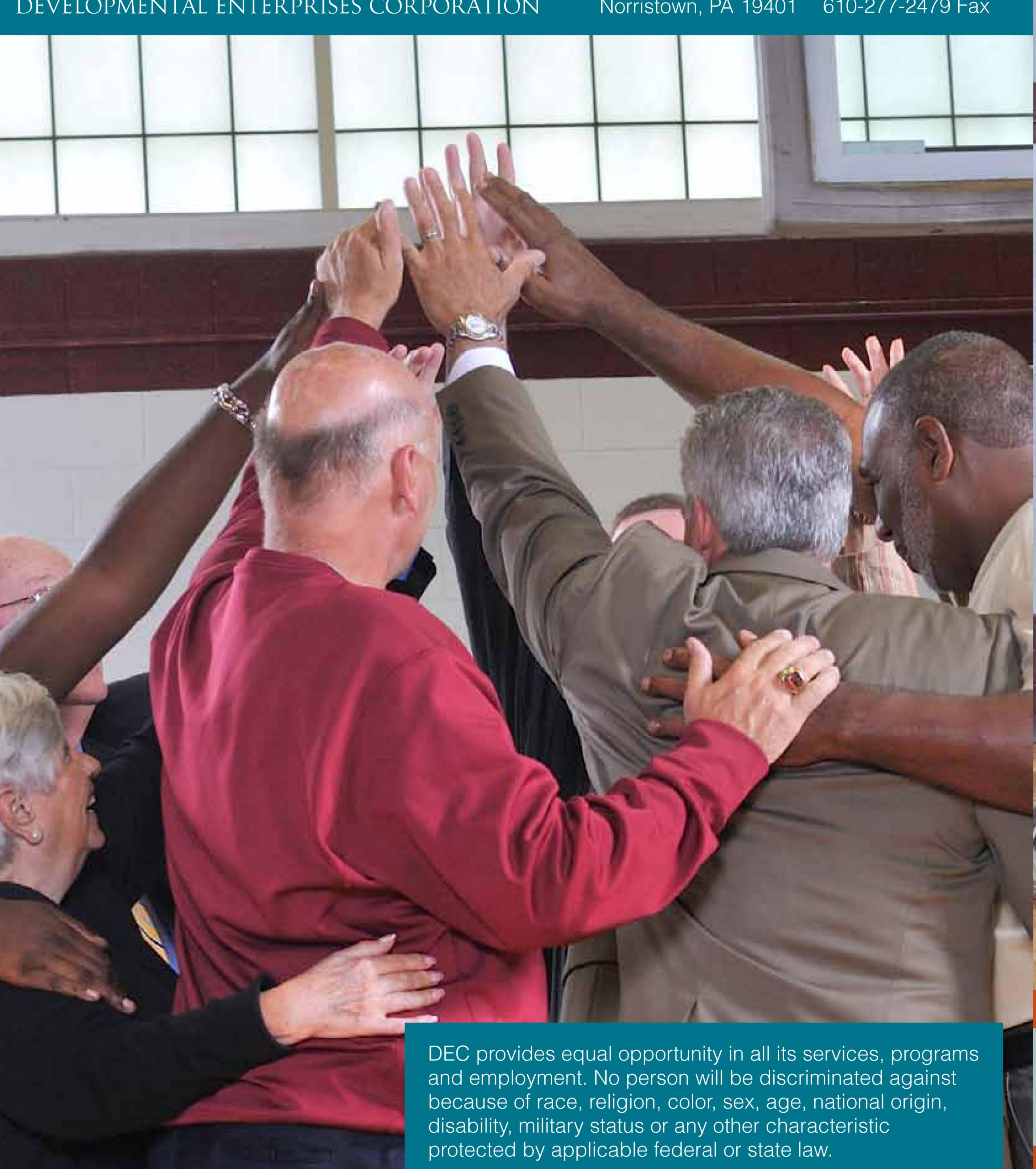


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2013 Annual Report

www.decmc.org

DEVELOPMENTAL ENTERPRISES CORPORATION

Team•work - noun \tēm-wərk\: joint action by a group of people, in which individual interests are subordinated to group unity and efficiency to achieve a common goal. Team members share their knowledge, strengths and skills, work cooperatively and offer their ideas to finish a certain task. Related Words: *Community, Oneness, Partnership, Togetherness.*

On The Cover: It takes an entire team to enable adults with developmental disabilities to enjoy a healthy, safe, productive and independent lifestyle -- including DEC Residential Supervisor Tamika Walker; parents Jim and Mary Keating; Gideon Walsh of Lincoln Investment Planning, which provides jobs to individuals with intellectual challenges; Sandy Kohn, a long-time activist and financial supporter of DEC's mission; vendor Richard Fisher of Pinnacle Property Preservation; DEC volunteer board member Mark Cardaci, and community volunteer Phil Martelli, legendary Head Coach of the St. Joseph's Hawks.

Helen Keller, who drew on her extraordinary spirit and courage to become one of the 20th Century's most influential individuals despite her disabilities, noted: "Alone we can do so little; together we can do so much."

Oh sure, there are times when we prefer to go it alone. However, more often than not, the job gets done better, faster, even *smarter* when it's performed by a team that pools individual talents and experiences, divides the load among its members and works in a spirit of cooperation to achieve a specific goal or set of objectives.

Murderers Row. The Untouchables. The Whiz Kids. The Wheeze Kids. The Tuskegee Airmen. The E Street Band. Médecins Sans Frontières (Doctors Without Borders). The U.S. Army Special Forces. Murrow's Boys. The Guardian Angels. The Buffalo Soldiers. The Steel Curtain. The Big Red Machine. The Few, The Proud, The Marines.

Hey, even the Lone Ranger needed Tonto to help tame the Wild West.

Teamwork heightens productivity, enhances cohesion, encourages critical thinking and promotes accountability. Of course, not every team is successful. We've all witnessed ... perhaps even participated in ... teams that were ill-suited to perform in such a way that goals were met -- effectively, efficiently, economically and in a timely manner.

Makes the DREAM

So, then, what are the characteristics of a winning team?

There is a clear unity of purpose. Each member of the team is committed to a clearly-defined set of objectives, which is meaningful to each individual on the team. The working atmosphere is one in which people are involved and interested.

In the military, teamwork is more than just important.



Working as a team makes things safer and more efficient ... in a military environment, the outgrowth of teamwork can mean the difference between life and death. If everybody in the team is looking out for each other, fewer individuals are likely to get hurt. It's easier to concentrate on the mission when you know someone's watching your back.

Working together and communicating clearly means military operations can be better organized and properly coordinated, even under difficult, perhaps hostile, conditions. Imagine the situation if everyone worked independently; there'd be chaos.

Serving in the military can be emotionally devastating. But working as a team means you're not alone; you're surrounded by men and women who have experienced the same things as you. If support and camaraderie are important in business, athletics, the arts and institutional environments, they are especially vital assets in the military.

"An army is a team. It lives, eats, sleeps, fights as a team. This individuality stuff is a bunch of (expletive deleted)."

- General George S. Patton Jr.

R.J. Cilurso, who enlisted in the military as an E1 and held the rank of Major when he retired after serving our country for more than 20 years in Iraq, Saudi Arabia, Kuwait, Europe and elsewhere, says successful teams are more likely to be nurtured in those environments in which there exists both a common vision and a shared goal.

"Promoting teamwork can be easier in the military than corporate America. We have already volunteered to serve a greater good and collaborate to accomplish our mission. That common bond puts us one step ahead of

business, where persuading coworkers -- not all of whom may immediately share a common goal -- to buy in to the program presents an even greater challenge."

Cilurso should know. Since completing his distinguished military career, he has put his well-honed leadership skills to work as a Team Leader in the corporate sector, promoting an esprit de corps among employees of one of the world's largest food companies, a huge conglomerate marketing in more than 100 countries.

What must any team do to stay focused and maintain a sense of togetherness even during periods of enormous stress and intense pressure? According to Cilurso: *practice, practice, practice!*

"Make each member of the team used to being together, even when things aren't perfect," he teaches. "Determine individual strengths and weaknesses. Be flexible. Capitalize on what each member of the team does best. To be consistently great, a team must exhibit strong feelings of mutual trust; remedy whatever barriers exist that prevent trust." Cilurso likens a comfortable, well-practiced team to a group of relatives -- leaning on one another, ignoring or capitalizing on differences and forming up when the going gets tough.

"A team working to achieve a common goal is very much like a family sitting down to Thanksgiving dinner. We don't always have to love each other; but we do need to sit down together and eat turkey."





Winning teams typically establish demanding performance goals -- well-defined, concrete milestones against which the group measures itself. The leadership of the group shifts from time to time. The issue is not who controls, but how to get the job done.

We often get to cheer for *good* sports teams, every so often even *great* sports teams. Rarely, however, do we get to marvel at a *perfect* team in action. Among the few to attain perfection: the 2003-04 Saint Joseph's University Hawks men's basketball team, which topped the national rankings with an unblemished record of 27-0 during the regular season before losing to Xavier in the Atlantic 10 conference tournament and eventually Oklahoma State in the Eastern Regional Final of the NCAA Tournament.

The Hawks earned a spot in Philadelphia's Sports Hall of Fame after receiving the Pride of Philadelphia award in 2004; Jameer Nelson (hailed as college basketball's Player of the Year) and Delonte West, who together formed what was widely viewed as the finest collegiate backcourt in the country, were among several members of the team who went on to successful careers at the professional level; and Head Hawk Phil Martelli garnered an armful of awards and accolades, including the prestigious Naismith College Coach of the Year Award and Associated Press National Coach of the Year, signifying America's best men's college basketball coach.

"The most important win that season took place outside of public view," recalls Coach Martelli, referring to the day his team made the collective decision to strive for greatness on a regular basis. "The players challenged me and my staff to give them every bit of our own excellence so that they, in turn, could meet their goals each and every day."

Unlike many star athletes who seek the spotlight and demand glory for themselves, these selfless Hawks shared a commitment to attain the greater good. Without any prompting whatsoever from their coaches, natural leaders stepped forward -- each drawing on his own individual style ... from the passion of fire and brimstone to the cool calm of quiet leadership ... to set an example that other players readily followed.

"To a man, those players showed a healthy respect for the game of college basketball, for the process of teamwork, for each other as SJU student-athletes and for the opportunity each one was given as *together* they shared a collective journey," Coach Martelli remembers proudly.

Whether it's in the boardroom, the sports arena or in life itself, Coach Martelli insists you will know when you've encountered greatness by how well the team has seized the moment. How can a team, particularly a group that serves the interests of others, reach its potential for greatness? By making a *difference*.

"The way a team plays as a whole determines its success. You may have the greatest bunch of individual stars in the world, but if they don't play together, the club won't be worth a dime."

-Babe Ruth



In a winning team, each individual carries his or her own weight, meeting or exceeding expectations of other group members.

They are the heart and soul of Developmental Enterprises Corporation. Without this team of dedicated individuals, the idea that was germinated in 1971 by a small group of concerned parents who shared a common vision ... a seed that has since blossomed into the area's largest non-profit provider of vocational and habilitation services for intellectually challenged and other developmentally disabled men and women ... would today be no more than an unfulfilled dream.

They are the engine that drives five training centers, several community living facilities and a host of innovative, tailored therapies and services for young adults, middle-aged Baby Boomers and aging seniors. Without this team's collective passion, skill and tireless commitment to a common mission, hundreds of very special individuals would -- through no fault of their own – be denied a quality lifestyle marked by independence, productivity and dignity.

They are DEC's winning team of officers, managers, staff and volunteers. Cheerfully, albeit quietly, these people perform their duties far outside the spotlight – without fanfare, applause or even the financial reward they so richly deserve. The men and women who make up this winning team are devoted to creating a better quality of life for those in their care, standing alongside developmentally disabled adults so they might have opportunities to reach their full potential.

"Everyone plays an important part in the process, like links in a chain or the mechanics of a clock."

Explains Cyrilene O. Cassell, director of DEC's North Penn Training Center: "We don't see a large group of people with disabilities. Instead, we see individuals with varying degrees of ability who -- with patience, unconditional love and compassion -- can be empowered to grow and feel stronger, valued, respected and more confident."

Cassell notes that she and her colleagues partner with the families of each individual, inviting their feedback while providing regular communication, to achieve victories ... large and small. "Everyone plays an important part in the process, like links in a chain or the mechanics of a clock," she adds. "Each part must interlock with the others and perform its function properly. Otherwise, things simply will not work."

"Sticks in a bundle are unbreakable."
-Kenyan Proverb

Teamwork. It's the fuel that allows common people to attain uncommon results.



It takes a large, diverse team of everyday people for DEC to achieve its important mission. Families, friends and loved ones. Neighbors. Business people. Civic groups. Foundations. Government. All of us.

We invite *you* to join DEC's winning team. You'll be surprised how easy it is to make a significant difference in someone's life.

Visit a DEC facility just to say hello and show you care ... or better yet, volunteer even a little of your time and talent. Participate in our fundraising events conducted throughout the year, such as the Martelli Games and the Phil Martelli Golf Classic. Join DEC's growing family of corporate sponsors. Assign your business' packaging, assembly and fulfillment requirements to the well-trained and highly motivated individuals in our DEC Works program. Provide a capable developmentally disabled individual with an employment opportunity to promote self-esteem, responsibility and independence.



Most important, please make a financial contribution to DEC, so we'll continue to be there with an expanded array of high quality programs and innovative services whenever families need us.



2, 4, 6, 8 Who Do We Appreciate?

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Mission Statement

DEC is passionately committed to supporting individuals with developmental disabilities to reach their fullest potential through personalized training, tailored therapies and other programs and services that promote independence, choice and community integration.

Vision Statement

DEC envisions persons with disabilities living healthy, meaningful, productive and safe lives that are rich in community associations and contributions and who have valued roles in their communities. DEC's services are dedicated to this vision.



Financial Highlights For the Fiscal Year Ended June 30, 2013

Mr. Greg Small Mr. Jack Warner

Use of Funds Total

Program Services

Administration





















Program Development

Change in Net Assets





































Gifts & Contributions





50,000

Other

Grants





Total