



# Matthias

Annual Report  
July 2024 - June 2025



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# Letter from the Founder and CEO



**ELIZABETH PUMALA**  
Founder & CEO

Dear Friends and Supporters of Matthias,

As Founder & CEO of Matthias I am so excited to present our first annual report for the fiscal year ending June 2025. This report highlights our incredible progress as we continue to support **Endless Opportunities for Extraordinary Adults**.

Matthias Academy and Matthias Living are both answering the unmet need that so many adults across the country are facing. As more and more families are reaching out for help, the need for capital funding increases. We have grown so rapidly that our waitlist closed in June 2024, unknown if it will ever reopen.

We are physically out of space.

We have the personnel, in fact we pride ourselves in our ability to staff our programs at a time when long term care staffing is at a terrifying low. We have the most incredible, hard working people, and I am blessed to get a front row seat to witness their love for these most deserving adults.

Filling the gap in long-term care for individuals who are unable to maintain employment but deserve a fulfilling life outside of an institutionalized setting has been a challenge, but the reward is worth every obstacle. Bridging this gap is not an easy task, however, with the dedication of the staff, families and supporters, Matthias will continue to be the example for other day programs and housing programs in the United States.

Over the past year we have had programs from Illinois, North Carolina, Georgia and Northern Wisconsin come to us to study and learn from our model. There is a **hope** we have established for many parents, guardians, caregivers and adults with challenging needs that the future looks bright and full of **Endless Opportunities!** Thank you for your continued dedication to this mission and your belief in our most deserving adults.

With gratitude,

*Elizabeth A Pumala*

Founder & CEO



# Board of Directors



**ANDY BONCHER**  
President



**MARJORIE PIETRAS-  
JACOBI**  
Secretary



**JOE KUMPFER**  
Treasurer



**EILEEN BONNER**  
Member



**MIKE NIELSEN**  
Member



**ELAINE GRUBER**  
Member

# Administration



**ELIZABETH PUMALA**  
Founder & CEO



**REBECCA BURKE**  
CFO & Business Manager



**NICOLE SEALE**  
Director of Operations  
& Head of Nursing



**KENNON BANNON**  
Financial Reporting & Donor  
Relations Manager



**JENNIFER BURKE**  
Day Program & Residential  
Director



# Matthias Overview

## Our Program

Matthias Academy is a 501(c)3 nonprofit serving adults 18+ with mild to severe disabilities, specialized medical needs, behaviors and mild to severe Autism from Illinois and Wisconsin.

- Matthias Academy provides a student-centered program for adults to learn, work and socialize. Programs are constructed based on student interests and needs. The day program runs Monday through Friday, nearly every week of the year.
- Matthias Living offers supported residential living year-round with 24/7 care and supervision. Residents are supported to live their most independent and positive lives.

### Mission

Endless Opportunities for  
EXTRAORDINARY Adults

144

Students



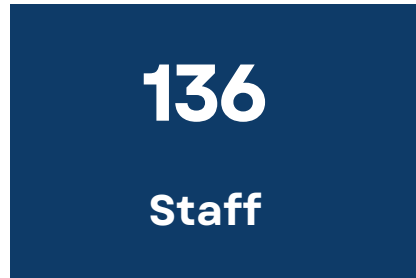
2

Campuses



136

Staff



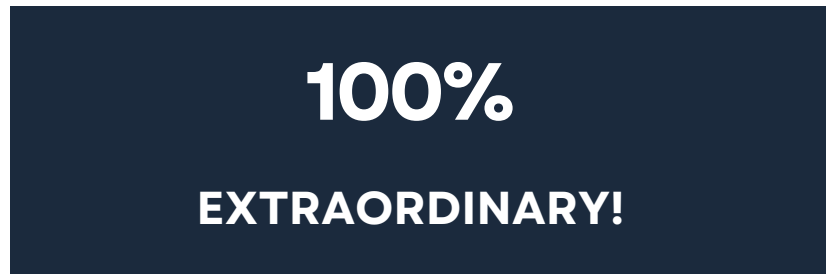
16

Residents



100%

EXTRAORDINARY!



ALWAYS LEARNING. POSITIVITY.

LOVE. FAMILY. RESPECT.

**MATTHIAS**

TRY THE IMPOSSIBLE. HUMOR. ENERGY.

EXCITED TO SEE YOU. KINDNESS.

QUALITY EVERYTHING.

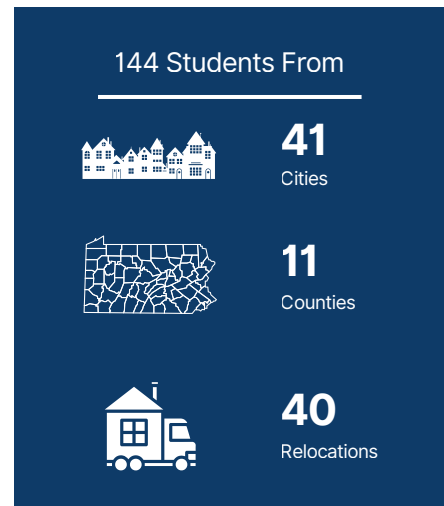
**CORE VALUES**

ADULTS LIVING OUR DREAMS TOGETHER.

# Reach

When Matthias Academy first opened its doors, transportation was a significant challenge, often unavailable for our families. As Matthias grew and operations stabilized post-COVID, we prioritized solving this critical need. By late 2021, we had successfully launched a dedicated route to ensure students could reliably access Matthias every day. As of this reporting period, with our remarkable growth we operate 11 routes with 20 Matthias-owned vehicles, traveling as far north as Waterford, Wisconsin, and as far west as Lake Geneva. Even more profound, however, is the dedication of our families. Some commute weekly from Wausau, Wisconsin (over 180 miles), while others travel from Plainfield, Illinois (over 60 miles). This wide reach underscores the essential nature of the specialized programming Matthias provides.

The commitment that families have in Matthias is demonstrated through their most significant investment: relocation. Every household move represents this commitment. Whether it was a short move of a few miles to be closer to Matthias, to better align with a van route or a major cross-state relocation—from places like Minnesota, New York, and beyond—each family chose to pack up their entire lives. This level of dedication is the true testament to the impact and value of our community.





# Student Outreach

## Outings

Our fleet of vehicles is out in the community every single day, providing the adults we serve with opportunities to engage and connect with the community.



## Matthias Students Give Back

The Students at Matthias use the proceeds from their vending machine to donate to nonprofits in the community. They have made and delivered lunches, assembled hygiene kits, picked up litter at a local park, helped with care for an injured screech owl, had a car wash and hosted a pup cup drive thru, just to name a few!





# Events

Our annual Golf Outing and Gala are powerful traditions that consistently generate vital support and deep connections for the adults we serve. But we're not stopping there! We are committed to broadening our reach by adding a new event to our calendar in fiscal year 2025, with further expansion planned in years to come.

## 2024 Golf Outing

The Club at Strawberry Creek hosted 148 golfers on July 9, 2024 with over 150 more attending the dinner and presentation alone!



**\$220k**

**Raised**

**300+**

**Attendees**



## 2024 Matthias Gala

Over 318 guests attended the annual gala held on October 19, 2024, showing support for our most deserving adults!

**\$426k**

**Raised**



**318**

**Guests**



# CONNECT Events

In 2024, the CONNECT Subcommittee was established! The goal is to organize fun events that bring our community closer together. There was a great Bunco Night, an awesome End of Summer Concert and a lively Fall Fest, all for Matthias students, families, staff, volunteers and the community – many at little to no cost. We can't wait for more exciting events in the coming years!

**250+**

**Participants**



**End of Summer Concert**



**Sibling Bowling**



**Bunco Night**



**Fall Fest**



# Matthias Community

We have an opportunity for everyone who wants to get involved at Matthias! Our volunteer community includes 51 members who serve 8+ committees and subcommittees, as well as 150 volunteers who dedicated more than 2,517 hours of their time last year. Whether you've been with us from the beginning or are just learning about what we do, your help makes a difference!

**8+**  
Committees



**51**  
Members

**150**  
Volunteers



## Gift and Garden Center

The purpose of the Gift and Garden Center is for the community to connect. The gift shop is open more than 30 hours per week. Student made items and Matthias Merchandise is available!





# Follow Us on Social Media

We continue to expand our presence across three social media platforms; Facebook, Instagram and TikTok! Our content has reached over 4,000 members through Facebook alone each month, strengthening awareness of our mission and building meaningful connections. Scan the QR code to learn more!



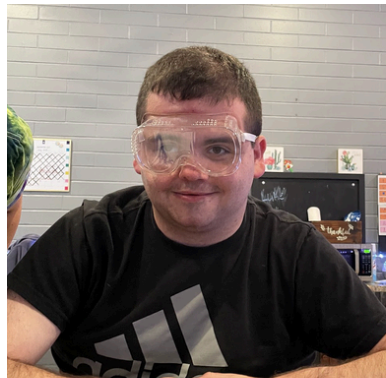
**Over 884,000  
views across all  
platforms**



**Nearly 145,000  
people reached**



**More than 51,000  
content  
interactions**



**1,686 new  
followers gained  
across platforms**

Facebook reach grew by 421%, Instagram engagement doubled and TikTok established a strong new presence with 83K views in its first year.



Matthias Academy Community



matthiasacademy



@matthiasacademy

# Extraordinary Academy

## 18 Student Centered Fraternities

### Xi Pi House and Zeta Rho House Highlights

#### Xi Pi Frat House

Xi Pi is the melting pot of all! There are so many unique friendships where they can make silly jokes together. They love cooking and enjoy helping others! When asked, "What makes your frat who they are?", they proudly said, "people accept who I am" and "my friends"!

Xi Pi wants the world to know that they love spending their summers outside, swimming and playing in the water, playing basketball, going for walks and going to the gym! They also love to be creative, do art and learn about academic topics such as history.



#### Zeta Rho Frat House

Zeta Rho is an incredibly curious bunch who love to learn and try new things! Playing games, interacting with friends, listening to music, cooking and enjoying nature are just some of their highlights! When asked "What makes your frat who they are?", Simon said "trying new things; learning about cooking and how to adapt it for my needs" while Heather shared "friends, meeting new people, games, art, cooking and nature!"

Zeta Rho wants the world to know that they love to spend time outside in the warmer months, and they are always excited to get out into the community and experience new things. They have grown so much and some students that used to refuse to try new food for instance, will now try a bit of just about anything!



# Extraordinary Living

## 16 Adults Living In Residential Homes Supported by 24/7 Staffing

Matthias Living focuses on health, happiness, personal care, medication supervision and behavioral support for all the residents.



### Athena House

The Athena House is a three bedroom Adult Family Home located in Pleasant Prairie, Wisconsin. The Athena House is home to four outstanding women. They enjoy going out to dinner at local restaurants, visiting museums, bowling, watching movies and playing silly games!

### Atlas House

The Atlas House is a four bedroom Adult Family Home located in Twin Lakes, Wisconsin. The Atlas House is home to four wonderful men. They enjoy going out to dinner at local restaurants, riding their bikes around their neighborhood, going to parks, walking on the treadmills in the basement, playing video games, listening to podcasts and hanging out on their outdoor patio!



### Apollo House

The Apollo House is a three bedroom accessible Adult Family Home in Trevor, Wisconsin. Four excellent young men live in the Apollo House. The Apollo men enjoy going out to dinner at local restaurants, exploring nature trails, swinging on the swings in the basement and riding bikes at the gym!

### Artemis House

The Artemis House is a four bedroom accessible Adult Home in Trevor, Wisconsin. The Artemis house is where four incredible women live. They enjoy going out to dinner at local restaurants, grocery shopping, exploring shopping malls, cooking, baking, taking walks and trying new things.



# Passionate Staff

Number of  
Day Program Staff

**106**

Number of  
Residential Staff

**30**

Number of Summer  
Intern Staff

**21**

Employee  
Turnover

**2%**

Years of  
Experience

**0-30**



## Meet Debbie!

Assistant Professor

- \* Debbie is married, has four children, two dogs and one cat.
  - \* Debbie heard about Matthias through her coaching special needs baseball. After seeing Matthias staff show up to support their students outside of working hours, Debbie knew she had to learn more!
- Debbie says, "this job gives her purpose!". She spent
- \* far too many years at a desk job, and also looks forward to continuing coaching baseball.

## Meet "H"!

Behavior Support  
CPI Instructor  
Resident Cosmetologist



- \* Carrie "H" has two very active kids who are always on the go and three dogs!
- \* "H" comes to Matthias from a school in Illinois, where she was a paraprofessional and Special Olympics Athletic Coordinator who was looking to grow with Matthias!
- \* Fun fact about "H" - she is a licensed cosmetologist and loves helping students feel relaxed in an often stressful setting such as getting their hair done.





# Financial Overview

## Highlights

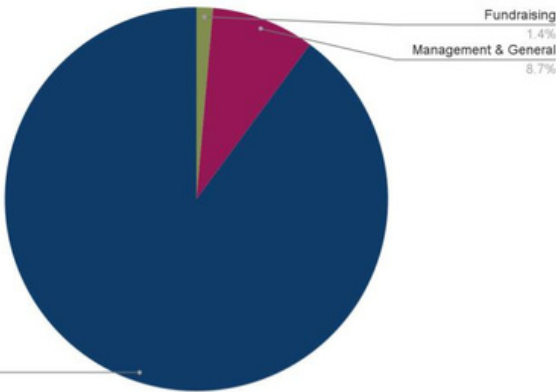


Income grew through stronger funding and donations.



Matthias Living saw a consistent net income increase.

Operating Cost(s)



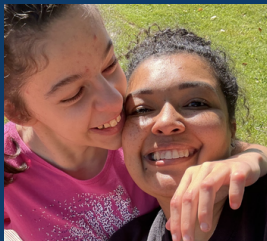
## Matthias Academy has achieved a Guidestar rating of platinum!

This rating demonstrates a commitment to showing donors and funders the difference the organization makes by providing quantitative results and progress indicators toward their goals.



## A Look Ahead

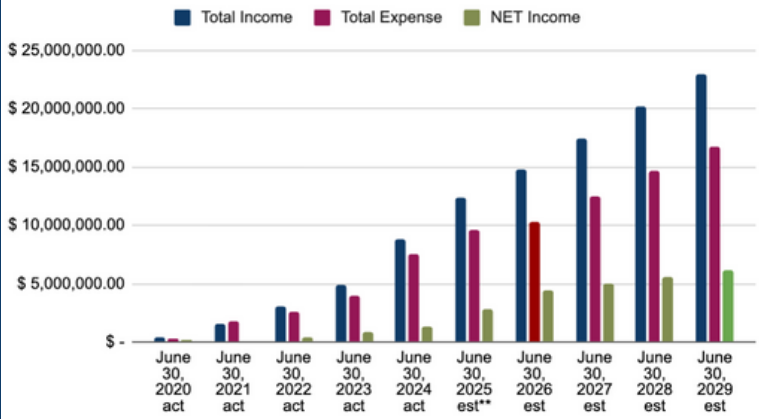
Combined programs have a \$3.4M gap without the generous donations from our supporters.



Next focus: efficiency and partnerships.



Matthias Forecasted Net Income (est) Including Donations



Living Forecasted Net Income



# Future Outlook

## 2030 GOAL

Building the new 200,000+ square-foot Day Program facility on the back 70 acres of our current campus is no longer feasible because of water and traffic limitations. As a result, we're adjusting our five-year plan. Instead of developing a new facility on the existing campus, we'll focus on either acquiring or developing a third campus and/or expanding our current ones.

Our goal is to have the Day Program waitlist eliminated for adults by 2030, with a waitlist only for those under 18. Additionally, we plan to house over 50 residents in Matthias Living homes by the same year.

## Day Program

Our waitlist for the day program is extensive, so we are in the process of adding a new wing to our campus to accommodate an additional 40 to 60 students. We want to be a source of hope and inspiration for individuals and families everywhere, and we're working tirelessly to safely welcome more students.



## Residential

We would like to continue on the path of two to three homes opening per year, so that we can continue to provide outstanding staff in the homes and maintain compliance with the Department of Health Services.

With most of our residential homes opening within the surrounding communities, only a small percentage of Matthias Living homes will be on the 83 Campus back 70 acres. The majority of our adults will thrive within communities, where they will be known and loved.

Our adults needing a little more support due to more specialized needs, will thrive on our 83 campus with additional staff to offer support and compassion through more challenging times. Matthias will continue to provide safe access to the community for all of our students and residents.



# Contact Us!



Matthias



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