



2023

IMPACT REPORT

Mission

Empowering and supporting adults with disabilities to live a life of purpose, inclusion and dignity.

Vision

We are creating a just-world where you will find dignified inclusion in our schools, workplaces, government, communities, churches and beyond.

Adult Education

Adult Education instructs participants in horticulture and animal care, focusing on the skills of consistency, detail, and understanding to teach daily living and prevocational skills. The therapeutic benefits of working with plants and animals are well researched and applied in our program.



Community Involvement

Community Involvement focuses on actively engaging with the community through volunteering, random acts of kindness, and consumerism. Additionally, Dutton Farm participants connect with the public at the farm through the sale of farm products, school field trips, and community events.



Workforce Development

Workforce Development uses a person-first model to determine a participant's strengths, needs, and employment objectives. The job developer then searches for inclusive employers offering opportunities that most closely align with the participant's goals.

Letter from the CEO



Jenny Brown
CEO

As we embark on a new year, I would like to take a moment to express my deepest gratitude to everyone who has supported us over the past year. Your unwavering dedication and generosity have been instrumental in helping us achieve our goals and make a positive impact in the community.

Last year, thanks to the generous donations from our constituents, we grew all three of our programs, launched new initiatives and moved our mission forward. Without the support of our community, none of this would have been possible.

Supporting individuals with disabilities is crucial for creating a more inclusive and equitable society. People with disabilities face numerous challenges in accessing education, employment, and community resources. Together, we can help break down barriers and create opportunities for individuals with disabilities to thrive and contribute to society.

Dutton Farm is committed to providing a supportive and inclusive environment where adults with disabilities can develop essential skills, build confidence, and pursue meaningful employment opportunities. Through a variety of programs, Dutton Farm empowers individuals with disabilities to reach their full potential and lead fulfilling lives.

By getting involved with Dutton Farm, you can make a real and lasting impact on the lives of individuals with disabilities. Whether through volunteering, donating, or spreading awareness about our cause, every contribution helps us further our mission and support those in need. Together, we can create a more inclusive and supportive community where we value individuals with disabilities and empower them to succeed.

In conclusion, I would like to express once again my heartfelt thanks to all of you for your support last year. Your generosity, dedication, and belief in our mission have been the driving force behind our success, and we are truly grateful for everything you have done. As we look ahead to the coming year, we are excited to continue our work with your support and to make an even greater impact in the community. Thank you for standing with us and being a part of our non-profit family.

A handwritten signature in dark ink, appearing to read 'Jenny Brown'.

Jenny Brown
President/CEO
Dutton Farm

Message from the Board Chair



Jaymes Vettrano
Board Chair

It is a great time to be a part of Dutton Farm! As we look back at last year and forward to the coming year, we have a tremendous amount to be proud of. Determined employees and committed supporters have allowed us to simultaneously expand the Dutton Farm Oakland site and acquire the Dutton Farm Macomb site.

The expanded capacity will allow Dutton to move people off waiting lists and into our participant-centered high-impact programs. Of course, growth and expansion are challenging, but the Board of Directors is confident that our exceptionally talented employees and our generous funding partners are up to the challenge. We know they will exceed our expectations by continuing to provide the best community for Dutton Farm's amazing participants to flourish!

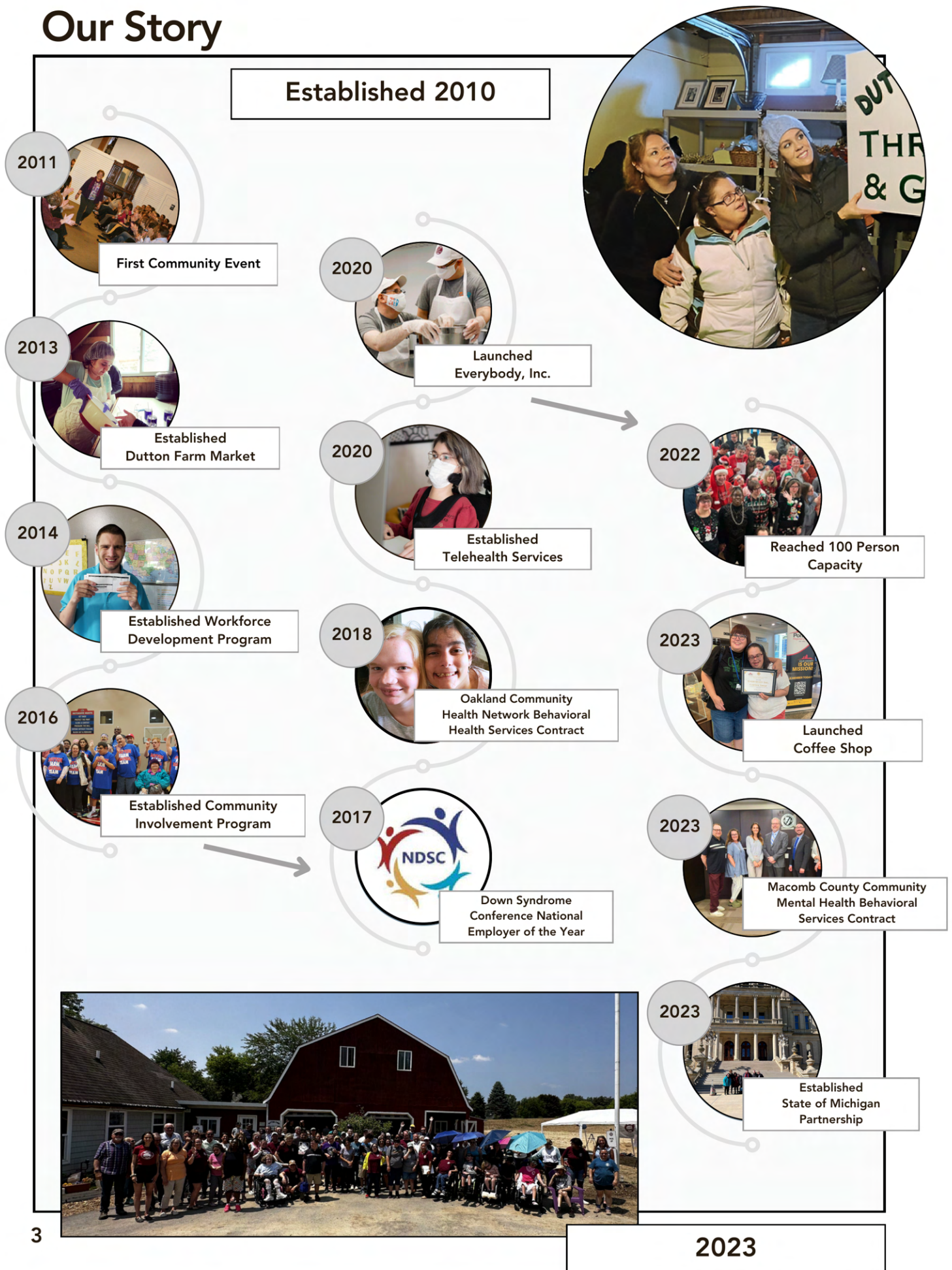
Our Board of Directors

Jaymes Vettraino Board Chair				
Michael Webber Treasurer		Tom DeAgostino Board Vice Chair		Laura Murphy Secretary
Chris Barnett Director	Cheryl Boodram Director	Laura Kozerski Director	David McClelland Director	
David Mingle Director	Lori Randolph Director	Mike Spisz Director	Aimee Spurlock Director	Katie Stark Director

Dutton Farm Staff

Job Coaches				
Michelle Bedont	Al Connor	Greg Donaldson	Al Ferguson	Marc Harris
Colleen Hubbard	Nathalie Lederer	Kristen Malek	Rana May	Chase McCowan
Rian McQuade	Linda Mortensen	Mary Pepper	Anne Pereira	Denise Pratt
Kellee Steimel	Nancy Swink	Steven Washburn	Jill Weir	
Direct Support Professionals				
Olivia Barocio	Grace Beatty	Mary Brusstar	Ilich Gomez	Brandon Heal
Brandy High	Brianna Lang	Nathalie Lederer	Jadyn May	Rana May
Claire McCullough	Paige Musleh	Kelli Ohnstad	Maya Scott	Lee Sobeck
Sam Stickney				
Administration				
Jenny Brown President / CEO / Co-Founder		Michele Smither Founder		
Brent Brown Director of Operations	Lisette Feliciano Human Resources Assistant	Xitlali Gomez Director of Human Resources	Katie Hallett Field Job Coach	Harrison Kakkuri Chief Program Assistant and Site Launch Director
Alysha Moorhead Director of Individual Donors & Grants Manager	Michael Moorhead Art Program Manager	AnnMarie Ottoy Director of Communications	Grace Pilarz Oakland County Site Director	Anne Rosario Director Workforce Development
Kim Staudacher Director of Business Development & Special Events	Carolyn Stickney Finance Manager	Tanya Washburn Job Coach Manager	Kristen Yandora Chief Financial Officer	

Our Story



Mission Focused

Advocacy

- Legislative Day at the Farm
- Small Business Association Podcast
- MichBusiness Best of 2023 Nonprofit Beacon Award
- SEMCOG/MAC Healthcare Symposium Panel
- Corp! Magazine Diversity Business Leader Honoree - Michele Smither
- Michigan Legislative Disability Caucus
- Mackinac Policy Conference Blue Cross Blue Shield: A Healthier Michigan Podcast



The wide-ranging barriers encountered by individuals with disabilities fueled our advocacy efforts in 2023. These efforts included inviting local legislators to the farm, speaking about the Direct Support Professional staffing crisis at the SEMCOG/MAC Healthcare Symposium, and taking part in the newly formed Michigan Legislative Disability Caucus.

Later in the year, we proudly looked on as Dutton Farm Founder Michele Smither accepted Corp! Magazine's 2023 Salute to Diversity, Diversity Business Leader Award. Shortly thereafter, Dutton Farm received a MichBusiness Best of 2023 Nonprofit Beacon Award. We're grateful for the recognition and the opportunity to highlight our mission and the needs of the people we serve.

Quality

- Established Communication Department
- Launched Daily All-Staff Meetings
- Created Monthly Employee Newsletter
- Began Quarterly Constituent Newsletter
- Implemented Farmer of the Month and Employee of the Month
- Food Drive Benefiting the House of Jacob Food Pantry
- Implemented Electronic Record-Keeping

As we grow, we're committed to providing the same quality programming our families and the community have come to expect from us.

To ensure quality remains consistent, we've restructured our internal and external communication processes to connect our employees, families, and community partners in a more thoughtful and engaging manner. This includes the implementation of surveys, staff meetings, newsletters, and farmer and employee recognition programs.

We also completed the rollout of our electronic record-keeping platform, improving efficiencies by saving paperwork and time in our billing department as we continue to grow.



Mission Focused

Growth

- Awarded Macomb County Community Mental Health Behavioral Health Services Contract
- Established McLaren Oakland Hospital Coffee Shop
- 10% Increase in Persons Served
- 47 School Field Trips
- 212 Volunteers Onsite
- 800+ Seasonal Community Event Attendees



Dutton Farm continues to grow across all aspects of our programming areas: Adult Education, Community Involvement, and Workforce Development.

The most exciting news came from Macomb County Community Mental Health with the award of a behavioral health services contract, followed closely by the opening of our McLaren Oakland Hospital coffee shop in Pontiac.

Pre-vocational skill-building leading to real-world employment experiences provides life-changing opportunities for our participants, many of whom have never worked or earned a paycheck in their adult lives.

Outside of employment, our successful community events, robust onsite volunteer program, and well-attended elementary school field trips confirm the truth that people in our communities embrace an inclusive mindset.

Organization

- Hired Operations Director
- Installed Hartley Botanic Greenhouse
- Built 6,000 sq. ft. Adult Education Community Center
- Installed Accessible Pathways
- Acquired New Animals

In an effort to identify opportunities for improvement and efficiency by streamlining organizational practices, increasing quality, and saving money, Dutton Farm hired an Operations Director in 2023.

The Operations Director became instrumental in overseeing the construction and details of our new Adult Education Community Center, and additional farm renovations, as well as internal administrative processes and procedures.

Financial

- Successful 3rd Party Audit - 6 Years
- Sold Out Driving For Dutton
- Sold Out High Hopes Gala
- Impact100 Metro Detroit Grant Recipient
- Exceeded Fundraising Budget by 10.76%

We're grateful to our families, the community and our staff for the financial support given to us throughout 2023, enabling us to serve and support our most vulnerable individuals.



Mission in Action

Angelica

Purpose

"Angelica is a very hardworking, empathetic, and happy woman. She is always open to trying new things and helping her friends and staff."

Bri Lang, Direct Support Professional



Inclusion

"Dutton Farm and Pomeroy has definitely impacted Angelica's life in a positive way! Both Dutton and Pomeroy give Angelica purpose. She wakes up knowing she has a need for her at the farm and knowing that she has a job to do at Pomeroy.. and she loves both!"

Sharon Travis, Mother

What do you like about coming to the farm?

"I like Maya and Briana. I like going to art and the assessments and playing on the swings."

What do you like about work?

"Mary is super nice and my boss is super nice. My favorite part about my job is vacuuming and mopping the floors."

What do you like to buy with your paycheck?

"I like to buy coloring books and pencils with my paycheck."

Angelica Travis



"It is great to assist Angelica in meeting her daily cleaning goals, providing reassurance and direction, while fostering her self-reliance and independence. What a reward for me!"

Mary Pepper, Job Coach

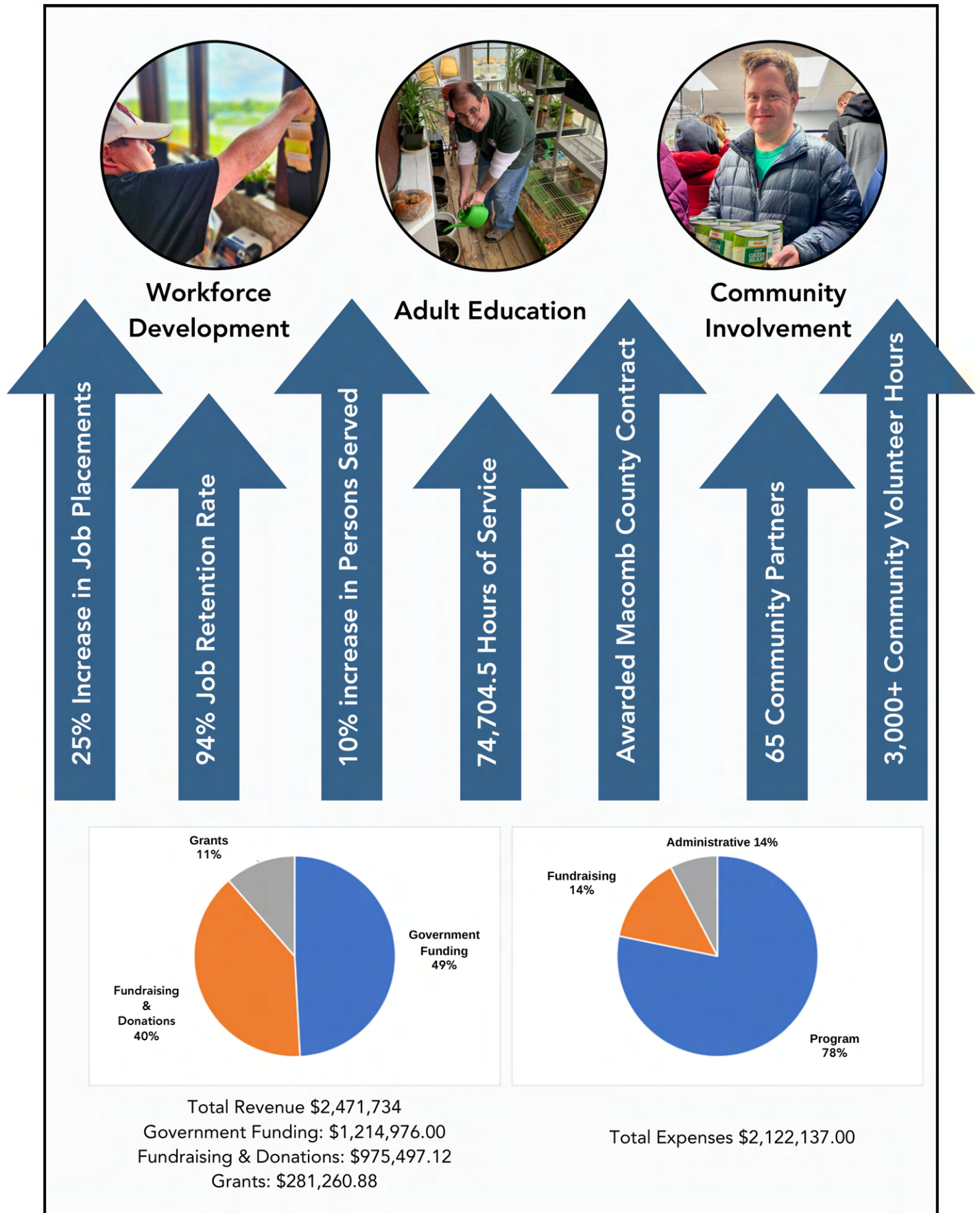


Dignity

"Angelica always creates a sparkling atmosphere with her infectious enthusiasm. Her commitment and enthusiasm inspire us all, and we all feel incredibly lucky to call her our teammate! Thank you for being you, and for keeping Pomeroy Orion sparkling, Pomeroy Orion is a brighter place because of you!" **Kimberly Miller, HR Director, Pomeroy Living**



Mission Sustainability



Mission Growth



Because of the hard work and vision of the Dutton Farm Board of Directors and leadership team, Dutton Farm was awarded a behavioral services contract to provide services to individuals with disabilities in Macomb County.

With support from Macomb County Community Mental Health, we began the search for a location conducive to our programming needs. We chose a property in Sterling Heights requiring only minor renovations with a projected grand opening in the spring of 2024.

We're excited to build new relationships in this community and bring awareness to our mission of empowering and supporting adults with disabilities.

To help eliminate our growing wait list, we started a capital campaign in 2023 intending to create more opportunities for pre-vocational skill building through animal care, horticultural and community interaction.

The campaign is ongoing, but we can see the initial fruits of our fundraising efforts in our new 6,000 sq. ft. Adult Education Community Center. We completed the outer shell of the structure in 2023 and plan the finishing touches for 2024.

We also installed a new Victorian-style greenhouse on the grounds of Dutton Farm. Designed, created, and installed by Hartley Botanic from the United Kingdom and made possible with a grant from Impact100 Metro Detroit, this amazing structure immediately affects the lives of the people we serve, becoming a focal point for our farm and creating a more inclusive community.



We welcomed Anne Rosario as our new Workforce Development Director. Under Anne's guidance, we established a stronger relationship with Michigan Rehabilitation Service (MRS), allowing us access to more individuals with disabilities seeking employment. Her hard work and dedication to the mission resulted in a 25% increase in job placements in 2023.

Preparing for her transition to Oakland County Site Director, Grace Pilarz began assuming more responsibility in the Adult Education Program, proving instrumental in implementing our electronic record-keeping system. Grace's keen attention to detail proved helpful as the program grew by 10% and participants explored new sites and spent more time volunteering at different locations in the community.

Mission Community Partners

Employer Partners

Aladdin Food, Rochester	Homegrown Brewing Company
Ascension Hospital, Rochester	Honcho Latin Street Food
Auburn Hills Community Center	Jomar Valves
Blossom Ridge Senior Living Center	Leader Dogs for the Blind
Chartwells Oakland University	Innovation Park, Rochester Hills
Coldstone Creamery	Meijer
Community Christian Church	Nothing Bundt Cakes
Dynamic Heating and Cooling	Orion Township
Echo Fellowship	Palazzo di Bocce
EEI Global	PetSmart
Elite Sportsplex	Pomeroy Living, Lake Orion
Imagine Theatre	Precision Irrigation
Everybody, Inc.	Saber Building Services
Everybody, Inc. Coffee Shop	The Spice & Tea Exchange
Fulex Fulfillment	Ssweet Bakery
Heartfelt Impressions	Greg Grant Sportsplex
	Tangico
	T.W. Hallett Landscaping

Community Involvement Sites

Auburn Hills Public Library	Rochester Avon Recreation Authority
Avon North Hill Lanes	Rochester Park
Bear Creek Park	Smither Barn
Eagle Valley	Uncle Luke's Feed Store
Gallagher Park	UWM
Innovation Park, Rochester Hills	Reimagine Recreation
Meijer	Walmart

Dutton Farm Participant Volunteer Sites

Fleece & Thank You	Oakland Hope
Meals on Wheels	Paint Creek Trail
Auburn Hills	Rochester Hills
Meals on Wheels, Rochester Hills	Public Library
	Woodside Bible Church, Troy

Community Volunteers at Dutton Farm

Academy of the Sacred Heart Students
Ascend Performance Materials
Baker College
Occupational Therapy Students
Baker College Nursing Students
Christ Redeemer Church
Logicalis
Northwestern Mutual
Oakland University Baseball Team
Oxford High School
Student Council
Rochester Hills Christian Students



Mission Supporters

Platinum Supporters



Winmar
Foundation

Gold Supporters

Raymond &
Michelle Kiernan

AA VAN ELSLANDER
FOUNDATION

Flagstar™
Foundation

incompass
MICHIGAN

**Community
Foundation**
FOR SOUTHEAST MICHIGAN

State of
Michigan

AXON
PROPERTIES

Mission Supporters

Silver Supporters



Andrew Ingram



Melissa Howell



Michael Bloomgren



Ruth Anderson



James & Colleen Micklas



Kevin Dunivin



Richard Shore



Hubbard Family Foundation



Scott Avery



Mission Supporters

Bronze Supporters

A-Auto Point Collison	Adams Booster Club	Frank & Patty Albano	Dave & Karen Aldorfer	Beverly Allen
American Online Giving	Amy Arft	Arts Beats & Eats Foundation	Ascension	Ellen Athens
Laura Athens	Craig Avery	Mouhib Ayas	Valasia Badamo	Vicki Barnes
Bryan Barnett	Chris Barnett	Lisa Bauer	Michele Belke	Laura Biggs
Kathy Boes	Cheryl Boodram	Boyse CPA, Rochester	Sandra Brock	Deborah Broderick
Jason Brown	Jenny Brown	Ron Brown	Martha Buchanan	Marjorie Buresh
D.F. Burnham	Loma Campbell	Campus Village Technology	Deborah Carnaghi	Charitable Aid Foundation
John Chase	Rachel Christine	Cynthia Colonna	Community Foundation of Greater Rochester	Constellation Energy
Cornerstone Community Financial	Don Courtright	Thomas & Julie Czarnecki	Craig Boogren Management, LLC	Crittenton Medical Staff, Inc.
Thomas DeAgostino	April DeMara	Gary & Janelle Denis	Michelle Denno	Deborah & Pierre DePorre
Clifford & Cindy Dettloff	Dewpoint	Jack DiFranco	Dillman & Upton / Mans Lumber + Millworks	Ann Downey
Grant Downs	John & Bernadette Duhoski	Jason & Maggie Dunn	Kathryn Durst	Dynamic HVAC
Easterseals MORC	Echo Christian Fellowship	EEI Global	Electrical Power & Design Inc.	Melanie Esland
Dwight Evans	Jane Evans	Everybody, Inc.	Elaine Faraday	Joyce Felice
Joseph Findlater	Flagstar Lake Orion	Frank Rewold & Sons Foundation	Kathy Freer	Lisa Friedrich
Donna Frye	James Gabel	Nancy Gage	Joseph Galasso Jr.	Sharon & Tom Gamm
Sheryl Garwood	Genisys Credit Union	Geraldine Lee Revocable Trust	Janice Gibbons	Andrea Gingras
GKN Automotive	Glantz Family Trust U/A	Gail Golembiewski	Katherine Groves	Roger Guetzkow
Jim & Barbara Gusfa	Richard Gutowski	Brandon Hafeli	Barbara Hart	Karen Hasler
Sharon Hauncher	Patricia Haver	Dale Haynes	Kim Headbloom	Healthquest
Heartfelt Management	Kurt Heidebreicht	Hershey Insurance	Julie Hoensheid	Colleen Holmes

Mission Supporters

Bronze Supporters

Holy Family Regional School	Ellen Hopkins	Joan Hopkins	Neal Hopkins	Sameer Hukku
Thomas & Geri Jablonski	Jackie Jager	Dan & Linda Jannette	Sharon Jarackas	Jax Car Wash
Jewish Community Center	Paula Johnston	Jomar Group	Thomas Jordan	Judson Center
JVIS USA, LLC	Lydia Kaminski	Kurt Kazyak	Nancy & Keith Keefer	Bruce & Laura Kennedy
Frederick & Ann Kern	Bruce & Diane Kezlarian	Janet Kilbride	Knights of Columbus Council #8659	Knights of Columbus Council #5452
Theodore & Brenda Kotsis	Laura Kozerski	Pat Krause	Kroger Community Rewards	Michael Krombeen
Cecelia Kruger	Kelly Kubeck	Kathleen Kucemba	Doc & Lee Laudon	Stephan Lawson
Donald Leach	Alison Lemarechal	Karen Lemke	Darlene Levinson	John Libbe
Dee Lilley	Mike Linc	Tammy Lott	LPL Financial	Lutheran High Northwest
Michele Lyons	Sarah McKay	Tyler Maquire	Amit & Varsha Makhecha	Mark Mancinotti
Maria Manning	Nora Mark	David McClelland	Claire McCullough	Mary McDermott
McLaren Oakland Hospital	John & Catherine McLaughlin	Jim McNaughton	James Mehlberg	Jane & Neal Mellesmoen
Michigan Wave Markers, LLC	David Mingle	William & Diane Mitchelson	MJS Packaging	Modetz Funeral Home
Marcia Moglia	Brian Molloy	Carolyn Moore	Laurie Morse-Dell	Moscone Family Foundation
Motor City Wine and Food Festival	Network for Good	Neubauer Legal Services	New Covenant Church, Auburn Hills	New Horizons Rehabilitation Services, Inc.
Kurt Norman	Oakland Animal Hospital	Oakland Christian Schools	Oakland University	John Ochab
Michael Ostrowski	Paladin Baking Company, LLD	Christine Pasternak	Iris Peake	Laura Perzaaz
William Petersdorf	Dennis Petri	Lisa Phelps	Catherine Pokropek	Pam Pudar
Nycole Quni	Michelle Rafalski	Lori Randolph	James Rapelje	Real Estate One
Bryan Redmond	Reimagine Recreation	Karen Reinhout	Richard K. Bronder Living Trust	Martin Riddell

Mission Supporters

Bronze Supporters

Barbra Rill	Rochester Community Schools	Rochester Housing Solutions	Rochester Rotary Charities, Inc.	Rochester Soccer Club
Rochester University	Richard Rodeghier	Mark Romin	Deborah Rowe	Raymond Rowe
Georgianna Sanders	Robert Sattler	Larry & Katherine Scharer	Schwab Charitable	Donna Sekulidis
Laura Shaw	Carmela Simon	Jared Slanec	Michael Slanec	Brian Sliwinski
SMART Bus	James & Michele Smither	Chris Smither	Marianne Snell	Gerald Snook
Michael Somerville	Mike Spisz	Sport Clips	Aimee Spurlock	Thomas & Nanette St. Peter
Katie Stark	Judith & Thomas Staudacher	Todd & Kim Staudacher	Karen Stefani	Timothy & Kellee Steimel
John & Carolyn Stickney	Dawn Storks	Suburban Bolt & Supply	Adele Swann	Nancy Swink
T.W. Hallett Landscaping	Sandra Tabacchi	Anne Taglione	Joann Tamkevic	Mark Taylor
Martha Teeter	Roger Tertocha	The Life Church Warren	They Wyndgate Golf Course Services, LLC	Linda Thero
Rochelle Thomas	Richard & Linda Thompson	Tim Hortons Rochester Hills	Paul & Cathy Tonti	Catherine Tulkangas
Twin Pines Landscaping	United Jewish Foundation	United Women in Faith St. Paul's United Methodist Church	Rachelle Vartanian	Jaymes Vettraino
Anthony Vinci	Michael Voorhees	Katharine Walling	Tanya Washburn	Patrice Weaver
Senator Michael Webber	Robert Webber	Thomas Weber	Jason Weir	Denise Wiess
Denise Weston	Mark & Ann Wiedelman	William Mack & Assoc.	Danielle Williams	Wines for Humanity
Mary Wittbrodt	Women's National Farm and Garden Assoc.	Kristen Yandora	Chad Young	John Young
Preston Zale				