

ladd STRONG

Empowering adults with disabilities for 45 years



2020 Annual Report

Sis Geier, Braxton Thomas, Barbara Taylor



BOARD OF DIRECTORS

LADD Board Officers

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Kush V. Kotecha

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Shelley F. Goering

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Alison Zimmerman

Chief Executive Officer

Susan Brownknight

45 YEARS

ROOTED IN Resilience

Dear Friends,

For so long, Lynne Topits' life was a survival story. She endured two traumatic brain injuries and the horrors of institutionalized living for many years. But at 78-years-old and as a member of the LADD community, she is living a life full of independence, connection, learning and opportunity. LADD has empowered Lynne and thousands of others with developmental disabilities to live their best lives.

But we haven't done this alone. From our founding to the COVID-19 pandemic, our source of strength has been you, our supporters. In 2020, we asked you to help us continue our transformational work during the most uncertain times. Because of your support, we ensured adults with developmental disabilities stayed safe and connected during the COVID-19 pandemic. We launched our Smart Living Pilot – the first of its kind in the nation – and built a new model of community living. And we cultivated holistic health and wellness. Through programs like our Quaranteam Fitness Challenge, a virtual gardening class led by Jenny Crowe, a person supported by LADD, and more, we focused on both physical and mental health during a most challenging year.

You, my friend, are a force for change. We are so grateful to have you as part of the LADD community as we build a world where every person can pursue their best life.

Sincerely,

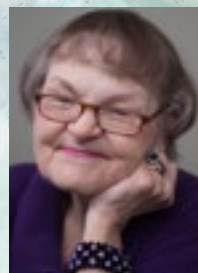
Susan Brownknight

Susan Brownknight

CEO, LADD

"At 14, I went away to an institution. I was there for a long time and people were very mean. When I finally left, I was ready to fight for a better life. Now, I'm independent and excited to take on each new day. I'm brave."

– Lynne Topits



"Before living in a home in the community, it was hard to get my day started and stay motivated. Now, living in a new house with roommates boosts my energy and keeps me connected."

– Daniel Hunt



"I struggled in the past with anger and making good decisions but I've made it through tough situations and I'm in a much better place today."

– Anthony Summers



BARNES DENNIG
Accounting • Tax • Business Insight

This information was derived from the 2020 consolidated financial statements. The complete consolidated financial statements for the year ended December 31, 2020, audited by Barnes Denning & Co., Ltd., are available upon request.

PROGRAMS

By the Numbers:

VICTORY PARKWAY

17

PEOPLE

HLADD

61

PEOPLE

FIND-A-WAY

39

PEOPLE

COMMUNITY
SUPPORTED LIVING

52

PEOPLE

SOAR

285

PEOPLE

COMMUNITY
CONNECTIONS

118

PEOPLE

SUPPORTED
EMPLOYMENT

53

PEOPLE

GEIER

39

PEOPLE

TOTAL = 664 PEOPLE SERVED BY LADD

AVERAGE NUMBER OF YEAR OF EMPLOYMENT AT LADD: 5.31 YEARS

AVERAGE HOURS OF TRAINING EACH EMPLOYEE RECEIVES PER YEAR: 24

SERVICES

Survey of People Served, Families and Stakeholders:

*"I like when staff
pushes me to
do more"*

*"I like that staff help me budget,
go to the store and make healthy
decisions. They also help
with paying bills and
maintaining benefits."*

*"Our daughter is encouraged
to take care of herself and her
apartment. She is encouraged
to be independent but to seek
help as needed."*

*"I really appreciate the resilience and
continuity LADD maintained in
services during the pandemic."*

98% SATISFIED WITH SERVICES PROVIDED

96% OF PEOPLE SERVED SAY SERVICES HELP THEM
LIVE MORE INDEPENDENTLY

100% OF PEOPLE SERVED FEEL SAFE
WHEN THEY PARTICIPATE IN LADD

100% OF PEOPLE SERVED FEEL LADD STAFF HELP THEN
WHEN THEY ASK FOR HELP AND TEACH THEM HOW
TO DO THINGS SO THEY CAN BE MORE INDEPENDENT.

97% OF DSP TIME SPENT PROVIDING DIRECT SERVICES

Margaret B. Geier Society

TEESE LEVEL \$20,000+

Jeffrey B. Geier & Kathy Weber

Mrs. Phillip O. Geier

Oliver Family Foundation

Eric B. Yeiser Family Foundation

LEBLOND LEVEL \$10,000-\$19,999

Vallie & Rodney Geier

Francie & John Pepper

MCLAURIN LEVEL \$5,000-\$9,999

Dina & Gary Gruber

Kathleen Lamping-Arar & Hisham Arar

Martha & Carl Lindner

Vista Foundation

Emily & Alex Vollmer

Ginger & David Warner

ROBINSON LEVEL \$2,500-\$4,999

Mr. Stephen Bullock

Sara & David Osborn

Valerie & Ted Folger IV

Andrew Showe

Elisa & Edward S. Geier

Sandy & Peter Stern

Martha & Andrew Grant

Arleigh & Ronald W. Tysoe

Emmy & Anthony Hobson

Lynne & Stephen Vollmer

Mrs. Ronald Koettters

Linda & Jeffrey Wyler

Karen & David O'Maley

LILLIARD LEVEL \$1,000-\$2,499

Dulany & Robert Anning

Kathy & William Bahl

Beth & Doug Brendamour

Helen & Andrew Brennan

Susan & Jason Brownknight

Karen Cinefro

Mrs. Michael A Clauder

Carl Clippinger

Mrs. N. Lee Comisar

Amy & Andrew DeWitt

Deborah & Norman Estep

Betsy & Mark Everingham

Ann Fedorchak & Brennan Haselton

Susan & Ken Feintheil

Susie & Vere Gaynor

GDK Properties

Amy & Phillip Geier III

Sara & Richard Geier

Natalie Geier Tapke & David Tapke

Jane & Charles Gerhardt

John B. Goering

Charlotte & Robert Goering

Susan & Jeffrey Harris

Selma & Irving Harris

Chris & Albert Heekin III

Gigi & Chip Heidt

Mr. Hugh H. Hoffman

Terri Hogan

Melanie & Doug Hynden

Amy & George Joseph

Kathy & David Kammerer

Susan & Kip Kerr

Mr. Kush Kotecha & Mrs. Dina De Zoysa

Cindy & David Krall

John Lanier & Jane Garvey

Ellen & Dan LeBlond

Lewis & Marjorie Daniel Foundation

Courtney & Keith Lindner

Molly Lyons

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Pat Mathews

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Mary & Barry Smyth

Lib Stone

Jeff Wysel & Caren Theuring

Kim & George Vincent

Bebe & Philip Vollmer

Jennifer & Robert Voorhees

Judy & Joseph Williams

Willow Hill Foundation

Ann & David Wolfzorn

Sally & Tony Woodward

Alison & James Zimmerman



FUNDING UPDATE

In 2020, thanks to support from across Greater Cincinnati, we launched our Smart Living Pilot at the Heidt Smart Living Home and made the future of community living a reality. Four men have been thriving with more independence through technology. Residents in the three Blue Ash homes have also benefited from new technology-based supports. And even through the pandemic, we have leveraged staff time and resources thanks to the close proximity of the homes. Exciting things are still to come, such as new technology partnerships, initial results from our research partnership with Xavier University and the selection of the second home in Anderson Township. None of this would be possible without your support and investment – thank you for transforming the lives of people with developmental disabilities.

Anonymous (3)

Jeanette K. and Donald O. Edwards Foundation

Thomas J. Emery Memorial Foundation

Farmer Family Foundation

Gardner Family Foundation

Geier Family

Hatton Foundation

Heidt Family Foundation

A.T. Folger, Jr. – Lowe Simpson Fund

Mary and Mike McGraw

McCloy Family Foundation

Children of Betsy & Harrison Mullin

L&L Nippert Charitable Foundation

Ohio State Capital Budget Allocation

Ohio Department of Developmental Disabilities*

The P&G Fund of The Greater Cincinnati Foundation

The Daniel and Susan Pfau Foundation

PNC Charitable Trusts

Marty & Nick Ragland

Jacob G. Schmidlapp Trusts, Fifth Third Bank, Trustee

Harold C. Schott Foundation

Marge & Charles J. Schott Foundation

The Louise Taft Semple Foundation

Sibcy Cline (office donation)

Sutphin Family Foundation

G. Richard and Jane S. Thomas Foundation

Terhar Family Fund

Truist Bank

Western Southern

Alison & Jim Zimmerman

*Indicates donors who gave in 2020

ZOZO LADD SPONSORS

BE A FORCE FORCHANGE



**SHOWE
MANAGEMENT
CORPORATION**

**HGC
CONSTRUCTION**



**FIFTH THIRD
INSURANCE**
R.G. McGraw Co.

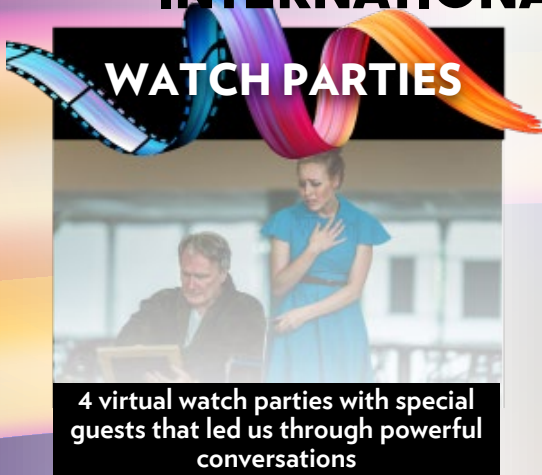


Taft/





OVER-THE-RHINE INTERNATIONAL FILM FESTIVAL



WATCH PARTIES

4 virtual watch parties with special guests that led us through powerful conversations



DRIVE-IN SCREENINGS

4 drive-in screenings in collaboration with other local film festivals

- Record number of film entries for 2021 festival

- Brought on a talented cadre of community leaders to form the festival's leadership, marketing and screening committees

LEADERSHIP COMMITTEE



Jack Geiger
OTR Film Festival
Leadership Committee Chair



Roula Allouch
Graydon Law



Beverly A. Grant
Beverly A. Grant
Consulting, LLC



Jeff Harris
Saul Schottenstein
Foundation B



Eric Kearney
Cincinnati
African American
Chamber of Commerce



D. Lynn Meyers
Ensemble Theater -
Cincinnati and Casting
Society of America



Mitch Morgan
Fifth Third Bank



Peter Niehoff
University of
Cincinnati



Kitty Rosenthal
Community Leader



Anya Sanchez
UC Health



Jon Sanchez
Team Performance
Institute

MARKETING COMMITTEE



Barara Hauser
Marketing Committee Chair,
Procter and Gamble



Kyla Woods
Hamilton County Sheriff's
Office and Crowd and
Camera Communications



Michael Betz
Divisions
Maintenance Group



Chelsea Brown
3CDC



Kick Lee
Cincinnati Music
Accelerator



Brian Mains
WCPO



Christy Samad
3CDC



Katie Alsip
AGAR

SCREENING COMMITTEE

Daniel Coleman

Cicely Enriquez

Kevin Fleischmann

Marcelina Robledo

TT Stern-Enzi

Mark Fried

Michael Gott

Peter Niehoff

Sara Drabik

Todd Herzog

Beau Alquizola

otrfilmfest.org

Founding Sponsor



Saul Schottenstein
FOUNDATION B

Presented by

Edwards Initiative
Growing the financial education revolution

Sponsors for the 2021 OTR Film Festival will be listed in the 2021 Annual Report

BUILDING AN EQUITABLE AND INCLUSIVE COMMUNITY, AT LADD

In 2018, LADD's Board created the Equity and Inclusion Committee. This Committee was charged with ensuring that LADD operated equitably and inclusively at every level of the organization. While we are strong advocates for inclusion throughout the community, we knew that our work was not simply about supporting others on their journey. To be authentic in our advocacy, and to be a better, stronger and more sustainable organization, we had to embark on our own journey as well.

The committee made the decision to first find a partner to help gather and assess data and discover what was working and what needed improvement at LADD. We took a year to gather data, through surveys, payroll data, and interviews. We developed benchmarks and made plans to move forward.

In 2020, during the pandemic, LADD launched, The LADD Way—a blue print for a more inclusive and equitable agency culture. We also made the decision to prioritize racial equity inside of LADD. Partly, this was due to the fact that we felt this is where we needed the most work in terms of representation, partly this was due to assessing our turnover numbers by race.

That said, LADD is a diverse agency. We are proud of our track record in supporting the LGBTQIA community and proud of our inclusive hiring practices related to disability. ***At LADD, we want both employees and people we support to come as you are, become who you feel you were meant to be and feel supported on your journey.***

Still, we have a ways to go. Discomfort and growth have been hallmarks of our work this past year. Diversity, when done authentically, is synonymous with hiring and retaining the highest quality staff. When we hire quickly and don't take the time to expand the net, we miss out on exceptional candidates. Slowing down the process, opening positions up and taking time to develop and invest in our employees equitably results in excellence in service. We have a ways to go, but we are making progress.

SPECIAL ACKNOWLEDGEMENT TO THE LADD BOARD'S E&I COMMITTEE MEMBERS

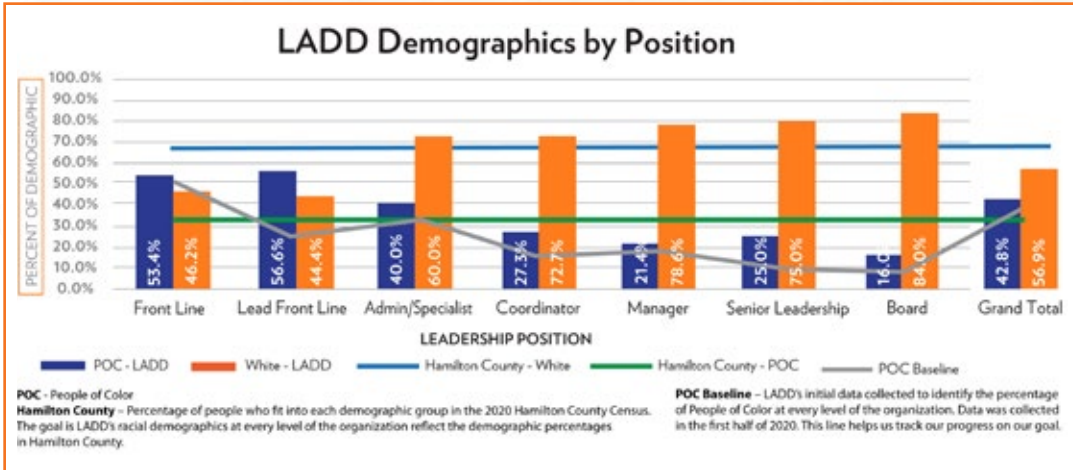
Michael Head, Committee Chair
Jane Gerhardt
Kush Kotecha, President
Arlene Koth
Marcia Philipps
Erika Watson

LADD Staff Committee Members
Susan Brownknight
Jason Harris
Alison Prather
Phyllis Thomas
Paul Thienprayoon

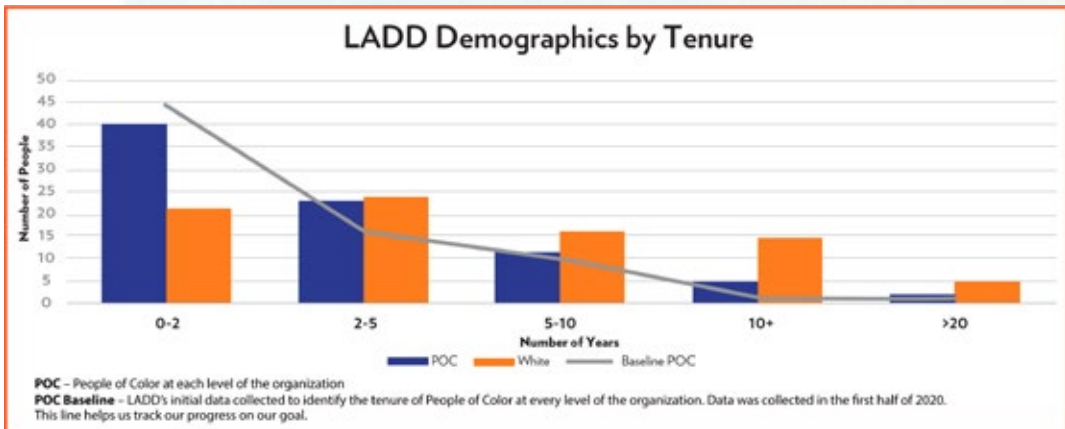
LADD'S EQUITY AND INCLUSION GOALS

HERE ARE SOME OF THE GOALS WE ARE WORKING TOWARDS AND MAKING PROGRESS ON

1. LADD, at every level reflects the community in which we serve. Below is our progress on this journey:



2. In 2019, 80% of LADD staff report "happiness" most or all of the time at work. However, only 20% of front line staff report they feel supported in career development. As part of the LADD Way work, we are assessing employee job descriptions to ensure they are comprehensive and arranging for them to be reviewed with the employees so everyone feels they know what is expected of them. The assessment also includes identifying and providing resources for career development to discuss with their managers.
3. LADD has the best turnover in the field. However, our employees of color turnover faster than our white employees. Below is our progress in addressing this:



2020 DONORS

\$20,000+

THE GREATER CINCINNATI FOUNDATION
HAMILTON COUNTY CARES FUNDING
MARCIA PHILLIPS
SAUL SCHOTTENSTEIN FOUNDATION B
ERIC B. YEISER FAMILY FOUNDATION

\$10,000-19,999

HAMILTON COUNTY DEVELOPMENTAL DISABILITIES SERVICES
JOHN A. SCHROTH FAMILY CHARITABLE TRUST

\$5,000-9,999

EPISCOPAL SOCIETY OF CHRIST CHURCH
ELSA M. HEISEL SULE CHARITABLE TRUST
G. RICHARD AND JANE S. THOMAS FOUNDATION

\$1,000-4,999

DEVOL DESIGN BUILD REMODEL
EUKLES WEALTH MANAGEMENT
FOUNDATION RISK PARTNERS
HGC CONSTRUCTION
NEXTSTEP NETWORKING
SHOWE MANAGEMENT CORPORATION
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TAFT, STETTINIUS & HOLLISTER
TRILOGY FITNESS SYSTEMS

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Rose and Will Goering
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Haslam
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Cooling
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Robin and Thomas Stone
Superior Janitor Supply, Inc
Karen and Barry Weinstein
Rania and Robert Zimmerman

thank
you

\$250-\$499

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Sydney and Robert Anning
Richard Autzen
Francis Barrett
Christopher Becker
Eleanor Block
Keith Chase
Jayne and Mark Cytrynowicz
Michelle and Brian Dershaw
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Renie Dohrmann
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Louis George and Anne Vertuca
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Dianne and Michael Gootee
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Toby Hazen
Shirley and James Hogshead
Karen and David Hoguet

Sarah and Nelson Horseman
Edmund Jones
Gail and Eric Kirchner
Darla and Allen Leary
Whitney and Phillip Long
Linda and Bill Luedeker
Jill and Larry McGruder
Jill and Benjamin Nicholson
Pantsuit Politics Podcast
Lisa and Charles Pettengill
Penny and Steve Pomeranz
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Patricia and Timothy Reilly
David Robinson and Lisa Wing
Carol and Robert Scallan
Jean Shannon
Troy Snider
Tablespoon Cooking Company
Josie and Abbot Thayer
Carol and Tony Williams
Susan and Gordon Wright

\$100-\$249

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Bartel • Cece Baugues • Rita and Jon Bender • Graham Braatz • Gail
Brannon • Rhoda and John Brooks • Mrs. A.D. Bullock Jr. • Craig Burel
• Mary Callan and Rick Johnson • Julia and Josephine Carey • Scott and
Sandra Carlson • Shannon and Lee Carter • Mark Clippinger • Elizabeth
Coleman • Lynne Collins • Adele Craft • Mary and George Croog • David
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Mark Goddard • Mary Ellen and Peter Graham • Patsy Grote • Karen Grout
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Dale Hays • Sue Heidel • Kristine and David Henderson • Linda and Michael
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Jones • Noel and Joseph Julnes Dehner • Carl and Kristin Kalnow • Neil Kelly
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Lampert • Lawrence LeBlond • Joe and Maria Link • Bev Linnemann • Joyce
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O'Toole • Thomas Otten John • Linda and David Parlin • Kapi and Jayant Patel
• Allison and Michael Picton • Christopher Poulin • Sara Prigan • RedTree
Investment Group • Vikki Reece • Maggie and Gabe Rice • Shauna and Zeke
Robinson • Shawna and Dennis Robinson • Rosemary and Mark Schlachter
• Bernadette Schwarm • Whitney and Ismaeel Siddiqi • Ruban and Kaveri
Sivaruban • Karen and John Souhrada • James Tecco • Representative Brad R.
Wenstrup • Alice Wersel • Lothar Witt Jr. • Carolyn Woodhouse

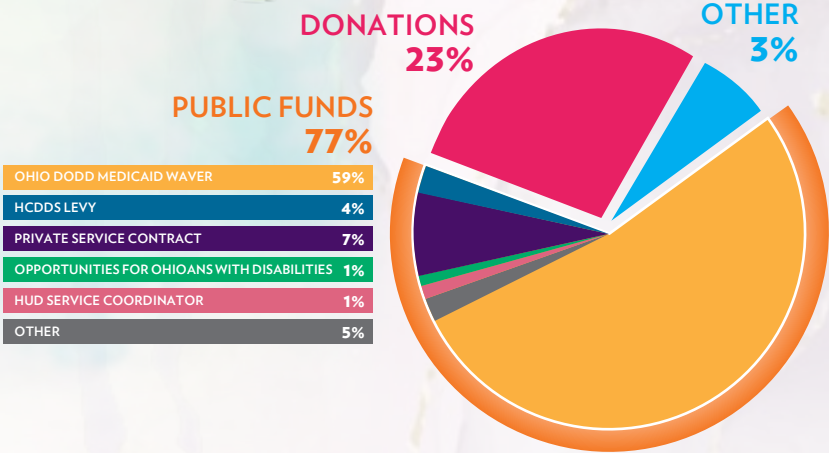
*This listing does not include Margaret B. Geier listed on page 4
or Forever Home Donors listed on page 5.*

\$1-\$99

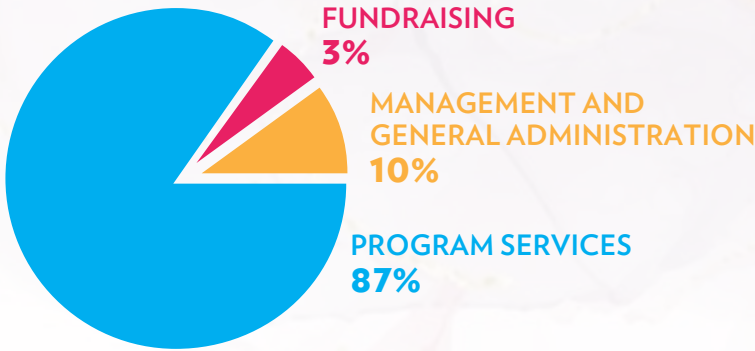
Tobi Acklen • Mary Ake • David Albert • Gail and Saint John Bain • Bill Baylor • Timothy Beckmeyer • Kit Beedle • Pat and Jerry Bennett • Denise Bentley • Chip and Doris Bixler • Thomas Brandt • Karen Braunschweiger • Kenya Brock • Robert Bullock • Jane and Mark Burke • Kristin Butler • Larry and Donna Cederdahl • Sue and Ernie Chaffin • Cheryl Charkins • Cincinnati Marathon Inc. • Gloria Clay • Mary Faith Colon • Blair Conner • Jodelle Crosset • Kathleen DeLaura • Ashley Doebrich • Joann and Louis Doerr • Duane Doyle • David Duncan • Jessica Fangman • Neil Ferencak • Sally Gardner • Natalie Geier and Matt Cohen • Mickey Glassmeyer Stark • Jackie Goetz • Katherine Grambling • Mary Joyce Griffin • Eric Gronefeld • Dick Gruber • Tim Hafley • Ashley Hajjar • Nick Hamby • Elizabeth Hoffman Huddleston and Frazier Huddleston • Jordan and Dave Horseman • Marie C. Huenefeld • Katherine and John Jarnigo • Keith Jarvis • Laura Johnson • Shavonda Jones • Phyllis and Jeffrey Juett • Leann Kachur • Cynthia Kelly • John and Jean Kennevan • Gina and Rob Kern • Robert Kistingner • Ronald Koons • Amy Krieg • LADD Research Group • Jeffrey Lang • Keith Lee • Alice and Terry Lee • Lauren Lockwood • Jeannette and William Lohner • Courtney Marquart • Eric Marshland • Faith Maynard • Lisa McKeegan • Lindsay and Stuart McLean • David Mehregan • Jean and Alton Middlekauff • MaryBeth Miller • Anzilia and Jim Murray • Julie and Edward Northrop • Steve and Marilyn Olenick • Ashley Pack • Carol Parobek • Shawn Perciful • James Pittinger • Frank Pospisil • Julie Poyer • Olivia Ramirez • Tracey Riley • Steve Roenker • Barbara Sanderson • Julie Schmitt • Diane Schmitz • Lynne A. Schneebeck • Kathy Shearer • Carrie Sheil • Meg Sheil-Puopolo • Jeanne and Christopher Sheldon • Karen Shilvock-Cinefro • Nancy Shockey • Paul and Betsy Sittenfeld • Verna Smith • Barbara Smith • Sherri Smith • Michele Soriero • Ellen Stephens • Lisa Sullivan • Richard Thayer • Phyllis Thomas • Tiffany Tomeo • Jeff Topits • Vaniam Group • Laura Vehr • Molly and William Vollmer • David Whinham • Bryan Wirtz • R. Wulliger • Maria Wysong • Shelby Zimmermann

FINANCIALS

REVENUE
\$11.6 MILLION



EXPENSES
\$10.3 MILLION



FUNDRAISING HIGHLIGHTS

		CONTRIBUTORS
CAR RAFFLE	\$255,400	1541
CAPITAL CAMPAIGN	\$567,405	14
OPERATING SUPPORT	\$546,105	605
FILM FESTIVAL	\$236,151	43
RUN, WALK, AND ROLL	\$101,000	2

GUIDED BY THE BELIEF THAT *every person*
HAS ABILITY AND VALUE, WE EMPOWER ADULTS
WITH DEVELOPMENTAL DISABILITIES TO
Live, Work, and Connect.

OUR VALUES

WE BELIEVE...

- Meaningful engagement grounded in love is the foundation of all we do.
- Self-determination is a human right.
- Achieving our vision demands bold, creative and collaborative solutions.
- There is strength in a culture and community that welcomes diversity.
- Commitment to quality requires a relentless pursuit of excellence.
- The pursuit of health and wellness is critical to our success.

