

April 11th, 2022

Dear Committee for the Elmer G. Biddick Charitable Foundation,

The following is a list of the items contained in our application folder. We tried to anticipate how many people might be looking over the applications and provide enough copies for everyone.

- Right-side of the folder
 1. Grant Application
 2. Supportive Information
 3. Aiming for Acceptance - Part B
 4. IRS Letter of Determination

- Left-side of the folder
 1. 2022 Harnessing Abilities Project Budget
 2. Copy of last year's Harnessing Abilities program
 - a. Included for you to see how we will recognize you as a Sponsor if awarded the Grant.
 3. Sponsorship Level Opportunities (on A4A letterhead)
 4. Copy of the logistics for this year's summit (on A4A letterhead)
 5. Flyer for this year's summit
 - a. Included for you to see that you will be recognized as a key partner on the bottom where you see the current three partners.

Thank you again for your support of the local communities in southwest WI. We look forward to you reading about how your funding can help support a Youth Leadership track in Inclusive Employment.

Sincerely,



Rose M. Cutting
Executive Director
Aiming for Acceptance

Jason B. Biddick - President
Rachel L. Jordan - Vice-President
Bradley D. Biddick - Secretary/Treasurer

Elmer G Biddick
CHARITABLE FOUNDATION
11623 State Road 80 Livingston, WI 53554
Phone (608) 943-6363
www.biddickfoundation.com

Peggy J. Biddick
Dinah Overlien
James W. Neuendorf
Wendy Potter

GRANT APPLICATION

***Must be received in our office on or before the due dates below**

Due Dates April 15th and October 15th

Date: April 4th 2022

Name of Organization (must match IRS 501(c)(3) designation) Aiming for Acceptance Inc.

Address 655 4th Street

City, State, Zip Fennimore, WI, 53809

Phone 608-330-0354

Person Responsible for the Grant Rose M. Cutting

Position in the Organization Executive Director

Organization's Purpose The purpose of Aiming for Acceptance is to bring together like minded people ready to successfully build resources for people either born with or who have acquired disabilities. These resources can range from early developmental screenings, access to agencies for supportive assistance, sibling and family support, therapy, educational assistance, life and community assistance, and transition to employment. All must be lifelong and sustainable.

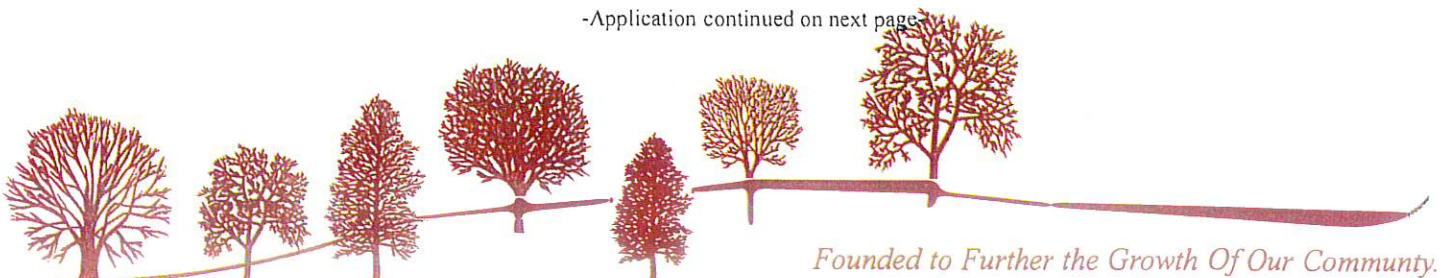
This application must include your organization's latest IRS Letter of Determination showing exemption and public support status. (Not required for units of Government & public schools).

Grant Request \$ 2,500

Describe the reason for this grant request in the space below:

We are seeking funds to help support our 2nd annual Harnessing Abilities summit. This summit will build off the success we achieved last year in doing a general Transition theme around education, health, and employment/community life. This year we are doing a deep dive into Inclusive employment planning for both employers and employees. If awarded the Elmer G. Biddick Charitable Foundation Grant we will use the funds towards the cost of a youth leadership opportunity provided at the same time the summit is being held. Please see attached detailed supporting information. Thank you for this opportunity, and the commitment you have in building southwest WI.

-Application continued on next page



Founded to Further the Growth Of Our Community.

Supporting Information

1. Specific use of the Grant:

Since 2016, we at Aiming for Acceptance have been honored to join the journey of many families as they navigate the special needs paths they are on. In doing so we have learned how to best support, not only the families, but the communities they live and work in. Therefore, achieving the common goal of an inclusive community on all levels.

We are writing this Grant to assist us in making a substantial improvement on Inclusive Employment practices here in southwest Wisconsin.

First a little background information, last year we hosted the first annual Harnessing Abilities summit allowing for connections on transition as it pertains to health, education, and employment/community life. Those in attendance learned from presenters who had actually lived the experience and those who represent resources they may someday want to network with, allowing for a sustainable quality of life of their choosing.

Taking the feedback from both last year's summit and current employment conversations, we are planning this year's summit all around Inclusive employment practices for both employers and employees.

How you will see your Grant being used is through the offering to 10 local transition age special needs high school individuals who have been nominated by their schools to take part in a Youth Leadership track.

This track will have a moderator who specializes in both the K-12 Transition work and leadership team building.

He will have a team of people helping participants throughout the day doing the following:

- Taking part in team building activities
- Designing a visual resume
- Learning about inclusive employment opportunities
- Participating in a reverse job fair

We are limiting the number of attendees to 10 to assure quality time and attention to the youth in attendance. We plan to replicate this opportunity in the spring and fall semesters of school for more students to take part in at our partner CESA 3's location. Thus, furthering opportunities for students and employers to keep networking long after the summit.

A primary interest at Aiming for Acceptance is the pursuit of sustainable best practices and opportunities that best serve all of southwest WI. Thank you for the opportunity to further our work in Inclusive Employment practices.

Supporting Information

2. Time Schedule:

The Youth Leadership Track on Inclusive Employment will take place alongside the Harnessing Abilities Summit.

The schedule for the Youth Track will be as follows:

- Tuesday August 23, 2022
 - Registration 8:00 - 8:30 am
 - Introduction of the day 8:30 - 8:45 am
 - Team building activity 8:45 - 9:45 am
 - Break & check in 9:45 - 10:00 am
 - Visual Resume work 10:00 am - 12:00 pm
 - We realize the population we are working with and are allowing processing time and frequent breaks for allowed success.
 - Lunch & down time 12:00 - 1:30 pm
 - Prep for Reverse Job Fair 1:30 - 2:00 pm
 - Reverse Job Fair 2:00 - 3:00 pm
 - Report out on Job Fair 3:00 - 3:30 pm
 - Participants join the other group for a conference report out and wrap up conversation on what they learned.
 - We are hoping some participants will want to tell the larger audience what they did.
 - Again, with the population we are serving we are hoping, but will not force, a large group report out. That is why we are hiring a professional trainer for supporting the students and capturing success we can build upon and celebrate.

Our timeline for the Summit and Youth Track is one day, thus allowing for the best potential attendance we can get.

However, there are already follow-up monthly webinars being planned along with the fall and spring semester youth track offering at CESA 3. Thus, allowing for the networking to continue throughout the year.

Supporting Information

3. Other sources of funding:

I think I can best show you our financial need and other sources of funding by sharing our detailed budget we have designed. See Attached folded document titled 2022 Harnessing Abilities Project Budget, We are seeking sponsorships and vendors as well as two other Grants we have under consideration.

Enclosed you will also see the program from last year, I am sending this to you for two reasons:

1. To show you (see page 6) that we do have the support of Sponsorship for this summit, and are actively recruiting for Sponsorship for this year as well.
2. If awarded the Elmer G. Biddick Charitable Foundation Grant we would like to highlight you as a Sponsor in the program and also in the flyers and promotional video we do for marketing the summit.

4. Describe the effect of postponing your request to another time.

As you are most likely aware, employment is a very important topic most of the time, but now it is on everyone's mind and in daily conversations. Mostly the conversation is around finding the right employees and filling big needs created due to recent historical events.

We at Aiming for Acceptance in staying true to supporting not only those with all abilities but the businesses and communities that support us feel the time is NOW for talk in regards to inclusive employment. If we miss another year, we miss so many opportunities for all ages of employee potential and employer needs getting linked together. Think of the talk around local schools using money to make improvements. What if we were able to push for practical/essential employment skills being taught, or develop wonderful relationships between the K-12 population and businesses to have employable students right out of high school. It would be unfortunate if this was the population of students overlooked.

Postponing this event might not have people willing to think about the 60% of those with disabilities that go unemployed or underemployed here in Wisconsin. The time is now and the points will be made in the next section of this supporting information document.

Supporting Information

5. Describe who, when, how, and where will the effects of this grant be felt.

The following points come from the sites I acknowledge below, even though these sites are professional information gathered, I assure you they represent the local conversations I have been blessed to be part of. Also, please see the visual graphic of those in Wisconsin with disabilities who are employed.

This day is all about making inclusive connections for all of southwest Wisconsin community members ready to reach new heights in employment and sustainable growth.

Goal: To empower the audience in employment strategies and opportunities for all. Leaving with networks and practical ready to use plans around employment.

Target Audience: Employees & their supporters, Businesses/Employers, Educators, Supportive Agencies, and those wishing to be inclusive for all community members.

Date: Tuesday, August 23, 2022, 8:00 am - 4:00 pm

Location: Prairie du Chien High School & Performing Arts Center

What the day will look like:

- Transition Map Presentation
 - a. UW-Whitewater Transition to employment team
- Resource building through Vendor networking
 - a. DWD, DVR, Youth Apprenticeship, SOC, Hodan, Opportunity Center, CESA 3, WisPact, local young entrepreneurs, etc.
- Keynote panel of local business owners & local franchise owners
 - a. Kwik Trip, Culvers, Braudt Automotive, The Depot Market, Benton Bank
- Presentation from a Work incentive Benefits Specialist
- Three afternoon panel discussions pertaining to inclusive employment
 1. What does employment look like?
 2. When and how to start the employment process.
 3. Who should be on your employment team.

Why hire people with disabilities:

- More than 15 million working age people with disabilities in the US (75%) report being unemployed or underemployed when they would rather be working more – that's a lot of untapped talent!
- Hiring people with disabilities has a good return on investment. Research shows that:
 - the turnover rate for employees with disabilities is 8% compared to 45% for other workers.
 - employees with disabilities have nearly identical job performance ratings as those without disabilities.
 - the amount of supervision needed is similar for employees with and without identified disabilities.

Supporting Information

- o The public likes to spend money with businesses that hire people with disabilities – 87% of customers say they prefer companies that hire people with disabilities.
- Employing people with disabilities helps the economy. Rather than being unemployed, workers with disabilities become taxpayers, are less reliant on public benefits, and have money to spend in the local community.

Ideas above pulled from various sources including
[US Office of Department of Labor sites these best practices](#)
[Job Accommodation Network \(JAN\)](#)

I love the natural way a local automotive business naturally hired a young man who just kept showing up to talk to “the guys”. As the story goes, eventually one day the owner told the young man “if you are going to be here you are going to work, grab a broom.” The young man has now built his skill level to do jobs that fit his strengths and allow for the mechanics to do their jobs in the best way possible. The employer went on to say, “this employee now has all family members and friends bringing their vehicles from all over southwest WI to “his shop” allowing for a substantial business increase. But more importantly the employees have taken in and treated this young man as nothing more than a friend, co-worker, and contributing community member.” As should be all our goals in life.

Aiming for Acceptance - Part B

History, Activities, Services, and Composition

The journey started in January of 2012, when a lonely birthday party planted the seed of thought in a family friend. Seeing the efforts and successes of our son and a friend, gears were turning to help make a difference for all in rural southwest Wisconsin. One conversation led to another and residents of our communities wanted to be a part of something inspiring and helpful to all community members to live their best lives. And the autism awareness non-profit Aiming for Acceptance (A4A) organization was established on May 5, 2016.

Aiming for Acceptance started their work by providing a variety of things from gas cards for appointment travel, to training for school, daycares, & law enforcement personnel. Police officers are now equipped with picture cards for more successful interactions between first responders and those they are helping who either are or have become nonverbal. Lancaster Police Chief, Deb Reukauf, helped establish the 911 safety sticker program in Grant County to assist the fast response between law enforcement and someone who may react to their presence in a non-neurotypical way.

In 2016, families with autistic loved ones were struggling as the limited life enhancing therapy services in southwest Wisconsin were dwindling leaving the only resource being the local school districts. A4A's efforts then switched focus to aid in providing these services locally and therefore easing the stress from those families so they don't have to choose between moving away from their jobs, communities, and support systems, or staying where they know the life enhancing therapy services for their child are limited at best.

Aiming for Acceptance renovated an old feedmill to a space that provides a safe, sensory friendly space for companies to lease and provide these services to all special needs individuals. The renovation happened with 95% volunteer help and private donations. We had contractors who saw our mission and did not charge for their services. We purchased supplies from donations from individuals, church groups, and community-minded organizations that to this day stop in to thank us for our work. These services will enhance the lives of children, families, organizations, communities and schools. Therefore, allowing an equitable space in community, education, and home life and further increasing the wishes of the individual to be successful on their terms.

The first phase of the plan offered an Autism Consultant service from Achieving Collaborative Treatment (ACT) of Verona, Wisconsin. ACT would work through the school district and offer a team of knowledgeable members to fill the needs of the students and district employees that support the student.

As ACT had established a client base, they and Unified Therapy out of Dubuque IA, entered into an agreement now leasing space from A4A to provide therapies such as Sensory, OT/PT, Floor Time Therapy, Speech, Feeding Therapy, Social Groups and other behavior services to enhance those who would benefit from those therapies. Such therapies are not commonly offered in rural areas and this will be a huge step for those families as they seek community involvement of their loved one.

Aiming for Acceptance - Part B

History, Activities, Services, and Composition

As you may recall, it was during this time that we first wrote a grant to the Foundation asking for help in getting remote cameras into The Center for providers to do long distance supervision. Little did we know that those cameras would prove to be an important part of keeping therapies going during and after COVID. Now with funding for remote therapies to continue, we can have nationwide access to therapists here in southwest WI. Thank you for your contribution in what is a historical part of our journey in serving others.

We (meaning the communities of southwest WI) are represented in the following ways.

- Parent representative on the Governor's Council for Autism
- Board of Directors on each of the following
 - Wisconsin Care Integration Initiative (WiCII)
 - Children and Youth with Special Health Care Needs (CYSHC)
 - Act Early States of Solutions
 - GRANT County Coalition
- Presentations about The Learning Center provided both State and Nationally
- Continued work for recruiting therapy providers to the area
- Support for schools in the CESA 3 footprint in any way requested.
- Support for Early Detection and screening in daycares
- On call for family and provider navigation 24/7
 - This is the work I am honored to do the most. When someone calls you and asks for help, they provide for resource building and the reward goes beyond what being on any board will ever do. The courageous conversations and servant led work is very close to my heart and will be the highest honor I could ever receive.
 - The most rewarding phone calls come when I am helping my husband on our farm. For some reason having chore clothes on while making connections to empower the person on the phone on how to best get support is like a gift every time and humbling that no matter what board we are asked to join, the true work is always back here on the farms and in the communities of southwest WI.

Thank you for your time and consideration of helping us continue our work, through funding the Youth Track for Leadership and Inclusive Employment for all abilities.

Date of this notice: 06-02-2016

Employer Identification Number:
81-2819644

Form: SS-4

Number of this notice: CP 575 E

For assistance you may call us at:
1-800-829-4933

AIMING FOR ACCEPTANCE INC
% ROSE M CUTTING
655 4TH ST
PENNIMORE, WI 53809

IF YOU WRITE, ATTACH THE
STUB AT THE END OF THIS NOTICE.

WE ASSIGNED YOU AN EMPLOYER IDENTIFICATION NUMBER

Thank you for applying for an Employer Identification Number (EIN). We assigned you EIN 81-2819644. This EIN will identify you, your business accounts, tax returns, and documents, even if you have no employees. Please keep this notice in your permanent records.

When filing tax documents, payments, and related correspondence, it is very important that you use your EIN and complete name and address exactly as shown above. Any variation may cause a delay in processing, result in incorrect information in your account, or even cause you to be assigned more than one EIN. If the information is not correct as shown above, please make the correction using the attached tear-off stub and return it to us.

When you submitted your application for an EIN, you checked the box indicating you are a non-profit organization. Assigning an EIN does not grant tax-exempt status to non-profit organizations. Publication 557, Tax-Exempt Status for Your Organization, has details on the application process, as well as information on returns you may need to file. To apply for recognition of tax-exempt status under Internal Revenue Code Section 501(c)(3), organizations must complete a Form 1023-series application for recognition. All other entities should file Form 1024 if they want to request recognition under Section 501(a).

Nearly all organizations claiming tax-exempt status must file a Form 990-series annual information return (Form 990, 990-EZ, or 990-PF) or notice (Form 990-N) beginning with the year they legally form, even if they have not yet applied for or received recognition of tax-exempt status.

Unless a filing exception applies to you (search www.irs.gov for Annual Exempt Organization Return: Who Must File), you will lose your tax-exempt status if you fail to file a required return or notice for three consecutive years. We start calculating this three-year period from the tax year we assigned the EIN to you. If that first tax year isn't a full twelve months, you're still responsible for submitting a return for that year. If you didn't legally form in the same tax year in which you obtained your EIN, contact us at the phone number or address listed at the top of this letter.

For the most current information on your filing requirements and other important information, visit www.irs.gov/charities.

2022 Harnessing Abilities Project Budget

2022 Harnessing Abilities Project Budget		Details
1. Marketing		
Paper Ads	\$1,550	Ads will be placed in the five major papers in southwest WI, which allows for the local free shoppers too
Radio Ads	\$750	Ads placed based on travel and high impact times given to us by a local market agency
Social Media Ads	\$150	Ads placed based on travel and high impact times given to us by a local market agency
Graphic designer	\$500	Works on all ads, program and sponsors who wish to have help.
Total	\$3,950	
2. Speaker Expense		
Lodging	\$500	
Presenter Fees	\$7,000	This number will offset the expense for travel, material, and time of the panelists and speakers
Youth Track Coordinator	\$2,950	This will fund a company who professionally sets up the day for a successful inclusion activity and building of a visual resume for participants.
Total	\$10,050	
3. Other Expense		
Lunch	\$3,000	\$6 per person anticipate 500 in attendance
Vendor Welcome Paddles	\$200	A nice gift to thank the vendors for coming (Treat Bag with a shirt)
Registration Folders	\$1,250	Shirts for student participants and the first 250 attendees.
Facility Rental	\$800	
Postage	\$250	This covers the cost of rooms and equipment
Printing fee	\$750	Program printing fee
Staffing of day's event	\$2,500	This is for the required staff the facility asks us to employ.
Total	\$11,300	
Total Expenditures	\$24,300	
Income		
Attendees	200 @ \$45	\$9,000
Sponsorships		\$10,000
Vendor Fees	12 @ \$75	\$900
Grants		\$5,000
Total		\$24,900
Total	Income	\$24,900
	Expenses	\$24,300
		\$600 Seed money for next year

Below are the ways we will be honoring your Sponsorship if awarded the Elmer G. Biddick Charitable Foundation Grant

See the promotional video we would love to add you to: [Harnessing Abilities Summit.mov](#)

Sponsorship Level Opportunities

	Gold Level \$1000 +	Silver Level \$500 - \$999	Bronze Level \$100 - \$499
Name listed in program	✓	✓	✓
Thank you On Aiming for Acceptance Facebook page & in local paper	✓	✓	✓
Two event tickets	✓	✓	
Thank you added on the event page	✓	✓	
¼ page ad in program		✓	
Verbal recognition at the event	✓		
Your link added on the event page	✓		
½ page ad in event program	✓		
Highlighted on the promotional video.	✓		

Thank you for your time in reading this, I am looking forward to hearing from you soon regarding this opportunity or with any other questions you may have. Email; rcutting@cesa3.org cell 608-330-0354

Sincerely,
Rose M. Cutting
Aiming for Acceptance

2nd Annual Harnessing Abilities Summit **Working to Achieve Inclusive Employment Opportunities**

This day is all about making inclusive connections for all of southwest Wisconsin community members ready to reach new heights in employment and sustainable growth.

[Harnessing Abilities Summit.mov](#)

Goal: To empower the audience in employment strategies and opportunities for all. Leaving with networks and practical ready to use plans around employment.

Target Audience: Employees & their supporters, Businesses/Employers, Educators, Supportive Agencies, and those wishing to be inclusive for all community members.

Date: Tuesday August 23rd 8-4 pm

Location: Prairie du Chien High School & Performing Arts Center

What the day will look like:

- Keynote panel of local business owners & local franchise owners
- Resource building through Vendor networking
- Planning documents for both employers and employees to take and continue the movement for successful employment.
- Presentation from a Work incentive Benefits Specialist
- Three afternoon panel discussions pertaining to inclusive employment
 1. What does employment look like?
 2. When and how to start the employment process.
 3. Who should be on your employment team.

NEW THIS YEAR

- a. **Youth Track:** This will be an opportunity for youth from the CESA 3 High Schools to come in and spend the day developing leadership and employment skills.
- b. **Power Lunch:** Employers and supportive organizations will sit at tables for attendees to network over lunch.
- c. **One on one Conversations:** Rooms will be available for anyone who wishes to continue a conversation privately allowing for onsite next steps to occur.

To register please go to

<https://login.myquickreg.com/register/event/event.cfm?eventid=31359>

Any questions or wish to become a sponsor of our summit please contact Rose Cutting at: rcutting@cesa3.org

Harnessing Abilities 2022

“WORKING on Inclusive Employment Opportunities”

August 23, 2022

Prairie du Chien H.S. Performing Arts Center
8:00 a.m. - 4:00 p.m.

Those attending will leave with ready-to-go plans for next steps in either gaining employment or providing a business model open to inclusive employment opportunities for all community members.

WHO SHOULD ATTEND: Employees and their Supporters, Businesses/Employers, Educators, Supportive Agencies, and those wishing to be inclusive for all community members.

WHAT THE DAY WILL LOOK LIKE:

A Keynote Panel Speaking on -

- We did it and you can too, from the perspective of local employers, employees, educators, and supportive agencies.

Interactive Panels in the Areas of -

- How to plan for employment for all
- How to start your employment plan
- Who to have on your team

Vendor Networking

Learning from a Work Incentive Benefits Specialist

NEW THIS YEAR: Youth Track - Opportunity for youth from CESA 3 High Schools to build leadership and employment skills.

Cost: \$45.00/attendee (includes lunch) - payment prior to event is encouraged. Please make checks payable to CESA 3-Harnessing Abilities. Cash payments need to be for exact amount. School district or agency personnel can be invoiced by CESA 3. Please register at MyQuickReg.com. Contact Rose Cutting for more information: rcutting@cesa3.org.

Register Today - Space is Limited!



Prairie du Chien
Area School District

