

2015 SUMMER
NEWSLETTER

PAGE

2

Taking Flight
Tech Committee

3

A Healthy
Partnership

4-5

Night of Dreams

6-7

Foundation,
Corporate
and Community
Supporters

8

Year of Dreams
20th Anniversary

New Workplace Training Program Draws National Attention

Jean Kroll, owner of ILOVESWEETS commercial bakery in Evanston, had a dilemma; she was in talks with a client whose baked goods needed very labor-intensive packaging, but she couldn't justify the significant capital outlay necessary to automate a brand new process. Jean decided to reach out to Have Dreams, located just down the street from her bakery. Several young adults from Have Dreams were already helping Jean build and label boxes for her signature shortbread cookies. Why not have them perform the labor-intensive work required?



Together, Jean and Have Dreams developed a 10-week training program providing three young adults with Autism Spectrum Disorder (ASD) an opportunity to learn the ins and outs of working in food manufacturing. The trainees would also increase their future job prospects by gaining independence, developing their problem-solving, teamwork and leadership abilities, and broadening their social and communication skills.

In the summer of 2014, with a \$125,000 grant from **The Coleman Foundation**, Have Dreams Academy launched its new manufacturing program at ILOVESWEETS. The foundation funded an intern from **Northwestern University's Kellogg School of Management** to track and analyze the trainees' job performance. If they performed well, a case could be made to encourage other employers to hire students from the Academy.

At the end of the program session, the data collected showed that hiring workers with ASD made good business sense. Jean hired two of the trainees into part-time, entry-level positions, which allowed the

bakery's more experienced, higher-paid staff to work on other tasks. The trainees showed a strong desire to work and have become valuable members of the bakery staff. In January 2015, the Have Dreams Academy at ILOVESWEETS began its 10-week winter quarter training program with two new trainees.

"We need to help business owners understand, like Jean does, that there is an economic benefit to employing this population. This is not just a feel-good story," says **Clark McCain**, Senior Program Officer at The Coleman Foundation. "Think of how many manufacturers there are in Chicago who have some discreet, repetitive tasks that need to be done and that might be well-suited to the folks at Have Dreams."

The innovative partnership between Have Dreams and ILOVESWEETS quickly drew the attention of local news sources when ABC7's Eyewitness News, NBC 5 Chicago, the Chicago Tribune and the Daily Herald ran stories featuring the trainees' successful work in the bakery. The Associated Press picked up the story, which was carried in news outlets across the country including the Autism Speaks website and The Dallas Morning News.

The positive press placed a well-deserved spotlight on Have Dreams and its pioneering workplace programs. Have Dreams Academy, which also has a retail collaboration with Walgreens, has a 75 percent job placement rate among its graduates. Researchers who study autism in the workplace have taken notice and are requesting visits to learn more about the Academy, which is proving not only successful for its graduates, but for employers like ILOVESWEETS as well.



TAKING FLIGHT

Every parent's dream – watching their child soar into a happy, healthy, secure adulthood. Our founding families shared this dream. Have Dreams has grown up with the first generation of children with Autism Spectrum Disorder who benefited from early childhood intervention and an explosion of autism research.

As this first generation has grown up, we have realized that they are in need of a longer runway in order to take flight.

In this issue of our newsletter, you'll learn about Have Dreams Academy – one track of programming designed to help launch these young adults into enriching occupations. With a grant from **The Coleman Foundation**, the Academy launched in summer 2014 to give young adults on the spectrum the tools they need to be successful – in the workplace, in the classroom and in their day-to-day lives.

We offer several programs designed to serve young adults across the entire autism spectrum, including Project SEARCH Collaborates for Autism at Northwestern University for high school students in their last year of transition, and our daytime Life SCILS program for young adults who have already graduated. Community support from friends of Have Dreams and organizations like **Autism Speaks**, **New York Collaborates for Autism** and **Twin Hearts Autism Foundation**, helps us ensure that everyone who needs these vital services has access to them.

As the population we serve grows older and enters adulthood, Have Dreams will be there with programs and services to help them soar.



Committee Focuses on Tech Careers for Have Dreams Participants

In February 2014, Have Dreams' Board Vice Chair **Jeff Hoffmann** and Tech SCILS (Social, Communication and Independent Living Skills) instructor **Kathryn Born** had a brainstorming session. Both Jeff and Kathryn had decades of experience in technology, and both knew that a fairly large percentage of children and teens on the spectrum are attracted to technology and remarkably gifted in it. Given that many after-school tech club participants are in the program for multiple years, could Have Dreams build in skill sets that would make it easier for them to find a meaningful career in adulthood? "Based on the huge strides our students have made, it seems like with patience and perseverance, there are a number of technology and engineering tracks that could be viable options," Kathryn commented. Several months later, a group of technology leaders from around Chicago gathered at regional tech incubator 1871 to tackle that question — the first meeting of the Have Dreams Technology Committee.

Since then, the group has met several more times — at Have Dreams and at the offices of Chicago area technology firms, bringing this group of regional leaders together to identify which jobs in technology are best suited to young adults on the spectrum, what core competencies are required and what would be the best way to weave these skills into the programming provided at Have Dreams. Future meetings will drill down even further – identifying the path into a technology career. "The Chicago area IT community has suffered for years from a talent shortage," remarked Jeff. "Young adults with autism are chronically unemployed and many are uniquely qualified to succeed in IT. Tapping this wellspring of untapped talent seems like the obvious next step."

A full list of our Technology Committee members is below. If you or someone you know is interested in joining this dynamic group, please contact Have Dreams' Chief Director of Development Amy Funk at afunk@havedreams.org.

- Committee Chair: Jeff Hoffmann, Vice President and Solutions Leader, SWC Technology Partners
- Committee Co-Founder: Kathryn Born, Instructional Design and Curriculum Development, Have Dreams
- Sam Aruti, Director Information Systems, Code Red Safety
- Jane Ashley, Senior Front End Developer / Visual Designer, Ticketmaster
- Geoff Baird, Group President – Emerging Brands at Education Corporation of America
- Andy Baker, President, NextGen Global Resources
- Andres Balvanera, IT Analyst, Beam Global
- Elliott Baretz, General Manager, COMPAREX
- Joe Born, CEO, Hale Devices
- Matthew Diener, Senior Product Manager, Media at Health Forum
- Jim Hauser, IT Enterprise Strategy, Motorola Mobility
- Case Hultman, Implementation Consultant, ADP
- Alison Kassel, CIO, Seaton Corp.
- Doug King, Vice President / CIO, Landauer
- Bob Knott, President, SWC Technology Partners
- Jeff Laubach, Business Development Executive, Slalom Consulting
- Millie Liggins, Experienced Strategic Implementations Leader
- Kevin McCann, CIO, Inland Real Estate
- David May, CEO, Audrey Ventures
- Larry Mohr, Director, HAVI
- Fred O'Connor, Financial Advisor, Northwestern Mutual
- Andrew Sapp, Principal, Redwood Consulting, LLC
- David Sendre, Director of Information Technology, The Parking Spot
- Mark Smith, Senior Programmer, Citadel, LLC
- Vito Trifiletti, CIO, Preferred Meals
- David Vance, Global Project Executive, IBM
- Julia Vander Ploeg, US Vice President – Digital, McDonald's

Have Dreams and Astellas Do the Cha Cha

Have Dreams is excited to partner with **Astellas Pharma US** of Northbrook, Illinois in the 2015 Chicago Charity Challenge (Cha Cha)! In its second year, the Chicago Charity Challenge is a nonprofit volunteer fundraising competition that teams businesses with charities to encourage, support and reward employees who volunteer and fundraise for their paired charity. From May 1 to December 31, businesses compete to win money for their charities in the following categories: most money donated, most time volunteered and the biggest impact on a community or issue through innovative programs and activities. Together, Have Dreams and Astellas will compete against other Chicago teams, have fun and raise both money and awareness for children, teens and young adults impacted by autism. Have Dreams will post updates on social media throughout the year as Astellas and Have Dreams compete against other Chicago-area partnership teams in this most friendly of competitions. For more information, see www.chicagochacha.org.

Chicago Charity Challenge

Healthy Eating Initiative Takes off with Astellas Grant

In December 2014, Have Dreams received a grant from the **Astellas USA Foundation** to launch a new Healthy Eating Initiative. The initiative will provide healthy foods and nutrition education during the snack breaks for the after-school and weekend SCILS (Social, Communication and Independent Living Skills) programs for children, teens and young adults with autism. The grant provides support to Have Dreams to develop and sustain a nutrition program to help SCILS participants identify and choose healthy foods, learn why certain foods are nutritionally valuable and how eating healthy food impacts their lives. Below right is a broccoli frittata recipe developed by the nutritionist for Have Dreams' Life SCILS participants.

Childhood and adolescent obesity is a health risk for all youth in the United States, especially individuals with developmental disabilities. More alarming, research by the Centers for Disease Control and Prevention suggests that adolescents with autism

are at double the risk for obesity compared to teens with other developmental disabilities. Research at Marcus Autism Center and the Development of Pediatrics at Emory University of Medicine shows that children with autism are five times more likely to have feeding problems such as extreme tantrums during meals, severe food selectivity and ritualistic mealtime behaviors. The Healthy Eating Initiative will help SCILS participants broaden their food choices through eating modified healthy versions of their favorite foods and sampling newly introduced foods with increased nutritional value. The grant will also provide nutritional training to Have Dreams staff, so they can help educate parents about nutrition and strategies to foster healthy eating habits at home.

The pinnacle of the Healthy Eating Initiative will be a Community Nutrition Seminar for the autism community at large. Stay tuned for information closer to the event, which will be held in Fall 2015.



Broccoli Frittata for Two (A Favorite of Have Dreams Participants)

- 1 cup finely chopped onions
- 1.5 cup chopped broccoli (about 1/2 inch pieces)
- 2 tsp. fresh basil or 1 tsp. dried basil
- 1 Tbsp. olive oil
- Sea salt and white pepper to taste
- 8 eggs
- 1/4 cup grated mozzarella cheese

Heat oven to 350 degrees Fahrenheit. Lightly grease a 9" pan. Cook oil, onions and broccoli in a skillet for 5 minutes until tender on medium heat. In a bowl, combine eggs, cheese, salt and pepper. Add vegetable mixture and stir to blend. Pour into prepared pan. Cook for about 30 minutes. Let cool for 10 minutes before eating, then enjoy!

7th Annual Night of Dreams Gala: Taking Flight



On Saturday, May 9, 2015, over 375 attendees gathered at the Four Seasons in Chicago to honor **Randy Lewis**, former Senior Vice President of Walgreens and a leader in workplace inclusion, at the Have Dreams' Night of Dreams Gala. Also honored was **Fred O'Connor**, Financial Advisor at Northwestern Mutual, who has worked tirelessly for the mission of Have Dreams in the Chicago area. Chaired by Have Dreams parents and longtime supporters **Carol and Brian Callaci**, this year's event raised over \$470,000 for Have Dreams' programming for children, teens and young adults with autism.

Mary Ann Ahern emceed the event, highlighted by a delicious dinner, dancing to the Steve Edwards Orchestra and the signature Dreams of a Lifetime live auction, which included a trip to the Emmys, vacation homes in Hawaii and Breckenridge and a Bulls' skybox suite.

In addition to Carol and Brian Callaci, a big thank you to all the gala dinner committee members: **Olga and Yuri Aronov**, **Ingrid and Mitch Basson**, **Kathy and John Bruckner**, **Michelle and Ted DeGaetano**, **Andrea and Matt Johnson**, **Ariel and Jonathan Towers** and **Roni and Dave Vucovich**.



1 - Randy Lewis (center) accepting the 2015 Dream Maker Award from Have Dreams Academy participants, Project SEARCH Collaborates for Autism graduates, and Board President Steve Gustafson
 2 - Fred O'Connor (left) receives the 2015 Ambassador Fellow Award from David Hiller, President and CEO of the Robert R. McCormick Foundation
 3 - Carol and Brian Callaci, Dinner Committee Co-Chairs
 4 - The centerpiece auction winners await their champagne toast

5 - Festive dinner tables were adorned with gorgeous flowers, photos of program participants and shortbread cookie goody bags from ILOVESWEETS, which employees Have Dreams Academy participants
 6 - Brad and Paige Sullivan with Sara and Jeff Hoffmann
 7 - Andrea and Matt Johnson, Dinner Committee Members
 8 - Auctioneer extraordinaire, Jim Miller
 9 - Paddle raise during the Dreams of a Lifetime live auction

Thank you to all our Night of Dreams attendees and supporters!

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SAVE THE DATE
Night of Dreams 2016
 Saturday, April 30TH
Celebrating Have Dreams' 20th Anniversary



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 - Barb and Jeff Peterson
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 - Janice and Bob Scarpelli
 - Joram Siegel
 - R. Matthew Simon
 - Chris Speight
 - Roslyn and Bret Tayne
 - Donna and David Tropp
 - Robin and Bob von Halle
 - Lauren and Milton Wakschlag
 - Georgianne Yost

10 - Ariel and Jonathan Towers, Dinner Committee Members
11 - Lois Scott, David May, and Rebecca and Charlie Besser
12 - Candy Black, Mary and Brian Higgins, and Sylvester Black
13 - NBC 5's Mary Ann Ahern did a fabulous job of once again emceeing the Night of Dreams Gala

14 - A selection of rare and valuable bourbons were included with the popular Kentucky Bourbon Trail Trip auction package
15 - Ingrid and Mitch Basson, Dinner Committee Members
16 - Steve Gustafson, Have Dreams Board President, and his wife Diane
17 - Auctioneer Jim Miller congratulates Jeff Rose, who won the Caribbean Paradise Dream Raffle

FUNDRAISERS

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Running to Make Dreams Come True

Running a marathon or a half marathon is a feat in itself. Collectively raising over \$36,000 for Have Dreams while doing so, is powerful. That's just what 25 members of Team Have Dreams did in 2014 after months of dedicated training for the **Chicago Marathon** in October and the **Chicago Rock 'n' Roll Half Marathon** in July. Last year was the first year that Have Dreams was an official charity for the half marathon, broadening the participation choices for Team Have Dreams runners. 2014 was the sixth year that Have Dreams had a participating team run in the Chicago Marathon, raising over \$180,000 for programs and services since 2009. Congratulations and thank you to all Team Have Dreams runners!

Special thanks to:

- **Carleen Murphy** of **Murphy's Fit** in Evanston for donating the team's dry-fit shirts
- **Stacy Bouse** for her motivational and informative emails to team members
- **David Murray** (a founding team member) for spearheading the entire team operation
- **Dick Pond Athletics** for donating our race bags

Join Team Have Dreams at the Chicago Half Marathon

Team Have Dreams has sold out of entries to the Chicago Marathon, but you can still run or walk for Have Dreams in the Chicago Half Marathon on September 27, 2015! The fundraising minimum is only \$500. To sign up, go to <http://havedreams.org/team-have-dreams>. Members receive training, tips and resources to help them meet their goals. To learn more, contact David Murray at 847.685.0250 x105 or dmurray@havedreams.org.

Allstate Employees Lend a Hand to Have Dreams

The **Vehicle Product Management (VPM) Team of Allstate Insurance**, headquartered in Northbrook, Illinois, selected Have Dreams as its Giving Campaign charity in 2014. Through various employee fundraising events, including an NCAA pizza party (whereby busy employees could have pizza delivered to their desks), a McNugget eating challenge and Jeans Day, the VPM Team raised over \$2,000 for Have Dreams. Allstate matched the funds by an additional 15 percent. Have Dreams is extremely grateful to the entire VPM Giving Campaign Team, which had a remarkable 97 percent of its employees participate in the campaign to raise funds for Have Dreams programming.

Have Dreams gratefully acknowledges the following corporate and foundation supporters (July 1, 2014 - May 31, 2015):

- American Hospital Association
- Assurance Caring Together Foundation
- Astellas USA Foundation
- Autism Speaks
- The Chicago Community Trust
- Cantor Fitzgerald Relief Fund
- City Market, Inc.
- The Coleman Foundation
- Dr. Scholl Foundation
- Earl & Betty Fields Automotive Group Foundation, Inc.
- The George L. Shields Foundation, Inc.
- George M. Eisenberg Foundation
- Google
- The Grandy Foundation
- Illinois State Council Knights of Columbus
- J VH Foundation
- Junior League of Evanston – North Shore
- KeHE Food Distributors
- Marco Consulting Group, Inc.
- MAXIMUS Foundation
- The McCortney Foundation
- McKenna Foundation
- Morton Grove Fund
- New York Collaborates for Autism
- Oberweiler Foundation
- Park Ridge Community Fund
- Park Ridge Indian Scouts
- Park Ridge Lions Club
- Spot Trading, LLC
- Trustmark Insurance Company
- Twin Hearts Autism Foundation
- The Woman's Club of Evanston

Team Sean Raises Funds for Have Dreams Scholarships

The Sean Kelly Scholarship Fund was founded in 2005 following the tragic death of the nephew of former board members **Tim and Maureen Sweeney**. Without the fund, many of our Have Dreams families, already burdened with the additional medical and therapy expenses of raising a child with autism, would not be able to attend Have Dreams to foster critical communication and social skills. Each year, **Team Sean** (friends and family of Sean) hosts a fundraiser to raise money for the fund. Last year, the event was held at the Municipal Bar in Chicago on November 29th and raised almost \$4,500 through a silent



Kathleen Sweeney, the matriarch of the family (pictured, center, with her family). Kathleen was a great friend and supporter to Have Dreams over the years. Whether hosting an annual garage sale to raise money for the scholarship fund or attending Team Sean

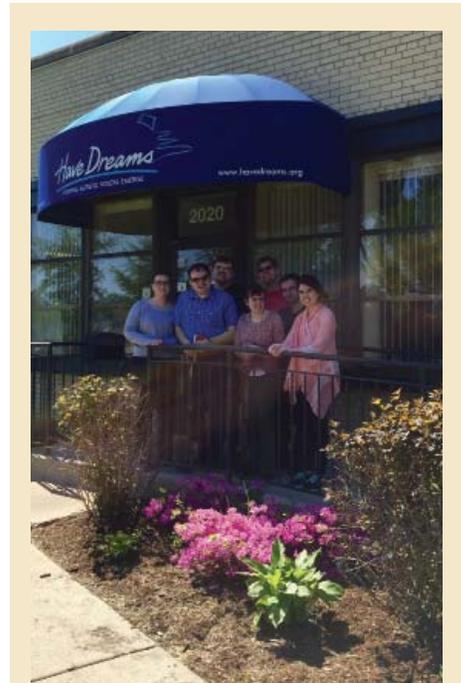
and Have Dreams events, Kathleen was always willing to lend a helping hand and share stories about her wonderful family. Her beautiful smile and kind heart will be missed. Have Dreams is truly humbled by the contributions made in her honor. Kathleen's spirit will live on through the many children the scholarship fund helps each year.

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Roundtable Discussion Centers on Employing Young Adults with Autism

On February 11, 2015, Have Dreams was honored to lead a roundtable discussion around employing young adults with autism. Over 40 business leaders and autism researchers from around the country, including Paul Shattuck, Ph.D., joined Have Dreams to address this vital effort. "Helping individuals with autism lead lives of fulfillment and dignity is what Have Dreams is all about," said

David Hiller, President and CEO of the Robert R. McCormick Foundation, who graciously hosted the event. "We are proud to work with Have Dreams in communicating to the business community about the potential and benefits of hiring employees with autism." Hiller is pictured above right with **Fred O'Connor**, Financial Advisor at Northwestern Mutual/McTigue Financial Group and **Kris Johnsen**, Executive Director of Have Dreams.



The exterior of Have Dreams' Evanston location looks welcoming and cheery thanks to **Nature's Perspective Landscaping**, which generously donated plants and mulch to beautify the front entrance. Have Dreams is grateful to have Nature's Perspective as a partner and neighbor!

Teens in Action



A big thank you to these two teens, who went the extra mile for Have Dreams. Volunteer **Danielle Towers** (above left) asked for arts and crafts supplies, snacks, puzzles and paper goods donations at her Bat Mitzvah in January 2015. Maine South junior **Madison Willoughby** (above right) collected art supplies as part of her work with the National Honor Society. Our Have Dreams participants have put the new supplies to good use in a number of projects that broaden their social, communication and fine motor skills.

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Have Dreams 20th Anniversary: 1996 -2016

Think back to 1996. What were you doing 20 years ago? The Summer Olympics took place in Atlanta, eBay was just starting out, the Spice Girls were on the radio, "Independence Day" was the big summer blockbuster and — without much fanfare — Have Dreams began with a social skills class for seven children (pictured below right) in a room above the Oakton Ice Arena in Park Ridge.

In 1996, the prevalence of autism was only 1 in 2,500. Nearly 20 years later, the rate is now 1 in 68 children and 1 in 42 boys. Have Dreams was the first organization of its kind in the Midwest when it was formed by a small group of parents and educators seeking appropriate programs for children with autism beyond the school day. Today, Have Dreams provides over 1,000 hours of direct services a week to over 150 individuals aged 18 months to 27 years old from 23 Chicago-area communities.

As we launch our Year of Dreams 20th anniversary, we are taking stock of our past and looking toward the future. Stay tuned for special 20th anniversary emails, social media blasts and web blogs with highlights from our history and our dreams for the future. A few surprises are planned as well. All this will lead up to our **Night of Dreams Gala on Saturday, April 30, 2016, at the Radisson Blu Aqua in Chicago**, which is sure to be an amazing night to celebrate 20 years of dreams come true and our aspirations for 20 more. Thank you to all our families and supporters for being part of our dreams as we commemorate this special year.



Like and follow Have Dreams on social media for all the 20th Anniversary Year of Dreams happenings:

www.havedreams.org • www.facebook.com/HaveDreams
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