

# 2022 ANNUAL REPORT



# ANNUAL MEETING PROGRAM

## WELCOME

## OPENING REMARKS & INVITATION TO DINNER

## INVOCATION

## 2022 AWARDS

### Employee Milestone Awards

**5 Years** | Cheryl Becker-Ramirez, Kossivi Rodriques, Yetunde “Felicia” Sadiku

**10 Years** | Mary Montoya

**15 Years** | Latasha “Tash” Coleman

**20 Years** | Sharon Green, Gayla Strickland

**25 Years** | Leasha Austin

**Outstanding Employer** | Kent Companies

**Adult Achievement Award** | Susan Cross

**Youth Achievement Award** | Isabella and Josiah Medrano

**Family of the Year** | Randy and Karen Davis

**Employee of the Year**

**Exceptional Service**

**Volunteer of the Year**

**Wade Whitely Memorial Award**

## TREASURER'S REPORT

## RECOGNITION OF OUTGOING BOARD MEMBERS

Hugh Andy Shaffer – Spectrum of Solutions

## ELECTION OF 2023 BOARD MEMBERS

### Returning Board Members

David Adams, Devin Alsup, Kay Bivens, Nicole Brewer, Blake Cauthen, Lonnie Grohman, Ami Hedges,  
Jonny Heins, Kelly Jones, Rebecca Kargl, Katy Morrow, Brooks Sitka, Bianca Sparks, Joslyn Ware,  
Clint Williamson

### Incoming Board Members

Gilbert Abila, Rebecca Adams, Amber Davidson, Skeet Doss

### MARC Endowment Board Incoming Member

Brooks Sitka

## CLOSING REMARKS AND ADJOURNMENT

## ANNOUNCEMENTS

Christmas Angels | Self-Advocates Christmas Card Sale

**THANK YOU FOR A GREAT 2022!**

# DIRECTOR'S LETTER

# 2022

We started 2022 off with a new name, **Spectrum of Solutions**. Our four pillars are to inspire, empower, advocate, and educate not only our clients we support, but also our community. This year has been a year of opportunity. Our clients have been able to attend a variety of vacations and outings including fishing trips, NBA basketball games, Medieval Times, San Antonio River Walk and more. They also got to experience the “Love Without Limits” prom again since the Covid-19 restrictions were lifted. In addition, we’ve had the opportunity to have our volunteers back in our facilities with our clients and have been able to host several fantastic events including dance parties, holiday celebrations and our first annual Spectrum of Solutions Olympics. It has also been great to have all our youth clients and their families back in person at our Children’s Therapy Center; it has been amazing to see their progress, growth, and successes this year.

Our new day use building is now complete, and our clients have been able to use our new space since June. This new building is designed specifically to meet the needs of a special group of our individuals and allows a quieter and more accessible atmosphere. It has been exciting to watch the construction of our new administration building. Our hopes are to be moved into our new office space by mid-December. Once we are moved in, the construction crews will begin the final phase of our project, which is to remove the existing buildings and complete construction on the new park. We hope to reveal our finished project to the community by April 2023.

We had three successful events this year including the return of Big Boys’ Toys 2022, our Hope in One Golf Tournament, and our second annual Cruise for a Cause Car Show. We are incredibly thankful to the individuals, corporations and foundations that supported us this year!

Because of the support of our community, board, and foundations, we’ve been able to overcome barriers in 2022. This year we faced the challenge of staff shortages relating to the effects of Covid-19 and inadequate reimbursement from our state funded programs. Our board of directors and team have spent countless hours contacting our legislators and sending written testimony to advocate for fair reimbursement for our direct support professionals. We’ve also received generous support from our local foundations and donors, which helped us bridge the gap in order to compensate our staff a fair and competitive wage.

As we look forward to 2023, we invite you to come alongside this amazing organization through community support, volunteering, and giving. I thank you for your support of our clients and staff. We look forward to another year of inspiring, empowering, educating, and advocating for the community of Individuals with Intellectual Disabilities, Autism, and other Developmental Disabilities in the Permian Basin.



**KAYLA MINCHEW**  
*EXECUTIVE DIRECTOR*

# 2022

# PRESIDENT'S LETTER

We began 2022 with a sense of renewal, with our “Brand Refresh”. We retired our MARC name and embraced Spectrum of Solutions, along with reinforcing our purpose, to Inspire, Empower, Advocate and Educate our clients as well as our community. In addition to our new name, our Capital Campaign has been in full swing. Despite supply delays, our new administration building is just weeks away from being move-in ready.

Within this same project, our New Day Hab building was completed in July, with a Coffee & Chat event celebrating the opening on July 7. And, to add to the grand tradition of change and progress, the management team has initiated transitioning into new software to benefit the Accounting and HR departments. The year also offered our fair share of challenges and set backs. Spectrum and the Midland community as a whole, struggled with staffing, putting a strain on our existing employees and management team. Additionally, the labor market was difficult for us to contend with and offer a competitive wage while remaining honorable to our already fatigued personnel. For Spectrum, being a non-profit, we also depend on the State of Texas for their reimbursement for the care we provide to our clients. The rate of pay has been extremely low for our services, but local legislators, our board members and the community have taken up our cause, and we will continue to advocate for an increase in that rate. For this reason, we are extremely thankful to our Foundations, Corporations, and community support, that bridge the variance that we grapple with.

As we continue to manage our struggles, we are blessed with successes. Our partnership with Kent Companies has been invaluable this year. They have employed several of our clients around town in their businesses, granting them independence and an opportunity to contribute to the community. We have also enjoyed success with our Children’s Therapy Center. They continue to provide over 2000 hours, to more than 150 clients, through Occupational Therapy, Speech Therapy, Music Therapy, ABA Analysis, and Psychology Services. We have also had great progress with developing our Board of Directors, with a diverse group of men and women, and are excited for the new additions next year. We will begin with supporting our 2023 Gala Event, so be on the lookout for information.

Moving through our last quarter of the year, Spectrum had an unoccupied group home that suffered damage during the freeze last winter. It ended up being a complete loss. We chose to make the repairs and place the property up for sale. It has been sold to another foundation that supports IDD individuals. The funds will go back to our MARC Endowment account.

To say that this year has been a balance of positives and negatives is an accurate statement, along with patience, and perseverance. The Spectrum staff has waded through the negatives and continue to strive for the betterment of each other and the clients that we support. We are thankful for the continued generosity of our Midland community, various Foundations, Donors, and individuals who give of themselves graciously. The 2023 year is full of hope and encouragement, with that light at the end of the tunnel undeniably bright.



**CLINT WILLIAMSON**  
*PRESIDENT*



# STATEMENT OF FINANCIAL POSITION

6/30/2022 UNAUDITED

	June 30, 2022	Prior Year End
<b>Assets</b>		
<i>Current Assets</i>	437,386	287,907
Cash in Bank - Unrestricted	503,126	516,479
Cash in Bank - CNB Sweep	2,481,500	4,647,825
Cash - Capital Campaign	477,829	293,186
Cash - Temp/Restricted(Grants)	239,547	239,604
Short-Term Investments, at Fair Value ML	209,995	232,871
Short-Term Investments, at Fair Value EJ	252,758	252,758
Short - Term Pledge Receivable	<b>4,602,141</b>	<b>6,470,630</b>
<i>Total Current Assets</i>	854,750	528,195
Accounts Receivable - Program Services	- 0	250,000
Pledges Receivable	70,981	95,988
PrePaid Expenses	4,303,729	4,235,623
Property and Equipment(Net)	5,111,147	2,194,836
Construction in Progress	<b>14,942,748</b>	<b>13,775,272</b>
<i>Total Assets</i>		
<b>Liabilities and Net Assets</b>		
Current Liabilities	416,015	140,562
Accounts Payable	208,819	208,819
Accrued PTO	197,265	235,165
Accrued Liabilities	- 0	- 0
N/P - IPFS Corp Finance	<b>822,099</b>	<b>584,546</b>
<i>Total Current Liabilities</i>		
<b>Net Assets</b>	13,190,726	13,538,481
Beginning Net Assets	929,923	(347,755)
Current YTD Net Income	<b>14,120,649</b>	<b>13,190,726</b>
<i>Total Net Assets</i>	<b>14,942,748</b>	<b>13,775,272</b>
<b>Total Liabilities and Net Assets</b>		

## DONATION SNAPSHOT

75

INDIVIDUAL DONORS

17

FOUNDATION DONORS

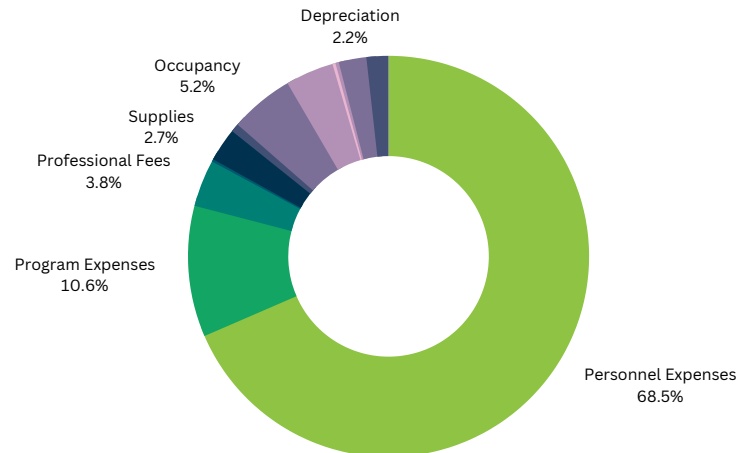
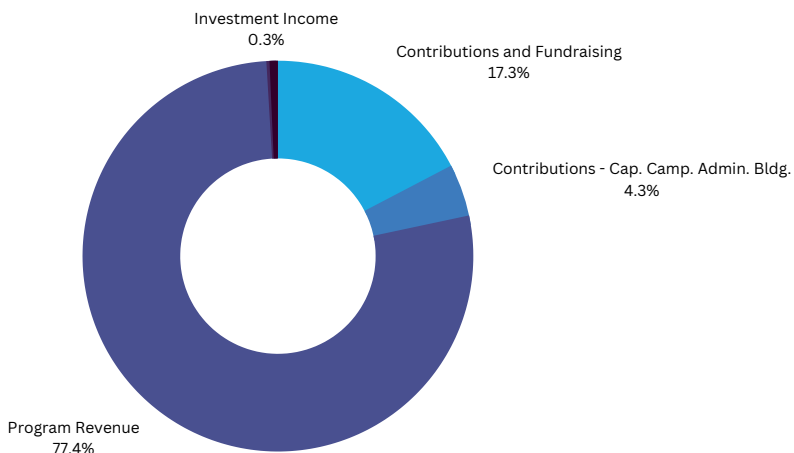
51

CORPORATE DONORS

# SUMMARY INCOME STATEMENT

6/30/2022 UNAUDITED

	Actual	Budget
<b>Operating Revenue</b>		
Grant Revenue		
Contributions and Fundraising	1,449,740	863,753
Contributions - Capital Campaign - SOS		
Contributions - Capital Campaign In-Kind		
Contributions - Cap. Camp. Inspiration Park		
Contributions - Cap. Camp. Admin. Bldg.	361,950	480,000
Program Revenue	6,472,948	7,179,480
Investment Income	(21,528)	25,530
Other Income	57,557	11,000
<b>Total Revenue</b>	<b>8,320,667</b>	<b>8,559,763</b>
<b>Expenses</b>		
Personnel Expenses	5,062,674	5,271,006
Program Expenses	780,575	956,085
Professional Fees	279,663	412,612
Interest Expense	14,503	3,000
Supplies	199,808	94,927
Telephone	50,057	35,839
Postage & Shipping	7,441	7,200
Occupancy	381,876	469,347
Maintenance & Repairs	287,845	99,850
Equipment Rental	17,914	32,976
Conferences, Conventions & Meetings	3,946	4,850
Printing & Publications	8,310	3,925
Dues & Subscriptions	20,390	37,007
Depreciation	164,569	239,195
Miscellaneous	111,173	62,075
<b>Total Expenditures</b>	<b>7,390,744</b>	<b>7,729,894</b>
<b>Net Revenue Over Expenditures</b>	<b>\$929,923</b>	<b>\$829,869</b>



# STATEMENT OF CASH FLOWS

6/30/2022 UNAUDITED

June 30, 2022

## CASH FLOWS FROM OPERATING ACTIVITIES

Change in Net Assets	929,923
----------------------	---------

### Adjustments to Reconcile Change in Net Assets

to Net Cash Provided by Operating Activities

Depreciation	164,569
--------------	---------

In-Kind Contribution

(Gain) on disposition of assets

Change in Assets and Liabilities

(Increase) Decrease in accounts receivable	(326,555)
--	-----------

(Increase) Decrease in promises to give	250,000
---	---------

(Increase) Decrease in prepaid expenses	25,007
---	--------

Increase (Decrease) in accounts payable	275,453
---	---------

Increase (Decrease) in accrued liabilities	(37,900)
--	----------

<b>NET CASH PROVIDED BY OPERATING ACTIVITIES</b>	<b>1,280,497</b>
--	------------------

## CASH FLOWS FROM INVESTING ACTIVITIES

Purchases of property and equipment	(3,148,986)
-------------------------------------	-------------

<b>NET CASH (USED) BY INVESTING ACTIVITIES</b>	<b>(3,148,986)</b>
--	--------------------

## CASH FLOWS FROM FINANCING ACTIVITIES

Payment on short-term note payable	- 0
------------------------------------	-----

<b>NET CASH PROVIDED (USED) BY FINANCING ACTIVITIES</b>	<b>- 0</b>
---	------------

<b>NET CHANGE IN CASH &amp; CASH EQUIVALENTS</b>	<b>(1,868,489)</b>
--	--------------------

<b>CASH &amp; CASH EQUIVALENTS BEGINNING OF YEAR</b>	<b>6,217,872</b>
--	------------------

<b>CASH &amp; CASH EQUIVALENTS YTD</b>	<b>4,349,383</b>
--	------------------

## SUPPLEMENTAL CASH FLOW DISCLOSURES

Interest paid	14,503
---------------	--------

# INDIVIDUAL DONORS

Amanda Cooke	Jack E. Blake, Jr.
American Legion Auxiliary Unit 19	Jana Jobe
Amy Robnett	Jane Scharlach
Anne Johnson	Jeannie Gravitt
Audrey Whatley	Jenifer Holeva
Barbara Adams	Johnny Wofford
Ben Baker	Joslyn Ware
Berkley Kuzmich	Kay Bivens
Betty Shaffer	Kelly Jones
Bianca Sparks	Lauren Bradford
Blake Browning	Lisa Puente
Blake Scharlach	Lyla Eggleston
Brenda A. Harkness	Midland West Rotary Club
Brenda Powell	Moriah Group
Brent Shuler	Nicole Brewer
Brian Martin	Norma Garza
Carolina Rippe	Optima Land Services
Cathy Russell	Pat Henderson
Charlotte Bosecker	Patrick Holeva
Charlotte Bruce	Paula Franco
Chevron Matching Employees Fun YourCause	Pecos Valley Royalty
Christ Church Anglican	Peggy Floyd
Clay Brewer	Phillip Woodard
Coffee Energy Services	Randy Lalk
Coleman Sneed	Rebecca Kargl
Crystal Taylor	Reesa Moore
Dale Stice	Richard Williams
Dani Pool	Sandra Ramirez
Danny R. Williams	Shannon Estrada
David Adams	Stephanie Rogers
David Baker	Steve Robnett
David Guerrero	Tamara Garcia
Debbie Reese	Tammy Harvey
Donette Marble	Thomas Meadows
Donna Dumas	ViM Racing Inc
Dorise Watson	Virginia Wilde
George Kirkpatrick	West Side Lions Club
Gunther Boroschek	

## FUNDS RAISED

**\$125,863.14**



# FOUNDATION DONORS

**Abell-Hanger Foundation**  
**Beal Foundation Nancy & Barry Beal Fund**  
**Blankinship 1991 Foundation**  
**Bryant Family Foundation**  
**FMH Foundation**  
**LHS Students in Philanthropy**  
**MHS Students in Philanthropy**  
**Permian Basin Area Foundation**  
**Permian Basin Youth Chavarim**  
**Pevehouse Family Foundation, Inc.**  
**Saulsbury Family Foundation**  
**Scharbauer Foundation, Inc.**  
**Warren Charitable Foundation**  
**Wayne & Jo Ann Moore Charitable Foundation**  
**Fasken Foundation**  
**Arts Council of Midland**  
**M.S. Doss Foundation**



**FUNDS RAISED**

**\$789,489**

# CORPORATE DONORS

Alan Lang Home Improvement  
Alpha and Omega CS&C Inc.  
American Momentum Bank  
Arcose Aggregates  
Astound Broadband  
Ben's Mark Construction & Remodeling Co  
Big John's Limousine Service  
Brave National Bank  
CBS Insurance  
Community National Bank  
ConocoPhillips  
Cotton, Bledsoe, Tighe & Dawson  
Dakota Resources  
Diamondback Energy  
Endeavor Energy Resources  
Energy Transfer  
Enterprise Holdings Foundation  
First Basin Credit Union  
HEDLOC Investment Company, LP  
Henry Resources, LLC  
Industrial Oils  
J Rays Rentals  
Lite-O Properties, LLC  
Lone Star State Bank  
Lynch, Chappell & Alsup  
Midland Memorial Hospital

Midland Mitsubishi  
Permian International Energy Services  
Pi Social  
Pioneer Natural Resources  
Price Energy Consulting, LLC  
Prime Lending  
Prosperity Bank  
RDS Enterprises  
Reatta Energy  
Rogers Ford  
Southwest Heritage Credit Union  
Summit Petroleum  
TCO Field Service  
The Agency  
The Kent Companies  
The Oilfield Photographer  
Transglobal Services  
Trinity Pallets  
Used Car Factory, LLC  
Whataburger Restaurants  
XTO Energy  
Mesquite Tires LLC  
SCADA Systems, LLC  
SCG Real Estate, LLC



**FUNDS RAISED**

**\$178,383.86**

# WE COULDN'T HAVE DONE IT WITHOUT YOUR SUPPORT.

Thank you to all of our donors,  
board members  
and volunteers.



**SPECTRUM**  
INSPIRE EMPOWER ADVOCATE EDUCATE



[info@spectrumofsolutions.org](mailto:info@spectrumofsolutions.org)



[www.spectrumofsolutions.org](http://www.spectrumofsolutions.org)



2701 N. A Street  
Midland, TX 79705



(432) 695-9901