. Our Board of Directors continues to develop and evolve each year and we are very grateful to our volunteer board members for all they do for the organization.

Please take a moment to read the powerful testimonials shared by the individuals served by Passages within this year’s annual report as well as our 60-year timeline.

This will be my last letter as your Board Chair, but as noted above, I will remain on the board as our Treasurer and Chair of our Finance Committee. It has been my honor to serve this second time around as the Chair of the Passages Board and I look forward to working with Lindsey as she begins her leadership in 2015.

Passages continues to be a wonderful organization with a committed Board of Directors, a very capable staff, a strong and committed support and advocacy network, and consumers who remind us every day of our mission. I encourage you to find your place in supporting Passages to ensure this great organization is viable for the next 60 years.

Robin Wright, Board Chair
The Passages Creative Learning Center opened its doors in September, 2013. The move to the Creative Learning Center allows Passages to offer enhanced programming to the men and women served by Passages. The Creative Learning Center concept transitioned Passages away from the traditional sheltered workshop model into a unique classroom-focused model. Currently there are over 75 individuals being served. Some of the programming offered includes: Creative Arts, Academics, Computer Training, Pathways to Employment, Healthy Lifestyles, Hobbies and Recreation, Life Skills, and Senior Programming.

In the first year of operation the Creative Learning Center has seen lots of growth and positive support from not only the individuals we serve and staff, but our community as well. This past year the clients and staff of the Creative Learning Center planned and held a weekend camping trip at Chain O’ Lakes. The clients were responsible for everything from the menu to entertainment for the weekend. It was such a great success that another camping trip is already being planned for next year.

The clients also had their third annual Spring Gala. This is a much-loved event by both clients and staff. The Gala allows ladies and gentlemen to dress up and participate in a formal event and dance the night away.

This summer the Creative Learning Center showcased its Art Program by hosting an art silent auction and exhibit in August. This gave the community a chance to view artwork created by the clients and to purchase some of their amazing artwork. Passages’ artists also participated in the community supported Art Fair where they were able to display their artwork for purchase.

“Passages means to me a meaningful day and what we can do to make someone’s life better. The individuals served by Passages don’t want anything different in life than you or me. It’s how they express it that is different.”

Doug Brown, Executive Director
Chamber of Commerce
Art program

“You have some very talented people.” This was a response written by a visitor at Old & New: Passages Art Exhibition and Silent Auction in August. Both levels of the building were open to guests of the art show, many of whom were visiting the building for the first time since it became part of Passages. Guests came from Columbia City, South Whitley, Churubusco, Warsaw, Huntington, and Fort Wayne.

One guest came to the show because he had read The Post and Mail article promoting the show. With the article was a photo of a painting featuring a dog, which reminded him of a dog he used to own. For this reason, he came to the event and won the bid on Lil’ Pup by Janelyn Kreider.

Passages staff and clients worked together to make the event a possibility. Michele was one of the artists who also helped plan and prep for the art event. “I thought it was very good and I’m glad everything turned out OK,” she said. “The hors d’oeuvres were delicious, the curtains we picked out were beautiful, and everyone’s artwork was beautiful.”

“One thing I will remember is all of our artists interacting with those in attendance. The teamwork from Passages staff was amazing,” said Passages CEO Jason Meyer.

Thirty artists had work displayed in the exhibition which featured over 100 pieces of artwork. Most of the work was part of a silent auction to raise money for the Art Program. A portion of each sale will be going toward items chosen by the artists, including pottery wheels, oversized canvases, and an educational field trip.

“I like the programs being broken down to individual rooms and the different programs offered. I like earning my own paycheck by doing odd jobs and cleaning at the CLC. My favorite memory of this past year was a group of four putting up a basketball hoop. We had such fun and many laughs working together on the project.”

Matt Gibson

Home life

Passages clients not only work and participate in our community but they live in and maintain homes as well. Passages has three group homes including two all-male homes and one all-female home. These homes house eight individuals each and are staffed 24/7.

In addition to the group homes are our Supported Independent Living homes. Currently Passages provides support to 12 homes and 46 individuals. Passages’ supported independent living homes provide our clients the opportunity to live in a smaller group setting, usually 2-3 housemates in each home. Staffed hours vary depending on support needs of the individual residents of each home.

In both the supported independent living and group homes, clients are taught basic life skills from cooking, to household chores. Most clients typically spend the days at our Creative Learning Center, as well as employed and volunteering throughout our community. Evenings and weekends you will find many of our clients hanging out at local restaurants, coffee spots, or having cookouts and socializing with friends and family.
“When I think ahead to where Passages can be in the future, the one word that comes to mind is opportunity. As our community becomes more engaged with Passages and vice versa, it is going to lead to a brighter future and more opportunities for the clients of Passages.”

September McConnell, Executive Director
Whitley County Community Foundation

Community

Passages clients enjoy giving back to our community, whether it is volunteering for a good cause or supporting a local event.

Over this past year our Passages clients have volunteered at such organizations as: Victory Christian Fellowship Food Bank, Meals on Wheels, Senior Center grocery delivery, LID Share house (Fort Wayne), Whitley County Chamber of Commerce and Salvation Army (Bell Ringing).

You may have seen our clients out enjoying such community events as the Biblical Gardens (Warsaw), Dixie Boat Ride (North Webster), Valentine’s Day Dinner/Dance, Christmas Caroling at Miller’s Merry Manor, Fort Wayne Children’s Zoo, Community Concerts, Village at Winona, and Franke Park.

With our Community Activities Program at the Creative Learning Center, Passages is able to provide support to our individuals who want to participate in community events and activities.

Did you know??????
Passages maintains the rest area in Auburn, IN. Passages staffs the rest area and it is the staff’s responsibility to keep the building clean inside and out, stocked with travel information and keep the grounds mowed or snow free.
Passages’ administrative offices are located on the second floor of the recently renovated Van Buren building, overlooking the intersection of Van Buren and Line streets.

The Creative Learning Center is the heart of Passages’ activities and services for its clients.

**Passages Board of Directors**
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Administration Offices: 301 W Van Buren St. Columbia City, IN 46725
Creative Learning Center: 333 N Oak St. Columbia City, IN 46725

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Thank You!

Proud & Grateful to be a part of Whitley County.
We congratulate Passages on 60 years of community service!

E-mail: columbiacity@orizonrealestate.com
Take a Virtual Tour at: www.orizonrealestate.com
The 2000’s

2000
• Expanded staff in Community Living programs.
• Purchased first support living home (Park Drive).
• Second Time Around moved to Columbia Plaza.
• Focus groups held with people with disabilities, care givers and providers, purpose to assess accessibility in Whitley County, primary issues: transportation and housing.

2001
• Clugston on the Square opens with 22 apartments for seniors.
• Three clients from Passages move to the Clugston.
• Leadership Whitley County intern joined the Passages Board of Directors.
• Self-Advocate workshop held and One for All is launched.
• Three year CARF accreditation is achieved.
• Second supported living home purchased (Redstone Court).

2002
• Client Services are shifted from state funding to Medicaid, with more services available for clients.
• First juried Art Around the Square held with Passages and Whitley County Art Guild as co-sponsors.
• Weston Drive duplex is opened and N. Line St. home is closed.
• Senator Wheeler honored with the Arc’s Legislative Award.
• Third Supported Living home is purchased (Valley River Drive).
• Flat Creek Rest Area contract signed.
• Passages’ donated land to WCNC for development of Whitley Meadows Apartments.
• Changes in service delivery, state standards, and funding shifts to Medicaid.
2004
- Passages celebrates 50th anniversary.
- Cost containment mandated for Medicaid waiver funding.
- Whitley Meadows Apartments complex completed, with six apartments set aside for individuals with disabilities.
- Three year CARF accreditation achieved.

2005
- Community Connections Training Services launched and expands day services
- Property purchased to replace men’s group home - Weston Drive.
- Established partnership with Pathfinder Services for job placement services.

2006
- Eagle Glen men’s group home is built and Van Buren St. Home is closed.
- Hilltop Supported Living home is purchased.
- Life After School transition program launched.

2007
- All institutions for individuals with developmental and intellectual disabilities in Indiana are closed.
- Dream Weavers program established.

2008
- Columbia City Heritage Homes open - 22 single family homes, with three homes are leased to individuals served by Passages.
- Second Time Around is closed.
- Technology changes include MITC (time & attendance tracking) and MR/DD Solutions (client information system) - technology purchased by Passages.
- FSSA/IU/Ivy Tech pilot launched - Foundations (orientation and educational training program for Direct Support Professionals – DSPs), with on-line courses taught through Ivy Tech.

2009
- Tom O’Neill named President and CEO, to replace retiring Kay Fleck.
- State discontinued funding for Life After School program and FSSA/IU/Ivy Tech pilot program - Foundations - for Direct Support Professionals.

We congratulate Passages on its commitment to Whitley County!
2010
- Due to changes in requirements and funding, Passages no longer provides Healthy Families program.
- Passages’ Board of Directors goes through extensive strategic planning process.
- Mission defined as - It is our mission to join with others to support people with intellectual and developmental disabilities living, learning, working and socializing in the community through quality practices.
- Passages Youth Enrichment Program begins.

2011
- Passages received three-year CARF accreditation.
- Begin new billing system for waiver, using Objective Based Allocation.
- Sell off inventory and close down Towerview Distributing (carpet/tile business).
- Purchased Lehmberg Building from Parkview Health Systems, to be used for programming.
- Passages Presents Pickles, Painting, and Patrick, inaugural event, showcasing and selling art work created by the men and women served by Passages.

2012
- Passages’ Navigators Self Advocacy Group reorganized in 2012 and held their first formal Spring Gala.

Congratulations to Passages!
We honor your service to our community!
God Bless you all!

Remember to book early for Holiday parties, Graduations, Weddings, and Reunions!

Daniel Menu & Party Consulting
Jill Daniel • 260-244-9680
2013

- Programs and Services moved from Towerview Building to Creative Learning Center in September/ new day program focus.
- Sheltered Workshop closed.
- Jason Meyer began as new President/CEO to replace retiring Tom O’Neill.

2014

- Three year CARF accreditation is achieved.
- Passages, Inc. celebrates 60 years of service.
- Passages Art Program partners with IPFW and the AWS Foundation for Collaborative Art Project.

Here’s to the next 60 years!
Passages is many things to many people. To one individual it’s the place where he is a voice for his fellow housemates, co-clients, and friends. Jon Morris has been with the Passages program since 2011. Jon lives in a home with two other housemates in a quiet neighborhood that he loves. Since being part of the Passages program, he has become many faces to Passages. Jon receives services through Passages but he is also a face and a voice for the clients served by the organization. Currently Jon is serving as a voting member on the Passages Board of Directors. This gives Jon a great opportunity to communicate between policy makers and those served by Passages. Jon says he enjoys serving on the Board. He also stated a joy of working closely with community members and important community representatives.

Jon also serves as Vice-President for the Passages self-advocacy group, the Navigators. The Navigators are all about empowering people with intellectual and developmental disabilities. This group is comprised of individuals that Passages serves on a day to day basis as well as participants from the community. The mission of THE Navigators is to learn rights of individuals with intellectual and developmental disabilities and to speak out and advocate for these rights. The purpose of the group is to exchange ideas, learn about rights and responsibilities, help other people with disabilities understand their rights, learn to run a self-advocacy group, encourage self-advocates to meet in and speak out to the community about self-advocacy so that others can understand key issues.

Jon enjoys volunteering in our community and has done such activities as serving meals at the Forklift in Whitley County and participating in the Mid-Week Meal at the Methodist Church in Columbia City. His greatest passion is working with animals and is recently volunteering for the Animal Welfare League in Warsaw. His biggest dream is to own his business one day. Jon has dreams and aspirations to work and serve his community and to make it better place for all of us.
The Arc was formed in 1956, but it’s important to know Passages was actually formed in 1954 before the Arc of Indiana. Back then Passages was the Association of Retarded Children. When the Arc was formed there were seven chapters in Indiana with Whitley County being one of the founding seven. They came together to form the Arc of Indiana. Arc is a State wide advocacy group with forty-four chapters like Passages around the State and is comprised of over 21,000 members, family members and self-advocate professionals who advocate making life better for children and adults of all ages, who happen to have an intellectual or developmental disability.

Passages has been tremendously powerful, and this organization has had a positive impact on people with disabilities and their families. The Arc’s primary focus has been on public policy over the years. Passages has been a vibrant active group that has thought up some of the first ideas in the State when looking at creative ideas in housing, education for children with their peers and employment in whole new ways.

A great example is the Passages art program. Passages has artists who are earning real money selling their art work in a competitive market place. The new educational programs at the Creative Learning Center are designed to find gifts and talents in people. It is the first in the State and one of the first in the country beginning to offer classes and opportunities for individuals with intellectual disabilities.

Passages has a rich history of creating change and that is what the Arc is all about. Those families in the beginning, in 1956 for the Arc of IN or in 1954 for Passages that came together and said we don’t except what is. We want to dream and make possible what could be. We have this wonderful opportunity. We have more children in special education than ever before but we have these families that are thinking differently about the future.

With an organization like Passages, we are reaching out to younger families helping them dream a dream that may not of even have been thought of yet. So when I say that I am thinking of ideas as we explore art and music for communication in different ways we are opening up businesses for folks. We are offering for the first time ever entrepreneur grants, and people with disabilities could get $10,000 to start a business on their own.

When I came into the business in 1973 the idea of a person with an intellectual disability having their own business wasn’t even thought of. Now with folks like Passages we have folks thinking of starting their own business. Passages allows dreams to become a reality and that is the power of organizations like Passages and we are proud to have them as a member of the Arc.

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Passages has a rich history of creating change and that is what the Arc is all about. Those families in the beginning, in 1956 for the Arc of IN or in 1954 for Passages that came together and said we don’t except what is. We want to dream and make possible what could be. We have this wonderful opportunity. We have more children in special education than ever before but we have these families that are thinking differently about the future.

With an organization like Passages, we are reaching out to younger families helping them dream a dream that may not of even have been thought of yet. So when I say that I am thinking of ideas as we explore art and music for communication in different ways we are opening up businesses for folks. We are offering for the first time ever entrepreneur grants, and people with disabilities could get $10,000 to start a business on their own.

When I came into the business in 1973 the idea of a person with an intellectual disability having their own business wasn’t even thought of. Now with folks like Passages we have folks thinking of starting their own business. Passages allows dreams to become a reality and that is the power of organizations like Passages and we are proud to have them as a member of the Arc.
INARF is a state wide trade association that represents agencies that serve primarily people with intellectual and developmental disabilities. Passages has been a long time member of the association. What we do on behalf of organizations like Passages is, we provide a forum for people to share information, to learn about different issues on policies and concerns that are impacting the industry, and to mobilize and shape the direction that the industry is growing and developing.

INARF has been very fortunate starting with former CEO’s Kay Fleck, Tom O’Neill and now with Jason Meyer. We have had strong support through the leadership of Passages over the years. In fact Kay and Tom were both members of our Board of Directors, and so played a critical role in helping us to make sure we were staying on top of issues and concerns and responding in ways that were meaningful for the agencies that we represent.

Jason has quickly become involved and connected and has been very helpful in helping us carry the message on any particular issue of the day and making sure he is communicating with your staff what the concerns are and how you can be a part of the solution. Jason also helps INARF with outreach to legislators and other policy makers to share the story of how a particular issue may be impacting not only the industry but also Passages and Whitley County as well.

Passages, along with many of our members, are going to see tremendous change in the industry over the next few years. We have a whole new group of young people who are coming into services who had a very different experience through their schooling, than some of the other folks we have served previously, and I think they are going to be challenging us to think differently about the way that we provide services and supports. I think Passages is absolutely up to that challenge.

The Creative Learning Center has started Passages on the path of change with the organization’s day and community rehabilitation programs. That is the direction I think agencies like Passages are going. INARF will be taking more of a role in helping folks to be that bridge to their communities, to help create pathways, to help folks to be as integrated and as connected in their local communities as possible and really taking the lead and demonstrating how that’s possible and how that help enriches the greater community as a result.

For me what has carried through with all the recent leaders at Passages is your support to Direct Support Professionals. My history and background in this industry was starting as a Direct Support Professional in a group home while I was in collage and that’s an area that I am particularly passionate about. Passages has been front and center on supporting their Direct Support Staff and have always been encouraging of their staff to be involved in State wide incentives and activities and I greatly appreciate the support that Passages provides in that area. This has been critical to our success in that area.

Congratulations on 60 years, it is a great accomplishment and I am looking forward to another great 60 years.
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  - 1966-1967
- **Dr. Dale Wood**
  - 1970-1971
- **Nancy Fries**
  - 1971

- **Jay Crawford**
  - 1972-1974
- **Dave Walter**
  - 1975-1976
- **Kay Fleck**
  - 1976-1978

- **Genevieve Walter**
  - 1978-1979
- **Kathleen Rupert**
  - 1979-1981
- **W.J. Bruns**
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MISSION
It is our mission to join with others to support people with intellectual and/or developmental disabilities in living, learning, working and socializing in the community through the use of quality practices.

VISION
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