

Roots and Transitions: Honoring Our Past, Growing Our Future

Here we are at the end of another year of changes, both happy and sad.

We sadly lost another long-time board member - our Treasurer Karl Dytrych. Karl was quite the wordsmith, and, in fact, the person who came up with our name, Planting Possibilities. As in the past, when facing difficult circumstances, fate stepped in and guided us through with Margaret Pruzin accepting the responsibilities of Treasurer. Her past accounting career with other local non-profits makes her a perfect fit in our organization. Welcome, Margaret!

We've also added a full-time Job Coach to help our Vocational Rehabilitation clients find suitable employment. We welcome Tramese Washington to our staff.

We've successfully completed another year of Mowing Possibilities, our mowing business that employs good workers whose skills might not be appreciated by other

mowing companies. Thanks to our mowing supervisor Ernie D'Angelo and mowers Aaron, Frankie and James for helping keep Northwest Indiana neatly mowed!

Our new Prevocational Training Program at YMCA Camp Triangle Hills is progressing nicely. Thanks to a grant from Rockopelli we have created an area inside our 3,000 square-foot hoophouse where we will be able to grow year round. Without electricity, but with a combination of solar heat, solar power, compost-generated heat and a diesel powered back-up heater, Oakley will



keep a nice selection of herbs and veggies growing throughout the winter. Huge thanks to Mark Lindsey and Jerry Yothment for their expertise and labor to literally put this all together.



As we close out another year, we sincerely thank all of you who support us with your time, treasure, talents and good wishes. We are grateful to have you as part of our Planting Possibilities' family!

Wishing you a happy, healthy New Year!

Mary Anne Neiner

President, Planting Possibilities

BUILDING A MORE INCLUSIVE FUTURE, ONE JOB AT A TIME

As we close out another year at Planting Possibilities, we are reminded why inclusive employment is at the heart of our mission.

Adults with autism and developmental disabilities bring unique strengths and talents to the workplace, yet many still face barriers to meaningful opportunities. Inclusive employment is not just a hiring practice but a commitment to valuing every individual's potential.

As our clients step into new roles and try unfamiliar tasks, it's important that we—as a community—offer patience, understanding,



and grace. Learning something new takes time, and every milestone is made possible when workplaces choose encouragement over hesitation.

At Planting Possibilities, we work every day to bridge that gap. Through hands-on vocational training, job coaching, and strong community partnerships, we help participants build real skills that lead to

independence and long-term success. From the new forklift operator at Menards to the breakfast burrito maker at McDonald's, our clients are making a meaningful impact in the community.

We offer our sincere thanks to the businesses that take a chance on our participants. Your willingness to open your doors strengthens your teams and helps build a more inclusive and forward-thinking workforce.

As we look ahead to the new year, Planting Possibilities remains committed to creating pathways to employment for every individual we serve. Together, we can continue building a more inclusive future.

If you know of job leads or have ideas for employment opportunities, we welcome you to share them with us at admin@plantingpossibilities.org.

-Kristy Fletcher
Executive Director

WARMING UP FOR WINTER: INNOVATION AND LEARNING ON THE FARM

The weather may have cooled, but things are really warming up here at our Pre-Vocational farm. Through team planning and the dedication of our volunteers, we've built a hoophouse within our hoophouse so we can have a heated inside area to continue growing produce throughout the winter. Jerry Yothment, Mark Lindsey and Mary Anne have been instrumental in this plan's execution.

We sponsored an allotment at the Indiana University Community Garden to post volunteer opportunities on campus. I also attended a course in Fundamentals in Horticultural Therapy, to strengthen our existing programs and curriculum.

Our clients were gleeful in their "Treasure Hunt," digging up the purple potatoes in the raised beds where we also conducted a study

in companion planting sweet potatoes with shiso, an aromatic herb. Bed 1 was the control, Bed 2 co-planted with shiso and pulled before going to seed, and Bed 3 co-planted with shiso and left until harvest. Results are in: Bed 1 had a 36.6 lbs. yield, Bed 2 saw 31.9lbs, Bed 3 had 29.3lbs. Though yield saw a decrease of 12% for Bed 2 and 20% for Bed 3, the observation of pests and diseases were less, and we had shiso as a second crop.

Learning about horticulture as we learn to work together can be rewarding and fun.

-Oakley Molinaro
Prevocational Garden Manager



Planting Possibilities in the Community

THANKS FOR MAKING OUR MUM SALE BLOOM!

Thanks to those who supported our mum sale in September. The weather was great!

As usual, our big sellers were the GIANT (we modestly call them "large") tri-color mums.

Join us in May 2026 for our annual geranium and tomato plant sale. Watch your mail, email, and social media for exact date and time.



10+ YEARS OF SUPPORT: THANK YOU, ROCKOPELLI!

Rockopelli has supported Planting Possibilities for over 10 years! This year, their grant helped us create a heated area in our hoophouse where we will be able to grow year round. Thank you to the Ratajack family and Rockopelli for your ongoing support.



BUILDING PARTNERSHIPS FOR INCLUSIVE EMPLOYMENT

Our three job coaches (from left to right) Oakley Molinaro, Shraddha Parikh and Tramese Washington visited the local Cintas facility to evaluate them as a potential employer for our Voc Rehab clients.



10 YEARS ON THE GREEN: OUR BIGGEST GOLF OUTING YET

Our annual golf outing has evolved into a reunion as much as a fundraiser. We had a record-breaking 128 golfers and several new sponsors. The weather was ideal, which is always a big plus. Mark your calendars for August 1, 2026 for next year's event!

A very big thank you to our Corporate Partner Griffith Windustrial, Ryan Krecji and his new bride Kaitlyn Peil who bring their fresh ideas to our event planning process and make our outing better every year.



A huge thank you to these very special companies and people who made our event an overwhelming success:

Corporate Partner: Griffith Windustrial	Silver Sponsors: Allied Fitting	Easy Clean Car Wash	Donors	Horseshoe Casino, Hammond	Portillo's, Schererville
Diamond Sponsors: Best- Tronics Manufacturing, Inc. Hammond Machine Works	Chicago Valves & Controls Morrison Construction Co. New Supplies Company	Great Lakes Orthopedics & Sports Medicine Great Lakes Roofing	Albanese Confectionery American Printing Ron Bickel Ed Bodley Byway Brewing	Innsbrook Country Club Jackie Glusac Jerry & Ruth Yothment Karl & Marge Dytrych	Purdue Athletics Margaret Pruzin Rose Saunders Rosebud, Steve Coppolillo Ken Semento
Platinum Sponsors: Dr. George Cybulski Hayes Mechanical Morrison Construction Co. Songer Services	S&S Hinge Company Hard Rock Casino Northern Indiana Texas Pipe	Iron Workers Local #395 Kelly Pipe Jim & Karyn Kicho Family Mike & Jeff Haadt, Oak Partners	Chicago Fire Soccer Club Chiro's Family Restaurant Coopers Hawk, Schererville Costco, Merrillville Crossroads YMCA Fair Oaks Farms Bill & Monica Ference Paul & Joyce Gergets GSG Consulting, Don Grabowski	Kris Kucer-Dombrowski Lady's Gourmet Popcorn Lost Marsh Golf Course Lou Malnati's, Schererville Mary Anne Neiner Meijer, Highland Northwest Indiana Symphony Bob & Violet Patterson	Sandy Pines Golf Club Schererville Florist Tang's Nail Salon Target, St. John Target, Highland Theater at the Center Turkey Creek Golf Course Kathleen Wible Woldhuis Farms, Sunrise Greenhouse, Inc. Elaine Zervos
Gold Sponsors: FE Moran Industrial JA Sales, Inc. Marc Ruiz, Oak Partners Inc.	Bronze Sponsors: AAA Supplies Caleb Johnson Law, LLC Carpenters Local #599 CFI Supplies Che Bellezza Spa Dal Santos Sausage & Catering	Knights of Columbus, Msgr. Weis Council 10596 Providence Bank Schererville Glass & Mirror Stevens Engineers & Constructors Strack & Van Til			Zig-E's Fun Land

SUPPORT FROM CROWN POINT HELPS US PREPARE YOUNG ADULTS FOR MEANINGFUL WORK



Thank you to Crown Point Community Foundation for its grant to help us continue our work at our Pre-Vocational Training Program at YMCA's Camp Triangle Hills in Crown Point, Indiana. Here we prepare young adults with autism and other developmental disabilities for employment in the community.

We are proud to be part of the Crown Point community.



ENBRIDGE SUPPORT KEEPS OUR HORTICULTURE PROGRAM THRIVING



Enbridge, once again, has supported us with a grant toward the operation of our horticulture program in Crown Point where we provide general job skills training. Last year they also helped us build our twelve raised beds. We are very grateful for their continued support.



HELP US WIN UP TO \$750 IN SCOTT'S HOLIDAY CHARITY CONTEST

Scott's U-Save Tires & Auto Repair in Schererville, Indiana is holding a Holiday Charity Contest for local non-profits to win donation money.

All you have to do is go to <https://scottsusave.com/holiday-charity-contest/> to vote. We can win a \$750, \$500 or \$250 donation. Contest runs from November 24 through December 31, 2025. You can vote once a day.

Please help us earn this extra donation!

Thank You to Our Donors

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|--------------------------|---|-----------------------|
| Mike & Laurie Anderson | Joe & Cookie Janostak | Rod & Pam Pasyk |
| Ron & Noreen Bickel | Joe & Carole Janusonis | Catherine Pfister |
| Caryn Corriere | Al Kalembe | Mark & Linda Plewniak |
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| Shirley Hesterman | Mark & Mary Pallok | Jerry & Ruth Yothment |
| Jim & Jill Hitz | | |



In Honor of the Marriage of Ryan McAndrews and Madeline Travnik

- Ted & Rosemary Frankowski
- Catherine Geske
- Monica McAndrews
- Patrick & Cathy McAndrews
- Mary Waller

In Memory of Karl Dytrych

For the past 12 years, Karl Dytrych used his accounting expertise to make sure we always had our finances in order, a typically thankless but very necessary task to stand up to the scrutiny of grantors, funders, and certifying agencies. Because of his guidance, we always knew where we stood financially, and how far we could stretch into new services. Karl's family, wife Margie, their children Karly and Kyle, and friends will dearly miss his wit and dry sense of humor.



Karen Anderson	Dr. George Cybulski	Irene Mitra	Paul & Patricia Wheeler
George & Mary Behrens	Monina Esguerra	Catherine Pfister	Joann Wleklinski
Ron & Noreen Bickle	Jeff & Patricia Fairbanks	Alex & Dorothy Saltanovitz	Joseph & Pam Yerga
Nancy Brennan	Bill & Monica Ference	Maria Schwartz	Jerry & Ruth Yothment
Leane Cerven	Frank Lowry	Joseph & Joyce Stodola	
Jean Collins	Rowena Martinez		



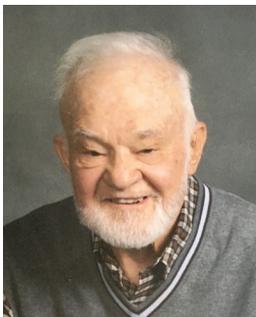
Remembering Mark A. Neiner

John & Arlyn Sherwood
 Karen Neiner & Rick Nosal
 Tom Bannon & Carol Celeste
 Bob & Debbie Somerville
 Jim & Susan Harmening



In Memory of Kathleen O'Donnell

Kathy's innate ability to nurture and love unconditionally made her an extraordinary partner, mother, grandmother and friend. The center of Kathy's world was always her family and especially her grandchildren. Marilyn Pajor will miss her dear friend Kathy.



In Memory of James Cerajewski

James Cerajewski was the loving father of 6, grandfather of 15, great-grandfather of 7. Jim was the quintessential grandfather who loved to attend his grandchildren's events. Jim's family is lucky to have the history of their family preserved through decades of home movies lovingly taken through the years by him.

Alice Bodie	Charles & Ann Heiny	Barbara Pinyan
Mal & Jean Dixon	Patricia Ladd	Deric & Kathleen Porthan
Nancy Hehemann	Theresa Niemiec	Nita Thieme



PLANTING POSSIBILITIES IS A VOCATIONAL REHAB PROVIDER

CARF CERTIFIED - SERVING LAKE COUNTY, INDIANA

- | | |
|--|---|
| <ul style="list-style-type: none"> ■ Over 150 clients served since 2012 * ■ Life skills training on task completion, soft skills, and project planning ■ 80% success rate for job-seeking or academic track clients (initial placement/subsequent employment or college/trade school enrollment) ** ■ Certified one-on-one direct service professional job coaches | <ul style="list-style-type: none"> ■ Special needs client staffed lawn service micro-business ■ On-site vocational garden and greenhouse ■ Certified staff horticulturalist/twice weekly client education sessions ■ Opportunities for social interaction through Special Olympics and other sponsored events |
|--|---|

* 128 Campagna clients, 25 VR employment services ** 10% switched providers 90% satisfaction from Quality Assurance survey



Planting Possibilities
PO Box 1805
Highland, IN 46322

Visit PlantingPossibilities.org



Learn More About:

- >> Jobs in Bloom
- >> Record-Breaking Golf Outing
- >> Year-Round Growing Begins

Planting Possibilities is a registered 501(c)3 with the mission to provide job-skills training, employment, and volunteer opportunities for adults with autism and other developmental disabilities in Lake County, Indiana.

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admin@plantingpossibilities.org | 219-237-9353

WWW.PLANTINGPOSSIBILITIES.ORG |

Planting Possibilities is a 501(c)3 nonprofit eligible for company matching programs. Your contribution is tax-deductable in accordance with applicable law.

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Circle one of the following: MasterCard _____ Visa _____ Discover _____

I would like to volunteer, please contact me: Yes _____ No _____

Please make checks payable to: Planting Possibilities

Planting Possibilities Gardeners Circle Levels

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\$50	_____
\$75	_____
\$100	_____
\$250	_____
\$500	_____
\$750	_____
\$1000	_____
other - \$	_____




If you would like to support Planting Possibilities with a financial gift, please donate online at www.plantingpossibilities.org or complete the form below. We thank you sincerely for your support.