

*feel good about giving*



*Creating solutions, changing lives.*

## OUR VISION



*Edgar "Daddy" Allen*

The National Society for Crippled Children aspires to assume a responsibility and to discharge a duty. It wishes to be instrumental in effecting good, – intelligent in the application of help to those who are themselves helpless.

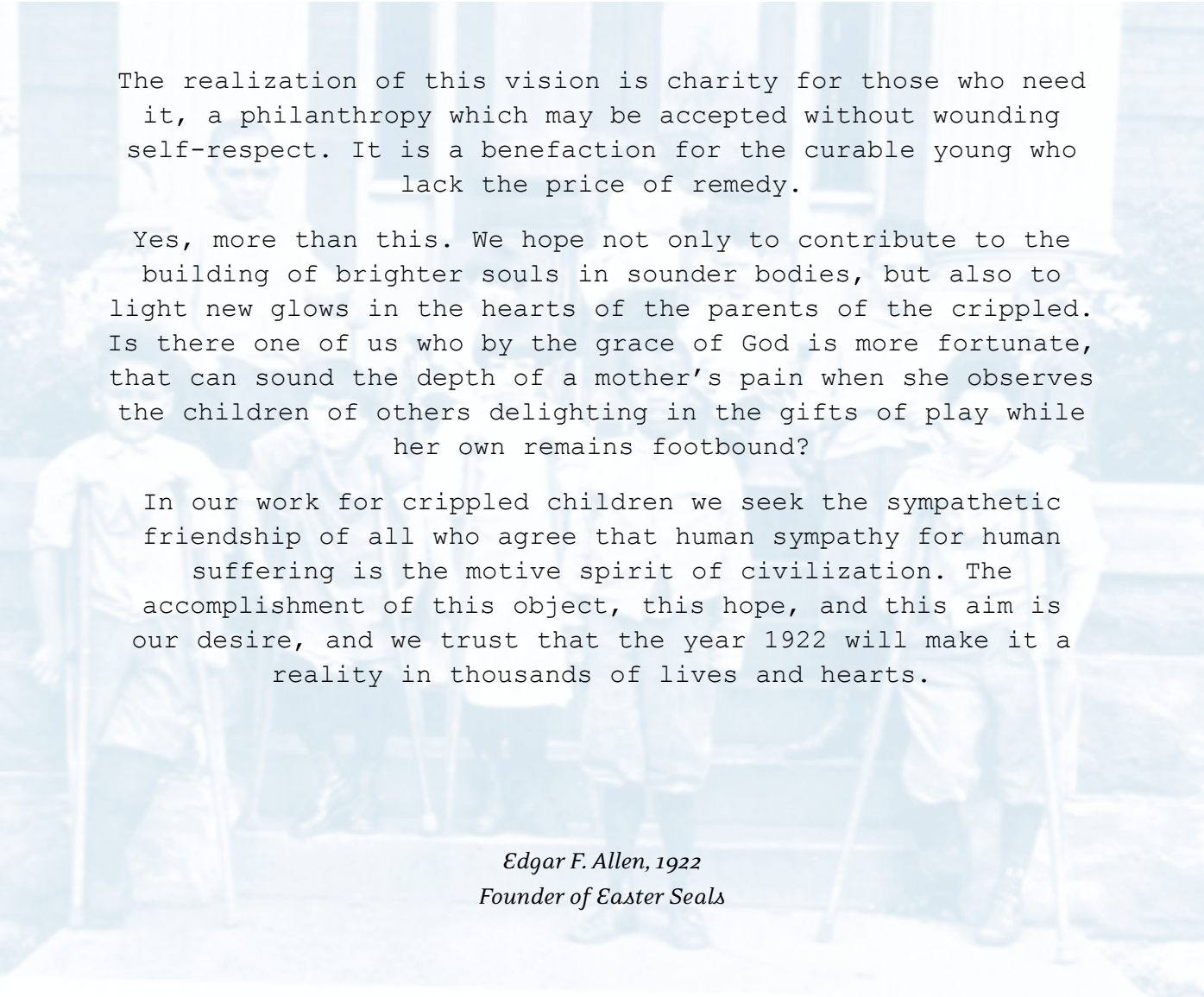
It wishes to see repaired the tragedies of nature and accidents which are registered upon the bodies of little children. It wishes to see that the bent are straightened, the broken repaired, and the work strengthened.

While with many this may be a vision, yet, with us it is a reality.

We can show you the mysteries of a horribly mis-shapen pair of feet changing under the skill of the surgeon to a set of normal feet, and a pitiful, hobbling child converted to a romping, racing youngster.

We can show you the mystery of a distorted back, emerging gradually, but surely, from mis-shape to true-shape; from crookedness to straight-ness; from a curve to a line.

We can show you the mystery of a human being; the home of an immortal soul, supposed to be created in the image of God Himself; coming to a hospital walking on hands and feet, and some months later standing upright, looking his fellows in the face and out of the fullness of a grateful heart, saying "This is the first time I ever stood erect".



The realization of this vision is charity for those who need it, a philanthropy which may be accepted without wounding self-respect. It is a benefaction for the curable young who lack the price of remedy.

Yes, more than this. We hope not only to contribute to the building of brighter souls in sounder bodies, but also to light new glows in the hearts of the parents of the crippled. Is there one of us who by the grace of God is more fortunate, that can sound the depth of a mother's pain when she observes the children of others delighting in the gifts of play while her own remains footbound?

In our work for crippled children we seek the sympathetic friendship of all who agree that human sympathy for human suffering is the motive spirit of civilization. The accomplishment of this object, this hope, and this aim is our desire, and we trust that the year 1922 will make it a reality in thousands of lives and hearts.

*Edgar F. Allen, 1922*  
*Founder of Easter Seals*



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**FROM THE CHAIRMAN & CHIEF EXECUTIVE OFFICER**

*“Your life and mine shall be valued not by what we take, ... but by what we give.”*

*Edgar F. Allen*



Lou Lowenkron



James E. Williams, Jr.

**L**ast year, Easter Seals unveiled a memorial to Edgar “Daddy” Allen, our founder, that will stand in The Extra Mile: The National Volunteer Pathway in Washington, D.C. after its dedication in August 2005. It is a tribute to a man with a passion and a vision for a better world for children with disabilities.

We recently discovered Edgar Allen’s original copy of his vision for Easter Seals. While our words have changed, Allen’s vision is as real today as it was in 1922. It inspires us as we assess where we are, and look to our future.

Edgar Allen lost his son in a streetcar accident on Memorial Day weekend in 1907. Homer Allen might have survived had there been a hospital in his town of Elyria, near Cleveland. Allen’s response to this personal tragedy was to sell his business and use the profits to build the Elyria Memorial Hospital. At the time he wrote, “I had spent all my life with the thought of two things: business and my family. This was the turning point.”

At the hospital, Allen first encountered children with disabilities and his life’s work. He met a young orphan named Jimmie Bodak, who needed new crutches and therapy. It was Jimmie who first called Allen “Daddy.” This lad sparked something in Allen and moved him to travel tirelessly to create a network of organizations dedicated to helping people with disabilities and their families.

Allen had a vision of a nation where children with disabilities could be included with all children. With his friend Paul Harris, founder of Rotary, he coauthored “The Crippled Children’s Bill of Rights,” adopted at the first White House Conference of Child Health and Protection, 1930.

Today, Easter Seals carries Allen’s vision forward, working with children and adults with disabilities to create solutions that change lives and to build a society where everyone is included. Easter Seals volunteers, staff and donors know there is a magic about Easter Seals’ work. We celebrate our family and friends who share our dedication to helping individuals with disabilities through Easter Seals’ exceptional services. We thank our champions who work to influence public policy, and the millions of people who give of their time, talent and treasure to make “Daddy” Allen’s vision a reality.

Sincerely,

A handwritten signature in black ink, appearing to read "Lou Lowenkron".

Lou Lowenkron  
*Chairman, Easter Seals  
National Board of Directors*

A handwritten signature in black ink, appearing to read "James E. Williams, Jr.".

James E. Williams, Jr.  
*President and Chief Executive Officer  
Easter Seals*



*Easter Seals “wishes to be ... instrumental in effecting good ... While with many this may be a vision, yet, with us it is reality.”*

*Edgar F. Allen, 1922*

**T**here are 54 million Americans who say they have a disability. Easter Seals provides exceptional services and support for children, adults and older adults with disabilities and their families seeking solutions to change and improve their lives. Easter Seals is Edgar Allen’s organization driven to effect good, and make his vision a reality.

For its work over more than 85 years, Easter Seals was honored for excellence and dedication to helping children and adults with disabilities live fuller lives, The National Health Council ranked Easter Seals first

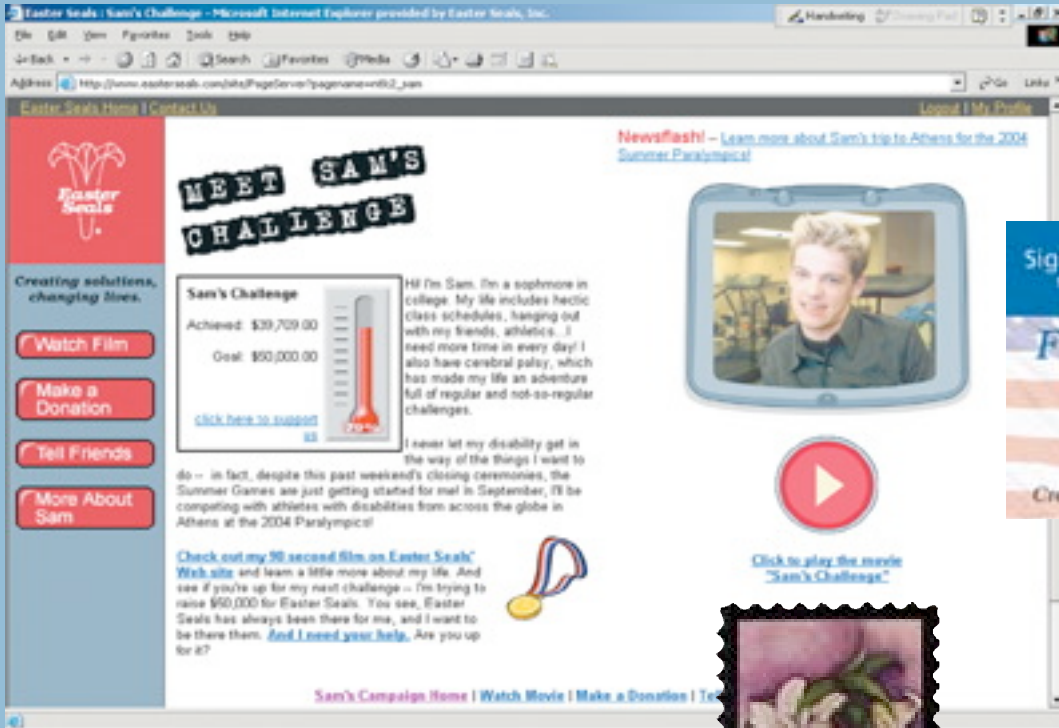
among its member agencies for the percentage of program dollars allocated to providing direct services for the 24th year in a row.

In early 2004, Easter Seals celebrated the 70th anniversary of its annual springtime “seal” campaign. Introduced in the spring of 1934, the familiar “penny seals” helped raise badly needed funds for the organization to improve access to health care services for children with disabilities. Selling for a penny apiece, they had no monetary value, but were intended as a decorative “thank you” for donors. Today, the tradition lives. To commemorate its enduring appeal, Easter Seals introduced the first interactive seals with a new, online flash video “The Easter Seal: A Symbol of America’s Generosity.”

Easter Seals’ 2004 *Full Participation for All!* online petition campaign carries Allen’s vision of a society where everyone can participate to a nation now online, and to legislators in an election year. Thousands of guests have signed on at [www.easterseals.com](http://www.easterseals.com) with their concerns about barriers that people with disabilities continue to face as they seek to be included: limited educational and employment opportunities, lack of access to health care, and inaccessible housing, transportation, and polling places. These are



*Edgar Allen’s granddaughter Mary MacBride with her grandfather’s The Extra Mile National Volunteer Pathway Medallion.*



Upper left: Sam Williams, a longtime Easter Seals Dupage Illinois client, helped Easter Seals raise thousands to provide for others with disabilities



through "Sam's Challenge" an interactive online film and fundraiser at easterseals.com/sam. Left: The 70-year Easter Seals' "seal" tradition springs into full bloom, helping millions of people with disabilities. Above: Thousands of supporters signed on at easterseals.com to make the American Dream accessible to all.

critical concerns for Easter Seals and guide public policy initiatives and decision-making.

The profiles on these pages tell Easter Seals' story. They are people with disabilities who benefit from Easter Seals services, Easter Seals staff, volunteers and corporate partners who all play important roles in Easter Seals' work to create life-changing solutions for millions of Americans with disabilities.

Lindsey Connelly and MaryAnn Riojas look forward to their year as Easter Seals 2005 Youth and Adult Representatives. At 13, Lindsey is a cancer survivor adapting to her blindness and learning to walk again with her Easter Seals therapists. MaryAnn Riojas is an invaluable Easter Seals employee and someone who began receiving Easter Seals services as a

young child. John Cocciolone, Dan Griffin and Sharon Watson are innovators and leaders among Easter Seals 13,500 employees across the nation. Their passion is to serve. John Cutter is President and Chief Executive Officer of Friendly Ice Cream Corporation and a champion for Friendly's employees, who have supported Easter Seals for 24 years.

## LINDSEY CONNELLY

EASTER SEALS 2005 NATIONAL YOUTH REPRESENTATIVE

When she was 8 years old, Lindsey Connelly loved riding horses, bicycling and climbing trees. “She had entered the world a healthy child,” says her mother, Chrissy.

**S**uddenly everything changed when Lindsey was diagnosed with brain stem cancer, and surgery to remove tumors left her blind. After rigorous chemotherapy and radiation treatments, Lindsey started rehabilitation to learn how to walk again, use her arms and hands, and adjust to losing her sight.

Seven months after the surgery, Lindsey was making remarkable progress until her doctors found tumors on Lindsey’s spinal cord. Initially giving the

Connells a grim prognosis; the doctors took more X-rays. Remarkably, the tumors were gone. Elated, the Connells felt they had experienced a miracle.

Their joy was diminished, however, when they found that the tumors had bruised

Lindsey’s spinal cord and left her quadriplegic, paralyzed from the neck down.

Four years later her cancer is in full remission and Lindsey, now 13, is gradually becoming more independent, thanks to intensive physical and



*At school, Lindsey uses a device to practice reading Braille.*

occupational therapy she receives at Easter Seals Central Pennsylvania.

Though she uses a wheelchair full-time, Lindsey can now walk on a treadmill and go short distances with assistance. She can get out of bed in the morning, brush her teeth and get herself dressed. She enjoys riding a three-

wheeled bike, and recently went down a water slide, to the delight of her siblings – Sarah, 16, Billy, 10, and Elizabeth, 7.

The coming months will be especially eventful. Lindsey is reentering her local school system after years of home schooling. She also will embark on a year as the Easter Seals 2005 National Youth Representative, sharing her story with others across the country.

“I hope I meet lots of new people and tell them how wonderful Easter Seals is and how much they’ve done for me.” Lindsey says. “I enjoy sharing with people how Easter Seals has affected my life, and I hope that others who need therapy will be able to go to Easter Seals.”





*Above: Lindsey and her older sister, Sarah, spend time together – just hanging out. Right: Aqua-therapy, one of Easter Seals Central Pennsylvania’s most popular services, is a favorite of Lindsey’s, too.*



Lindsey also anticipates sharing the experience with her father, an army reservist who went to Iraq in February 2004 and is expected home soon.

Chrissy says Tim, who is a physical therapist, is cheered by the updates he gets about Lindsey’s progress and feels strongly that Easter Seals is providing his daughter with the best care possible.

For Chrissy, there’s never a doubt. “We believe Lindsey is where she is today because of Easter Seals and the dedication of the entire staff,” she says. “Easter Seals has the time for each individual child, and they make everyone in the family feel welcome. We sincerely appreciate that.”

.....  
**EASTER SEALS CENTRAL PENNSYLVANIA**  
*Serving almost 3,000 children and adults with disabilities, Easter Seals Central Pennsylvania provides early intervention, camping and recreation, assistive technology, AgrAbility, medical outpatient rehabilitation, education programs and services, and an Easter Seals Child Development Center in Altoona.*

## MARYANN RIOJAS

EASTER SEALS 2005 NATIONAL ADULT REPRESENTATIVE

MaryAnn Riojas doesn't have time to dwell on how far she's come in her life, or even the obstacles she faces today. "If I thought much about all that, I'd never leave the house," she laughs.

**I**nstead, MaryAnn's days are filled raising her children – Nichole, 14; Victoria, 13; Angel, 11; and, Jessie, 10 – while working full-time for Easter Seals Central California and being active in her community.



*As office manager for Easter Seals Central California's Child Development Center, MaryAnn enjoys getting to know each child and family.*

MaryAnn will also travel the country to share her story. As Easter Seals 2005 National Adult Representative, she is certain to inspire others.

MaryAnn was born without legs, and her right arm ends just below her elbow. With her disability, she grew up riding a skateboard, playing hopscotch,

attending neighborhood schools, and performing chores at home alongside her two siblings. And she helped her parents, who earned a living as migrant workers, pick grapes.

"My job would be to lay paper on the ground and spread the grapes," she recalls.

When MaryAnn was 5, Easter Seals entered her life by providing her first wheelchair. Soon she was taking swim lessons through Easter Seals and attending Easter Seals camp.

Decades later, in 2000, fond memories came to mind when MaryAnn applied for a job at a thrift store run by Easter Seals Central California. By then MaryAnn had earned an associate's degree from a local college after spending 10 years at home with her children.

"Easter Seals gave so much to me as a child," MaryAnn says. "I thought maybe I could give something back."



*MaryAnn sits with her four children, (L-R) Victoria, Nichole, Jessie, and Angel.*





*Above: Playing with a group of children at the center, MaryAnn gets a little wet in the process. Right: Children gather around MaryAnn for story time.*

MaryAnn got the job and later was promoted to an administrative position. Meanwhile, Easter Seals provided the funds for a down payment on her first car, fully equipped with hand controls. When Easter Seals Central California opened its Child Development Center last year, MaryAnn was named office manager – a position that brings her “great joy.”

Equally rewarding are opportunities to speak at her children’s schools about accepting others who look “different” and serving on the board of a local housing authority.

Life is full, and MaryAnn wouldn’t have it any other way.

“You can have the world in the palm of your hand if you go after it,” she says. “The words ‘I can’t’ are not in my vocabulary.”



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#### EASTER SEALS CENTRAL CALIFORNIA

*Easter Seals Central California helps children and adults with disabilities across 10 counties, providing camping and recreation, in-home respite, supported living services, mobility training, and developmental education at its Child Development Center.*

## SERVICES

*Easter Seals “aspires to assume a responsibility and to discharge a duty, ... to be instrumental in effecting good, ...”*

*Edgar F. Allen, 1922*

### Setting new standards,

**A**cross the country, Easter Seals embraces quality. Working together, Easter Seals organizations throughout the nation practice a continuous quality improvement program to meet standards of excellence as a service provider and as a non-profit leader.

### ... enhancing and creating new services

Disabilities can occur at birth, from injury or illness, or from physical and mental changes experienced in aging. Easter Seals medical rehabilitation services offer help and hope for people with disabilities and their families. Teams of therapists, teachers and

other health professionals work to find answers.



Children and adults with disabilities receive exceptional, personalized medical rehabilitation services



*Above left: Seniors participate in Adult Day Service activities. Above: An intergenerational program pairs young children and seniors.*



*Aquatic therapy is a popular form of medical rehabilitation.*

through one of 267 programs in the U.S. and Puerto Rico.

At Easter Seals' 228 early intervention programs, parents of infants and toddlers with disabilities and developmental delays find dedicated professionals eager to help their young children and families. For many, relationships develop and last for years; for others, Easter Seals pediatric rehabilitation programs give young children and their families the chance to meet developmental norms.

Easter Seals Child Development Center Network sets the standard for quality inclusive childcare. Young children, ages 6 months to 5 years, thrive in a learning environment where all children are welcome. In just five years, the network has grown from 18 to 69 centers in 28 states.

Easter Seals' 100 camping and recreation programs offer thousands of children, teens and adults with





Above: Easter Seals Child Development Centers provide working parents and young children with quality care in an inclusive setting. Below: Assistive technology makes it possible for many adults with disabilities to work. Right: Camp lets kids with disabilities focus on the things they can do, rather than the things they can't.



disabilities the chance to develop lasting friendships and learn what they can do while enjoying adventures and conquering new challenges.

Adults with disabilities find training and employment through Easter

Seals 120 programs nationwide. Easter Seals professionals help assess their skills, identify goals, and create training and assistive technology programs. Easter Seals also works with business to support workforce development, as employment for adults with disabilities is a critical first step toward financial independence.

This year, Easter Seals joined the U.S. Department of Labor's Senior Community Service Employment

Program, which subsidizes employment and training opportunities for adults, aged 55 and older, living at near poverty levels, many with disabilities, before becoming involved as trainees in community organizations.

Easter Seals' 120 adult and senior service programs are expanding to meet the growing needs of almost 40 million adults with disabilities and older adults. Easter Seals Adult Day Services centers promise caregivers a safe, enriching environment for their loved ones — and an alternative to more costly residential care. Over the last three years, the number of centers have doubled — from 20 to 49 in 18 states. Easter Seals also offers caregivers support and guidance through both its transportation solutions and *Loving Conversations* resources.

Every day, Easter Seals helps people with disabilities overcome barriers to independence, partnering with health and human service organizations as well as public and private insurers to achieve results.



## JOHN COCCIOLONE

*President and Chief Executive Officer, Easter Seals Michigan*

2004 MYRTLE M. AND TOM B. MEDDERS AWARD

As part of an Air Force search and rescue team during the Viet Nam War, John Cocciolone learned the value of trusting others to be and do their best.

**T**oday those lessons form the core of Cocciolone's management style as president and chief executive officer of Easter Seals Michigan. Emphasizing quality and empowerment, Cocciolone has taken what he learned while serving his country and applied it to his work serving people with disabilities.

One result has been tremendous growth. Through mergers and new contracts over the past five years, Easter Seals Michigan's budget grew from \$3.5 million to more than \$28 million as service offerings tripled and the staff increased from 65 to 380.

Fiscal achievement as well as the respect and admiration of his staff, volunteers and peers, earned Cocciolone the 2004 Myrtle M. and Tom B. Medders Award for Excellence in Management – an honor he's quick to share.

"The award is really for everyone in the organization," Cocciolone says. "You're no one without the people who support you and work so hard each day."

Cocciolone's career with Easter Seals began 20 years ago when he was hired as a program director for a local affiliate in Michigan; he later was a deputy director and eventually an executive director. When all of the Michigan affiliates merged in 1993, Cocciolone was named to head the state organization.



*John Cocciolone accepts his award from Lou Lowenkron during Easter Seals Nationwide Training Conference in Denver.*

As a way to promote quality at every level, staff are empowered to make decisions that affect clients' lives. For example, each employee may spend \$500 each year without a manager's approval,

provided the money is used to create a solution that helps a client.

"If a single parent can't get a child to therapy because her car is unreliable," Cocciolone says, "then a therapist can designate the funds to get the mom new tires for her car."

"It's about meeting needs," he adds. "That's what Easter Seals does best. We find out what challenges people face and then we respond not to what we think they need, but to what they say they need."

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### EASTER SEALS MICHIGAN

*Easter Seals Michigan offers camping and recreation programs, mental health and wellness services, support for seniors with medical challenges, and a variety of therapies to 8,000 children and adults across the state. Its "El Centro" program provides Hispanic individuals with services in mental health, domestic violence, cultural acclimation, substance abuse, and prenatal workshops.*

## DAN GRIFFIN

*Director of Adult, Senior and Community Services  
Easter Seals Central and Southeast Ohio*

2004 LOU LOWENKRON PROGRAM INNOVATION AWARD

In 1994, Dan Griffin created Easter Seals Community Assistance Partnership, which provides in-home support for hundreds of people with disabilities.

**A**s Griffin explains, “the goal is to help people stay in their homes and communities as they choose. But this is often more easily said than done.” He continues, “One of the challenges in providing in-home services is finding direct service staff workers who fit with their clients.” This is critical when agencies can spend up to \$800 training each direct service worker – in a field where the annual turnover rate is as high as 70 percent. He says it’s even more important for someone with a disability who has opened his or her home to a stranger.

Griffin created an approach that works for both. He starts each relationship with an interview between the client and the direct service worker – so that both can meet and a client can choose. This initial meeting builds trust. It’s also made this program a smashing success for Easter Seals, and a model for other agencies.

Today Easter Seals Community Assistance Partnership boasts staff who work with clients for 30 months on average, and a turnover rate of 33 percent. As a result, Easter Seals has been asked to take on additional contracts for county and state agencies.

Karin Zuckerman, chief executive officer, Easter Seals Central and Southeast Ohio, credits Griffin with creating a program that provides the perfect complement – matching Easter Seals’ mission with financial viability.

Griffin’s approach is a very high touch and personal way for people to become comfortable with each other. Staff are happy; clients are appreciative.



Over the last ten years, Easter Seals Community Assistance Partnership has grown 400 percent.

And, with the increasing need for direct care services in the next ten years, this is a program that can only continue to expand.

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### EASTER SEALS OHIO

*Easter Seals Central and Southeast Ohio offers an array of center and community-based services. These include outpatient therapy services – early intervention, camping and recreation, aquatics and adult day programs.*

## INFLUENCING PUBLIC POLICY

*“In our work, we seek the sympathetic friendship of all who agree that human sympathy for human suffering is the motive spirit of civilization.”*

*Edgar F. Allen, 1922*

**E**aster Seals has always played a significant role in shaping public policy, and assuring adequate funding for disability programs. In 1920, Edgar Allen created a committee to craft two pieces of legislation that would fund his Ohio

plan for community-based services.

When he heard the bills were stalled in committee, Allen mobilized his fellow Rotarians through Ohio’s 65 Rotary Clubs to rally their friends and families. As Allen wrote, with bushels of telegrams arriving at the legislature, the bills were passed at 11 p.m. as the legislature adjourned three days later. Within

intent to promote equal opportunity for people with disabilities.

In May, Easter Seals celebrated the U.S. Supreme Court’s ruling in *Tennessee v. Lane and Jones*. The Court stated that the history of discrimination against people with disabilities in state services and programs validates Congress’ actions in creating Title II of the 1990 Americans with Disabilities Act. In its ruling, the Court overrides state sovereignty as it affects access to judicial services and courthouses. Easter Seals board member Beverly Jones was a named plaintiff in the original case and served as a spokesperson for people with disabilities when the case was heard.

Edgar Allen’s vision of a nation where everyone is included is at the heart of Easter Seals’ *Full Participation for All!* online petition campaign. It addresses public policy concerns about barriers people with disabilities face in education, employment, housing, transportation, health care and voting. Thousands of Americans have signed on in support.

In Washington, D.C. and in state capitols across the country, Easter Seals emphasized the value and cost-benefit to society of funding essential services that promote the health, productivity and independence of people with disabilities. Important initiatives included:



*Marketing materials encourage people to sign and share the online petition and make the American Dream accessible to all.*

weeks, the Ohio Plan provided the funding to begin. His work continues today.

Building on a fifteen-year commitment to educating the public about the 1990 Americans with Disabilities Act, Easter Seals partners staff with volunteer leaders to interpret judicial rulings and protect the ADA’s



*Beverly Jones, Easter Seals board member, was a lead plaintiff in Tennessee v. Lane and Jones, in the U.S. Supreme Court case that upheld the Americans with Disabilities Act's provisions for accessible courthouses.*

- Advocating for the right to a free, appropriate public education for students with disabilities as intended in the Individuals with Disabilities Education Act (IDEA).
- Supporting increased Child Care and Development Block Grants to provide child care for children with disabilities, and advocating to maintain quality standards for the Head Start program as Congress debates revisions.
- Working with other human service organizations to protect funding for federal programs that serve people with disabilities, including Medicaid, Medicare and early intervention programs.

- Collaborating with Congress, the Center for Medicare and Medicaid Services, and other health and disability organizations to analyze and improve rules governing access to new prescription drug benefits and supports for seniors and people with disabilities that are insured by Medicare.
- Partnering with Easter Seals affiliates to educate state and local policy makers and advocate to further Easter Seals' mission and services.
- Providing opportunities through Easter Seals online Network for citizens to contact their legislators about important issues that affect the lives of people with disabilities and their families.

Additionally, Easter Seals Project ACTION, with \$3 million funded annually by the U.S. Department of Transportation, is working to increase research, training and technical assistance activities for people with disabilities seeking accessible transportation and community transit providers.

Easter Seals AgrAbility Project increases independence for farmers with disabilities, providing ongoing training, technical assistance and information to 24 programs serving 27 states, with \$4 million in support from the U.S. Department of Agriculture and in collaboration with the University of Wisconsin Extension.

## SHARON WATSON

*Senior Director, Marketing and Corporate Relations, Easter Seals*  
2004 ROBERT E. BRADFORD LEADERSHIP AWARD

Sharon Watson was honored with the 2004 Robert E. Bradford Leadership Award, recognizing her career achievement.

**W**atson received the award not because of her ten-year tenure but because she has distinguished herself as someone who is leading Easter Seals to higher quality within and beyond. She does that through cultivating relationships with current corporate partners and developing alliances with corporations to engage them in Easter Seals' mission.

Watson points out that she is still a relative newcomer to Easter Seals – where many staff, volunteers and corporate partners have surpassed 20 years with the organization. At the corporate level, she says such longevity is a result of Easter Seals' commitment to building mutually-beneficial relationships that last. She points to the nearly 30 years of support which Easter Seals has received from Century 21 Real Estate Corporation and the 25 years that Easter Seals has been privileged to work with Bayer HealthCare, Safeway Inc., the Fraternal Order of Police & Auxiliary, and Friendly Ice Cream Corporation.

Ultimately, Watson believes dedication to Easter Seals is rooted in the organization's mission.

"Anyone who becomes involved with Easter Seals sees what a difference they're personally making in others' lives, and it becomes impossible to walk away. You can't. You become so invested in what we do," she explains.

Watson, who spent more than 15 years in corporate sales, marketing and public relations before joining Easter Seals, counts herself among the fortunate



few who have the opportunity to do what they love professionally while also gaining great personal satisfaction in knowing that their work is making a difference.

"The biggest challenge for all of us," Watson says, "is that no matter how successful we are in gaining support for our mission, it's never enough. The numbers of people with disabilities and their families who need our services continue to increase every day – and we have to be sure we're able to meet these needs when they turn to Easter Seals for help."

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### EASTER SEALS NATIONAL HEADQUARTERS

*This year, Easter Seals national corporate partners contributed more than \$10 million to support Easter Seals exceptional services for children and adults with disabilities and their families.*



## JOHN CUTTER

President and Chief Executive Officer, Friendly Ice Cream Corporation  
CORPORATE PARTNER

Up and down the east coast, Friendly's marks Valentine's Day with ice cream cones for kids. It's a holiday celebration that Friendly's President and Chief Executive Officer John Cutter says is an institution.

**W**e've been a neighborhood favorite for 70 years," Cutter explains. "It's important to support the communities we serve and we want to help our friends and neighbors with disabilities. Our partnership with Easter Seals gives us that opportunity."

Friendly's "Cones for Kids" has become a winter-time tradition over the past 24 years. Kids bring their parents in for ice cream on even the coldest days. Servers make sure that every guest has a chance to buy a Valentine Card with a one dollar contribution to Easter Seals. Guests redeem the Valentine's Card for five free Friendly's Kids Cones, or an Adult Coupon booklet worth more than \$35.



A young girl enjoys a "Cones for Kids" ice cream at Friendly's headquarters restaurant in Wilbraham, Massachusetts.

All told, Friendly's and its guests have contributed more than \$21 million through the "Cones for Kids" program to support Easter Seals work in their communities. In 2004, Friendly's scooped up \$870,000 for Easter Seals kids and adults with disabilities.

Cutter, who joined Friendly's in 1999, is quick to credit the servers and store managers for Friendly's long-term commitment to helping Easter Seals. As



*Cutter admits to eating Friendly's ice cream every day – his favorite flavor is chocolate. Friendly's best-sellers include vanilla, mint chocolate chip and black raspberry ice cream.*

someone who started as a dishwasher and worked his way up in the restaurant business, he says he came to Friendly's because it is such a tremendous brand. But, even more, on his first visit he could see how Friendly's "was such a part of people's lives."

Today, he says, Friendly's "Cones for Kids" program represents the best part of the company he loves. "It's good for business and, with Easter Seals, we know our contributions go to help people. We can see the impact."

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### FRIENDLY ICE CREAM CORPORATION

*Friendly Ice Cream Corporation is a vertically integrated restaurant company serving signature sandwiches, entrees and ice cream desserts in a friendly, family environment in 540 company and franchised restaurants throughout the Northeast. The company also manufactures ice cream, distributed through more than 4,500 supermarkets and other retail locations. With a 69-year operating history, Friendly's enjoys strong brand recognition and is currently remodeling its restaurants and introducing new products to grow its customer base.*

## SUPPORT

*“The realization of this vision is charity for those who need it, a philanthropy which may be accepted without wounding self-respect.”*

*Edgar F. Allen, 1922*

### **Developing a broader, more comprehensive base of support**

**C**elebrating 24 years in first place among National Health Council members for the percentage (94 percent) of program dollars allocated to providing direct services, Easter Seals' efficiency is an important factor for donors making the decision to support its innovative services and programs.

Easter Seals builds lasting relationships with individuals, corporations and foundations who have experienced first-hand the magic that happens when children and adults with disabilities respond to the exceptional services their generosity makes possible. Volunteers and donors say that giving makes them feel good.

As Easter Seals 2003 Philanthropists of the Year, Leon and Charlotte Igoe Amar gave more than \$1 million to build the new pediatric rehabilitation and child development center in West Palm Beach, Florida. Named for the Amars, it is a tribute to Mrs. Amar's passion for helping young children with disabilities.

Individual giving programs recognize donors for their financial support. Members of Easter Seals Presidents' Council contribute annual gifts of \$1,000 to \$25,000 to Easter Seals organizations nationwide.



*Lou Lowenkron, chairman, with Charlotte Igoe Amar and Leon Amar, named Easter Seals 2003 Philanthropists of the Year.*

The Edgar Allen Founders' Society numbers 203 individual and families whose gifts of \$100,000 or more create a lasting impact. Ten individuals are members of Easter Seals Leadership Council, with

gifts of \$500,000 and more. Easter Seals' Chairman's Roundtable honors 20 donors who have contributed \$1 million and more to underwrite innovative programs and enhance the growth of Easter Seals services for years to come. Easter Seals relationship-based approach to fund development continues to benefit from planned-giving and gift annuity programs.

In November 2003, Easter Seals thanked donors and corporate partners for their contributions in a special *New York Times* "Giving" section ad. Millions of readers learned about Easter Seals and the impact of their contributions on individual lives. The ad featured Robyn Weichel and the rehabilitation services that have made it possible for her to learn and grow.

Easter Seals family of corporate partners, with top contributing partners Century 21 Real Estate Corporation, Safeway, and Friendly Ice Cream



Corporation, raised more than \$10 million this year. Easter Seals corporate family also includes thousands of employees who are champions of Easter Seals in their communities. Many are among the thousands of participants in Easter Seals *Walk With Me* event. Nationally, Century 21® is the founding sponsor and Quixtar is the presenting sponsor in the fun-filled day-long event, which gives individuals and corporate teams the opportunity to contribute as they walk alongside Easter Seals clients and their families.

Easter Seals staff gave \$735,000 through the Caring & Sharing program. Over the past ten years, Easter Seals staff have contributed almost \$5 million to launch new services and provide for the children and adults with disabilities staff know and work with every day.

Easter Seals also benefits from millions of donors, old friends and new, who contribute to requests by telephone, mail and online giving opportunities.

These gifts reflect donors' trust in Easter Seals commitment to helping children and adults

*Walk With Me participants in New Hampshire walk to support their friend and Easter Seals client, Colby.*

with disabilities and their families in their own communities.

With Easter Seals Online Network, donors and interested visitors have a Web presence that links Easter Seals organizations nationwide, and provides up-to-date news and information about how people can become engaged and make a difference.

Grants from the Goizueta Foundation; the Retirement Research Foundation; Independence Technology's Pathways to Independence program, sponsored in partnership with Johnson & Johnson; and the Sprint Foundation fund Easter Seals initiatives and innovative services.

To assure Easter Seals continued success, Easter Seals Academy provides a training program in comprehensive development for staff and volunteer leaders.



## THE STORY OF

# Easter Seals

**1919**

Founded by Edgar Allen to help children with disabilities



**1934**

Conducted first Easter "seal" fundraising campaign



**1944**

Broadened mission to help adults

**1950**

Achieved nationwide reach

**1952**

Officially incorporated lily into Easter Seals symbol

**1967**

Adopted the name Easter Seals

**1984**

Served more than 1 million people annually



**1990**

Helped pass Americans with Disabilities Act into law

**2004**

Received top recognition by National Health Council for 24th consecutive year

**Today**

Offers top-quality, innovative services throughout more than 500 sites



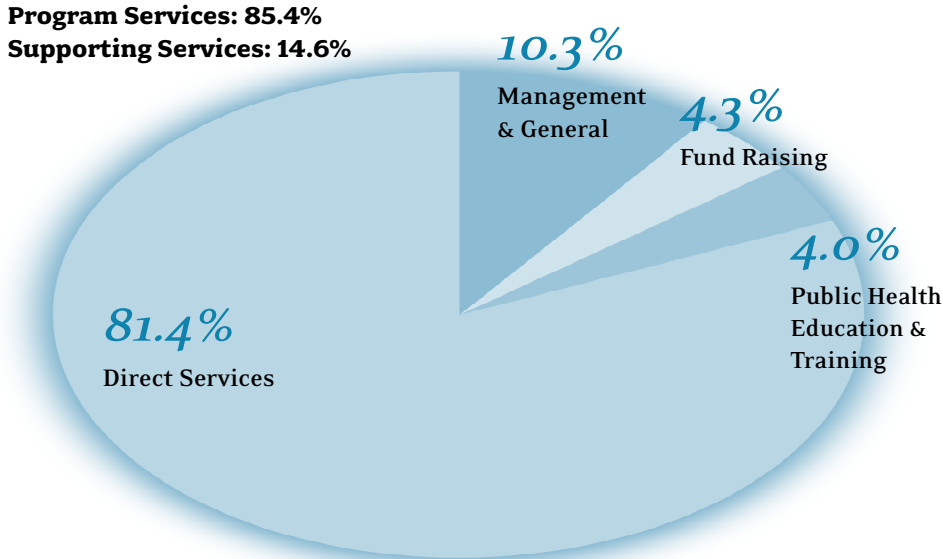
Easter Seals has been helping individuals with disabilities and special needs, and their families, live better lives for more than 85 years. Whether helping someone improve physical mobility, return to work or simply gain greater independence for everyday living, Easter Seals offers a variety of services to help people with disabilities address life's challenges and achieve personal goals.



*Creating solutions, changing lives.*

COMBINED EASTER SEALS  
**COMBINED FUNCTIONAL EXPENSES**

*of \$688,506,000 were allocated to:*



EASTER SEALS 2003 TOTAL PUBLIC SUPPORT AND REVENUE OF \$698,933,000 FUNDS PROGRAMS AND SERVICES THROUGH 550 LOCATIONS, NATIONWIDE INCLUDING:

**267** Easter Seals medical rehabilitation programs for children and adults, offering physical and occupational therapy services, speech-language and audiology, outpatient medical rehabilitation, social work, nursing, rehabilitation engineering, recreational therapy and support services.

**120** job training and employment programs providing evaluation and assessment, work adjustment/employee development, job placement, employment planning, occupational skills training, school-to-work transitions and assistive technologies for community-based and supportive employment.

**228** Easter Seals early education and care programs across the country providing developmental monitoring, early child development

services, developmental pre-school programs and elementary and secondary education services. This includes:

- **69** Easter Seals Child Development Center Network members offering inclusive child care for children ages six months to five years.

**120** adult and senior service programs across the country with adult day services, assisted and supported living programs and in-home care designed to address the growing needs of adults with disabilities, older adults and their families.

**100** Easter Seals camping and recreation programs nationwide, including day camps, recreation programs and residential camping for children and adults with disabilities.

More than 90 percent of Easter Seals' revenue supports services in the area where funds are raised.

In the fiscal year ending August 31, 2003, Easter Seals directly served 1,334,518 children and adults with disabilities and other special needs and their families. Services address the needs of children and adults who are disabled at birth, through injury or illness, and by the functional limitations experienced in the aging process.

The combined financial statements are compiled from uniform audited financial reports submitted by each intermediary Easter Seals affiliate and include the audited financial statements of Easter Seals, Inc.



COMBINED EASTER SEALS

*Includes Easter Seals, Inc.*

**STATEMENT OF FINANCIAL POSITION**

*As of August 31, 2003*

ASSETS:

Cash	\$ 56,609,000
Pledges, notes and accounts receivable-net	80,971,000
Inventories	8,642,000
Prepaid and deferred expenses	7,069,000
Investments, at market value	166,504,000
Land	27,971,000
Buildings, equipment and improvements	377,557,000
Accumulated depreciation	(169,920,000)
Assets held in trust	39,896,000
Other assets	8,539,000
Total assets	<u><u>\$603,838,000</u></u>

LIABILITIES:

Notes and accounts payable	\$ 46,250,000
Accrued expenses	30,236,000
Long-term notes payable	86,533,000
Other liabilities	25,661,000
Total liabilities	<u><u>188,680,000</u></u>

NET ASSETS:

Unrestricted-	
For current operations	265,294,000
Designated for specific purposes	40,877,000
Temporarily restricted	49,098,000
Permanently restricted	59,889,000
Total net assets	<u><u>415,158,000</u></u>

Total liabilities and net assets	<u><u>\$603,838,000</u></u>
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COMBINED EASTER SEALS

*Includes Easter Seals, Inc.*

**STATEMENT OF ACTIVITIES AND  
CHANGES IN NET ASSETS**

*For the Year Ended August 31, 2003*

	<b>UNRESTRICTED</b>	<b>TEMPORARILY RESTRICTED</b>	<b>PERMANENTLY RESTRICTED</b>	<b>TOTAL</b>
<b>PUBLIC SUPPORT</b>				
Contributions	\$ 74,177,000	\$ 9,879,000	\$ 1,381,000	\$ 85,437,000
Special events	24,755,000	15,000	-	24,770,000
less direct benefit costs	(6,684,000)	-	-	(6,684,000)
Bequests	6,903,000	1,317,000	8,000	8,228,000
Federated fund-raising organizations	5,530,000	1,266,000	-	6,796,000
Donated goods and services	14,445,000	-	-	14,445,000
Total public support	<u>119,126,000</u>	<u>12,477,000</u>	<u>1,389,000</u>	<u>132,992,000</u>
<b>REVENUE</b>				
Grants, fees, and contract services	499,444,000	4,955,000	-	504,399,000
Sales to the public	40,922,000	-	-	40,922,000
Investment income - net	11,624,000	1,230,000	1,389,000	14,243,000
Other revenue	6,103,000	236,000	38,000	6,377,000
Total revenue	<u>558,093,000</u>	<u>6,421,000</u>	<u>1,427,000</u>	<u>565,941,000</u>
Net assets released from restrictions	15,894,000	(15,741,000)	(153,000)	-
<b>Total public support and revenue</b>	<u>693,113,000</u>	<u>3,157,000</u>	<u>2,663,000</u>	<u>698,933,000</u>
<b>EXPENSES</b>				
Program services				
Public health education and training	26,632,000	-	-	26,632,000
Research	1,009,000	-	-	1,009,000
Direct services	560,332,000	-	-	560,332,000
Supporting services				
Fund raising	29,784,000	-	-	29,784,000
Management and general	70,749,000	-	-	70,749,000
<b>Total functional expenses</b>	<u>688,506,000</u>	<u>-</u>	<u>-</u>	<u>688,506,000</u>
Audit adjustments and other extraordinary items	2,491,000	(97,000)	(510,000)	1,884,000
Change in net assets	7,098,000	3,060,000	2,153,000	12,311,000
Net assets at beginning of year, as adjusted	299,073,000	46,038,000	57,736,000	402,847,000
Net assets at end of year	<u>\$306,171,000</u>	<u>\$49,098,000</u>	<u>\$59,889,000</u>	<u>\$415,158,000</u>

COMBINED EASTER SEALS

*Includes Easter Seals, Inc.*

**STATEMENT OF FUNCTIONAL EXPENSES**

*For the Year Ended August 31, 2003*

	<i>Program Services</i>		<i>Supporting Services</i>		<b>TOTAL ALL SERVICES</b>
	<b>PUBLIC HEALTH EDUCATION AND TRAINING</b>	<b>DIRECT SERVICES</b>	<b>FUND RAISING</b>	<b>MANAGEMENT AND GENERAL</b>	
Salaries and related expenses	\$10,109,000	\$375,526,000	\$ 13,037,000	\$41,644,000	\$ 440,316,000
Professional fees	1,751,000	23,236,000	1,582,000	6,522,000	33,091,000
Occupancy	1,307,000	31,989,000	740,000	3,149,000	37,185,000
Mail production and services	10,274,000	54,000	8,723,000	3,740,000	22,791,000
Supplies	708,000	22,526,000	1,720,000	2,471,000	27,425,000
Travel	516,000	13,317,000	326,000	1,146,000	15,305,000
Specific assistance	28,000	20,971,000	-	-	20,999,000
Cost of sales	465,000	19,686,000	372,000	176,000	20,699,000
Equipment rental and maintenance	108,000	5,277,000	221,000	862,000	6,468,000
Printing and media	583,000	2,535,000	1,006,000	795,000	4,919,000
Telecommunications	159,000	4,461,000	270,000	1,212,000	6,102,000
Conferences and meetings	191,000	1,659,000	183,000	1,269,000	3,302,000
Membership and support	90,000	676,000	67,000	583,000	1,416,000
Interest	45,000	3,219,000	41,000	1,200,000	4,505,000
Miscellaneous	673,000	19,425,000	1,114,000	3,400,000	24,612,000
Depreciation	634,000	15,775,000	382,000	2,580,000	19,371,000
<b>Total functional expenses</b>	<b>\$27,641,000</b>	<b>\$560,332,000</b>	<b>\$29,784,000</b>	<b>\$70,749,000</b>	<b>\$688,506,000</b>

COMBINED EASTER SEALS

*Includes Easter Seals, Inc.*

**STATEMENT OF CASH FLOW**

*For the Year Ended August 31, 2003*

**CASH FLOW FROM OPERATING ACTIVITIES**

Change in net assets	\$ 12,311,000
Adjustments to reconcile change in net assets to net cash provided by operating activities:	
Audit adjustments and other extraordinary items	(78,000)
Depreciation	19,377,000
Donated property	(1,940,000)
Net gain on property dispositions	959,000
Net changes in operating assets and liabilities:	
Pledges, notes, and accounts receivable	(3,416,000)
Prepaid expenses, inventories and other assets	(4,712,000)
Notes and accounts payable	6,597,000
Deferred revenue and other liabilities	(1,783,000)
Net realized and unrealized losses on investments	(8,084,000)
<b>Net cash provided by operating activities</b>	<u>19,231,000</u>

**CASH FLOWS FROM INVESTING ACTIVITIES**

Purchases of investments	(37,702,000)
Proceeds from investments	36,871,000
Additions to property, net	(25,641,000)
<b>Net cash used in investing activities</b>	<u>(26,472,000)</u>

**CASH FLOWS FROM FINANCING ACTIVITIES**

Proceeds from long-term debt	20,985,000
Repayment of long-term debt	(9,361,000)
<b>Net cash provided by financing activities</b>	<u>11,624,000</u>
Net increase in cash and cash equivalents	4,383,000
Cash and cash equivalents at beginning of year	52,226,000
<b>Cash and cash equivalents at end of year</b>	<u>\$56,609,000</u>

COMBINED EASTER SEALS  
**NOTES TO FINANCIAL STATEMENTS**

*August 31, 2003*

**NATURE OF THE ORGANIZATION**

Easter Seals is a not-for-profit organization comprised of the national office and 91 intermediary health care agencies providing services to individuals with disabilities throughout the United States and Puerto Rico. The mission of Easter Seals is to continue to be the leading organization in helping children and adults with disabilities to live with Equality, Dignity and Independence. Easter Seals and its affiliates are each separately incorporated under the provisions of Section 501(C)(3) of the Internal Revenue Code and, therefore, exempt from taxation under present income tax laws.

**SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

**PRINCIPLES OF COMBINATION**

The combined financial statements are compiled from the uniform audited financial reports of Easter Seals, Inc. and its affiliates. All intra-organizational accounts and transactions have been eliminated in the accompanying financial statements.

**BASIS OF ACCOUNTING**

Combined financial statements, prepared primarily on the accrual basis, incorporate the recommendations of the Financial Accounting Standards Board, which requires Easter Seals to classify its financial position and activities in accordance with Donor imposed restrictions, as follows:

*Unrestricted* - Transactions that are not subjected to donor-imposed restrictions.

*Temporarily restricted* - The organization reports gifts of cash and other assets as restricted support if they are received with donor stipulations that limit the use of the donated assets. When a donor restriction expires, that is, when a stipulated time restriction ends or purpose restriction is accomplished, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statement of activities as net assets released from restrictions.

*Permanently restricted* - Transactions subject to donor stipulations that they be maintained permanently by Easter Seals. Generally, such transactions allow the use of part or all of the income earned on the related investments for general or specific purposes.

**INVENTORIES**

Inventories consist primarily of donated items available for resale and are stated at net realizable value.

**INVESTMENTS**

Investments in the accompanying combined balance sheet are stated at fair market value, and realized and unrealized gains and losses are reflected in the combined statement of activities.

**PLEDGES RECEIVABLE**

Easter Seals has pledges receivable from individuals and corporate entities. Pledges receivable are recorded in the period

during which the pledge is made as public support contributions. Unrestricted pledges to be collected at a future date are recorded, at the present value of cash to be received, as an increase to temporarily restricted net assets and are recognized as unrestricted support when the cash is received.

**PROPERTY**

Purchased buildings, equipment and improvements are stated at cost. Donated property is recorded at the fair market value at date of receipt. Depreciation and amortization is provided primarily on the straight-line method based on the estimated useful life of the asset ranging from 3 to 40 years.

The organization reports gifts of land, buildings, and equipment as unrestricted support unless explicit donor stipulations specify how the donated assets must be used. Gifts of long-lived assets with explicit restrictions that specify how the assets are to be used and gifts of cash or other assets that must be used to acquire long-lived assets are reported as restricted support. Absent explicit donor stipulations about how long those long-lived assets must be maintained, the organization reports expirations of donor restrictions when the donated or acquired long-lived assets are placed in service.

**DONATED GOODS AND SERVICES**

Easter Seals records in-kind support for various professional services and materials received. Contributed professional services are recognized if the service received creates or enhances long-lived assets, or is provided by individuals possessing specialized skills and would need to be purchased if not provided by donation. In-kind support includes the reported value of campaign print and media airings of its public service advertising.

**JOINT COST ALLOCATIONS**

Easter Seals incurred joint program service costs of \$23,800,700 for informational material and activities that includes fund raising appeals. Fund-raising appeals whenever appropriate, include information to educate and influence the general public by incorporating health and educational information in such communications. This effort helps people with disabilities to live with equality, dignity and independence. Accordingly, a total of \$9,866,400, \$3,665,200, and \$10,269,100 was allocated to fund raising, fund-raising advisory and public health education, respectively, in the accompanying statement of activities.

**USE OF ESTIMATES**

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the recorded amounts of revenue and expenses during the reporting period. Actual results may differ from those estimates.



EASTER SEALS, INC.  
**STATEMENT OF FINANCIAL POSITION**  
*August 31, 2003 and 2002*

<b>ASSETS</b>	<b>2003</b>	<b>2002</b>
<b>CURRENT ASSETS</b>		
Cash	\$ 1,463,500	\$ 575,100
Investments	10,077,100	9,123,400
Notes and accounts receivable from affiliates, less allowance 2003 \$706,700; 2002 \$565,800	1,194,300	1,128,100
Short-term pledges receivable	50,000	50,000
Other accounts receivable	1,141,400	1,204,000
Prepaid expenses and deferred charges	190,900	147,400
<b>Total current assets</b>	<b>14,117,200</b>	<b>12,228,000</b>
<b>PROPERTY</b>		
Furniture, fixtures and improvements	3,899,500	3,306,000
Accumulated depreciation	(2,775,000)	(2,323,800)
	<b>1,124,500</b>	<b>982,200</b>
<b>LONG-TERM ASSETS</b>		
Long-term investments	385,700	341,300
Long-term pledges receivable, net	31,500	76,900
Charitable trust agreement, net	348,800	330,000
Prepaid pension asset	3,597,300	-
Intangible asset - pension plan	-	594,200
Notes receivable from affiliates, less allowance 2003 \$150,200; 2002 \$202,200	-	29,600
	<b>4,363,300</b>	<b>1,372,000</b>
<b>Total assets</b>	<b>\$19,605,000</b>	<b>\$14,582,200</b>
<b>LIABILITIES AND NET ASSETS</b>		
<b>CURRENT LIABILITIES</b>		
Accounts payable and accrued liabilities	\$ 3,720,600	\$ 3,943,200
Additional minimum pension liability	-	2,197,200
Accounts payable to affiliates	2,502,900	2,476,100
Note payable - short-term	705,900	-
Deferred revenue	3,175,600	3,378,700
<b>Total current liabilities</b>	<b>10,105,000</b>	<b>11,995,200</b>
Note Payable - Long-term	4,294,100	-
Deferred Rent and Other	1,192,900	1,208,900
<b>Total liabilities</b>	<b>15,592,000</b>	<b>13,204,100</b>
<b>NET ASSETS</b>		
Unrestricted	3,149,400	2,325,100
Temporarily restricted	863,600	656,000
Sub-total net assets	<b>4,013,000</b>	<b>2,981,100</b>
Net adjustment due to additional pension liability	-	(1,603,000)
<b>Total net assets</b>	<b>4,013,000</b>	<b>1,378,100</b>
<b>Total liabilities and net assets</b>	<b>\$19,605,000</b>	<b>\$14,582,200</b>

See Notes to Financial Statements.

EASTER SEALS, INC.

**STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS**

*Years Ended August 31, 2003 and 2002*

	<b>UNRESTRICTED</b>	<b>TEMPORARILY RESTRICTED</b>	<b>2003 TOTAL</b>	<b>2002 TOTAL</b>
<b>OPERATING</b>				
<b>Public Support</b>				
Contributions	\$41,326,900	\$ 294,400	\$ 41,621,300	\$ 43,512,500
Bequests	132,200	-	132,200	122,300
Government grants	5,611,800	-	5,611,800	3,463,100
In-kind	83,000	-	83,000	990,400
<b>Total public support</b>	<b>47,153,900</b>	<b>294,400</b>	<b>47,448,300</b>	<b>48,088,300</b>
<b>REVENUE</b>				
Membership fees from affiliates	7,380,900	-	7,380,900	7,398,700
Sales and services to affiliates	1,144,300	-	1,144,300	959,600
Investment income	202,600	9,900	212,500	194,100
Miscellaneous revenue	251,200	-	251,200	280,800
Net assets released from restrictions	108,200	(108,200)	-	-
<b>Total revenue</b>	<b>9,087,200</b>	<b>(98,300)</b>	<b>8,988,900</b>	<b>8,833,200</b>
<b>Total public support and revenue</b>	<b>56,241,100</b>	<b>196,100</b>	<b>56,437,200</b>	<b>56,921,500</b>
<b>EXPENSES</b>				
Program services:				
Services for affiliates:				
Program development	17,606,500	-	17,606,500	14,689,400
Professional education and training	1,682,800	-	1,682,800	1,004,000
Fund-raising advisory	8,021,400	-	8,021,400	8,877,300
Management advisory	3,365,500	-	3,365,500	2,949,400
<b>Total services for affiliates</b>	<b>30,676,200</b>	<b>-</b>	<b>30,676,200</b>	<b>27,520,100</b>
Advocacy for persons with disabilities	2,099,100	-	2,099,100	2,110,600
Public health education	10,957,900	-	10,957,900	12,441,000
Research	1,008,900	-	1,008,900	778,100
<b>Total program services</b>	<b>44,742,100</b>	<b>-</b>	<b>44,742,100</b>	<b>42,849,800</b>
Supporting services:				
Fund-raising	9,895,100	-	9,895,100	12,650,000
Management and general	1,546,300	-	1,546,300	1,339,500
<b>Total supporting services</b>	<b>11,441,400</b>	<b>-</b>	<b>11,441,400</b>	<b>13,989,500</b>
<b>Total expenses</b>	<b>56,183,500</b>	<b>-</b>	<b>56,183,500</b>	<b>56,839,300</b>
<b>Excess of public support and revenue over operating expenses</b>	<b>57,600</b>	<b>196,100</b>	<b>253,700</b>	<b>82,200</b>

(CONTINUED)

EASTER SEALS, INC.

**STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS**

*Years Ended August 31, 2003 and 2002*

(CONTINUED)

	<b>UNRESTRICTED</b>	<b>TEMPORARILY RESTRICTED</b>	<b>2003 TOTAL</b>	<b>2002 TOTAL</b>
<b>NONOPERATING</b>				
Unrealized gains (losses) on investments	\$ 766,700	\$ 11,500	\$ 778,200	\$ (1,124,200)
Additional minimum pension liability	1,603,000	-	1,603,000	(1,330,300)
	<u>2,369,700</u>	<u>11,500</u>	<u>2,381,200</u>	<u>(2,454,500)</u>
<b>Change in net assets</b>	<b>2,427,300</b>	<b>207,600</b>	<b>2,634,900</b>	<b>(2,372,300)</b>
Net assets, Beginning of year	<u>722,100</u>	<u>656,000</u>	<u>1,378,100</u>	<u>3,750,400</u>
Net assets, End of year	<u>\$ 3,149,400</u>	<u>\$ 863,600</u>	<u>\$ 4,013,000</u>	<u>\$ 1,378,100</u>

*See Notes to Financial Statements.*

EASTER SEALS, INC.  
**STATEMENT OF FUNCTIONAL EXPENSES**  
*Years Ended August 31, 2003 and 2002*

2003

*Program Services*

*Services for Affiliates*

	<b>PROGRAM DEVELOPMENT</b>	<b>PROFESSIONAL EDUCATION AND TRAINING</b>	<b>FUND- RAISING ADVISORY</b>	<b>MANAGEMENT ADVISORY</b>	<b>TOTAL SERVICES FOR AFFILIATES</b>
Salaries and related expenses	\$ 2,305,600	\$ 791,300	\$2,570,500	\$2,053,600	\$ 7,721,000
Mail production and services	-	-	3,665,200	-	3,665,200
Grants and awards	13,601,300	10,600	-	-	13,611,900
Professional fees	515,000	349,100	741,600	351,900	1,957,600
Printing and media	72,500	35,600	110,200	44,200	262,500
Travel	197,000	68,200	153,100	211,800	630,100
Conferences and meetings	187,800	238,200	189,000	287,000	902,000
Occupancy	256,700	78,400	199,500	181,100	715,700
Telephone and communications	47,300	20,800	40,000	45,200	153,300
Office supplies	72,900	20,900	31,700	24,100	149,600
Postage and shipping	21,100	9,300	41,100	19,200	90,700
Repair and maintenance	47,500	9,200	25,400	32,500	114,600
Miscellaneous	187,400	15,100	56,300	74,300	333,100
Depreciation of furniture, fixtures and improvements	94,400	36,100	197,800	40,600	368,900
<b>Total expenses</b>	<b>\$17,606,500</b>	<b>\$1,682,800</b>	<b>\$8,021,400</b>	<b>\$3,365,500</b>	<b>\$30,676,200</b>

*See Notes to Financial Statements.*

<b>ADVOCACY FOR PERSONS WITH DISABILITIES</b>	<b>PUBLIC HEALTH EDUCATION</b>	<b>RESEARCH</b>	<b>TOTAL PROGRAM SERVICES</b>	<b>FUND- RAISING</b>	<b>MANAGEMENT AND GENERAL</b>	<b>2003 TOTAL EXPENSES</b>	<b>2002 TOTAL EXPENSES</b>
\$ 900,900	\$ 281,600	\$ -	\$ 8,903,500	\$ 15,100	\$ 915,600	\$ 9,834,200	\$ 9,098,700
-	10,269,100	-	13,934,300	9,866,400	-	23,800,700	27,547,200
-	-	-	13,611,900	-	-	13,611,900	10,882,700
234,700	146,800	1,008,900	3,348,000	4,000	200,200	3,552,200	3,430,200
319,200	95,700	-	677,400	1,500	13,600	692,500	1,791,200
55,100	24,500	-	709,700	1,800	45,800	757,300	643,200
283,500	28,500	-	1,214,000	3,400	99,700	1,317,100	1,104,300
166,000	29,000	-	910,700	1,200	87,100	999,000	857,000
14,400	7,000	-	174,700	300	10,800	185,800	207,500
16,000	9,400	-	175,000	200	11,400	186,600	170,500
32,500	4,600	-	127,800	600	5,700	134,100	153,400
47,200	18,800	-	180,600	100	10,000	190,700	149,400
19,500	5,800	-	358,400	200	111,600	470,200	363,500
10,100	37,100	-	416,100	300	34,800	451,200	440,500
<b>\$2,099,100</b>	<b>\$10,957,900</b>	<b>\$1,008,900</b>	<b>\$44,742,100</b>	<b>\$9,895,100</b>	<b>\$1,546,300</b>	<b>\$56,183,500</b>	<b>\$56,839,300</b>

EASTER SEALS, INC.  
**STATEMENT OF CASH FLOWS**

*Years Ended August 31, 2003 and 2002*

	2003	2002
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Change in net assets	\$2,634,900	\$(2,372,300)
Adjustments to reconcile change in net assets to net cash used in operating activities:		
Depreciation	451,200	440,500
In-kind contribution - equipment	-	(6,500)
Net unrealized (gains) losses on investments	(778,200)	1,124,200
(Increase) decrease in:		
Notes and accounts receivable from affiliates	(66,200)	26,700
Other accounts receivable	62,600	(758,900)
Prepaid expenses and deferred charges	(43,500)	(76,000)
Pledges receivable and charitable trust agreement	26,600	25,300
Prepaid pension asset	(3,597,300)	-
Intangible pension asset	594,200	(396,800)
(Decrease) increase in:		
Accounts payable and accrued liabilities	(222,600)	(267,300)
Additional minimum pension liability	(2,197,200)	1,727,100
Accounts payable to affiliates	26,800	278,300
Deferred revenue	(203,100)	245,000
Deferred rent and other	(16,000)	(124,400)
<b>Net cash used in operating activities</b>	<b>(3,327,800)</b>	<b>(135,100)</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Additions to furniture, fixtures and improvements	(593,500)	(396,800)
Purchase of investments	(219,900)	(167,000)
Long-term loans made to affiliates, net of repayments	29,600	221,300
<b>Net cash used in investing activities</b>	<b>(783,800)</b>	<b>(342,500)</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>		
Proceeds from loan	5,000,000	-
<b>Net increase (decrease) in cash</b>	<b>888,400</b>	<b>(477,600)</b>
<b>CASH:</b>		
Beginning	575,100	1,052,700
Ending	<b>\$ 1,463,500</b>	<b>\$ 575,100</b>

*See Notes to Financial Statements.*



EASTER SEALS, INC.

**NOTES TO FINANCIAL STATEMENTS**

August 31, 2003 and 2002

**Note 1. Nature of Organization and Summary of Significant Accounting Policies**

**NATURE OF ORGANIZATION:** Easter Seals is a not-for-profit organization comprised of the national office and more than 91 affiliate local health care organizations providing services to individuals with disabilities throughout the United States and Puerto Rico. Our mission is to create solutions that change the lives of children and adults with disabilities, or other special needs, and their families. Our primary services - medical rehabilitation, job training and employment, inclusive child care, adult day services, and camping and recreation - benefit more than 1 million individuals with disabilities and their families each year through 500 centers nationwide. Easter Seals, Inc. acts as a central service organization for these 91 affiliates. The accompanying financial statements do not include the accounts of these affiliates. Each affiliate is a separately incorporated entity, has its own independent Board of Directors, conducts service programs independent of those of Easter Seals, Inc. and maintains its own separate accounts.

**DISPLAY OF NET ASSETS BY CLASS:** The net assets of Easter Seals are reported as either unrestricted or temporarily restricted. Temporarily restricted net assets are created by donor-imposed restrictions on their use. All other net assets are legally unrestricted and are reported as part of the unrestricted class.

Easter Seals reports gifts of cash as temporarily restricted support if they are received with donor stipulations that limit the use of the donated assets. When a donor restriction expires, that is, when a stipulated time restriction ends or purpose restriction is accomplished, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statement of activities as net assets released from restrictions.

Temporarily restricted net assets are available for the following purposes or periods at August 31, 2003 and 2002, respectively:

	<u>2003</u>	<u>2002</u>
Time restricted	\$ 514,800	\$ 326,000
Charitable trust agreement	348,800	330,000
	<u>\$ 863,600</u>	<u>\$ 656,000</u>

Net assets released from restrictions were \$108,200 and \$51,000 for the years ended August 31, 2003 and 2002, respectively.

**TAX STATUS:** Easter Seals is qualified as a tax-exempt organization under the provisions of Section 501(c)(3) of the Internal Revenue Code and, therefore, exempt from taxation under present income tax laws.

**PROPERTY:** Furniture, fixtures and improvements are stated at cost. Expenditures for maintenance and repairs are charged to expense as incurred and expenditures for major renovations are capitalized. Depreciation is computed using the straight-line method over the estimated useful lives of the assets, which range from three to fifteen years.

**REVENUES:** Easter Seals may accept donor-restricted contributions in keeping with the nature of its activities. Such contributions, along with the related investment income, would be recorded in the appropriate restricted classification as required by the donor stipulations.

Contributions received with donor-imposed restrictions that are met in the same year as the contributions are received are reported as revenues of the unrestricted net asset class.

**CENTRALIZED MAIL FUND-RAISING CAMPAIGN:** Certain centralized mail fund-raising campaigns that relate directly to a future calendar period are in process at the end of Easter Seals' fiscal year. Easter Seals recognizes the revenue and the related expenses for these campaigns in the relating calendar period. These amounts are included in deferred revenue on the accompanying statement of financial position and are comprised of the following:

	<u>2003</u>	<u>2002</u>
Campaign commitment billed to Easter Seals	\$ 3,259,300	\$ 3,283,600
Unpaid campaign commitment	(3,183,600)	(3,033,400)
Paid campaign commitment	75,700	250,200
Related revenue received	(3,251,300)	(3,628,900)
Net deferred revenue	<u>\$(3,175,600)</u>	<u>\$(3,378,700)</u>

**IN-KIND SUPPORT:** Easter Seals records, as in-kind support, the reported value of campaign print and media airings of its public service advertising as well as other related services. Contributions of tangible assets are recognized at fair market value when received. In-kind support is summarized as follows:

	<u>2003</u>	<u>2002</u>
Radio and television airings	\$ -	\$ 218,700
Print public service advertising	38,000	560,200
Equipment	-	6,500
Other	45,000	205,000
	<u>\$ 83,000</u>	<u>\$ 990,400</u>

EASTER SEALS, INC.

**NOTES TO FINANCIAL STATEMENTS**

August 31, 2003 and 2002

(CONTINUED)

The above amounts are offset by like amounts included in public health education expense in the statement of activities and changes in net assets, as well as in printing and media expense in the statement of functional expenses. The donated equipment is included in the statement of financial position as furniture, fixtures and improvements.

**USE OF ESTIMATES:** The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Actual results may differ from those estimates.

**RECLASSIFICATIONS:** Certain items in the 2002 financial statements have been reclassified to conform to the 2003 presentation.

**2002 SUMMARIZED INFORMATION:** The financial statements include certain prior-year summarized comparative information in total only. Such information does not include sufficient detail to constitute a presentation in conformity with accounting principles generally accepted in the United States of America. Accordingly, such information should be read in conjunction with Easter Seals' financial statements for the year ended August 31, 2002, from which the summarized information was derived.

**Note 2. Pledges Receivable And Charitable Trust Agreement**

Easter Seals has received pledges from individuals and corporate entities. Pledges receivable are recorded in the period during which the pledge is made as public support contributions. Unrestricted pledges to be collected at a future date are recorded, at the present value of cash to be received, as an increase to temporarily restricted net assets and are recognized as unrestricted support when cash is received.

Pledges receivable are due in the following periods:

	<u>2003</u>	<u>2002</u>
In less than one year	\$ 50,000	\$ 50,000
In one to five years	-	50,000
More than five years	<u>70,500</u>	<u>70,000</u>
Gross pledges receivable	120,500	170,000
Less Discount: 6%	<u>39,000</u>	<u>43,100</u>
Net pledges receivable	<u>\$ 81,500</u>	<u>\$ 126,900</u>

In the accompanying statement of financial position, net pledges receivable are presented as:

	<u>2003</u>	<u>2002</u>
Short-term pledges receivable	\$ 50,000	\$ 50,000
Long-term pledges receivable	31,500	76,900
Total pledges receivable	<u>\$ 81,500</u>	<u>\$ 126,900</u>

Easter Seals was named as beneficiary to a trust in 1999. The principal amount of the charitable trust is \$1,000,000 and is recorded at its present value using a 5.7% discount rate over a 23-year period.

**Note 3. Investments**

The investments of Easter Seals are stated at fair market value and are comprised of the following:

	<u>2003</u>	<u>2002</u>
Mutual funds	\$ 9,728,900	\$ 8,737,200
Other securities	733,900	727,500
	<u>\$10,462,800</u>	<u>\$ 9,464,700</u>

In the accompanying statement of financial position, investments are presented as:

	<u>2003</u>	<u>2002</u>
Investments - current	\$ 10,077,100	\$ 9,123,400
Long-term investments	385,700	341,300
	<u>\$10,462,800</u>	<u>\$ 9,464,700</u>

Investment income recorded in the statement of activities and changes in net assets is as follows:

	<u>2003</u>	<u>2002</u>
Interest, dividends, and capital gains	\$ 212,500	\$ 194,100
Unrealized gains (losses)	778,200	(1,124,200)
	<u>\$ 990,700</u>	<u>\$ (930,100)</u>

**Note 4. Long-Term Debt**

As of August 31, 2003, Easter Seals had available a \$4,000,000 bank line of credit. Borrowings outstanding under the line are collateralized by certain investments. Easter Seals had no outstanding balance under this line of credit as of August 31, 2003 or 2002.

EASTER SEALS, INC.

**NOTES TO FINANCIAL STATEMENTS**

August 31, 2003 and 2002

(CONTINUED)

In August of 2003, Easter Seals received proceeds of \$5,000,000 on a long-term note payable to the same commercial bank. The note is due in monthly principal installments of \$58,824 plus interest at 4.90 percent through September 30, 2010. The note is collateralized by certain unrestricted investments held by the organization. The balance of the note payable was \$5,000,000 at August 31, 2003.

The future maturities of this note as of August 31, 2003, are as follows:

**Year ending August 31,**

2004	\$ 705,900
2005	705,900
2006	705,900
2007	705,900
2008	705,900
Thereafter	1,470,500
	<u>\$ 5,000,000</u>

**Note 5. Dealings With Affiliates**

Notes and accounts receivable balances from affiliates, before allowances for uncollectible accounts, at August 31, 2003, are scheduled for collection as follows:

**Fiscal year:**

2004	\$ 1,901,000
2005	22,900
2006	24,300
2007	25,800
2008	27,400
Thereafter	49,800
	<u>2,051,200</u>

Less: Allowance

Net receivables \$ 1,194,300

In the accompanying statement of financial position, affiliate notes and accounts receivable are presented as:

	<u>2003</u>	<u>2002</u>
Notes and accounts receivable from affiliates - current	\$ 1,194,300	\$ 1,128,100
Notes receivable from affiliates - long-term	-	29,600
Net receivables from affiliates	<u>\$ 1,194,300</u>	<u>\$ 1,157,700</u>

As of August 31, 2003, Easter Seals was guarantor of affiliate bank debt as follows:

<u>AFFILIATE</u>	<u>MAXIMUM GUARANTEE</u>	<u>AMOUNT OUTSTANDING AT AUG. 31, 2003</u>
Easter Seal Society of New York	\$ 115,200	\$ 106,100

**Note 6. Affiliate Fund-Raising**

Easter Seals performs fund-raising activities for its affiliates. Amounts included in contributions, awards to affiliates (program development), public health education, and fund raising relating to these fund-raising activities in the statement of activities and changes in net assets for the year ended August 31, 2003, were \$37,978,400, \$10,227,700, \$10,269,100 and \$9,866,400, respectively.

**Note 7. Allocation Of Joint Information Costs**

For the year ended August 31, 2003, Easter Seals incurred joint program services costs of \$23,800,700 for informational materials that included fund-raising appeals. Of these costs, \$9,866,400, \$3,665,200 and \$10,269,100 was allocated to fund raising, fund-raising advisory and public health education, respectively, in the accompanying statement of activities.

**Note 8. Pension Plan**

Easter Seals has a defined benefit pension plan covering substantially all of its employees. Benefits are based on years of service and the employees' final compensation. Easter Seals' funding policy has been to contribute annually an amount equal to the minimum amount required under the Employee Retirement Income Security Act of 1974. The following table sets forth the plan's funded status and amounts reflected in Easter Seals' statements of financial position at August 31, 2003 and 2002:

	<u>2003</u>	<u>2002</u>
Change in benefit obligation:		
Benefit obligation at beginning of year	\$10,747,500	\$9,362,300
Service cost	452,600	426,600
Interest cost	810,900	699,000
Actuarial (gains) losses	819,600	122,300
Plan amendments	212,000	461,000
Benefits paid	(388,100)	(323,700)
Benefit obligation at end of year	<u>12,654,500</u>	<u>10,747,500</u>

EASTER SEALS, INC.

**NOTES TO FINANCIAL STATEMENTS**

August 31, 2003 and 2002

(CONTINUED)

	<u>2003</u>	<u>2002</u>
Change in plan assets:		
Fair value of plan assets at beginning of year	\$ 6,340,200	\$ 6,686,200
Actual return on plan assets	460,200	(505,800)
Employer contributions	5,619,000	483,500
Benefits paid	(388,100)	(323,700)
Fair value of plan assets at end of year	<u>12,031,300</u>	<u>6,340,200</u>
Reconciliation of funded status:		
Funded status	(623,200)	(4,407,300)
Unamortized prior service cost	722,600	594,200
Unrecognized net actuarial loss/(gain)	3,497,900	2,765,000
Net amount recognized	<u>\$ 3,597,300</u>	<u>\$ (1,048,100)</u>

	<u>2003</u>	<u>2002</u>
Amounts recognized in statements of financial position consist of:		
Accumulated benefit obligation	\$11,322,600	\$ 9,585,500
Fair value of plan assets	<u>12,031,300</u>	<u>6,340,200</u>
Accrued benefit liability	N/A	(3,245,300)
Prepaid pension asset	3,597,300	-
Intangible asset	N/A	594,200
Additional minimum pension liability	N/A	<u>1,603,000</u>
Net amount recognized	<u>\$ 3,597,300</u>	<u>\$ (1,048,100)</u>

Components of net periodic benefit cost:		
Service cost	\$ 452,600	\$ 426,600
Interest cost	810,900	699,000
Expected return on plan assets	(557,900)	(569,600)
Amortization of prior service cost	83,600	64,300
Amortization of actuarial gains	182,500	41,400
Net periodic benefit cost	<u>\$ 971,700</u>	<u>\$ 661,700</u>

The weighted-average discount rate used in determining the actuarial present value of the projected benefit obligation was 7.0 percent and 7.5 percent for 2003 and 2002, respectively, while the rate of increase in future compensation levels used was 3.5 percent and 4.5 percent for 2003 and 2002, respectively. The expected long-term rate of return on plan assets was 8.5 percent for 2003 and 2002.

Employer contributions for the year ended August 31, 2003, were funded in part through the \$5,000,000 proceeds from the long-term note payable discussed in Note 4.

**Note 9. Leases**

Easter Seals has an operating lease for its corporate headquarters which has been in effect since September 1993, and provides for annual base rent plus a pro rata share of real estate taxes and other operating expenses. This lease expires in January 2009. Rent expense is recognized on a straight-line basis over the life of the lease and was approximately \$148,000 for the years ended August 31, 2003 and 2002. In September 1999, Easter Seals entered into an operating lease for additional space at its corporate headquarters. This lease expires in January 2009. Rent expense is recognized on a straight-line basis over the life of the lease and was approximately \$115,000 for the years ended August 31, 2003 and 2002.

The landlord for the current office space is paying all remaining occupancy costs of the organization's former lease. This payment is in the form of a rent abatement and covers the remaining term of the former lease.

Easter Seals has an additional operating lease in effect for office space in Washington, D.C. The lease was amended during fiscal year 2001 and covers a period through 2006. The lease provides for annual base rent plus a pro rata share of real estate taxes and other operating expenses as defined in the lease. Rent expense is recognized on a straight-line basis over the life of the lease and was approximately \$218,000 for the years ended August 31, 2003 and 2002. In July 2002, Easter Seals entered into an operating lease for additional office space in Washington, D.C. This lease expires in June 2006. Rent expense is recognized on a straight-line basis over the life of the lease and was \$63,600 and \$10,600 for the years ended August 31, 2003 and 2002, respectively.

Future minimum lease payments are as follows:

<b>Year ending:</b>	
2004	\$ 703,900
2005	714,100
2006	674,300
2007	424,800
2008	428,500
Thereafter	180,200
	<u>\$3,125,800</u>

EASTER SEALS, INC.  
**INDEPENDENT AUDITOR'S REPORT**  
*August 31, 2003 and 2002*

To the Board of Directors of  
Easter Seals, Inc.

We have audited the accompanying statements of financial position of Easter Seals, Inc. (an Ohio not-for-profit corporation) as of August 31, 2003 and 2002, and the related statements of activities and changes in net assets, functional expenses and cash flows for the years then ended. These financial statements are the responsibility of the organization's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with auditing standards generally accepted in the United States of America and the standards for financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Easter Seals, Inc. as of August 31, 2003 and 2002, and the changes in its net assets, its cash flows and its functional expenses for the years then ended, in conformity with accounting principles generally accepted in the United States of America.

In accordance with *Government Auditing Standards*, we have also issued our report dated October 30, 2003, on our consideration of Easter Seals, Inc.'s internal control over financial reporting and our tests of its compliance with certain provisions of laws, regulations, contracts and grants. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* and should be read in conjunction with this report in considering the results of our audit.

*McGladrey & Pullen, LLP*

Chicago, Illinois  
October 30, 2003

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*List as of August 31, 2004*



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**T**he Chairman's Roundtable honors those individuals who have made transforming gifts of \$1,000,000 or more. The Leadership Circle honors those individuals who have made empowering gifts of \$500,000 or more. Their inspiration, leadership and commitment significantly enhance our ability to expand programs and services for people with disabilities.

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Julia Brink  
Barry & Judith Bronstein  
Richard Carrion  
Jake Jobs  
Mort LaKretz  
Ruth Lilly  
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 Teri Morrow & Family  
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 Fred M. Klaus & Harold L. Murphy Charitable Foundation  
 Edward B. Knight  
 Mark LaTouelle  
 Mike Sugar & Campegia  
 Sugar-van Calcar  
 D I G N I T Y  
 Jim & Geri Adkins  
 Mike & Robin Brodsky  
 Tamara Shumate Brown  
 Robert Griggs

Ray & Nancy Murray  
 Philip & Lisa Storey  
 Joel & Laurie Williams  
 Melvin & Rachael Wright  
 A B I L I T Y  
 Anonymous  
 Grace Armstrong  
 Ken Armstrong  
 Holly Barber  
 Michael Barber  
 Chuck & Georgia Bavol  
 David & Debra Beckman  
 Jack Bobier  
 Ann Boese & David Laughlin  
 Tom Borzell  
 Mark Bowman & Pattyann Jackson  
 Dean & Madeleine Christensen  
 Velva Clark  
 Yolanda Cole  
 Lucy Dowie  
 Gail Edwards  
 Gladys & Russell Epps  
 Kelly Fenstermacher  
 Fred Fisher  
 Janet & Stu Greene  
 Michael Harding  
 Gerald L. & Gloria Hasara  
 William & Joann Henry  
 Maria Himes  
 James & Brenda Horan  
 Fred & Erja Jackson  
 Joe & Meagan Jurevicius  
 Edna & Richard Kerwick  
 Jim & Silvia Lakey  
 Evelyn Marsh  
 Merriann Metz  
 Roberta Andrews Mira  
 Kevin M. & Jennifer G. Murtha  
 Don Nelsen  
 Greg & Diane Nelson  
 Sally Palmer  
 Bobby Pittman  
 Joanne Rock  
 Cleone Secrist  
 Jean Stearns  
 Thomas & Debra Tschopp  
 Susan Ventura  
 Robert Willmarth  
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*Easter Seals  
Broward County,  
Florida*

EMPOWERMENT

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Hildebrandt

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Forman

DIGNITY

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Mr. & Mrs. Bonfiglio Sr.  
Mr. & Mrs. Fred Dono  
The Falk Family of Kings  
Point Tamarac  
Robert G. Friedman  
Mr. & Mrs. Ron Rubinoff

ABILITY

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Mr. Charles Bonfiglio Jr.  
Mr. Sonny Caruana  
Ms. Becky Dausman  
Mr. & Mrs. Neal Falk  
Grandparents of  
Jake Falk  
Mr. Robert Giacin  
Mr. & Mrs. Timothy  
Griffin  
Mr. & Mrs. Larry  
Lunsford  
Mr. & Mrs. Gilbert  
Merrill  
Mr. & Mrs. Robert  
Minnaugh  
Mr. & Mrs. Victor  
Newman  
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Schwalbe  
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Miami-Dade,  
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The Batchelor  
Foundation  
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OPPORTUNITY

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Antonio Gonzalez  
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DIGNITY

Jordan Block  
Joan Bornstein &  
Ben Giller  
Karen & Steve Rossman  
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John West Thatcher  
The Fitzgerald Brothers  
Foundation

ABILITY

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Molly & Charles  
Baumberger  
Ronni & Paul Bianco  
Felipe Blanco  
Catherine & Maurice  
Blumenthal  
John Brunetti  
Ann Byussel  
Harvey Chaplin  
Rosa & Miguel de la O  
Brett Ellis  
Maria & Charles Flora  
Gordon Foster  
Elisabeth & Robert  
Gallagher  
Sue & Charles Gomes  
Rolando Gonzalez  
Steven Habib  
Osmond C. Howe, Jr.

Gordon Foster

Elisabeth & Robert  
Gallagher

Sue & Charles Gomes

Rolando Gonzalez

Steven Habib

Osmond C. Howe, Jr.

Mary Inhoffer

Marcel Navarro

Ari & David Marko

Miriam & David Peckins

Aristides Sastre

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Mary Jane & Albert  
Staton

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*Easter Seals,  
Southwest Florida*

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EMPOWERMENT

Bruce Baughman

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Annette J. Hagens  
Memorial Foundation  
The Hurlburt Foundation

OPPORTUNITY

Anonymous  
Dan & Virginia Judge  
Sarah J. Patterson Trust  
Walter Schmid, Jr.

DIGNITY

Albert & Maira Deering  
Victoria Maguda  
The Tarr Charitable  
Family Foundation

ABILITY

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Peter & Marcy Abbott  
Mary Hitchcock  
Don & Rhonda Lapp  
Joseph & Barbara Najmy  
Mark E. Parker  
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Mr. & Mrs. Joe

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Wendell N. Jarrard

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*Easter Seals  
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DIGNITY

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ABILITY

Avys. Billue

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Dick Fox

Leroy Harvey, Jr.

Russell Middleton

Julian Osbon

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Sheila Thomas

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*Easter Seals  
Middle Georgia*

ABILITY

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L. Wayne Peebles

*Easter Seals  
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OPPORTUNITY

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DIGNITY

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ABILITY

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Ms. Brenda Brock

Ms. Donna Davidson

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Mr. & Mrs. David Haddow

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Sandi Cannon

Sean Davis

Beth English

Brad Folsom

Lynda Hammond

Ken Hodges

Al Newton

Pat O'Lear

Dave Orłowski

David Prisant

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Jim Wilcox

*Easter Seals Hawaii*

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Al Harrington/  
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EMPOWERMENT

Nicholas & Margaret

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Mark & Diane Hastert

OPPORTUNITY

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 Fred & Dolores Ida  
 Drs. Nick & Sue Palumbo  
 Larry & Patricia Rodriguez  
 Manuel R. & Margaret M. Sylvester Foundation  
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 Will & Margie Beaton  
 Ron & Gaelyn Brandvold  
 Emma Yuri Choi  
 Bill & Jackie Clifford  
 John & Anastasia Collins  
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 Matthew Farnes  
 Billie Gabriel  
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 David Haig  
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 Harry & Karen Kame'enui  
 Lynn & Jamie Kataoka  
 Norman & Jeannie Kawakami  
 Edward Kawamoto  
 Terry Lee  
 Bruce & Pom Luxton  
 Captain David Lyman III  
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 Gary & Kay Komoto  
 Steven & Jill Loui  
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 Clayton & Lynette Tsuchiyama  
 Indru & Gulab Watumull  
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 Carleton L. Williams & Gail S. Nakamura  
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ABILITY  
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 Randy & Susan Jess  
 Jack & Jan Kelsheimer  
 Tom & Linda McDaniel  
 Paul & Verlyn Rosenberger

*Easter Seals  
 Children's  
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EMPOWERMENT  
 Joe & Sara Hansberry

OPPORTUNITY  
 Mary Gaffney

DIGNITY  
 John & Maureen Morrissey

ABILITY  
 Cedric & Tera Blazer  
 James & Carol Cox  
 Rich & Nancy Eggers  
 Steve & Ann Guedet  
 Scott & Joanna Mooney  
 Dr. Rick McNelly  
 Julie Olmsted  
 Dr. Paul & Abigail Pribbenow  
 Steve Schmeling & Dr. Juliette Kalweit  
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 Mrs. Stanley W. Marion

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 Mr. & Mrs. Frank Cannon  
 Mr. & Mrs. Charles B. Cox  
 Mr. & Mrs. Bruce K. Lee  
 Mr. & Mrs. Steve Owens  
 Mr. & Mrs. Thomas Ryan  
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 Mr. & Mrs. Richard E. Ascher  
 Mr. & Mrs. Matthew Billings  
 Mr. Michael J. Brinati  
 Mr. & Mrs. Brian Claire  
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 Mr. & Mrs. James Auble  
 Mr. & Mrs. David A. Bentham  
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 Rehabilitation  
 Center, Illinois*

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 Mr. & Mrs. Lane B. Hoffman  
 Mr. & Mrs. Richard K. Jakle  
 Mr. & Mrs. Alfred Y. Kirkland, Jr.

DIGNITY  
 Mr. Harvey E. Daeumer  
 Mr. & Mrs. Lane B. Hoffman  
 Mr. & Mrs. John M. Licht  
 Mr. & Mrs. Thomas S. Rakow

ABILITY  
 Mr. & Mrs. Thomas I. Anderson  
 Mr. & Mrs. Wendell W. Clancy  
 Mr. Harvey E. Daeumer  
 Mr. & Mrs. Donald G. Grimaldi  
 Mr. & Mrs. Ron Gunther & Family  
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 Mr. & Mrs. Richard K. Jakle  
 Mr. Carl Lundstrom  
 Ms. Barbara Napolitan  
 Mr. & Mrs. Thomas S. Rakow  
 Mr. & Mrs. Harry J. Seigle  
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 Joliet Region,  
 Illinois*

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 Mr. Chuck Dinolfo & Ms. Ruta Susinskas

DIGNITY  
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 Mr. & Mrs. Terry Kunes  
 Mr. & Mrs. John Manner  
 Mr. & Mrs. Edward Mattox  
 Mr. & Mrs. Timothy Ruth

ABILITY  
 Mr. & Mrs. Michael Allegro  
 Mr. Harish & Dr. Renuka Bhatt  
 Mr. Brian Brown  
 Mr. Kurt Brown  
 Mr. Duane Brumitt  
 Dr. & Mrs. Michael Cohen  
 Mr. & Mrs. Henry Condotti  
 Mr. Rick Cox  
 Mr. & Mrs. Scott Crowther  
 Mr. & Mrs. Clint DeGeus  
 Mr. & Mrs. Edward Dollinger  
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 Mr. & Mrs. Robert Narvick  
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 Mrs. Dorothy Shapiro  
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*Easter Seals LaSalle  
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 Bob & Natalie Carper  
 Lynette Crockett  
 Pamela Flad  
 Gra-Lind Kolarik  
 John & Staci Sundberg

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 Chicago, Illinois*

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 Anonymous

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 Mr. David Eggers  
 Eugene & Jane Mroz  
 Don Schumacher  
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 Mr. & Mrs. Gordon Mark  
 William & Carol Nolan  
 Paul & Joan Rubschlager  
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DIGNITY  
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 Mr. Craig P. Colmar  
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 Mr. Tom Driscoll

Tom Fiddler  
 John Fiermosca  
 Kim Keller  
 Mr. Lew J. Leibowitz  
 F. Timothy Muri  
 Mr. & Mrs. Mark O'Toole  
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 TS Armour  
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 Mr. & Mrs. Dale E. Burklund  
 Dr. Stephen A. Cullinan & Dr. Theresa M. Falcon-Cullinan  
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 Mr. Kevin May  
 Mr. Thomas G. Mercier  
 Mr. Joseph O'Brien  
 Mr. William D. Morton  
 Mrs. Diane A. Oberhelman  
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 Mr. Bruce Altorfer  
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ABILITY  
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 Mr. Randolph C. & Mrs. Vicki Bahr  
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 Mr. Wayne E. Baum  
 Mr. John Bearce  
 Mr. & Mrs. Patrick Bivens  
 Mr. & Mrs. Kip Blakesley  
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 M.E. Raker Foundation  
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 ABILITY  
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 Mrs Elizabeth B Cody  
 Mr J Terrence Cody  
 Wayne & Thresa Estopinal  
 Phil & Judy Johnston  
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 Don, Terry, Suzanne & Joseph Richards  
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 Mrs. Elizabeth N. Jennings

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 Dr.'s. Jack Deppe & Shari Barrett  
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Bobby & Penny Vaughan  
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