

INSIGHT

Toward Independence, Inc.

A Note From the Executive Director

Our Mission:
The mission of Toward Independence, Inc. is to assist people with developmental disabilities to live the fullest life possible by providing individualized services in a variety of community settings.

Our Vision:
Individuals with disabilities moving toward independence as they live their lives to the fullest.



Dear Friends of Toward Independence,

I want to pass along my wishes for a joyous and safe holiday season. Often at this time of year we reflect on the many blessings we have been given, and I am so proud of the services we provide as an agency. I know, with the help of many dedicated employees and volunteers, we have made a positive impact on the lives of the individuals we served over the past year. I am truly amazed by the creativity, passion and dedication our employees exhibit to improve the lives of others. However, we can't do this alone. We need your support.



Mark J. Schlater
TI Executive Director

Our hope is that you will consider making a donation to our "holiday campaign." The funds you contribute go directly to support the needs of the individuals we serve in our four-county service area (Clark, Geene, Hamilton and Montgomery).

(see Executive Director's Note, page 2)

Helping Our Clients Live the Fullest Life Possible

As the holidays approach, we at Toward Independence (TI) begin to reminisce about our many blessings. At the top of our list is the giving attitude and actions of the wonderful and generous community members, volunteers, patrons, donors, family members and employees who enable our agency to continue to provide high-quality, caring services to men and women with developmental disabilities (DD). We hope that as you reflect on all that is good in your life you will consider utilizing a portion of your blessings to help meet our clients' basic needs and mobility challenges via our annual Holiday Campaign.

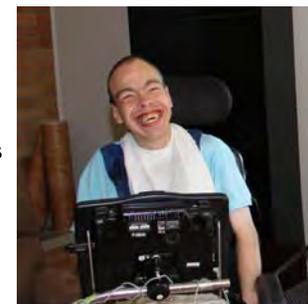
As we think back on the past year with thankful hearts, we look to the future and evaluate critical areas of need. Every day we work to help people with DD live the fullest life possible. At the core of everything we do is the belief that the people we serve have an inherent right to

make choices, be a part of the community, learn daily living and vocational skills, and develop hobbies and interests. Unfortunately for some of the men and women we serve, meeting the goal to live life to the fullest is impeded by a lack of financial resources. For many individuals with DD, mobility challenges along with the challenge of securing life's basic necessities of shoes, clothing,

furniture, dental and medical expenses are daily struggles.

Some of our clients have families who are able to help ensure their basic needs are met. Others are not as fortunate. As the primary caregiver to most of our clients, we consider each person we serve to be part of the TI family. As such, we care deeply about their wants and needs. It is of utmost importance to us to help provide for their normal everyday challenges and those obstacles that are unique to someone with a developmental disability.

In addition to the need for financial resources, over 25% of the individuals we help have significant mobility issues. As you may know, TI is in the midst of an ongoing capital campaign to raise funds for the installation of a passenger elevator. Because TI's main office only has a freight elevator or stairs for transportation between the three floors, many clients have experiences that are completely contrary to our mission when they visit our office. These individuals do not have easy access to programmatic and nursing staff, cannot help their home supervisor with office tasks like their housemates are able to, and must wait downstairs instead of experiencing socialization with office staff.



(see Helping Our Clients, page 2)



Executive Director's Note

(continued from page 1)

Over the past year, I have seen the tremendous impact your donations have made. With the help of your generosity, we are able to:

- Offer emergency admission and fulfill the immediate needs of individuals whose aging parents could no longer provide the needed care;
- Cover needed medical and personal care items when Medicaid and Social Security falls short;
- Help clients with limited resources attend special activities like Reds, Dayton Flyers, and Dayton Dragons games, concerts and many other community activities;
- Finally, your donations also ensure that every client we serve receives a special holiday gift designed to meet their needs and wishes.

Your donation will make a difference.

This has been a great year at Toward Independence. As always, we worked to help our clients "live the fullest life possible," and we are proud of the positive impact we have made. We continue to look for new ways to broaden our reach and services. We have seen ongoing growth in our agency as new homes and services have been added. This year we celebrated the following milestones:

- With the support of the Clark County Board of Developmental Disabilities, we opened our new adult day hab program and began serving individuals living in Clark County with plans to soon add a residential services option for Clark, and potentially Champaign, County.
- In Greene County, we have developed a "partnership" with One

Bistro (see story on page 5) that will give many of our clients a valuable "real-life" vocational and day hab experience. The partnership will allow our clients to assist in the daily services and be part of the restaurant's "pay it forward" concept.

Yes, this has been an exciting and rewarding year at TI. Through the hard work and dedication of our employees and board of directors along with the generosity of the individuals and charitable organizations who support TI, we have introduced new program opportunities, experienced new growth in services, purchased new vans to meet transportation needs and installed new enhanced technology (software, computer and phone) all intended to deliver our overall mission of providing the "best possible services" to the individuals we serve.

I do feel we are truly blessed at TI with our dedicated staff and the personal commitment our non-profit board of directors provides through their overall leadership and strategic planning for our organization. To all those who have made 2014 a great year for Toward Independence, I send you a sincere thank you and wishes for a wonderful holiday season.

Sincerely,



TI Board of Directors

Dr. Mary Rose Zink
Wilmington College, Board Chair

Mr. Paul Osterfeld
Board Vice Chair

Mr. Bob Groskopf
Eastway Corporation, Treasurer

Mr. David Springsteen
Fifth Third Bank, Board Member

Mr. Adam Webber
Falke and Dunphy LLC, Secretary

Ms. Anne Gerard
Coldwell Banker Heritage Realtors,
Board Member

Mr. Mark Schlater
TI Executive Director

Helping Our Clients

(continued from page 1)

It is with passion and conviction that we continue our purpose of opening all possible doors of opportunity for individuals with DD. Please consider joining us to help change the lives of many individuals in the TI family by supporting our Holiday Campaign. Your donation will go directly to help meet the needs of the individuals in our care.

To donate, simply send your donation to the following address:

Toward Independence, Inc.
Attn: Beth Esterkamp
81 E. Main St.
Xenia, Oh 45385

Please indicate if you would like your donation to go to:

- Passenger Elevator
- Ongoing Client Needs
- Where Needed Most

We appreciate your generosity and wish you and yours a blessed holiday season.



Toward Independence Welcomes New HR Manager



HR Manager
Sara Quinones

Chances are if you have stopped by the Toward Independence (TI) main office or called the human resources department sometime since mid-September you encountered the newest member of the TI human resources team, Sara Quinones. Sara joined TI on September 15 as the Manager, Human Resources. She replaces long-time TI employee Stephanie Kellum who vacated her role in mid-July to accept a position closer to home.

Sara comes to the agency with a wide breadth of experience and education. Her resume includes positions with Disney, Barnes & Noble, American InterContinental University (AIU), SmartMail (now DHL), Dayton Daily News – Cox Ohio Media Group and Whole Foods Market. Sara holds a B.S. in Art Education from the University of Central Florida and she received her MBA from the University of Phoenix.

As TI's HR Manager, Sara is responsible for the overall development, coordination, implementation, and administration of policies, procedures, programs and employment practices that comply with federal, state, and local legislation/regulations in order to ensure agency employees have the necessary tools and training to provide our clients with all needed services and supports to live the fullest lives possible.

When asked what aspects of her new position are most appealing to her, Sara said, "I am excited about meeting and getting to know all of our clients and TI employees, and working together to provide the best services for our clients and human resources for our employees."

In her spare time Sara likes to paint using acrylics and found materials for the framing. She has a painting hanging in an Atlanta, GA, restaurant and last sold a painting a few years back from an exhibit in the Chamber Pot Gallery of Yellow Springs, OH.

We welcome Sara to TI!

Manney Residents Celebrate an Evening of Spooky Fun

Residents of the Manney home in Cincinnati showed off their creative and spooky sides at their annual Halloween party. In addition to a haunted hallway, good food and Halloween decorations, staff and clients alike enjoyed dressing up for the evening.

"We appreciate the care, time and extra effort that went into making sure our clients at the Manney home could enjoy an evening of friendship and fun with one another and the staff," said Executive Director Mark Schlater.

Special thanks go to Hamilton County Program Director Debbie Mitchell, Home Administrator Stephanie Sims and staff for creating a fun, memorable evening for the Manney residents.



Toward Independence Now Open in Clark County

October was an exciting month at Toward Independence (TI) as our Clark County location officially opened on October 6. An open-house and ribbon-cutting ceremony to celebrate the opening was held on October 24.

In addition to Clark County Board of Developmental Disabilities employees, prospective families and clients, State Representative Bob Hackett was also on hand for the ribbon-cutting ceremony.

“We are excited to be able to offer high-quality day habilitation and residential services in Clark County to help residents with developmental disabilities who may be searching for new options live the fullest life possible,” said Executive Director Mark Schlater.

The opening of TI’s Clark County site, located at 1720 Valley Loop Road, Springfield, Ohio, gives individuals with developmental disabilities living in Clark County an option for day habilitation and residential services. For more information about our programs or services call 937-376-3996.



TI Staff and State Representative Bob Hackett cut the ribbon to officially open TI's Clark County location.

Moving Toward Independence

On September 29, the Toward Independence mission of helping individuals with developmental disabilities live the fullest life possible was once again put into action as we welcomed Ben Young and Ian Roe into the TI family when they moved to their new home on Walford Drive in Montgomery County.

In July, the men and their families interviewed several agencies and selected TI as their service provider. Over the next several weeks, they worked with Montgomery County Program Director Polly Angel to choose furniture and accessories for their new home. From selecting the color for the recliners in the family room to the collection of dish towels, Ben and Ian worked with Polly to pick the items that best suited their personal taste.

Their move toward greater independence has not gone unnoticed. In December the men will be featured on a telethon sponsored by United Rehabilitation Services (URS), where they both work. Ben and Ian were selected to appear on the telethon because, with the help of their parents and TI, they were able to take a big step toward greater independence when they moved into their own home.



Ian Roe (far left) and Ben Young (far right) along with their families take a break from their move-in day activities.

TI Welcomes New Board Member



New Board Member
Anne Gerard

In October, Toward Independence (TI) welcomed Anne Gerard, a realtor with Coldwell Banker Heritage Realtors in Beavercreek, as the newest member of the Board of Directors.

Anne has a long association with TI. In the agency’s early days, she was friends with many of the employees. Later, she served as TI’s insurance agent when she owned her own agency in Xenia. Over the years, Anne contemplated joining the TI board, but the timing was never just right.

Anne said that all changed when current Board Chairperson, Dr. Mary Rose Zink, called.

“She is pretty persuasive!” Anne said of Dr. Zink.

With two board meetings under her belt, Anne said she has been impressed by the Board’s commitment to take care of the clients and the employees.

“I am looking forward to working the Mark and the team,” said Anne.

A graduate of McGregor University (now Antioch Midwest), Anne enjoys meeting new people, going new places and following a few sports teams. She has two cats, who she said are, “VERY spoiled.”

One Bistro, Toward Independence Debut New Partnership in Xenia

The first floor of Toward Independence (TI) was bustling with activity, laughter and community on Tuesday, December 2, when One Bistro parked its food truck in the Whiteman parking lot and turned the TI main lobby into a temporary restaurant, serving more than 125 lunches during the hours of 11 a.m.- 2 p.m. Customers also purchased an additional 192 lunches for their neighbors in need.



One Bistro is a non-profit restaurant dedicated to eliminating hunger, building relationships, and celebrating community with neighbors. The restaurant operates on a “pay what you can afford” concept. Patrons have a couple options when paying for their meal:

- Pay what you can afford to pay. If unable to pay, you can give your time in service as payment.
- Pay the full amount of the suggested meal price (\$6).
- Pay the full amount of the suggested meal price, plus a little extra to “pay it forward.”
- Give your time in service to “pay it forward” for your neighbor to enjoy a meal.

While One Bistro has a permanent location in Miamisburg, the Xenia debut was planned to coincide with the restaurant’s participation in Giving Tuesday, a global movement that encourages charities, families, businesses, community centers and students around the world to come together for one common purpose: to celebrate generosity and to give.

Although the debut correlated with Giving Tuesday, One Bistro’s ongoing presence in Xenia is part of a partnership with Toward Independence and the city of Xenia. Several civic leaders have been working



for a couple years to bring One Bistro to Xenia. The organization’s vision of “sharing love, giving hope and providing a sense of community to our neighbors” complements TI’s mission of helping individuals with developmental disabilities live the fullest life possible. Beginning Thursday, December 11, the One Bistro food truck will be at TI every Thursday through the end of March 2015.*

Future plans include a permanent community bistro that will be located in the vacant storefront within the TI offices at 87 E. Main St. The One Bistro -TI partnership will also give clients in our Creative Community Connections (CCC) program the opportunity to gain valuable vocational skills and allow members of the Xenia community to get to know our clients.

(TI will be closed on December 25 and January 1. The One Bistro food truck will resume operation on January 8, 2015) All dates weather permitting.



Extra! Extra! Get Your TI News Delivered Right to Your Computer

Get your news from Toward Independence delivered right to your computer, tablet or phone! Did you know online delivery of our newsletter not only saves the agency money, it allows us to be more efficient in our delivery of news and information? That is why we will be moving to digital delivery of our newsletter in 2015. In addition to digital delivery, you will still be able to access the newsletter at www.ti-inc.org under the newsletter archive section.

To sign up for email delivery of the Insight Newsletter, go to www.ti-inc.org and click on the “Contact Us” link at the bottom of the main page. The link to request electronic delivery is at the bottom of the “Contact Us” page. You can also send an email to beth-esterkamp@ti-inc.org to sign up.

Annual Picnic Celebrates the Hero in Each of Us

In September, Toward Independence clients and staff came together at Lebanon's Armco Park for the annual agency picnic to "Celebrate the hero in each of us."

A blue sky and plenty of sunshine was the backdrop for pumpkin painting, a water balloon toss, corn hole and a lollipop-pull game. Hamilton County Program Director Debbie Mitchell worked with local police and fire departments to have a fire truck and police car on display, which was the highlight of the day for many of the attendees. The day was rounded out with delicious food, music and dancing.

"The agency picnic allows us to celebrate the very special relationships that exist between our clients and our direct support professionals. It is a day to enjoy good food, fun activities and the friendships that exist between our clients and staff," said Executive Director Mark Schlater.





ART & SOUL EXHIBIT 2015

Seeking Entries from Artists with Developmental Disabilities

Deadline: Wednesday, February 4, 2015

Exhibit: April 14 - 24 with Artist Awards Reception on April 17

New Location for 2015:

Art & Soul will be held at the Toward Independence main office

For entry materials and more information, visit www.ti-inc.org under the Events menu

Questions?

Call Beth Esterkamp,

Toward Independence Marketing and Development Coordinator
at (937) 376-3996



Toward Independence and Partners for Community Living Give Special Thanks to Our Sponsors:

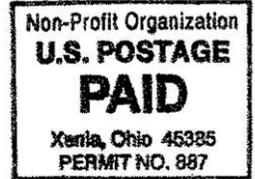
- Butler County Board of Developmental Disabilities
- Greene County Board of Developmental Disabilities
- Hamilton County Board of Developmental Disabilities
- Montgomery County Board of Developmental Disabilities
- Warren County Board of Developmental Disabilities
- Sketches Framing Shop

Main Office:
81 E. Main Street
Xenia, OH 45385
Phone: 937-376-3996
Fax: 937-376-2046

Return Service Requested

Email: info@ti-inc.org
Website: www.ti-inc.org

NON-PROFIT ORGANIZATION



Mailing Address

INSIGHT

A publication of Toward
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CCC Fall/Winter Activities

Art Class

The Elves and the Shoemaker

The Velveteen Rabbit (Performed by Zoot Theatre Company)

Holiday Movie Night

WSU Women's Basketball Game

CCC Annual Holiday Concert

For more information or to register for upcoming CCC events and activities,
contact Nancy Justice, CCC Program Coordinator, at (937) 376-3996.

