

Independence through Employment



The *Supported Employment Program* assists people with disabilities to acquire and maintain meaningful community employment by providing three stages of support - Job Development and Placement, Job Coaching and On-going Job Support. Created just over two years ago, the number of people participating in the program has already doubled from 2007 to 2008 with 18 individuals currently enrolled. This innovative program expects to grow by 50% this year alone.

Decisions about becoming employed are based on the needs and desires of the participant; and through the support of a Job Developer, they seek competitive community employment. These participants are involved in the same hiring process as anyone else seeking employment. Through the Supported Employment Coordinator and a Job Developer, the Job Development stage helps individuals to decide what it is they like to do, identify their skills, and then match them with the appropriate job opportunity. As a part of job development, individuals are taught to present a professional appearance, gain experience in filling out an application, and prepare for an interview.

“Working makes me feel like a better person and I am doing something constructive with my life,”

Mark Feagin, Program Participant/ Home Depot Employee

Once the individual is hired, LADD provides support during the orientation process and will attend work with the individual until they are familiar with their job. Participants work anywhere from 20 to 30 hours per week. Current

participants in the Supported Employment Program are employed in a variety of jobs including a fitness center, a daycare, an insurance office, a federal building and retail; all earn minimum wage or above. They are responsible for communicating with their employer in regards to scheduling, attendance and evaluations.

Long term support through this program is monitored through monthly reviews between the employee and the Job Coach. One of the goals of this program is that natural supports are developed on the job by encouraging relationships with fellow employees. Ultimately the responsibility and rewards of employment lead to more independence.

In May of 2008, the LADD Job Developer met with the store manager of a Home Depot store with one person in mind to apply for an open position. By talking about the training, support and commitment the Supported Employment Program provides, the manager interviewed and hired three individuals to work with customers in the store. Natural supports have developed as well as opportunities to take on other duties within the store.

Through this program we have been able to change perceptions and have an impact on our community while helping individuals with disabilities to reach independence through employment.

For more information about The Supported Employment Program. Contact Pam Rieke at 513.487.3949 or prieke@laddinc.org

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Philips HeartStart Giving Program Supports LADD

In the fall of 2008, LADD initiated an assessment by the American Red Cross Cincinnati Chapter of our residential facilities for the possible implementation of defibrillators.* The purpose of such an assessment is to determine the need for early delivery of defibrillation therapy during the critical first few minutes of sudden cardiac arrest based on population and EMS response times. Through this assessment, LADD recognized that in order to further assure the existing standards of the health and safety of our residents, we would need to provide a minimum of three defibrillators, one at each of the three residential sites. With the overall cost exceeding \$5,500, LADD requested funding from the Philips HeartStart Giving Program, a program that was created to support early defibrillation programs in places where people live, work and play. This program encompasses providing equipment, education, training and implementation services. LADD's request met the funding

criteria and within a few days Philips Medical Systems provided LADD with three HeartStart OnSite Defibrillators including cabinets, spare batteries and extra supplies.

The American Red Cross will be providing training to all onsite staff this spring. Additionally the machines provide step by step coaching for CPR and include safeguards against unnecessary use of the defibrillators. LADD is pleased to institute this program. The early defibrillator program will increase the quality of our trained staff as well as expand the overall health and safety of our residents.

**A defibrillator is a machine that is used when sudden cardiac arrest is present. By delivering a therapeutic dose of electrical energy, the victims chance of survival increases when administered through quick response and trained personnel.*

LADD Residents Promote Self-Advocacy

The LADD Community Resident Council consists of individuals with disabilities who are supported by LADD and live within their community. This council provides an opportunity for them to come together with their peers on a regular basis. Discussions may focus on issues that cause them concerns; they may express worries or fears, talk about their plans for the future, develop social skills or build relationships. This sharing of information allows them to provide feedback to LADD so that the services and programs being provided meet their individual needs.

The Community Resident Council is a new addition to councils already established in our residential settings. These councils, or advisory committees, have elected officers and assist residents with self-advocacy. In

2004, LADD residents attending some of the very first council meetings wrote and illustrated a handbook titled "Handbook for Living Independently". This handbook is written for individuals with disabilities and covers a variety of topics including working with a team, being a part of home and community, health and safety as well as rights. This team of residents worked with staff for nearly 5 months to build this handbook through knowledge and experience; it continues to be a unique part of LADD's orientation for all new program participants.

Self-advocacy is a critical element in the quest for independence. LADD is very proud of the Resident Councils and the contribution they are making to our organization and our community.

Mission Statement

To support adults with developmental disabilities to lead a full life by providing community based services, person by person, that will maximize individual development, community inclusion, independence, and their contribution to the society in which they live.

Team LADD Hits the Streets

Team LADD is gearing up for the Run for the Future in the annual Cincinnati Flying Pig Marathon. Team LADD is a group of individuals receiving services through LADD, staff, friends, families and other volunteers. Most will be walking in the 5k on Saturday, May 2, 2009, with a few team members running the full or half marathon on Sunday, May 3. This event benefits LADD in several ways – it creates community awareness, promotes physical activity, inspires teamwork, and raises funds for the LADD Endowment through donations and pledges.

Last year Team LADD hit the streets with 3 marathoners, 37 walkers and 9 cheerleaders. Through your support, we can encourage more individuals to participate and collect donations for the Run for the Future benefiting the LADD Endowment Fund. If you would like to be part of Team LADD or make a donation, contact Debbie Baker, Director of Development and Public Relations at 513-487-3911 or dbaker@laddinc.org.



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Ham it Up for LADD and the Flying Pig Marathon

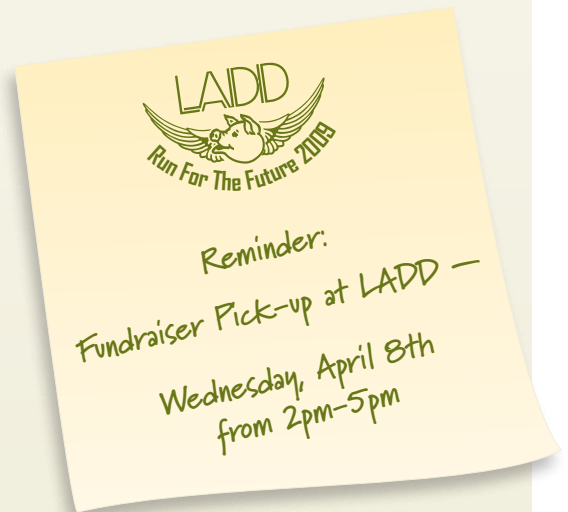
Purchase select quality HoneyBaked Ham products or gift certificates through LADD now until April 1st and 15% of your total purchase will support Team LADD and their participation in the Cincinnati Flying Pig Marathon. Get ready for the Easter holiday with select products including Original & Authentic HoneyBaked Hams, Turkey Breasts, and incredible desserts. Product details are also available on our website at www.laddinc.org.

- 1) Order now! See the order form on Page 4 or download the order form and return with your check made payable to LADD or by providing your credit card information.
- 2) Orders must be placed and paid for BY APRIL 1st.
- 3) Product pick up is on WEDNESDAY, APRIL 8th from 2pm to 5pm at LADD – look for designated parking spaces where Team LADD will provide delivery right to your car!
- 4) HoneyBaked Ham gift cards are packaged in a gift envelope and can be mailed to your home; they never expire and are redeemable at over 300 locations nationwide.

All products are perishable and must be refrigerated as soon as possible. All ham and turkey orders are packaged in a HoneyBaked Ham gift box with ice pack.

Hams must be consumed or frozen within 6 days of pickup; turkey breasts must be consumed or frozen within 4 days of pickup.

All orders must be picked up at LADD and cannot be picked up at the store.



LADD Fundraiser Order Form – Supporting Run for the Future

ITEM	COST	QUANTITY	TOTAL PRICE
Original HoneyBaked Ham – 7 lb. half ham	\$ 53.00		
Original HoneyBaked Ham – 8 lb. half ham	\$ 60.00		
Original HoneyBaked Ham – 14 lb. whole ham	\$ 90.00		
HoneyBaked Turkey Breast – Smoked	\$ 27.00		
HoneyBaked Turkey Breast – Roasted	\$ 27.00		
Classic combo	\$ 78.00		
HoneyBaked Boneless Ham – 4 lb.	\$ 37.00		
Grandma's Coffee Cake	\$ 16.00		
Carrot Cake	\$ 20.00		
Chocolate Mousse Cake	\$ 20.00		
HoneyBaked Mustard Mayo, Mustard or Horseradish <i>(circle one)</i>	\$ 4.00		
4 Assortment of Three Mustards	\$ 10.00		
Chocolate Covered Pretzels	\$ 13.00		
Gift Certificates	\$ 25, \$30, \$35 \$40 or \$50		
	GRAND TOTALS		

Purchaser Name: _____

Daytime Phone No. _____

CHECKS MADE PAYABLE TO: LADD, Inc.

CREDIT CARD: Visa AmEx MasterCard Discover

Card No. _____ Exp _____ / _____

Name on card: _____

MAIL TO: LADD Inc., 3603 Victory Parkway, Cincinnati, OH 45229

Thank you for your order! Questions? Contact Debbie Baker at 513.487.3911
See a full description of products at www.laddinc.org

**RETURN ENTIRE FORM
WITH PAYMENT
BY APRIL 1**

2008 Supporters of LADD

LADD is very appreciative to the numerous individuals, corporations and foundations who generously support our programs. We extend our appreciation to the following for supporting our 2008 Annual Campaign. It is confirming to know that our friends appreciate the value of charitable giving. Thank you for helping us attain our goal of \$104,000!

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Two donors requested to remain anonymous

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PATHS – An Investment In Quality

One of LADD's strategic goals is establishing a priority to maintain a qualified and highly trained professional staff. In order to achieve and meet the expectations of people we support, a high quality workforce is a necessity. LADD invests in all employees by providing ongoing training and professional development. For staff providing direct support to individuals, this investment becomes a valuable asset through the PATHS credentialing program of the Ohio Alliance of Direct Support Professionals (OADSP). PATHS provides a rigorous training and education program based on the principles of self-determination and ethical practice. We believe there is a direct link between a stable workforce that is able to provide skilled support and the quality of life for people with intellectual disabilities.

With quality at the forefront of LADD's programs and services, it is also a priority to continue to support career

development among the staff. The PATHS program is provided by LADD's Training Coordinator who also provides an orientation program to new staff. Currently 14 staff members have completed the PATHS Certificate of Initial Proficiency (CIP), 11 have earned the Certificate of Advanced Proficiency (CAP); five have earned their specialized credentials; and 13 have completed their 60 hours of instruction toward earning their CIP. As part of the PATHS credentialing process, individuals must complete a portfolio demonstrating proficiency in the essential skills of a direct support professional. The PATHS program is available to all direct support staff and is completed in addition to their existing duties and responsibilities at LADD.

PATHS is the acronym for Professional Advancement through Training and Education in Human Services. For more information visit www.ohiopaths.org or deasley@laddinc.org.

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**Tickets are only \$100 each
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**Bonus drawings every
Tuesday and Friday beginning
Friday, February 27, 2009
through Tuesday, May 12, 2009**

**Grand Prize Drawing
will be held on
Friday, May 15, 2009.
All drawings take place
at 4:15pm EST**

For more information

CALL TOLL-FREE TODAY

1-877-861-5233

Ticket purchases benefit Living Arrangements for the Developmentally Disabled (LADD) a non-profit organization promoting independence through education to individuals with developmental disabilities in our community.

How to Enter:

- Visit **LADD's website** to read complete raffle rules, download an official entry form or **make a secure purchase online** www.laddinc.org
- Call the toll-free number **1-877-861-5233**, and purchase with a credit card Monday through Friday, 8:00am to 5:00pm EST

LADD

LADD, Inc. is located at 3603 Victory Parkway, Cincinnati, OH 45229
Contact: Debbie Baker, Director Development at 513.487.3911 or dbaker@laddinc.org

According to the Internal Revenue Code, amounts paid for chances to participate in a raffle do not qualify as charitable contributions



LADD Loses A Friend

Supported by LADD since 1989, Ella Mae was an educator to others about people with disabilities. In her 84th year, she still enjoyed going to the senior center everyday and loved outings. Some of her favorite things included music, burgers and milkshakes – all of which were part of a luncheon held at LADD last fall to remember the joy Ella brought to others. She loved her staff, her housemates and her numerous friends and will always be remembered for her smile.



“Independence through Education”



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Wish List

The 23rd Annual Wish List Campaign sponsored by the Cincinnati Enquirer and the United Way selected our story about John Roach and his wish for digital hearing aids, an expense that was more than John could manage. John's wish was fulfilled the same day his story was printed thanks to Kevin Monahan, Executive Vice President of Patient Financing with the Hearing Foundation in Cincinnati, Ohio. John began in a residential program at LADD in 1981; and now maintains his own apartment, has been with his employer since 1981, and is active in adventure sports.

John's high level of personal achievement was recognized by the Hamilton County Board of MR/DD at their annual awards banquet in early March.

Art Party 2008 Update

This bi-annual event featuring cocktails, buffet dinner and valet parking drew a mix of the city's most influential citizens to the Indian Hill home of Brad and Marsha Lindner on a pleasant October evening. A private showing of nearly 100 pieces of art provided by Eckert & Ross Fine Art of Indianapolis, Indiana was prudently displayed on walls, tabletops and easels – both indoors and outdoors. A glittering assortment of the understated yet elegant jewelry of Judith Ripka was privately shown adjacent to the dining room. Both Eckert & Ross Fine Art and Judith Ripka Jewelry directed 20% of all sales back to LADD.

Last year marked our twelfth Art Party which over the years has grossed over \$1,000,000 to benefit LADD, Inc. Our next Art Party will take place in 2010.