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# Our People

## EXECUTIVE LEADERSHIP

- Kim Zoeller**  
President & Chief Executive Officer
- Russ Brondyke**  
Chief People Officer
- Mark Langan**  
Chief Development Officer
- Caren Musembi**  
Chief Services Officer
- Amber Norman**  
Chief Financial Officer
- Sharon Anderson**  
Director of Quality and Strategic Initiatives
- Catherine Campos**  
MSM Senior Director of Community and Family Support Services
- Kelly Stumme**  
Senior Director of Community Living Resources

## BOARD OF DIRECTORS

- Officers**
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Financial Advisor, New York Life
- Teri Litavsky**  
Vice Chair, Owner & Artist, Wild Bird Pottery Studio
- Lou Leonard**  
Secretary/Treasurer, Wintrust, Beverly Bank & Trust Company
- Jim Sara**  
Immediate Past Chair, Senior Vice President of Business Development, Morningstar
- DIRECTORS**
- Mazen Ghalayini**  
Member at Large, Managing Partner and Board Member, West Monroe Partners
- Mary Alice Povolny, Ph.D.**  
Member at Large, Clinical Psychologist
- Stephanie Stomberg**  
Member at Large, Partner, Cassidy Schade LLP
- Peter Baroni**  
Partner, Leinenweber Baroni
- Neville Bilimoria**  
Managing Partner/Attorney, Duane Morris
- Anne Cleary Levin**  
Retired
- Larry Elisco**  
Partner, Wipfli LLP
- Russell Frees**  
President & Chief Executive Officer, Hendricksen
- James Komar**  
Chief Financial Officer, IMS Companies, LLC
- Cami Smith**  
Editor & Writer, Chair of RGA Council
- Robert Spahn, Jr.**  
Financial Advisor, Northwestern Mutual



# ANNUAL REPORT 1950-2025

75 *years of Impact*



Ray Graham  
ASSOCIATION®



# Well-being

Feeling safe, healthy, and engaged is crucial for building confidence and independence, especially for people with disabilities. At RGA, we provide holistic support—from accessible homes to therapeutic technology—that allows each person to thrive physically, emotionally, and socially. Thank you for helping us nurture the whole person at RGA.

Imagine a world where everyone, regardless of their developmental differences, can live with a sense of well-being, belonging, and purpose. This is what we are building at Ray Graham Association (RGA), and you are a vital part of this journey.

We're celebrating! Seventy-five years ago, a group of dedicated parents dared to dream of something different for their children with disabilities. They founded RGA, and their vision sparked a movement. Today, thanks to your unwavering support, RGA has earned the highest level of accreditation from the Council on Quality and Leadership, placing us among leading disability service providers.

## What does your support make possible?

- 1. Well-being:** You help us nurture the whole person, providing therapeutic services, engaging activities, and opportunities for personal growth.
- 2. Belonging:** You help us foster a sense of connection, creating spaces where everyone feels valued, supported, and part of a vibrant community.
- 3. Purpose:** You empower people to discover their passions, develop their skills, and share their unique gifts with others.

Nearly 2,000 people and their families rely on RGA to thrive. Because of you, we provide safe and nurturing homes, foster friendships, and unlock talents that lead to meaningful employment. We are their champions, their advocates, and their partners—and you are ours!

As we celebrate our 75th anniversary, we invite you to continue this incredible journey with us. Join us by attending an event, volunteering your time, or contacting your local representatives to advocate for disability rights. Together, we can create a world where everyone can reach, grow, and achieve.

With gratitude,   
Kim Zoeller  
President & CEO

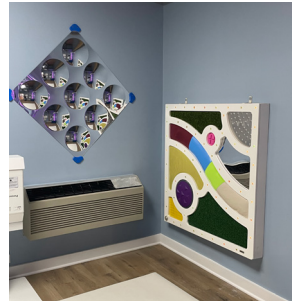


## A Place to Call Home

Three young men are packing up and preparing to move into a beautifully maintained, fully accessible home in Addison. Your ABLE capital campaign contributions helped make this dream a reality, providing a safe and nurturing home for three young men with disabilities.

## Sensory Oasis

The Mize Center on our Hanson Center campus in Burr Ridge is now home to a brand-new sensory room, a calming space designed for relaxation and sensory exploration. This state-of-the-art technology creates a calming space for people with sensory processing difficulties.



## Partnerships for Growth

In partnership with the Gateway Special Recreation Association, we've launched Elevate, an exciting new day program for adults with disabilities. Expanding our reach to Oak Brook, Elevate is a safe and supportive environment where participants can learn new skills, make friends, and have fun.

# Belonging

Meaningful connections are essential for everyone to flourish, and they can be especially powerful in overcoming social barriers and fostering independence for people with disabilities. At RGA, we provide personalized support that honors each person's unique needs and aspirations. Thank you for being a part of RGA, where everyone belongs.



## Adventure Awaits

RGA's travel group Destination Unknown teaches participants about budgeting, planning, and navigating new environments, all of which are essential for independent living. In 2024, they had a blast practicing these skills at Six Flags Great America!



## Celebrating Community

We had a wonderful weekend celebrating the volunteers, families, and farm animals that make the riders feel empowered, confident, and connected to something truly special. Mark your calendars for June 7 and 8 to celebrate the bond between horses and humans!

## Expanding Support

*Emerge Behavioral Health Clinic* is now an approved Blue Cross Blue Shield provider! This will allow us to help even more people with developmental differences find a sense of belonging and peace. From 1950 to today, RGA is committed to offering innovative and evidence-based therapies in a compassionate and supportive setting.



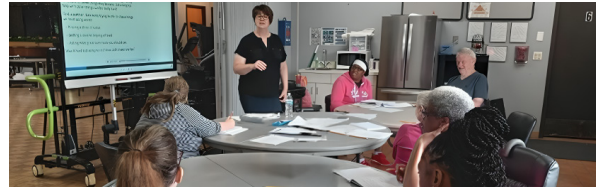
# Purpose

RayGraham.org

At RGA, we champion the power of purpose. For people with disabilities, this means helping them share their gifts, pursue their passions, and live with meaningful independence and dignity. We're thankful that you're a part of RGA, where purpose drives our mission.

## Skill-Building for Independence

To help people learn how to support themselves and others, the RGA Wellness Committee held workshops on mentorship and peer support. These workshops provided participants with practical skills and information to improve their well-being and help others do the same.



## Sharing Experiences, Empowering Others

Our peer mentor program, launched in 2024, empowers people with intellectual and developmental disabilities to support one another. Trained mentors, using their own lived experiences, guide their friends in building the lives they dream of. Through training and ongoing coaching, they provide practical, non-judgmental support, helping individuals identify their needs, goals, and any obstacles they face.

## Advocating for Change

By empowering those we support to be "self-advocates," they can support causes dear to them, like equal access to education, employment, and community resources. In 2024, they lobbied their representatives and secured a well-deserved \$1 per hour wage increase for every direct support professional in Illinois! Join the Butterfly Effect mailing list at [RayGraham.org/Advocate](https://RayGraham.org/Advocate) to get emails from President & CEO Kim Zoeller.



# Financials

## Investing in a Brighter Future

As we wrap up 2024, RGA stands on a strong financial foundation, thanks to the wise stewardship of our Board of Directors, the leadership of our dedicated staff, and the passionate support of our donors.

Thanks to your generous support, RGA's donor retention rate exceeds the national average, allowing us to continue making a real and lasting difference. We are deeply grateful for your partnership and trust.

### Revenue

### Year Ending June 30, 2024

### FY24 Stats

Fees & Purchase of Services	2024	2023 Restated	% of Total Revenue
Department of Human Services	20,843,342	17,570,673	72.9%
Department of Healthcare & Family Services	604,716	307,008	2.1%
Program Fees (including SSI, SSDI, pensions, etc.)	2,971,064	2,785,190	10.4%
Other Government Agencies	–	–	–
<b>Total Fees &amp; Purchase of Services</b>	<b>24,419,121</b>	<b>20,662,870</b>	<b>85.4%</b>

### Grant Revenue – Operations

Department of Human Services	–	–	–
Local Government Awards – Recreation	1,101,019	1,067,815	3.8%
<b>Total Grant – Revenue Operations</b>	<b>1,101,019</b>	<b>1,067,815</b>	<b>3.8%</b>

### Grant Revenue – Capital Improvements

Corporations & Foundations – Capital Improvements	703,663	942,461	2.5%
<b>Total Grant Revenue – Capital Improvements</b>	<b>703,663</b>	<b>942,461</b>	<b>2.5%</b>

### Contributions & Other

United Way	695	1,607	0.0%
Restricted	613,896	744,904	2.1%
Unrestricted	801,094	867,656	2.8%
Contributions – Goods and Services	30,056	24,136	0.1%
Management Fees	325,976	307,309	1.1%
Production Income	11,274	18,108	0.0%
Training Income	100,000	–	0.3%
<b>Total Contributions &amp; Other</b>	<b>1,882,991</b>	<b>1,963,720</b>	<b>6.6%</b>

### Investment Income

Interest	348,021	471,070	1.2%
Dividends	76,386	57,937	0.3%
Net Gain on Investments	73,157	75,869	0.3%
Net Income/(Loss) on Disposal of Equipment	–	(410)	0.0%
<b>Total Investment Income</b>	<b>497,564</b>	<b>604,466</b>	<b>1.7%</b>
<b>Total Revenue</b>	<b>28,604,359</b>	<b>25,241,332</b>	<b>100.0%</b>

### Expenses

			% of Total Expenses
Program Services	20,256,396	18,971,552	82%
Management & General	3,584,017	3,783,242	14%
Fundraising	977,976	895,975	4%
<b>Total Expenses</b>	<b>24,818,389</b>	<b>23,650,769</b>	<b>100.0%</b>
<b>Change in Net Assets</b>	<b>3,785,970</b>	<b>1,590,563</b>	–

### Net Assets

Without Donor Restrictions	20,677,868	17,626,942
Without Donor Restrictions – Board Designated	4,825,109	4,065,850
Capital Reserves	<b>25,502,977</b>	<b>21,692,792</b>
Temporarily Restricted Net Assets	877,469	901,684
Prior Period Adjustment	–	–
<b>Ending Net Assets</b>	<b>26,380,446</b>	<b>22,594,476</b>

FY24	FY23
81.62%	80.22%
18.38%	19.78%

82% of the funding Ray Graham receives goes directly to programs. Administrative costs are only 18%.