News from Envision | Summer 2018 Edition

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Envision Celebrates 55 Years of Service

Leadership Still Planning and Vision-Casting

Things were different in 1963.

Stu Warshauer described it in jaw-dropping terms during a May 11 speech at Envision's *Emerald Gala* where he was honored, along with the late Bernie Esterkamp, for his role as one of the founders of the Resident Home for the Mentally Retarded (RHMR) – which was re-named "Envision" in 2013.

The former Proctor & Gamble marketing executive told the stunned gala attendees: "Our doctors and clergy said: 'Don't bring the baby home from the hospital. You might get attached to it.'"

Don't bring the baby home? You might get attached? What was common in 1963 seems unfathomable in 2018.

Stu, Bernie and other early visionaries *did* get attached and got busy creating a much different destiny for their children with developmental disabilities – and for thousands who benefited from their efforts in the decades that followed. They started with a school and residential home which were later replaced with community-based programming that reflected societal changes in how individuals with developmental disabilities were supported.

Visionary and passionate leadership continue to be hallmarks of the organization. Although the world, in some ways, is a kinder place than the one Stu and Bernie fought against, Envision's President and CEO, Jim Steffey, and his executive leadership team, are navigating waters with new challenges as they fix their sight on the future horizon.

Stu Warshauer (standing in B&W photo) provided early leadership that is now being continued by President & CEO, Jim Steffey (standing in color photo), and his executive leadership team (from left to right): Chris Bohn, CFO; Katie Pursifull, Director of Human Resources; and Anne Rule, Director of Supported Living.

Stagnant reimbursement rates from the federal Medicaid program, Envision's primary funding source, is one of the present-day obstacles that Jim and his team are tackling. According to Jim, it requires a constant tweaking of the business model to maintain strength and viability. He's certain that private philanthropy will play a more significant role in the years ahead.

"Medicaid dollars cover the basic services that Envision offers, but to add depth to those offerings and help people lead full and meaningful lives, we'll need consistent support from individuals, foundations and corporations," said Jim.

Increasing community inclusion of the nearly 600 children and adults served by Envision and expanding services east of downtown Cincinnati are two current goals. Additionally, a day program and a social enterprise are being explored by Jim and his team.

"We consider it a privilege to build on the legacy of our founders. They were tenacious change agents who helped shape attitudes about how we as a society treat people with disabilities," said Jim.

> **"Our doctors and clergy told us: Don't bring the baby home from the hospital. You might get attached to it."**
>
> **Stu Warshauer** – Envision's *Emerald Gala* speech, May 11, 2018

LEGACY EVENT

Scheduled for October at Clifton Residence

Board members, parents and staff who played an important role in Envision's early days will gather for an intimate evening at the historic Oakwood home in Clifton, built in the 1850's by Henry Probasco. The event is scheduled for Thursday, October 11, 2018 from 7 p.m. to 9 p.m.

The evening's program will include a nostalgic look back at Envision's formation as the "Resident Home for the Mentally Retarded (RHMR)" and will then engage the guests in a creative discussion of "envisioning" the organization's next 55 years.

"We expect this to be a reunion of sorts that will bring together a select group of people to whom we owe a tremendous debt of gratitude," said Jim Steffey, Envision's President & CEO.

Sara Neyer, who worked at Envision 20 years ago and now serves as a Board member, will host the event, along with her husband, John. They purchased Oakwood in 2011 and now call it home.

A new legacy society will be launched that evening and information will be shared with guests about its role in bringing Envision's future plans to fruition. Approximately 50 guests who made their mark on Envision between 1963 and 1993 are expected to attend.

Interested in receiving an invitation? Please contact Susan at: (513) 619-2903 or development@envisionohio.org

Fostering HOPE in the Lives of Kids

MJ (left) is a teenager who is spreading his wings with guidance and help from his foster parent, George Jackson (right).

George Jackson probably isn't what most people expect when they hear the term "foster parent." George just lost his beloved wife to cancer in February and is making the difficult transition from having a spouse to being a widower. He has his own health issues, too, including vitiligo – a progressive skin condition characterized by patches of the skin losing their pigment. Yet, in spite of being older, alone and dealing with personal challenges – George is a foster parent to MJ.

"I was an only child. My mother worked as a counter girl at Woolworth and attended school to become a nurse. She was a single mom and I was a 'latch-key kid' before the phrase was even coined. I got myself up and off to school each day. My mom had her responsibilities and I had mine. We didn't have much, but my mom always wanted me to share what I had with the neighborhood kids. From an early age, she instilled in me an attitude of helping and giving to others," said George.

A mentor, Mr. Dempsey Smith, came into George's life at the tender age of nine. Mr. Smith delivered coal to the Jackson house and asked Mrs. Jackson if her son could help him with his moving company.

"They called me 'the little rabbit man' – because I could quickly dash between the moving van and the house with couch cushions, lamp shades and other light stuff under my arms. Mr. Smith impacted my life and values greatly and I learned that an older, non-family member could really make a difference in a young person's life," said George.

These early experiences, combined with the discipline he learned by attending a military academy in Virginia, prepared George for a life of service that continues today. The retired social worker has known MJ since he was 8-years-old. Now a teenager and ready to spread his wings, MJ is still learning valuable lessons and life skills from living with George.

"MJ, like many boys who come from single-parent homes, often has a big chip on his shoulder. I was like that as a kid, too, -- so I understand how he feels and I'm usually able to get through to him," said George. He assigns household chores to MJ and regularly dispenses guidance for avoiding chaos: *If you don't make a mess, you don't have a mess to clean up. Make a habit of putting things where they belong. Lay your clothes out the night before so you're not rushed in the morning.*

George does his best to also help MJ's mother avoid unnecessary chaos while she juggles raising MJ's younger siblings and going to school. It's those efforts that have garnered special praise from Envision staff. "George exemplifies the ideal of what we look for in a foster parent. He has really taken MJ's mother under his wing and sees things through the eyes of the family. It's often tricky for foster parents to navigate that, but George does it skillfully and effectively," said Kristie Hirsch, Envision's Director of Family Living.

> **"I learned that an older, non-family member could really make a difference in a young person's life."**
>
> **George Jackson** – Envision's foster parent to MJ

When things get a bit frustrating, Jackson applies a lesson he learned while coaching youth football for 34 years. "Kids hear what you tell them, but as one boy on the team told me: 'I heard you but I wasn't ready to do what you said.' That's how this goes. We can only plant the seed. We can't control the timing for it to bear fruit," said George.

Interested in learning more about becoming a Foster Parent? Please contact Kristie at: (513) 619-2953 or foster-respitereferrals@envisionohio.org

$55 FOR 55 | TO HELP ENVISION THRIVE

Campaign Will Run July 1 – December 31, 2018

Fifty-five years is a long period of time.

It's past middle-age for a person, and a tree is certainly anchored by very deep roots in its fifth decade. But few grass-roots non-profit organizations survive that long – according to Guidestar, which collects, analyzes and distributes information about nonprofits.

"Somebody gets excited about something and thinks: I can do this better than other people, [so they start a nonprofit]. But very few of these charities are going to last," said Guidestar's Vice President for Research in a 2013 *USA Today* article.

Fifty-five years ago, in 1963, President John F. Kennedy was assassinated. A loaf of bread cost 29 cents and a car could be purchased for less than $3,000. The U.S. Postal Service began using "zip codes," and the Beatles released their hit single: *I Wanna Hold Your Hand*. It was also the year Envision was founded. And it's still operating today – beating the odds and avoiding the fate of most nonprofits.

"We encourage all of our Envision friends and families to consider donating at least $1 for each of the 55 years that our organization has been making an impact in Cincinnati," said Susan.

To celebrate 55 years of continually providing services to children and adults with developmental disabilities, Envision is launching a **$55 for 55 | To Help Envision Thrive** fundraising campaign which will run from July 1 to December 31, 2018, announced Susan Berg, Envision's Director of Development and Marketing.

Although the **$55 for 55 | To Help Envision Thrive** campaign honors the longevity and decades of impact of Envision, it's also a way of looking forward and "envisioning" the next 55 years and making a 'down-payment' on it, explained Susan. "It's sort of like paying it forward," she said.

A plaque commemorating the 55th anniversary will be displayed at Envision's headquarters and will include the names of donors who contribute a minimum of $2 for each of the organization's 55 years of impact ($110).

Interested in donating to the campaign? Please use the attached envelope or contribute online at envisionohio.org/donate

Direct Support Professional = A Great Career Choice

Marvin Moss and his Direct Support Professional, Jeannette Garibay

Very few jobs at Envision create more impact than being a Direct Support Professional (DSP). Some DSPs find it a satisfying niche and settle in for years. Others use it as a stepping stone toward other career goals.

Jeannette Garibay was seeking a "change of scenery," as she puts it, after her daughter was tragically killed in an automobile accident. She spent 25 years in food service, which included working side-by-side with her daughter at LaRosa's Pizza shortly before her death. Jeannette accepted a position as a teacher's assistant in a special education classroom. Later, she provided emergency respite care for a student with developmental disabilities. That experience eventually led her to working with Marvin Moss, who has received services from Envision for many years.

Jeannette has been visiting Marvin in his apartment three days a week since 2008, helping him with a variety of life skills. She's deeply embedded into the rhythm of his week – accompanying him to the YMCA for exercise, doctor appointments, grocery shopping and meals out at restaurants. Sometimes she just sits with him to watch some of his favorite TV shows, including: *Dr. Phil, Family Feud* and *Wheel of Fortune*.

"Marvin and I are like brother and sister and sometimes we even bicker! My grandkids view him as part of our family. You establish a routine as a DSP and really get to know that person," said Jeannette.

During college, Envision's President & CEO, Jim Steffey, spent two years working as a DSP at a group home in Illinois that housed 16 adults with mild-to-moderate developmental disabilities. He performed all of the usual DSP tasks, including: cooking, assisting with personal care, administration of medications and housekeeping.

> **"Being a DSP is not an easy job – but it's certainly a rewarding one. It not only improves the lives of the people you work with, but your own life is better for doing it – at least mine was."**
>
> **Jim Steffey –** Former DSP and now Envision's President & CEO

He fondly recalls helping some of the residents prepare for Special Olympic events, and being a travel companion on vacation trips. But the memories he cherishes the most are simple ones – like sitting on the couch watching a movie or going for a walk in the park.

"I formed deep friendships that exist to this day," said Jim.

Interested in becoming a Direct Support Professional? Please contact Jason at: (513) 619-2901 or jobs@envisionohio.org

FIVE REASONS TO CONSIDER BECOMING A DSP

1 | Professional Experience and Training

Becoming a DSP is a great way to launch a career in healthcare, social work, counseling and human services. Envision offers paid training in medication administration, first aid, CPR, disability support, etc.

2 | Industry Growth and Demand

The demand for DSPs is projected to outpace the growth of all other occupations, making it a very valuable job to have. DSPs can also advance to other positions within Envision.

3 | Meaningful Work and Insights

The work of a DSP has a strong impact on the individuals served by Envision and makes a clear difference in their ability to live independent and fulfilling lives. The experience can also change the perspective or worldview of the DSP.

4 | Flexible Schedules and Supplemental Income

Because the individuals served by Envision may need round-the-clock care, there are a variety of shift types. DSP work is a great choice for those with restrictive schedules or who want a second job. It's also an ideal fit for students who need employment that is flexible with their schoolwork and class schedules.

5 | Casual Dress Code in a Fun Home Environment

DSPs work in the homes of the individuals they support and are permitted to wear casual clothing. DSPs play games, watch TV and plan entertaining activities like outings to movie theaters, restaurants, shopping malls and parks.

2017 Annual Report

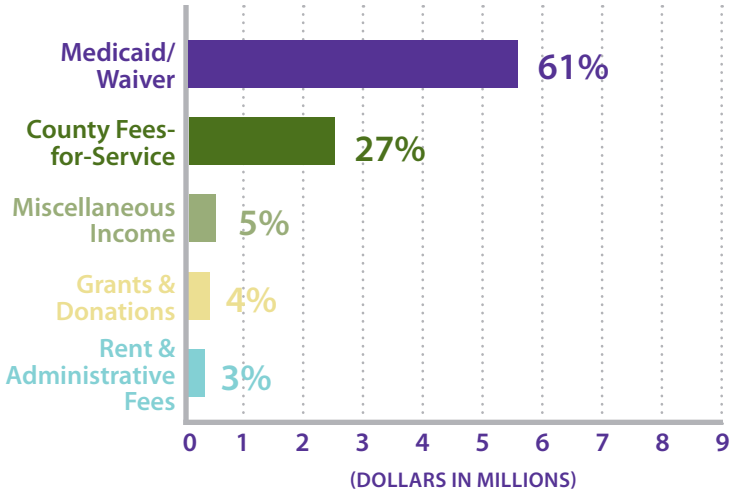
CITE:	327
Mental Health Services:	158
Family Living:	49
Supported Living:	72

SATISFACTION SURVEY

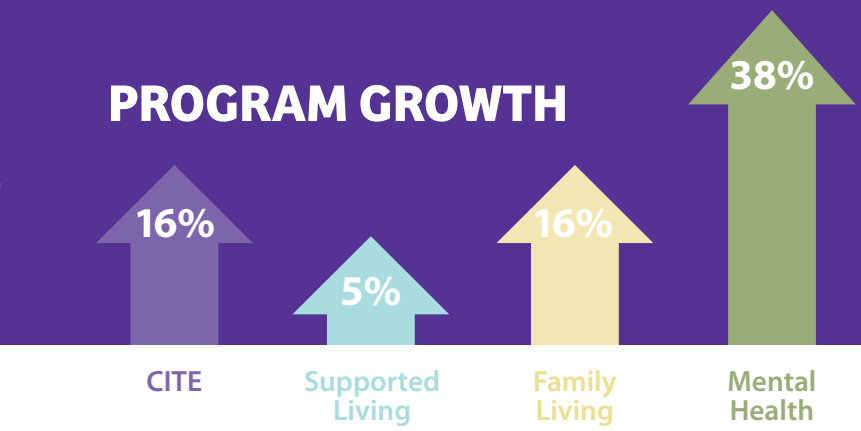
92% of people served by Envision reported that services met their needs and expectations.

95% of Envision employees reported being satisfied with their jobs.

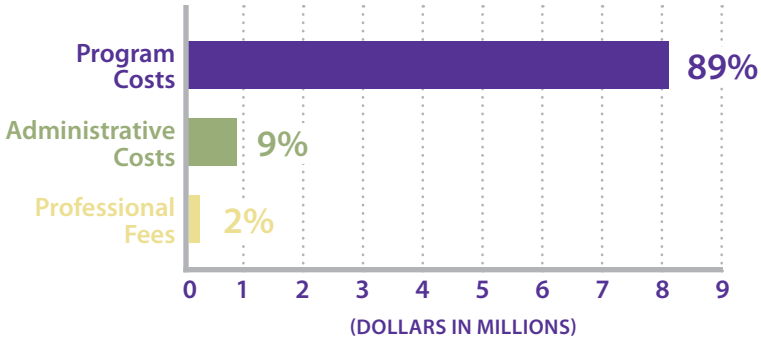
% REVENUE BY SOURCE
$8,777,031



PROGRAM GROWTH



% EXPENSE BY TYPE
$8,413,632



Employee turnover was reduced by over 60%

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New Program Will "RISE" Soon, Thanks to $400K Grant

The RISE program aims to keep individuals with challenging behaviors in the family home by equipping parents with intervention strategies.

A collaboration between Envision, Hamilton County Developmental Disabilities Services (HCDDS), and the Clermont County Board of Developmental Disabilities (CCBDD), was recently awarded $413,908. This state grant will allow the partnership to offer planned, therapeutic respite and intensive in-home support services that will make it easier for children with significant behavioral problems to remain in their family home. The new program is called "RISE" (Respite, Intervention Services & Education) and services will begin in July.

HCDDS and CCBDD will identify youth who can benefit most from this program, provide support and referrals, and serve as the fiscal agent for the grant program. "We're excited about the opportunity this grant presents to innovate and better support youth in their homes," said Alice Pavey, Superintendent of HCDDS. Dan Ottke, Superintendent of CCBDD said, "By developing this program in partnership with Hamilton County and Envision, we're able to have a greater impact in the region and develop something that can potentially be replicated in other parts of Ohio."

In the coming months, Envision staff will recruit and train therapeutic foster care families and develop teachable strategies for parents and foster parents to employ when their child's behavior becomes disruptive.

Although the vast majority of individuals with developmental disabilities do not have significant behavioral problems, there is a smaller sub-group that does and this can often create an untenable situation for their family members, according to Jim Steffey, Envision's President & CEO. "We want to equip and support these families so there are less disruptions that could potentially require their child to leave the home temporarily or permanently," he said.

> "We want to equip and support these families so there are less disruptions that could potentially require their child to leave the home..."
>
> **Jim Steffey** – Envision's President & CEO