



2021

ANNUAL REPORT

OUR VALUES
LEADERSHIP
OPPORTUNITY
TEAMWORK
UNIQUE
SUCCESS



LETTER FROM EXECUTIVE DIRECTOR

I might be looking at the world through rose-tinted glasses. However, I see many opportunities for service providers and a real chance to emerge from this pandemic with better and more efficient business methods. Do not get me wrong, I am very aware of the challenges facing many of us, but I am also mindful that with every challenge, there is opportunity.

Since the pandemic's beginning, we have had to face many challenges; however, instead of focusing on the challenges at hand, we focused on the opportunities presented by those challenges. Over the past few months, the primary focus has been to support our participants the best we can, even if that means providing services differently than we have in the past. I anticipate this will continue to be the focus over the next year. After all, it does not look like this pandemic is going away anytime soon, and let's face it, there is always room to improve and grow.

Although we started this year in the middle of a pandemic, we have risen to every challenge and have surpassed even my expectations. Due to the difficulties in the workforce, we had staff members retire early and some not willing to come back due to their individualized challenges. Our staff members are the biggest asset; almost replacing our entire workforce has undoubtedly been a challenge. However, we rose to the occasion and will continue to do so. We are recruiting great staff members that genuinely want to make a difference in the lives of the people we serve.

In addition to the staff shortage challenge, we started the year off remodeling our Benton Harbor facility to include a sizeable three-room respite area for our most vulnerable populations. With the challenges facing the primary caregivers, we believed this was a necessary implementation.

We then reviewed our mission, vision, and values and determined who we are as a company. We found that "GateWay" no longer represented who we are. We changed our name and completely rebranded who we are, "The Center for Growth and Independence." By changing the name, we are finally embracing who we have always been, an organization that supports growth, independence, and the well-being of all people. Thank you to those who were able to celebrate with us and the tremendous support for our new brand.

Finally, we began to streamline our processes so that we could be much more efficient. We eliminated our server and went straight to the cloud for all our technical needs. We transitioned our current software program for time and attendance to a new, more efficient system. One that includes recruiting, onboarding, time and attendance, and a Human Resource Database. We now complete our onboarding/orientation virtually instead of in person with paper and pen.

We also transitioned our participant documentation. Previously, the staff members wrote their progress notes on paper and dropped that said piece of paper off at our Benton Harbor facility. Now, all documentation is completed electronically. They do not have to drop it off at a location; they submit the electronic documentation to their manager for review. The best part is that it is entirely secure. Although this year has been full of challenges, we embrace every one of them! We are excited to start the new year and elated to get started on the goals set forth for next year.

"In the middle of every difficulty lies opportunity." -Albert Einstein. Thank you to all our staff members, Board of Directors, and community members for all your support from the bottom of my heart!



Tami Gould, Executive Director

LETTER FROM BOARD CHAIR

2020-2021 was a challenging yet memorable year for The Center For Growth and Independence.

The TCGI Board of Directors is proud to be associated with this not-for-profit 501(c)3 organization. When our world, country, and community were struggling with the Covid Pandemic and multi-faceted related issues, TCGI was born.

Our reputation for quality service programs and innovative practices is recognized by our executive director, Tamera Gould. TCGI expanded its presence in Cass, Van Buren, and Kalamazoo counties and increased its programming opportunities in Berrien County.

The Board of Directors is positively engaged in overseeing and supporting these programs' expansion as outlined in our ByLaws.

This year has been one of the most challenging of the 50 plus years in our history. We are proud to say we continue to be viable and expanding services.

We are inviting interested community members to join our volunteer Board of Directors. For more information, visit our website at www.thecentergi.org/Board or contact Courtney Driscoll, the Communications Specialist at cdriscoll@thecentergi.org.

It has been a pleasure serving on this Board.

Marjorie Tardiff, Board Chair

BOARD OF DIRECTORS

Marjorie Tardiff

Board Chair, Retired

Julie Knight

Vice Chair, Retired

Dean Driscoll

Treasurer, CPM Construction

Shari Lidgard-Pullins

Secretary, Retired

Jerry Reimann

Retired

Dr. Hossein Hamadanchi

Hamadanchi Chiropractic Clinic

Kirk Goodwin

Whirlpool Corporation

Lewis Olsen

B & L Leadership Group

2021 HIGHLIGHTS



**1st Annual DSP
Recognition
Week**

**Renovation of
TCGI Facility**

**Employee
Referral
Program**

**2nd Annual
Fall Festival**

**Cloud
Implementation**

**Digitized
Paperwork
Processes**

**28
Donors**

**Received
UWSM
Workplace
Campaign
Award**

**Rebranded
Organization
(TCGI)**

**Creation of
On-Site
Respite Room**

**THE
CENTER
for
GROWTH AND INDEPENDENCE**

OUR SERVICES

147

RECEIVED COMMUNITY LIVING
SUPPORT SERVICES

40

RECEIVED SUPPORTED EMPLOYMENT SERVICES

THE CENTER
for
GROWTH AND INDEPENDENCE

12

RECEIVED RESPITE SERVICES

SERVICES SUCCESS RATES

**Supported
Employment
86%**

**On the Job
Evaluations
38%**

**Job
Development
59%**



THE CENTER
for
GROWTH AND INDEPENDENCE

**Community
Living Support
74%**

**Vocational
Evaluations
100%**

**Respite
Services
33%**

Koarsen
FIRE & SECURITY
1-800-808-8888

OUR PARTNERS

Riverwood Center

Michigan Rehabilitation Services

Michigan Department of Health and Human Services

Woodlands Behavioral Healthcare Network

Integrated Services of Kalamazoo

Berrien RESA

United Way of Southwest Michigan

Summit Pointe

Michiana Christian Embassy Church



2021 FINANCES

Assets Current Fund:

Checking/Savings/Cash	\$202,194
Accounts Receivable	\$87,590
Berrien Community Foundation	\$26,238
Prepaid Expenses	\$37,359
Total Current Assets	\$353,381

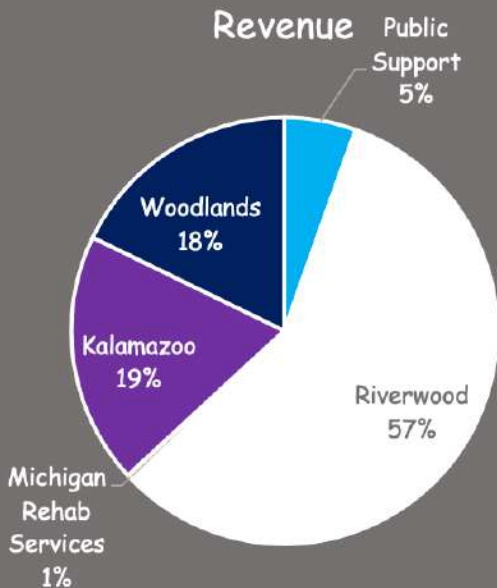
Physical Properties Fund:

Building	\$937,662
Equipment	\$135,680
Vehicles	\$144,404
Less Accumulated Depreciation	\$(455,922)
Total Fixed Assets	\$761,724
Total Assets	\$1,115,105

Liabilities and Fund Balance Current

Fund:	
Total Accounts Payable	\$4,215
Accrued Payroll Expenses	\$66,576
Notes Payables	\$457,308
Equity	\$587,006
Total Liabilities and Equity	\$1,115,105

Revenue



Expenses

