

2010 Redwood Annual Report

Powering the Promise



Redwood

Celebrating Promise & Potential

www.redwoodnky.org

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*Denotes committee, or council chair.

Our Promise...

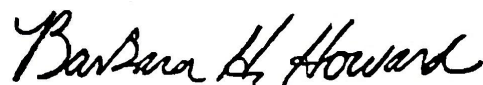
Redwood communicates its values and traditions through the words Promise & Potential. This simple phrase summarizes the promise of our mission... a promise to help children and adults with disabilities reach their full potential for enriched and productive lives. Redwood kept its promises in 2010 through a wide range of programmatic and business initiatives.

We powered-up efforts to make Redwood a possibility in the lives of additional people through the establishment of the Summer Respite for Children and Adults NOW programs. The innovative iRobot initiative, originally developed for schoolagers, expanded to help adults develop new skills as they assembled, programmed, and repaired robots. Therapeutic consultation services brought a wealth of professional resources to help all children in the Early Childhood Childcare Center learn and grow. The Computer Learning Center prepared eager students for computer-based employment or college. A growing number of schoolagers and adults experienced increased opportunities for personal development through expansion of Community Living Supports. Other Redwood services kept pace with community demand. To prepare for the future, the Medical Advisory Committee submitted a Certificate of Need application for the establishment of Prescribed Pediatric Extended Care at Redwood.

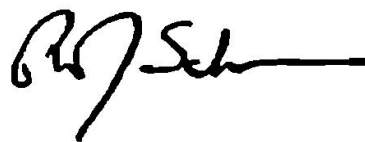
In the midst of exciting program change, Redwood powered-up for evolutionary improvement by aligning our processes for leadership, governance, strategic planning, financial management, human resources, technology, information measurement, and other business functions with the internationally recognized best practices of the Commission for Accreditation of Rehabilitation Facilities.

The power to shape Redwood today and for the future derives from community support in the form of service, contributions, and goodwill. These generous gifts make it possible for Redwood to continue empowering children and adults to achieve their full potential in life. Thank you!

In Redwood's mission,



Barbara H. Howard, Executive Director/CEO



Philip J. Schworer, Esq., President Elect, Board of Trustees

Power of Redwood*ability

Child Development • Therapy & Technology Solutions • Adult Independence • Workforce Success

Redwood*ability encompasses the enthusiasm, determination, and “can do” attitude of the children and adults who delight and inspire us as they reach new levels of independence. The power of Redwood*ability is seen when a child with cerebral palsy says for the first time, “I love you” to his mother through the help of a communication device and when an adult glows from the joy of landing his first job at a local restaurant. At Redwood, we believe every child and adult, regardless of the severity of disability, has the ability to grow and develop. Our unwavering commitment to fostering ability helped thousands of people lead better and more productive lives since our inception in 1953. In the last year, 711 people realized their own potential as they benefitted from 388,480 hours of service. Read on to learn more about the accomplishments children and adults achieved this year.

Child Development

Before, After, and Out of School Services • Early Childhood Child Care • Summer Respite for Children

Flourish!

214 children flourished through 124,026 hours of therapeutic child care

Success Story



Everyone loves Maria because of her outgoing and friendly nature. Like other adolescents, Maria wants to have friends and socialize with others. This is challenging for her. Cerebral palsy has impacted Maria’s physical development including the ability to communicate intelligibly through words.

Fortunately, Maria has become an expert in the use of a Dyna-Vox Augmentative Communication Device. She learned how to generate speech with this system during speech therapy sessions and then rolled down the hall to practice in Redwood’s after school and summer programs.

To encourage Maria to fully use her communication system in the classroom, Maria was assigned the role of greeting all visitors and introducing the children and staff. Maria loved having this job and performed it very responsibly. Not only did she get to know everyone, but it also helped her to become comfortable in initiating conversations with others.

Maria also uses her communication system to express her opinions. When at her brother’s recent basketball game, she used her Dyna-Vox to express how much she disagreed with the referee’s decision, “Bad call ref! Bad call ref!”

Therapy & Technology Solutions

Developmental Intervention • Occupational, Physical and Speech Therapy • Preschool Education Program
Assistive Technology Resource Center • Rehabilitation Engineering • Assistive Technology Intervention

Enrich! Empower!

The lives of 228 children and adults were enriched through 9,109 hours of integrated therapeutic and educational programs. 217 people were empowered through 1,182 hours of assistive technology services.

Success Story

Tristan demonstrated many of the common behaviors seen in children with autism, such as self isolation, difficulty in communication, and frustration when others could not understand him. Tristan’s family enrolled him in developmental intervention, speech therapy, and occupational therapy to address these concerns.

When Tristan advanced to the preschool education program, he was still non verbal and began to express frustration through tantrums and hitting. He refused fine motor activities. He would not play with other children. His therapists did not think Tristan could tolerate a regular kindergarten classroom.

To give Tristan a means to communicate, the speech therapist borrowed several communication devices from the Assistive Technology Resource Center. She introduced each one to Tristan. He quickly learned how to use a Vantage Lite to communicate with others. Tristan became less frustrated. He soon began to speak and participate in classroom activities with peers. Tristan is now enrolled in a typical Kindergarten classroom at his neighborhood school. He cuts well and enjoys writing the alphabet.



Tristan’s mom said, “The greatest challenge we faced as a family led us to the most remarkable people I have ever known. Every time Tristan says, ‘I love you Mommy,’ I will think of all of you.”

Outcomes for Child Development and Therapy & Technology Solutions

85% of children attained their literacy and language goals • **80%** of children achieved their social and emotional goals
94% of children achieved their physical development goals • **100%** of parents supported their children’s development

Adult Independence

Adult Day Healthcare (Adult Life Skills I, II, and III and Life Skills Computer)
Community Living Supports • After Work Program • Adults NOW

Achieve!

- 156 adults achieved a better quality of life through 134,132 hours of life long learning and care
- 95% of adults engaged in community activities to support personal growth and development of life skills
- 82% of adults demonstrated newly learned skills in interactions with peers, families, and community

Success Story

Regina knew words and could say words, but she rarely did, especially around others. The sounds and movements of people doing normal everyday activities upset her. To show her discomfort, Regina screamed loudly and slapped her legs. This went on all day long. The only thing that calmed her was to sit in a quiet office or to be taken on a quiet walk away from others.



Staff wanted more for Regina! Working together, they paid careful attention to signs of anxiety. They calmed her fears through soft speech. They listened to her. They talked her through every transition between activities. They gave her options to participate in special classes with fewer people in a quieter environment. They explained to her that laughing and talking were signs of fun and not to be feared.

This proactive approach paid off. Regina is now greeting others, responding to questions, and eating in the cafeteria with peers. She now loves attending ArtStudio where she mixes colors, experiments with textures and designs, and creates unique paintings and drawings. Most importantly, Regina has wonderful conversations with others that would be socially acceptable in any setting.

Promise of Care...



Since 1976, Redwood's on-site nursing staff has helped meet the basic life needs of children and adults who are medically fragile through medication administration, gastrostomy feeding, tracheostomy care, inhalation treatments, catheterization, and other physician prescribed nursing services. Whether it is a toddler in need of a breathing treatment or an adult in need of medication to prevent a seizure, nurses provide quality health care for people that need it most. In FY 2009-10, the nurses fostered improved health for 328 clients through 8,822 hours of competent nursing care.

Workforce Success

Work Activity Center • Computer Learning Center • Employment Services

Prosper!

- 171 adults prospered through 80,695 hours of vocational training and work experiences
- 98% of adults achieved their performance goals in the sheltered workshop setting
- 86% of adults participated in job readiness activities
- 54% of adults in supported employment retained employment

Success Story

Tiffany, a high school senior, was looking forward to graduation. She had big plans to get a job and attend college. To achieve these goals, she needed her driver's license. Getting it proved to be a problem. She took the driver's permit exam five times without success. Attention deficit hyperactivity disorder affected her ability to learn the material and to complete the written test. Tiffany only had one more chance to pass before being required to wait another six months. She could see her dreams going up in smoke.



Tiffany's mother suggested that she enroll in Redwood's Driver's Permit Workshop. After completing the five-week course, Tiffany demonstrated a comprehensive understanding of the material. Redwood trainers recommended that Tiffany take her test at the Kenton County Driver's License Office, as it provided an oral exam accommodation. Tiffany passed with flying colors! Since then, she also passed the driving portion of the test. Now Tiffany drives herself wherever she wants to go, including driving to work at a daycare center and to college where she is taking medical assisting classes.

Power Strategic Change

Redwood maintained a steady course in a year of shifting economic currents as board, staff, and volunteer teams collaborated to drive meaningful change. Strategic initiatives caught wind, took flight, and strengthened capacity to serve. The year's highlights include:

Empower Children, Adults, & Families

- Redwood achieved a full complement of speech and occupational therapists. Physical therapy recruitment is underway.
- Curriculum enhancements continued in many programs, providing new opportunity for learning.
- Summer Respite for Children promoted quality of family life as children benefited from center-based care and learning.
- The new Adults NOW program gave young adults a safe place to learn and grow as they transitioned from traditional services for youth.
- Computer Learning Center expanded computer-based coursework to help students develop skills and achieve life goals.
- Young children received a developmental boost through expanded Therapeutic Consultation offered to Therapeutic Child Care.
- Adults experienced the magic of technology and Redwood ingenuity as they programmed robots during iRobot.
- Children & adults explored and controlled sensory input through the new Sensory Rooms.
- Adults strengthened personal competencies & social integration during one/one Community Living Supports adventures.
- Efforts to link youth/adults to Medicaid's new Michelle P Waiver increased their access to an array of enriching services.
- New patient lift and transfer systems were acquired and now support dignified, safe, and comfortable care services.

Empower Staff, Volunteers, & Board

- A new annual training program, scheduled monthly, reinforced important staff skills.
- Kids, adults, and business functions benefitted from eager volunteers who responded to volunteer recruitment strategies.
- New Governance policies and practices resulted in expanded board membership of people with highly relevant skills.

Empower Redwood to Address New Needs

- Evolutionary change was evidenced as Redwood conducted a comprehensive self study to prepare for accreditation through the Commission on Accreditation of Rehabilitation Facilities (CARF).
- Therapeutic Child Care achieved a 3 Star quality rating through Kentucky Stars for Kids Now, making Redwood one of the few organizations in the state with both a 3 Star rating and NAEYC accreditation.
- Redwood submitted an application for a Certificate of Need to establish a Prescribed Pediatric Extended Care program.
- Efforts to link youth/adults to Medicaid's new Michelle P Waiver raised revenue and stabilized the budget.
- Revenue enhancement and cost containment strategies supported programs within a balanced budget.
- The Annual Campaign exceeded its goal!
- A new Matchmaking concept to increase awareness and promote goodwill was introduced and put into practice.
- Revised policies/procedures were implemented to increase quality, support corporate compliance, and minimize risk.

These accomplishments illustrate how a committed group of people, strategically aligned in the same direction, can make a significant difference for others one year while strengthening the mission for years to come. We have the power!

Promise of a Planned Gift...



Few things are more rewarding than watching your child grow and develop—from speaking her first words, walking across the graduation stage, and bringing home your first grandchild. Expectations change quickly, though, when parents are told their child has a severe disability. Thankfully, there is Redwood. Through our enriching educational, therapeutic, and vocational programs, individuals are empowered to uncover their hidden abilities and achieve once unimaginable potential.

Planned gifts assure that Redwood is here to meet the needs of people today and in the future. A planned gift is typically a promise of a future contribution as named in a donor's retirement or estate plan. When Redwood receives a planned gift, the principle is invested so that earned interest supports the agency's day-to-day needs. Currently, nineteen individuals have shared their intent to leave a planned gift to Redwood; these individuals constitute The Giving Tree.

Please consider joining other members of The Giving Tree in helping future generations. For more information, or to tell Redwood you have made arrangements for a planned gift, please contact Telly McGaha at tmcgaha@redwoodnky.org or (859) 331-0880.

Effective Financial Stewardship

Revenues

	2010	2009
Program Services - Government	\$ 3,170,428	2,870,984
Program Services - Program Fees	678,887	710,884
Contributions	399,412	383,314
United Way	571,512	578,030
Program Services - School Contracts	48,988	202,847
Interest Income and Trust Distributions	775	94,789
Client Contracts	82,063	134,637
Special Events	144,994	175,626
Memorials and Annual Appeal	-	109,966
Other	7,186	489

Total Revenues	\$ 5,104,245	5,261,566
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Expenses

Program	\$ 4,012,526	4,236,348
Fundraising	173,641	245,354
Administrative	769,861	631,981
Interest on Debt	20,723	18,922
Depreciation	278,896	301,827

Total Expenditures	\$ 5,255,647	5,434,432
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Net Results	\$ (151,402)	(172,866)
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Assets

Current Assets	\$ 1,307,599	1,273,512
Investments	984,086	891,524
Capital Assets	5,884,183	6,103,931
Other Non-current	149,159	154,007

Total Assets	\$ 8,325,027	8,422,974
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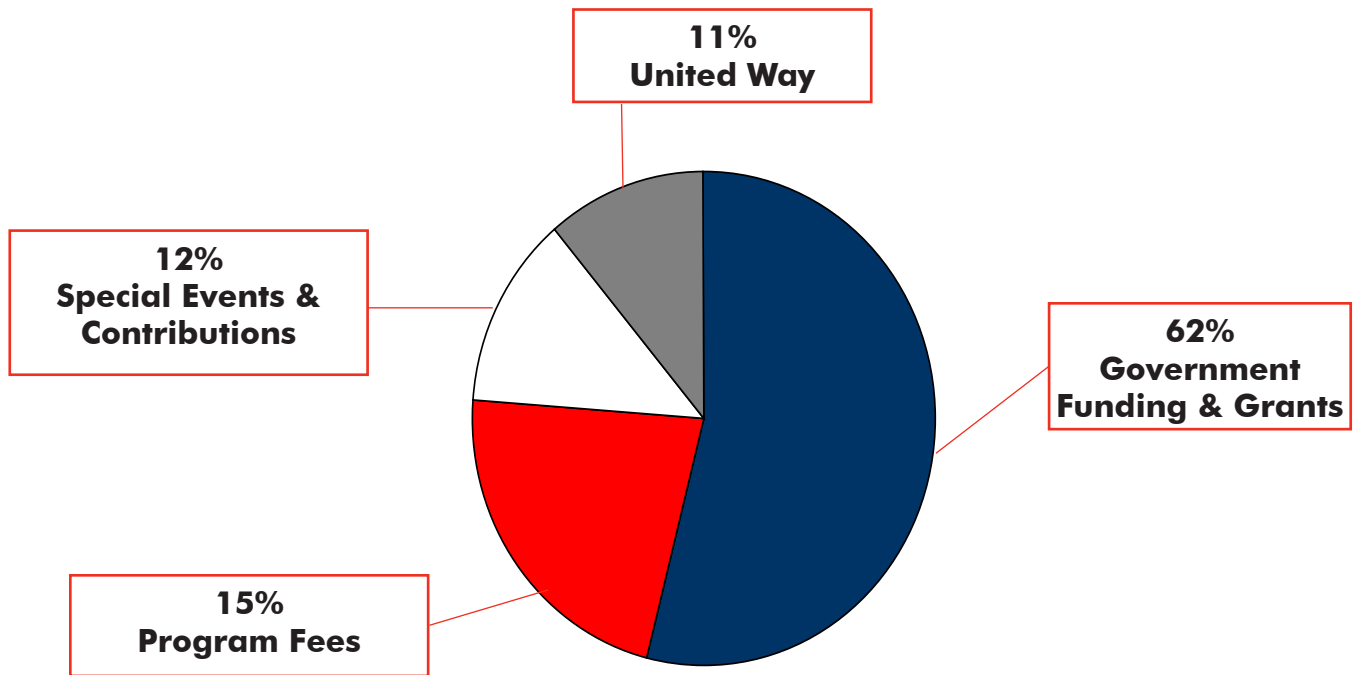
Liabilities

Current Liabilities	\$ 325,662	419,008
Indebtedness	241,604	261,870
Other	12,245	17,357

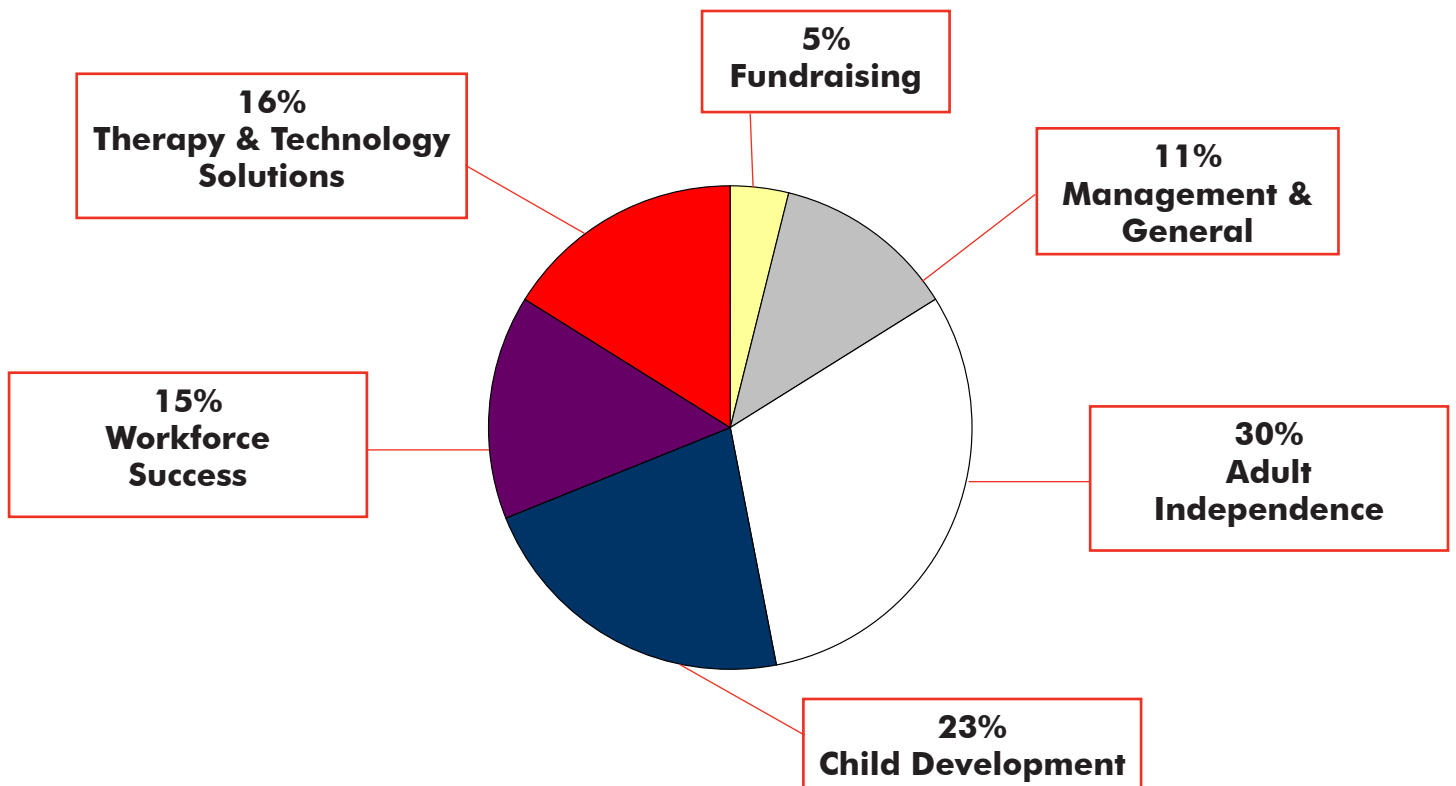
Total Liabilities	\$ 579,511	698,235
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Net Assets	\$ 7,745,516	7,724,739
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Funding Sources



Funding Allocations



Power of Commitment

The Dorothy Jean Wood Award

Phil and Lynn Schworer

Trustee Emeritus

Brenda Sparks

The Dorothy Wood

Community Service Award

Oakley and Eva Farris

The President's Award

John P. Bailey

Five Years of Staff Service Award

Ed Augur

Tiana Berwanger

Kristy Bevis

Paige Bird

Kristy Bodkin

Tammy Burkhouse

David Clark

Mike Malone

Brian Sergent

Mary Spare

10 Years of Staff Service Award

Cheryl Brookbank

Greg Feldman

Connie Freudenberg

Connie Keck

Liz Maggrisso

Beth Moore

Katrina Murphy

Laura Straeffler

15 Years of Staff Service Award

Peggy Farmer

Linda Hartman

25 Years of Staff Service Award

Betty Long

Thanks to individuals who are endowing Redwood's future through planned legacy gifts:

Legacy Society Members

Kevin Baker & Donna Bloemer

Kevin & Martha Barnes

Carl Biery

Diane & Dick Booth

Dr. & Mrs. Tom Bunnell

Harry Eagan

David & Gina Freeze

William E. Hesch

Dennis & Jacquelyn Hirt

Dallas Horn

Cid Kamuf

Suzanne Land

Paul & Kate Michels

John & Janet Middleton

Dr. & Mrs. Martin J. Moore

Wm. T. & Joan Robinson, III

Curt & Deborah Tweddell

Robert Wood

Redwood recognizes individuals who support our mission through amazing gifts of time:

100 Hour Volunteer Club

Jim Albert

Tony Beaver

Kasey Bond

Mary Beth Chandler

Leslie Chapman

Courtney Dodds
Danielle Farris
Michelle Findley
Jo Flanigan
Jackie Gaskins
Phyllis Gavin
Stanley Goetz
Sandy Groneck
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Philip J. Schworer
Kristen Stoffer
Tom Theis
Tammy Tittle
Leah Vance
Rose Marie Vulhop
Allison Wiley
Beulah Winkle

Power of Service...



Volunteers are an essential piece of the puzzle making Redwood the perfect fit in the lives of children and adults with disabilities. One such piece is Mary Beth Chandler. Mary Beth became involved with Redwood through her position at Beckfield College. She is the teacher of rotating groups of nursing students that use Redwood for their learning clinical each semester. Working at Redwood through Beckfield was not enough for Mary Beth; you can find her here on her own time volunteering weekly. Whether in the program rooms, filling the staff lounge with appreciation baked goods, or delivering donated classroom supplies, her spirit and willingness spark those she interacts with. Everyday wearing a smile as big as her heart, ready to jump in and help make a person's day meaningful and fun. Mary Beth Chandler is priceless!

Power of Support

One defining attribute of Redwood's success over the decades, and in this year as well, has been the continuous support of the community--individuals, civic and religious organizations, corporations, and charitable foundations. These generous gifts, always needed and truly appreciated, were especially vital to our success this year.



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Mr. Cesar Quiroz
Mr. and Mrs. J. Stephen Rankin
Mr. and Mrs. James S. Rankin
Ms. Linda Riley
Mr. and Mrs. Marty Ritson
Schachter & Hendy, P.S.C.
Mr. and Mrs. Dan Schlipf
Mr. and Mrs. Charles A. Schneider
Mr. and Mrs. Jim Shea
Shelter Mutual Insurance Co.
Mr. and Mrs. John D. Sinclair
Mr. Michael M. Sketch
Snuggly's Mattress Express
Mr. and Ms. Thomas C. Stegman
Ms. Candy Stephens
Mrs. Paula Stone-Buckner
Sutton Rankin Law PLC
Mr. and Mrs. Richard Tapke, III
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Mr. Matthias Toeppen
Top Flight Gymnastics
Tri-Health Fitness & Health Pavilion
Twin Oaks Golf & Plantation Club
Mr. and Mrs. Andrew Vonlehman
Mr. and Mrs. Thomas L. Werbrich
The Western-Southern Family of Companies
Mrs. Mary E. Wigger
Mr. and Mrs. Kenneth Williams
Mr. Bob Wood
Worthmore Food Products Co.
Ms. Tamara Yakovich

ADDITIONAL MAJOR SUPPORTERS

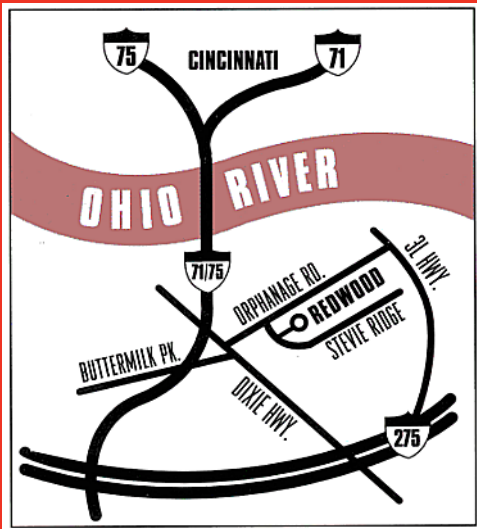
Boone County Fiscal Court
Campbell County Fiscal Court
Kenton County Fiscal Court
Kentucky Education Cabinet
Kentucky Health and Family Services Cabinet
United Way of Greater Cincinnati

The list of donations includes both cash and in-kind donations from May 1, 2009 to June 30, 2010.



OUR MISSION

Redwood guides children and adults with severe and multiple disabilities to achieve independence and reach their highest potential throughout their lives, by providing enriching educational, therapeutic, and vocational services. At Redwood children and adults flourish, prosper, and are empowered to achieve the quality of life they deserve.



Redwood

Celebrating Promise & Potential

71 Orphanage Road

Fort Mitchell, Kentucky 41017

Phone: 859-331-0880

Fax: 859-331-6177

www.redwoodnky.org

REDWOOD MANAGEMENT STAFF

Barbara Howard, Executive Director/Chief Executive Officer

Dan Korfhagen, Chief Financial Officer

Pamela Millay, Clinical Director/Chief Programming Officer

Telly McGaha, Chief Development Officer

Kristi Kinman, Director of Workforce Success

Peggy Farmer, Director of Therapy & Technology Solutions

Marlayna Cooney, Director of Adult Independence

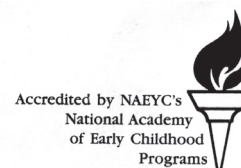
Donna Jewell, Director of Finance

Katrina Murphy, Director of Child Development

It all started with a PURPOSE! Al and Dorothy Wood teamed up with Bill and Sue Reder in 1953 to create a place where people with disabilities could grow into healthy, happy, productive members of society. The Woods and the Reders were the first faces of Redwood, the first volunteers of Redwood, and the first to leave a legacy of compassion, generosity and community involvement. The proud tradition lives on today through The Giving Tree. To learn how you can leave a legacy and help Redwood reach new heights, contact Telly McGaha at 859-331-0880, ext. 206.



Agency Partner



Redwood does not discriminate on the basis of race, color, national origin, sex, sexual orientation, age, or disability.