

Celebrating 60 years of being **brighter together**



FOCUS

a Hattie Larlham publication | Winter 2021

60 YEARS of SERVICE

For 60 years, Hattie Larlham has brought comfort, joy and achievement into the lives of thousands of children and adults with intellectual and developmental disabilities. In the past six decades, our organization has grown tremendously and continues to provide services that meet the highest of standards.

Our programs include: residential, medical, educational, recreational, employment and work training services that are tailored to meet each person's needs. We're honored to do the work we do and to provide compassionate, high quality care to every person and their family. Each person's journey with us is as unique as they are, but one thing remains universal: **at Hattie Larlham, we help people thrive.**



1960-70s



1980-90s



2000s



2010-Now

1961
HATTIE LARLHAM PROVIDES CARE for children with disabilities in her own home
 Larlham establishes the **HATTIE LARLHAM FOUNDATION** and **CENTER FOR CHILDREN WITH DISABILITIES** (1963)

RESPIRE services begin
SHARED LIVING services begin (1983)
 Established first **ICF HOME** in Aurora (1988)
 Add 2 more **ICF HOMES** in Oakwood Village (1993) and 1 in **SOLON** (1994)
SUPPORTED LIVING services begin (1999)

CENTER FOR CHILDREN introduces **CAPSTONE ACADEMY, ACHIEVE** and **CREATIVE ARTS** programs (2005 - 2007)
CAREER SERVICES begin (2006)
DOGGIE DAY CARE & BOARDING opens (2007)
CONSTANT COMPANIONS launches (2004)

MERGED WITH ADD OHIO (2015) including:
ADDVENTURES
FRANKLIN COUNTY REC,
DAHLBERG GIBSON LEARNING CENTER,
LICENSE HOMES,
CENTRAL CAREER SERVICES,
CENTRAL RESPITE SERVICES,
CENTRAL SUPPORTED LIVING HOMES
 Add 1 more **ICF HOME** in Uniontown (2016)
CAREER SERVICES expands **SYWE PROGRAM** to Central Ohio (2020)

2021

WHAT 60 YEARS MEANS TO US...



I have a great team at the group homes; everyone works to provide the right environment for our adults. Throughout the years, my favorite part of my job – next to getting to know all our residents – is mentoring my staff and seeing them grow professionally.

Okey Ekechi | 16 Years at Hattie Larlham
Program Director, Hattie Larlham Group Homes

One of the things I enjoy most about working at Dahlberg is the sense of family. There's an energy in the building that is unmatched; laughing children, singing teachers, and calm adults helping children. The creativity and collaboration among teachers and support staff help give children unique opportunities to learn and grow.

Emily McMillion | 18 Years at Hattie Larlham
Director, Dahlberg Gibson Learning Center

Hattie Larlham is a family where there's a place for everyone- volunteers, donors, corporate partners, employees- to use their creativity and compassion to improve the lives of people with disabilities. We all have opportunities to make a real difference and that's been incredibly rewarding for me.

Lauri Molnar | 20 Years at Hattie Larlham
Volunteer Coordinator & Community Liaison

Summer Jobs Inspire Growth

Students with disabilities find encouragement, support, and success through Hattie Larlham's Summer Youth Work Experience program.

For Carson, Justin, and Dom, finding a summer job signified a big step toward independence and reaching their goals.

These three young men were connected with Hattie Larlham through the Summer Youth Work Experience (SYWE) program. SYWE is a statewide program coordinated by Opportunities for Ohioans with Disabilities and Hattie Larlham proudly offers the program services to teenagers in Summit, Portage, and Franklin counties. Carson, Justin, and Dom each had their own personal reasons for seeking out the program, but share an appreciation for the support they've received from their job coach and from the staff at their work site.

"It's really welcoming here, I love it," said Carson, who preferred not to be photographed, but was happy to share his thoughts on his SYWE experience. "I feel at home and comfortable. I really like it." We spoke to him as all three of the young men were on their morning break before the lunch rush hit.

"It starts to get really busy by about 11:30. This is the calm before the rush," shared Angela Norvell, as she glanced around the nearly empty dining room area. Angela

is the job coach assigned to work with Carson, Justin and Dom at the Dairy Queen in Streetsboro. Hattie Larlham's job coaches are there to provide extra support and guidance to the people in a Career Services program. Coaches also monitor and report each person's progress throughout the program, taking note of their strengths and identifying areas for improvement. These observations help build each student's employment profile, which is finalized at the end of the 10-week session and used as a tool to identify their next steps toward gainful employment in the community.

At the time we visited, the students were in their third week of work and Angela said they had been nearly completely independent and self-sufficient during their shifts since the fourth day. "They picked everything up super quickly. I was impressed. Even the cash register, which can be really complicated. They all took to it really well and the staff here are always eager to help."

A major component of each student's success at this- and all SYWE work sites- is support from the employer. Danielle Valentine, who manages community

Let's work, together!



hattielarlham.org/CareerServices

engagement and marketing for the Streetsboro Dairy Queen, has always been an advocate for strengthening connections within her community. For her, partnering with Hattie Larlham's Career Services program was a no-brainer. "My management team is incredible at supporting and accommodating people of different skill levels and abilities, so I knew this would be a good fit," she shared. When asked if her store would be participating as a work site again next year, Danielle said, "Within the first week of the guys being here, I reached out to Maggie [Hattie Larlham Career Services Manager] to ask about future opportunities and even more ways for us to be involved."

Carson, Justin, and Dom continued to learn, improve, and thrive on the job through the rest of their session and are each more confident as they navigate their employment journeys.

To learn more about Hattie Larlham's Career Services program, and ways to get involved, visit our website: hattielarlham.org/CareerServices.



Angela runs through a practice order with Dom while a Dairy Queen employee supervises.

Let's get to work!

Hattie Larlham's Career Services program connects people with disabilities to career exploration opportunities in their communities. No matter where a person is on their employment journey, our team understands that each path is unique and provides tailored services to reach the next step and beyond.

Discovery & exploration - Work site coordination
Job-seeking skills training - Job coaching & retention

hattielarlham.org/CareerServices



For students & job seekers

The Summer Youth Work Experience Program is coordinated by Opportunities for Ohioans with Disabilities (OOD). Students interested in participating should contact their vocational resource counselor (VRC) for information about enrollment. If you do not yet have an assigned VRC, your school's intervention specialist can help you navigate your options. We can't wait to help you thrive in the workforce!

Our Career Services program offers a wide variety of personalized services for job seekers with disabilities. Whether you're just starting your journey or have a full resume, we're here to help you reach your goals with a service plan tailored specifically to YOU.

For employers

Partnering with Hattie Larlham offers many benefits to your organization. Through this partnership, not only will you offer an invaluable work experience to people with disabilities, but you'll be setting a high standard in your community, demonstrating the value of being inclusive and welcoming to employees and customers of all abilities.

For professionals

As a member of Hattie Larlham's Career Services team, you'll play a vital role in helping a person with disabilities identify, pursue, and reach their employment goals.

To learn more about the employment opportunities available on our Career Services team, contact our recruitment specialists at: humanresources@hattielarlham.org or browse job openings at hattielarlham.org/Opportunities.

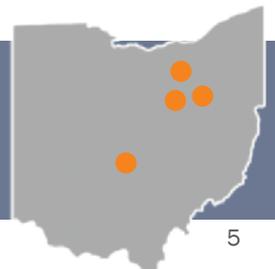
“Their confidence and that moment when they achieve the realization like 'I can *do* this,' that's what has made it so rewarding for me and my team to be involved with this program.”

Danielle Valentine

Director of Marketing and Promotions
Dairy Queen, Streetsboro, Ohio

Career Services

400+ individuals served in
Cuyahoga, Portage, Summit &
Franklin Counties





Passion Project

Addventures helps Emily cultivate her talents and express herself.

When Emily Billisits, 28, opens up about her art and the role it plays in her life, there's one word that immediately comes to mind: passion. Emily's optimism and creativity allow her to see art in everything and she's quick to gush about her love for self-expression and the impact it's had in her life.

Emily began attending Addventures, Hattie Larlham's innovative adult day support program in Columbus, in March 2020. She laughed when she said that her timing couldn't have been worse because she was only a week in when the pandemic caused the program to be temporarily closed. With her signature optimism, though, Emily went on to say that she wasn't deterred and was proudly one of the first eight participants to return to the program when it reopened.

Addventures offers its members the opportunity to explore their interests- and discover new ones- through a vast offering of classes and activities. Each quarter, members select their preferred classes from a lengthy catalog and spend the next three months learning and exploring in their community and at Addventures headquarters. From fitness and

wellness, to computer literacy and gardening, there's always something for everyone.

Emily shared that she's enjoyed hiking and tennis classes, but her favorites by far are art classes. "I have always loved art. It's been a really good way to express myself," she shared. "I started art classes in elementary school. Art is a very good therapy for me."

With her lifelong love of art, it's no wonder Emily thrives with the support and instruction she receives at Addventures. "Addventures has given me the opportunity to learn so much, every day just trying new things. I've seriously learned so much and I want to be able to help other people learn things, too."

Emily's face lit up as she described how she sees and embraces art in everyday life. From designing her makeup and nails to upcycling items

she and her grandmother collect, she never misses an opportunity to create something beautiful. She even sometimes brings her supplies with her to Addventures and treats people to artistic manicures, which is just one of the many ways she's found to share her passion.

Addventures has really, truly changed my life.

Laura Gregory, Addventures program manager, shared that Emily is known for her talent not only as an artist, but as a leader. Laura said that Emily's compassion and patience, coupled with her passion for helping people express themselves through art, make her a natural mentor and she's always the one to step up and help others. "Growing up I always wanted to be a nurse, but Addventures has totally changed my perspective," Emily excitedly shared. "Now, I want to work with people with disabilities as a career. I know I'm higher functioning than a lot of people here, but they've inspired me and I want to help people like them. Addventures has really, truly changed my life."

In addition to attending Addventures, Emily has begun receiving services through Hattie Larlham's Career Services program and is excited to further explore her strengths and talents and apply them to achieving her goal of working with people with disabilities.

To learn more about Addventures and the way it helps people with disabilities, like Emily, pursue their passions, visit our website: hattielarlham.org/Addventures



Finding a voice

In addition to being a wonderfully talented multimedia artist, Emily is an accomplished vocalist. In 2020, she made it into the fourth round of auditions on American Idol. This year, Emily was determined to go even further in the competition and auditioned again for the show's 20th season. Emily's passion and tenacity are two of the many qualities that make her extraordinary and we're so grateful to play a role in her journey and excited to see where she goes next.

The Dahlberg Gibson Learning Center might be one of the best-kept secrets in Columbus...



Annalyn Emanuel plays with her daughter, Elizabeth, in the gymnasium at Dahlberg Gibson Learning Center.

“I’m not shy. If I meet a family and their child needs extra help, I will tell them about Dahlberg. I definitely recommend it. One mother we met at the NICU...her son now goes here, too!”

but it won’t remain a secret for long if Annalyn Emanuel has anything to say about it. Annalyn’s daughter, Elizabeth, has Down Syndrome and Dahlberg Gibson Learning Center (DGLC) has been the perfect place for her to learn and thrive. Elizabeth, who graduated in June from her four-year program at Dahlberg, has progressed leaps and bounds in her time at DGLC. “What we love most about the teachers and staff is that they don’t see Elizabeth for what she *can’t* do,” Annalyn shared. “Instead, they help her be the best version of herself by discovering all the things she can do- which, it turns out, is quite a lot!”

The Emanuel family are no strangers to adversity, and are a shining example of what perseverance and a positive attitude can bring. Annalyn immigrated from the Philippines in 2014, after having survived the disastrous Typhoon Yolanda that devastated her hometown the year prior. Once in the United States, she and her husband were married and soon after Elizabeth was born. As soon as they realized that

Elizabeth would need some extra support and care as she developed, Annalyn and her husband dedicated themselves completely to making sure she would have the best life and opportunities possible. “Everything I do, I ask myself ‘Am I giving the best for my daughter?’ I stay positive and help her to be positive. She’s special and happy. She’s not a disability or a challenge. She’s my daughter.”

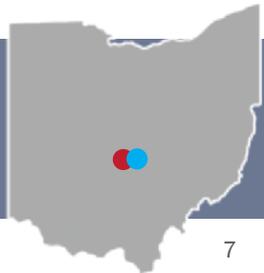
Annalyn always took great care to fully absorb every instruction during her conversations with Elizabeth’s teachers and makes sure to stay involved in other ways, like attending social events with other DGLC parents, volunteering at the school, and even referring other families she meets at Elizabeth’s doctors’ and therapists’ offices to the excellent programs at Dahlberg. “I’m not shy. If I meet a family and their child needs extra help, I will tell them about Dahlberg. I definitely recommend it. One mother we met at the NICU...her son now goes here, too!”

This fall, Elizabeth began kindergarten at a new school. “I get to be excited for her instead of being nervous,” Annalyn said. “She’s so ready now and I know she’ll be great. It’s possible because of Dahlberg and the great teachers. I am so grateful for them, Dahlberg is very special.

The Dahlberg Gibson Learning Center is an early intervention education program that helps students with disabilities- and their families- learn, grown and thrive. Students enter the program as young as 18 months old, at which time an intervention specialist begins making personalized home visits to provide service to the student and help families develop the skills to continue those therapeutic techniques in daily life. Students remain in the program until they are ready to graduate and head off for kindergarten. The phenomenal team of educators and support staff at Dahlberg are committed to providing each student the best opportunities to learn.

Learn more: hattielarham.org/Dahlberg

Addventures (left)
Dahlberg Learning Center (right)
Franklin County



Thriving at Home

Hattie Larlham helps adults with disabilities thrive at more than 75 community living homes throughout Ohio.

The residents at Hattie Larlham’s community homes rely on our highly trained staff to be there- *no matter what*- to help them get the most out of everyday life. Every member of our direct care team puts the health and happiness of their residents above all else, and with the highest degree of compassion, they provide every possible opportunity to thrive.

Across Ohio, Hattie Larlham offers three different options for community living homes: supported living, licensed waiver homes, and intermediate care facility (ICF) homes. Residents and their care teams will select the type of home based on their individual needs and abilities. No matter the resident’s level of independence, Hattie Larlham direct care and/or medical staff are there to ensure everyone is happy, healthy, and engaged.



Learn more

about Hattie Larlham’s community living options:
hattielarlham.org/CommunityHomes

..... **Employee Spotlight**

Jaylan Crenshaw

Direct Service Provider, Supported Living

When you ask anyone in the residential services department about who consistently goes above and beyond on the job, you’re likely to receive the same answer: Jaylan Crenshaw. Jaylan’s managers and coworkers can’t say enough positive things about him, often noting his positive attitude and infectious smile, his humility and willingness to cover any open shift, and above all his compassion and empathy for the residents in his care. Jaylan has been a Direct Service Provider (DSP) with Hattie Larlham’s Supported Living program since 2012 and in that time has made a significant impact in the lives of many.

“Jaylan is a dedicated hardworking employee who has a lot of compassion for the clients that he serves. He always provides a high quality of care and keeps a positive attitude with all of his coworkers. Jaylan is our ‘go to’ guy!”

Taihiesha Frezzell,

Supported Living Program Coordinator



Years at Hattie Larlham: 9

Joy on the job: "Knowing that I can play a part in their lives. It's the best feeling."

Off the clock: family time (and sleep!)

Looking forward to: his wedding! Jaylan and his fiance will be getting married in August of 2022.

Hattie Larlham doesn't just serve individuals with disabilities, we support the whole family. And when those families let us know how much we've helped, their happiness makes it all worthwhile.

Over the past year, our direct care team has developed a special relationship with the Sobolev family since Ilya joined us as a resident in 2020.

Jen Sleeper, Hattie Larlham's Vice President of Residential Services, said, "The staff at Kinsale have worked VERY hard over the past year to ensure that Ilya had a smooth transition moving from his parents' home to his own supported living home. He has some unique challenges and often requires 2:1 staffing. It is such a wonderful feeling to know that the good work we do means so much to the people we support, and to be able to give their families peace of mind that their loved one is being well cared for."

The Sobolev family recently sent the following email to Jen, commending Ilya's support team at the Kinsale home, and the entire Residential Services program at Hattie Larlham. The Sobolevs graciously agreed to share their message here to demonstrate the profound impact Hattie Larlham has made in their lives.

Special thanks to the outstanding staff at Kinsale Home:

Emmett Shasha | Damani Conde | Habib Bundu
Daniel Addo | Cecilia Sieh



Hello Everyone!

It has been 1 year since Ilya moved from our home to his independent living home. It was a very difficult year for us, his parents, since Ilya was the last child who moved out. Cecelia was saying to me: 'Please relax, Ilya is in good hands.' She also told me that as a mother, she understands my heart.

We had ups and downs, sad and happy moments, nervous and relaxing time, tears and smiles; wow - so many emotions went throughout that year...It was time when we thought that we should not let Ilya move out... Sometimes we wanted to take him back...Nevertheless, Ilya made huge progress and is very comfortable in his home and he loves his staff (everyone).

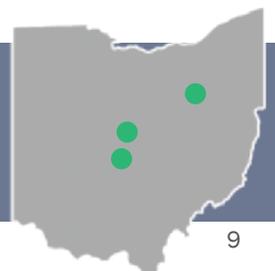
We would like to let everyone know that we deeply appreciate all work you did to make Ilya's life safe and comfortable and help him become an independent young man! All staff are taking very good care of Ilya - they are like his moms and dads. Ilya respects and loves them and follows their directions.

Hattie Larlham has a great structure - from top to bottom! Everyone is very experienced and caring and we trust them with our son. Great teamwork! Thank you all so much! We appreciate each one of you! We are looking forward for more successful years ahead and to see Ilya growing into a more independent person!

-Mr. and Mrs. Sobolev

Community Homes

79 locations in Franklin, Delaware
& Summit Counties





Your support of our 35th Annual Sugar Bush Golf Classic...

RAISED OVER

\$60,000

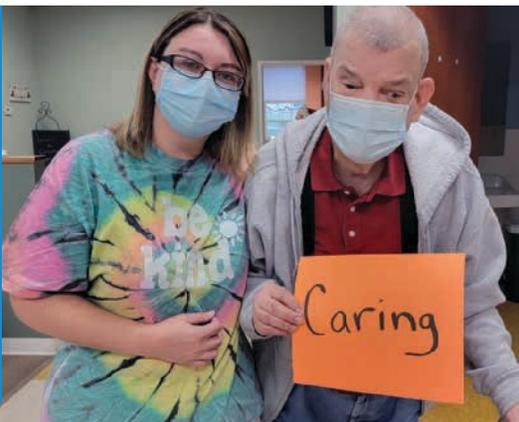


WE'RE BRIGHTER TOGETHER

Your support of our 60th Diamond Anniversary Celebration...

RAISED OVER

\$215,000



Your support on #FiveDollarFriday every month...

RAISED OVER

\$30,000



Your SUPPORT makes an impact.

STATEWIDE IMPACT

BY THE NUMBERS

1,600+
individuals served

11
counties

70+
locations

MAP KEY

COMMUNITY SERVICES

Adult Day Support & Recreation

- **Constant Companions**
8 locations
- **Addventures**
1 location
- **Franklin County Rec**
1 location
- **Dahlberg Learning Center**
1 location
- **Career Services**
420 individuals served
- **Hattie's Doggie Day Care & Boarding**
2 locations

RESIDENTIAL SERVICES

Community Homes

- **Licensed Homes**
12 locations
- **Supported Living Homes**
62 locations
- **Intermediate Care Facilities**
5 locations
- **Center for Children with Disabilities**
1 location
- **Private Duty Home Care**
28 households
- **Shared Living**
12 households
- **Respite Services**
2 locations

**Numbers in circles denote amount of locations/households*



SUMMARY OF SERVICE BY COUNTY

FRANKLIN

Dahlberg Learning Center
Career Services*
Supported Living Homes
Licensed Homes
Franklin County Recreation
Addventures
Respite Services

SUMMIT

Intermediate Care Facilities
Supported Living Homes
Career Services*
Constant Companions
Hattie's Doggie Day Care & Boarding
Shared Living
Private Duty Home Care

PORTAGE

Center for Children
Respite Services
Career Services*
Shared Living
Private Duty Home Care

CUYAHOGA

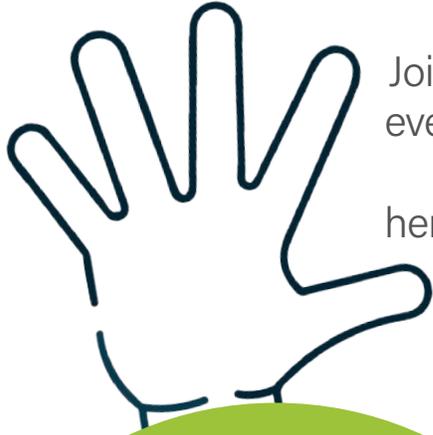
Intermediate Care Facilities
Career Services*
Constant Companions
Private Duty Home Care

DELAWARE | ASHTABULA

HOLMES | MAHONING
MEDINA | PERRY | STARK
Supported Living Homes
(Delaware)
Shared Living
Private Duty Home Care

**Individuals served (not actual location)*

A little good goes a long way at Hattie Larlham.



Join us on the last Friday of every month as we rally our **#FiveDollarFriday** heroes together to make an exceptional impact.



Make an even **BIGGER** impact & join the fun as a **#FiveDollarFriday** corporate partner!

From challenge matching gifts to exciting giveaways and promotions, the options- *and impact-* are endless.

Let's be brighter, together.
hattielarlham.org/FiveDollarFriday

Save the date!
12.31.2021

We've got a very special New Year's Eve edition of **#FiveDollarFriday** planned and you won't want to miss it!

ABOUT THE COVER: John Luke, who lives at the Hattie Larlham Center for Children in Mantua, poses with one of his favorite staff members: Donnie Rogers, LPN. They were asked to come up with a word that represents what Hattie Larlham means to them. They immediately chose "friends."

ABOUT THE AGENCY: Hattie Larlham is a nonprofit organization dedicated to creating opportunities, advancing the community and influencing change for 1,600 children and adults with intellectual and developmental disabilities. Your contributions allow Hattie Larlham to provide medical, recreational, work training and residential services to children and adults with developmental disabilities in Northeast and Central Ohio.

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