



Working Together

Hattie Larlham 2013 Annual Report



It is a simple mission: provide comfort, joy and achievement. It takes many people working together, however, to realize it. Hattie Larlham habilitation assistants, recreation coordinators, respiratory therapists, nurse practitioners, volunteer specialists, job coaches, social workers and home health aides, to name a few, work together every day to support the people Hattie Larlham serves.

Our mission also requires the support of Northeast Ohio residents, businesses, foundations and community organizations. These partnerships open homes, create jobs, fund programs and foster personal relationships for children and adults with developmental disabilities. In the following pages, you'll learn how people and organizations come together to strengthen our community and improve the lives of people with developmental disabilities.

Coworkers



In June 2014, Hudson, Ohio-based Bearcade™ introduced a door control system to protect people in lockdown situations. The company needed a team to assemble the device and provide order fulfillment. Eager to support a Hattie Larlham work training program, Bearcade™ partnered with Hattie's Assembly.

"In Hattie Larlham, we found a professional operation with an exacting eye for detail and a great workplace training program all in one," said Bearcade™ CEO and

Cofounder Bill Cushwa. "As long as we fill the pipeline with sales, I have no worries about Hattie Larlham's assembly, packing and shipping to any customer, anywhere."

To date, Hattie's Assembly has shipped 9,000 Bearcade™ products to 75 organizations in 17 states. Working with Bearcade™ expands Hattie Larlham's work training programs. Partnerships and new business means Hattie's Assembly can hire more people with developmental disabilities. In August 2014, Hattie's Assembly moved to a 6,000-square-foot-space in Akron, Ohio, to accommodate its growing business and employees.

"It is an honor to partner with Bearcade™ on this new effort," said Hattie Larlham Vice President of Vocational and Enterprise Services Dotty Grexa. "We have a fantastic team committed to product quality. They're happy to be a part of this project."

The Bearcade™ device fits on any door and prevents it from opening in either direction. It was designed and built to protect classrooms, offices, restrooms and dorm rooms.

"Hattie's Assembly is very much an extension of our business," said Cushwa. "The employees show a genuine care and passion for the product with great attention to detail. They also take pride in their work and can tell me about the product and its importance."



Hattie's Assembly employee Teri (left) sits with Bearcade™ CEO and Cofounder Bill Cushwa and the Bearcade door control system.

Opportunity

Hattie Larlham finds adults with developmental disabilities community-based employment outside the organization's work training programs. The career placement program matches applicants' skills and interests with hiring employers.

The GPD Group is an employee-owned architecture firm with 11 offices across the country. When the Akron-based company needed to fill a position, it sought a Hattie Larlham employee.

"I was familiar with the employees at Hattie's Café & Gifts, which occupies two locations in our Canal Place building," said President Darrin Kotecki. "The employees are kind, dedicated and hardworking. I thought they would be a great match for our company."

Hattie Larlham Job Placement Coordinator Julie Collison reviewed GPD's requirements and recommended Hattie's Assembly employee Craig. After six years of work training experience with Hattie Larlham, Craig was ready for the next step in his career. GPD hired Craig in May 2014.

"The experience of collaborating with Hattie Larlham in hiring someone was seamless," commented GPD Human Resources Director Danyelle Sweitzer. "We liked that Hattie Larlham matched the skill set to the position as well as the personality."

When Craig started at GPD, he trained with a Hattie Larlham job coach. After a few weeks, he understood the job and was able to work independently. He interacts with employees and is invited to the company's social events.

"Craig's enthusiasm is contagious," said GPD Administrative Assistant Holly Starr. "He works well in a team environment and asks clarifying questions. Other businesses have to experience this, but they can't have Craig. He's ours and we're not sharing."



Craig (seated, center) participated in Hattie Larlham's work training program before being hired by Akron architecture firm GPD.

Partnership

In September 2014, Hattie Larlham and the Akron Zoo unveiled a new Hattie's Gardens on underutilized zoo property. The new Hattie's Gardens grows sustainable, chemical-free vegetables for Akron and Northeast Ohio residents, Akron Zoo visitors and members.

Brian, a Hattie's Gardens employee with developmental disabilities, comes from a long line of gardeners. He holds a certificate in horticultural studies. Brian helped build Hattie's Gardens on the Akron Zoo's property.

"Hattie Larlham has given me a good base to do what I like to do and further my life," said Brian. "I thank Hattie Larlham for giving me that opportunity."

Brian attended the Hattie's Gardens ribbon cutting ceremony and continues to work on the land. He looks forward to the garden bringing together the community and educating people on the importance of healthy eating.

"Brian is passionate about the job and has strong leadership qualities," said Hattie's Gardens Manager Nathan Edge. "He is a role model to his peers and works well with everyone."

Partnerships, like the one with the Akron Zoo, allow Hattie Larlham to give people with developmental disabilities the opportunity to build skills for professional careers. The jobs create income and savings for Northeast Ohio adults with developmental disabilities.

"Leveraging these properties has not only created produce for sale in the middle of a food dessert," said Akron Zoo Vice President of Planning and Conservation Programs Doug Piekarz, "but it's also created an opportunity to bring more jobs to this area to employ the clients of Hattie's and we're incredibly proud to be a part of that."



Brian, a Hattie's Gardens employee, has a certificate in horticultural studies. He attended the garden's grand opening at the Akron Zoo.

Services

Angie, a Hattie's Creative Arts artist, creates artwork from real-life objects. Her most recent project is a Koosh Ball carefully replicated in clay. The sculpture is comprised of 468 delicate clay spokes and took one and a half years to complete.

"In Hattie's Creative Arts, we work with the artist so they can create their own piece," said Tim Curran, the Hattie's Creative Arts tracker who worked with Angie on the ball. "Some artwork takes years to complete and that's what makes it so valuable."

During each session, Tim asked Angie yes and no questions to clarify Angie's artistic vision. Many of Hattie's Creative Arts' artists are unable to verbally express themselves. With the assistance of art trackers like Tim, artists' wishes translate to paper, canvas and clay. Tim has seen the program positively impact the artists' lives.

"Before Angie participated in Hattie's Creative Arts, she was reserved and quiet," said Tim. "Once she started, she opened up and is very engaged. She's one of the most enthusiastic people here."

The personal attention Hattie Larlham staff provides people with developmental disabilities makes the Hattie's Creative Arts process a success. This collaboration echoes throughout programs at the Hattie Larlham Center for Children with Disabilities. For more than 50 years, Hattie Larlham's compassionate and dedicated staff has listened to and worked with the people we serve. By asking questions and understanding how people with developmental disabilities feel and communicate, even nonverbally, Hattie Larlham delivers on its promise of comfort, joy and achievement.



Angie (left) worked closely with Hattie's Creative Arts tracker Tim Curran for a year and a half to complete her project.

Merger

Working together can take many forms. In October 2014, Hattie Larlham and the Association for the Developmentally Disabled (ADD), agreed to work together on a large scale. In October, both organizations' boards of directors voted to merge the two nonprofits.

"Given how closely ADD's mission, vision and values align with our own, this merger is an ideal growth opportunity for Hattie Larlham," said Hattie Larlham CEO Dennis Allen. "Hattie Larlham will establish a strong presence in central Ohio and ensure critical services for people with developmental disabilities in the region remain available and viable for the long term."

"Through the sharing of knowledge, Hattie Larlham and ADD will be able to leverage our strengths in a way that positively impacts the lives of those we serve," said ADD President and CEO Anthony Hartley. "We are excited to be joining an organization that has a longstanding reputation for being at the forefront of quality care for people with developmental disabilities."

On January 1, 2015, ADD becomes part of Hattie Larlham. Together, the two organizations will provide comfort, joy and achievement to Ohioans with developmental disabilities.

The merger means Hattie Larlham will provide services to people with developmental disabilities in Columbus, Ohio, and the Central Ohio region.

"By integrating ADD into Hattie Larlham's operations, we will be able to broaden the scope and reach of our services," said Hattie Larlham Board of Directors President Mike Weinhardt. "This merger is a win-win for everyone, most especially people with developmental disabilities in Ohio."



ADD President and CEO Anthony Hartley (left) shakes hands with Hattie Larlham CEO Dennis Allen. The two nonprofits merge January 2015.

2013 Accomplishments

HATTIE LARLHAM PROGRAMS AND SERVICES

1,500 Children and Adults with Developmental Disabilities

LONG-TERM CARE SERVICES (CENTER FOR CHILDREN WITH DISABILITIES AND GROUP HOMES)

130 Full-Time Residents	52 Families Used Respite Services
96 Hattie's Creative Arts Artists	39 Group Home Residents

VOCATIONAL TRAINING

325 Total Program Participants	25 Hattie's Assembly
245 Hattie Larlham Work Training Participants	13 Little Tikes®
80 Additional People Served by Contract	8 Housekeeping
79 Hattie's Café & Gifts	7 Laundry Service
89 Hattie's Doggie Day Care & Boarding	7 Headstart/Calico
40 Supported Community Employment	3 Hattie's Vending
10 Hattie's Gardens	

NURSING AND SUPPORTED LIVING (COMMUNITY SERVICES)

366 People Receive Services	34 People Hired by Local Companies
600 Additional People Served by Contract	47 Supported Living Residents
171 Constant Companions Participants	27 Hattie's Preschool Children
79 Hattie's Creative Arts at Constant Companions	12 Supported Living Homes
63 Private Duty/Home Care Clients	16 Foster Care Clients
50 Nursing Contracts	16 Ohio Counties Served

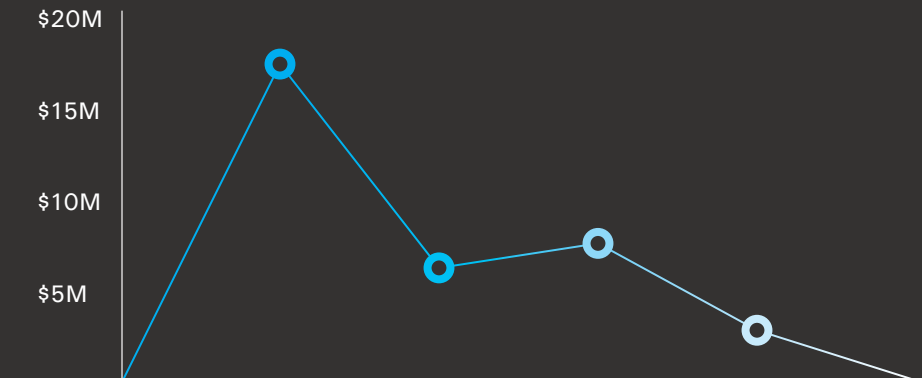
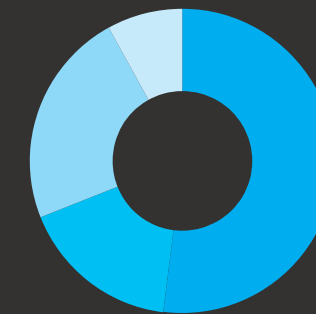
VOLUNTEER

8,595 Center for Children Volunteer Hours	356 Individual Volunteers
900 Constant Companions Volunteer Hours	103 Volunteer Groups

2013 Overview

REVENUE

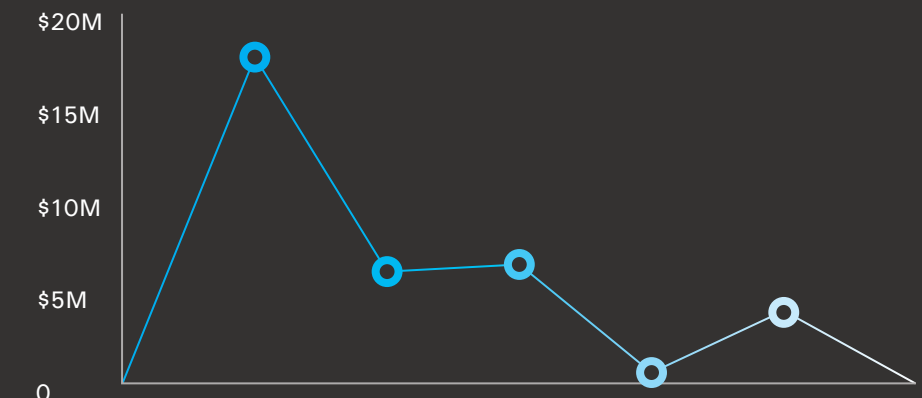
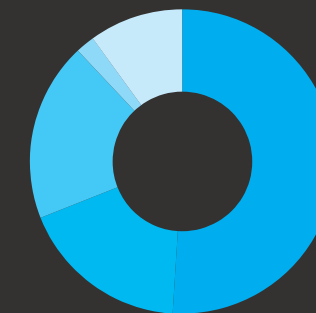
\$33,780,472



● Long-Term Care Services	\$17,616,849	52%
● Vocational Training	\$5,801,504	17%
● Nursing and Supported Living	\$7,671,155	23%
● Other	\$2,690,964	8%

EXPENSES

\$34,291,493



● Long-Term Care Services	\$17,628,191	51%
● Vocational Training	\$6,164,586	18%
● Nursing and Supported Living	\$6,611,815	19%
● Fundraising	\$588,962	2%
● Administrative	\$3,297,939	10%

Great things happen when we work together. At the Center for Children with Disabilities, group and supported living homes and work training services, Hattie Larlham staff work alongside children and adults with developmental disabilities to create art, develop on-the-job-skills and fulfill dreams. It takes untold patience and understanding to assist another person at this level and I am profoundly grateful for Hattie Larlham's dedicated and compassionate staff.

I deeply appreciate the commitment of the people in our community who have invested in Hattie Larlham's mission of comfort, joy and achievement for people with developmental disabilities. Each donor, company, foundation and organization listed on the following pages has made a commitment to the future of a child or adult with developmental disabilities. Each gift, when combined together, makes great things happen.

To commit to a lifetime of wellbeing for the 1,500 Northeast Ohio children and adults with developmental disabilities Hattie Larlham serves requires an undertaking of vast resources. Many of these resources are beyond Hattie Larlham's scope. This is why collaboration is so vital to the success of our organization. Working together brings new resources to Hattie Larlham. It leverages our community's strengths and resources and makes our mission that much closer to being a fixture of society.

This undertaking fuels our ambition to set new goals, develop new services and, ultimately, provide a lifetime filled with comfort, joy and achievement. In the coming year, let us talk and learn from each other. Let us foster new ideas that strengthen our community. Let us work together to provide comfort, joy and achievement, not only for the people with developmental disabilities Hattie Larlham serves, but for the citizens of Northeast Ohio.

Sincerely,



Dennis Allen
Hattie Larlham CEO



Michael J. Weinhardt
Hattie Larlham Board of
Directors President



From January 1 to December 31, 2013, the following people, companies, organizations and foundations donated to Hattie Larlham's mission of comfort, joy and achievement for children and adults with developmental disabilities. Your important contribution made Hattie Larlham programs and services possible. Thank you.

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Benefactors

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Founders

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Humanitarians

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200+ Hours

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 Aaron Dallner
 Judy Elston

100-199 Hours

Elizabeth Cooper
 Tom Dye
 Olivia Kennedy
 Vanessa Kreis

70-89 Hours

Johanne Egeland
 Jiro "Bud" Montfort

50-69 Hours

Carol Dolan
 Gerald Gittinger
 Barbara Goodell

Setsuko Nakamura
 Angela Piazza
 Emily Siedel
 Marilyn Styblo

30-49 Hours

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 Patricia Cole
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