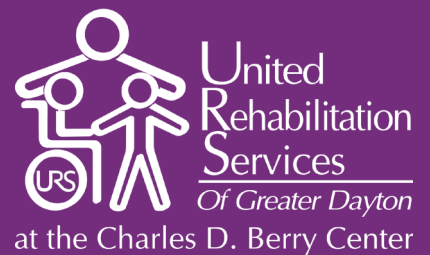


HOPE



**Enhancing the Quality of Life for
Children and Adults With Disabilities
or Other Special Needs Since 1956**



VISION 2020

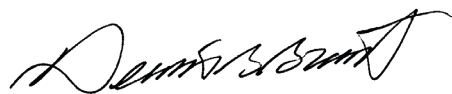
United Rehabilitation Services (URS) has devoted tremendous effort in developing and launching our most recent strategic plan, Vision 2020. Thanks to the input received from the individuals we serve, their families, our employees, Board of Directors and numerous outside stakeholders, we feel strongly that we are prepared to move forward with laser focus.

Having 20/20 vision does not necessarily mean you have perfect vision, but only indicates the sharpness or clarity of vision from a distance. In this instance, the distance is a three-year period from 2018 to 2020. The depth and breadth of our services is considerable, but we realize that we must always strive to improve the quality and scope of our programs.

Our clients have achieved incredible progress and the outcomes we have reached in the past year are a direct result of our intentional planning and program development. In 2018, we tripled the number of adult vocational clients being referred for community employment. Our preschool children have experienced amazing improvements in the "Get Set for School" assessment scores and we have dramatically increased successful job placements in Employment Services, far exceeding the statewide average!

Our efforts were also lauded by the survey team from the Commission on Accreditation of Rehabilitation Facilities (CARF) who awarded URS the highest level of accreditation possible and stated they were most impressed observing, "URS staff members are very proactive and creative in how they empower their clients, specifically in regard to the use of technology and inclusion." The Lead Administrative Surveyor commented that of all the surveys he has done nationwide, URS' was the first in which he had no recommendations for improvement. The achievement of another 5 Star rating from Ohio's Step Up to Quality Program also confirms that our commitment to the highest quality of service for Early Childhood Education Programs is fully recognized.

In the coming year, we will remain focused on supporting children and adults with disabilities and their families to the greatest extent possible. In the physiology of the visual system, there is no vision without light. It is our goal to shine the brightest light possible on the needs and issues that impact those we serve so that we can lead them forward to a future that is bright in a community that fully includes them.



Dennis G. Grant
Executive Director



FINDING YOUR VILLAGE

United Rehabilitation Services (URS) works closely with *The Exceptional Family Member Program* at Wright-Patterson Air Force Base (WPAFB) to educate and support military families who need assistance due to their child's developmental, physical or emotional challenges. Given the tremendous number of military personnel in the Dayton area, partnering with WPAFB to serve active duty families who need specialized therapies and child care is a priority for URS.

Sean Costello is a staff sergeant working as a medical technician in the Labor and Delivery Department at Wright-Patterson Medical Center. He and his wife, Alicia, moved here two years ago with the US Air Force. Alicia stays at home with their three children, Madeline, 8, Carter, 4, and Spencer, 1, who were all born with visual impairments from a hereditary retinal condition called Familial Exudative Vitreoretinopathy. Madeline and Carter were also diagnosed with autism and expressive language delays, and Spencer was born prematurely at 34 weeks and has biliary atresia liver disease.

URS has a highly-skilled team of therapists committed to advancing the abilities and independence of children and adults with a variety of unique needs, from delays in skill achievement to complex diagnoses. "Our Therapy Services are a great example of our vision of providing the broadest range of services to support individuals with developmental and acquired disabilities," said Dennis Grant, Executive Director. "That includes many advanced specialties like augmentative communication, therapeutic listening, feeding therapy, wheelchair assessments, and the region's only pediatric aquatic therapy program that make it possible for families to see their kid's blossom and achieve those milestones that might not otherwise be attainable," he added.

For the Costello kids, receiving intensive therapy services is a part of their weekly routine. Madeline is blind and receives physical, occupational and speech therapies to learn to navigate her sightless world with more confidence. She's gaining greater balance skills, learning to pedal a bicycle and has made significant gains in self-care, including brushing her teeth and dressing herself. Madeline is learning sign language in speech therapy, giving her valuable communication skills.

Carter is blind in one eye and low vision in the other. It took him three years to learn to walk due to low muscle tone. He is working on mastering climbing stairs in physical therapy and becoming more confident everyday. Their youngest, Spencer, is receiving physical therapy to help with learning to roll over, head control and loosen his neck muscles. He is currently being evaluated for additional therapy services to help him reach other developmental milestones.

URS was recommended to Alicia and Sean by their case manager and they couldn't be happier with the therapy services the children are receiving. They appreciate how open the therapists are to listening to concerns and working together to set goals for the children, and they have witnessed tremendous progress thanks to the dedication of the team at URS.

"A friend once told me that you need to find your village when you have kids with special needs," Alicia said. "URS is a big part of that "village" and has been an integral component in my children's journey to greater independence and has played an essential role in their success," she added.





GROWTH AND COMMUNITY INCLUSION

On a typical day in URS' Adult Day Program, adults of all ages have a plethora of activities to choose from, including tai chi, art class, empowerment drumming circle, game club, exercise class, pamper group, cooking classes and more. In addition, there are a variety of community outings to local museums, restaurants and volunteer opportunities with local partners such as Crayons to Classrooms, St. Peter's Food Pantry, the VA Medical Center Canteen and area nursing homes. URS' programs are focused on providing socially-engaging activities that address the physical, social and emotional needs of each individual, while developing new skills and helping them to become more independent. Remarkably, about one-third of the adults served have been attending URS for more than 30 years, and for many, it's their home away from home!

Ricky Gorman, 54, was born with pervasive developmental disorder and autism. He lived for decades, starting in the early 80's, in a State Developmental Center for individuals with intensive behavioral needs. He was nonverbal and prone to outbursts, but with a lot of effort and individual attention, Ricky was able to start attending URS' Adult Day Program in 2003. At first, he was timid, displayed a number of challenging behaviors, and was reluctant to participate in group activities with his peers. The staff worked diligently with him to expand his social skills, focusing on proper social interactions like shaking hands, making eye contact, saying please and thank you, and expressing his wants, needs and desires. Ricky slowly began to communicate and express himself verbally, which has resulted in significantly reducing his frustration and acting out episodes as his comfort level increased with the staff and his peers at URS.

The staff have nurtured his interests and encouraged him to participate in activities, which he now enjoys, like art classes and the music therapy program the center offers. They worked to slowly expose Ricky to more socially-engaging activities and his comfort level continued to increase with each experience. When the staff felt Ricky was ready to venture out of the building, his first outing was simply going next door to the Marathon Station where, with 1:1 staff support, he learned to purchase small items and interact with the cashier. As he became more comfortable being out of the center, he started attending more community-inclusion trips. He now looks forward to adventures in the community to the Dayton Metro Library, Thomas Cloud Park, bookstores, McDonald's, the mall and the Dayton Art Institute.

In 2015, the local Developmental Center closed and Ricky moved into a group home. Although the transition was difficult, this too has helped him learn to be comfortable in the community and with social interactions. The staff celebrate the tremendous progress Ricky has made in the past 16 years and continue to provide him with opportunities to grow as a person, develop friendships, explore his interests and have positive experiences he might not otherwise have.

MARCHING TO THE BEAT OF YOUR DRUM

In 2019, URS launched a new evidenced-based empowerment-drumming program that offers opportunities for the children and adults at URS to experience "drum circles" and the therapeutic benefits of music therapy. Research has proven these drum circles can significantly increase the body's disease-fighting ability and improve the quality of life for participants. Health benefits include strengthening the immune system, fostering a sense of self-worth, increased attentiveness and active participation, broadening social connections, and helping with anger management and conflict resolution. The program, HealthRHYTHMS, was developed by neurologist, Dr. Barry Bittman in Cincinnati, Ohio and URS has three staff certified in the program.

URS is focused on providing new, innovative programs for the clients, while increasing intergenerational activities between the children in the Early Childhood Education & School-Age Programs and the seniors in the Adult Services Program. Research shows that developing connections with a younger generation can help older adults feel a greater sense of fulfillment and provides opportunities to learn new skills while giving the participants a sense of purpose.

The clients, both young and old, attend weekly drum circle sessions that allow them to express themselves and interact with each other through drumming and music. The staff have seen an improvement in confidence, self-esteem, and increased motivation with participants who are normally reserved and less willing to participate in activities. Here's what the participants have to say about the drum circles:

- "I feel happier than before when drumming with Brandi."
- "I feel calm after we are done drumming."
- "The drums allow my friends to express how they feel at the same time."
- "I feel so good and relaxed."

This program was made possible thanks to grant funding from the Phil Rizzo Fund for Students in the Miami Valley and The Robert and Jean Penny Endowment Fund of The Dayton Foundation and the Gorman-Hewitt-Ayars Memorial Fund of United Rehabilitation Services.



A MOTHER'S PEACE OF MIND

Charisse Odom was anticipating the birth of her first child after a normal, uneventful pregnancy. When her sweet daughter, London, was born February 17, 2016, Charisse's dreams for her daughter were dramatically altered by unexpected complications with her baby. London was born with microcephaly, a condition where her head is very small, and the brain is not fully developed. Later, she was also diagnosed with spastic quadriplegia cerebral palsy.

Charisse relied on support from her great grandmother to help care for London for the first two years of her life so that she could continue to work full-time. She then learned about the comprehensive 5-Star rated Early Childhood Education Programs URS provides that include on-site nursing and therapy services. It was a difficult decision to enroll London in a child care center and trust they would care for her precious daughter's specialized needs.

London has benefited greatly from the high-quality care she receives and is able to get speech and occupational therapies, including feeding therapy, as well as physical therapy while she attends the preschool program. She has reached many milestones as a result including improved head control, sitting up, rolling over, and holding things with her hands. Charisse saves valuable time not having to leave work and sit in waiting rooms every week for the hundreds of therapy appointments London receives per year since she is able to receive vital therapy services while she is in child care. It is also comforting to Charisse knowing that London is under the careful watch of the center's nursing team.

"My world was rocked when London was born with special needs and I expected her to be perfectly healthy," said Charisse. "I'm grateful that London's teachers are so incredibly supportive of my baby girl and it's apparent that they truly care for the well-being of all of the children there," she added.

URS offers London a safe, nurturing place to go while Charisse works and the peace of mind that she feels is invaluable. She doesn't know what the future holds for London, but one thing is certain, URS will be there to meet her needs now and throughout her lifetime. For more information on Early Childhood Education and School-Age Programs at URS, visit ursdayton.org or call 937-853-5428.





HE'S LOVIN' IT

The path to employment for Hargis Proffitt, 49, has been an adventurous journey, filled with many turns along the way. He was inspired to lead a productive life early on by his self-employed father who owned a small fencing company. As a young man, Hargis helped in the office doing clerical duties and light cleaning and had to overcome challenges from having cerebral palsy, irritable bowel syndrome, reflux disease and anxiety.

Hargis worked in a variety of sheltered workshops over the years, including URS' Second Shift Vocational Training Program from 2009 to 2011. He returned to URS in 2018 for assistance with job placement through URS' Employment Services Program, which provides the extra support and training for adults with developmental or acquired disabilities to learn job-seeking skills and obtain competitive employment in our community. In an era where nearly three of four people with disabilities, ages 16 to 64, are unemployed, URS is committed to doing everything possible to fully prepare the clients for the rigors of getting and keeping a job in this environment.

The job development team at URS helped Hargis secure transportation through Project Mobility to increase his independence and allow him to participate in community workplace assessments with local employers. When he struggled with some tasks and accessibility because of his wheelchair, a rehab tech vendor identified adaptive equipment that allowed him to overcome barriers and complete his work duties. Some of the adaptations include having Hargis use a "grabber" tool to pick up trash, a squeegee to wipe tables, and a bath mitt to clean tables and chairs. His wheelchair was outfitted with a mirror, storage to hold the work supplies, and a cup holder for his modified spray bottle. He also now wears special boots that prevent him from slipping while seated in his wheelchair.

When Hargis was a baby, he had multiple surgeries and his parents stayed at the Ronald McDonald House and his family always appreciated their support during those difficult times. His close connection with McDonald's was obvious, so his job developer, Michelle Sears, helped align this passion with an employment opportunity at the McDonald's in Riverside on Harshman Road. Adaptive equipment has helped Hargis to be successful in his new job at McDonald's and regular customers know him by name and enjoy interacting with him. He says he looks forward to a long career doing a job he enjoys that allows him to gain financial independence and support his wife of 18 years.



I HAVE A DREAM

URS recognizes the unique abilities of the hundreds of adults that they serve each day, and their desire to help these individuals achieve their hopes and dreams is a priority. Tom Acker's incredible journey reaffirms the reasons why URS is so committed to helping adults with disabilities to find purpose and lead meaningful lives.

Tom graduated from Meadowdale High School in 1980 and began attending the Adult Services Program at URS the same year. Tom was born with cerebral palsy and has overcome countless barriers with speaking, walking, and fine motor skills, in addition to having multiple surgeries. He is determined and has a positive, can-do attitude. He sets goals for himself and works diligently to achieve these goals. There's no stopping Tom and his desire to be the best version of himself.

During his time in the Vocational Training Program at URS, Tom learned how to operate URS' commercial laundry equipment, in addition to folding and delivering the laundry to all of the departments. Previously, Tom worked at St. Elizabeth's Hospital as a messenger from 1991 to 2000 until the hospital closed, and he expressed a desire to work again in a hospital setting. He received support from URS' Job Development Department to secure a position that matches his skills and passions and they collaborated with a rehab tech vendor to develop modifications that allowed him to complete the work using his wheelchair.

Tom was hired by Kettering Medical Center in the Environmental Services Department in the fall of 2019. He works on Friday through Sunday cleaning and disinfecting the lobby, working in the Rehab Unit on the first floor and in the Radiology Department. The hospital increased his responsibilities shortly after he started because he is so productive. His supervisor's update was glowing! He said, "We love Thomas because he has a great personality and the staff, visitors and patients enjoy interacting with him. He is detail-oriented and has helped improve the appearance of our main lobby. He truly sets the example that our other employees should follow, and this is a win-win for us and him!"

Tom cannot wait to take a vacation and spend some of the money he has saved from his new job. His enthusiasm is infectious, and the progress he has made during his 40-year journey has inspired other clients and validates URS' commitment to helping children and adults with disabilities to gain skills, increase independence, and foster the belief that they can reach any goal they set with determination and perseverance!





CARMAX

CarMax and the CarMax Foundation are committed to improving the communities where their associates live, work and play. Since 2017, their associates have supported URS through their Volunteer Team-Builder Program. Team members helped facilitate an educational carnival for the youth and adult clients at URS and supported the agency's annual Berry Picnic by setting up and serving food to the clients. In 2018, the CarMax Foundation awarded a three-year grant for \$30,000 to support the Get

Set for School Program, promoting kindergarten readiness in URS' Early Childhood Education Program. This grant provided training to seven teachers in the preschool classrooms, one-on-one weekly instruction with URS' occupational therapists in the classrooms, and purchased the curriculum focused on preparing the children to enter school ready to learn. Their commitment has truly made a difference in the lives of hundreds of children and adults at URS!

BUFFALO WILD WINGS

Buffalo Wild Wings® is a proud supporter of the community and is committed to making a positive impact on children's initiatives. In 2017, their Dayton-area restaurants first partnered with URS to support the Rubber Duck Regatta. In addition to providing a \$1,000 gift card in the line-up of regatta prizes, their nine participating restaurants were "ducked out" during the campaign, and their awesome team of managers and servers went to work promoting the regatta and selling ducks! They host an annual fundraiser in July called Eat Wings Raise Funds, and their mascot, Blazin' Bill, even enjoyed some fun rivalry with the regatta mascot, Quackers. The first year, the team set a goal of \$5,000 in sales and exceeded that goal by raising \$8,000. In year two, they set a goal of \$10,000 and crushed that with more than \$17,000 in duck sales. In the three years that Buffalo Wild Wings has supported URS, they have raised an impressive \$40,000 to support programs for children and adults with disabilities at URS!

FOR MORE INFORMATION ON HOW TO GET INVOLVED AS A VOLUNTEER AT URS, VISIT URSDAYTON.ORG/VOLUNTEER.



SPIRIT CHAIN

Centerville High School (CHS) is known as an inclusive school that values everyone's individual abilities. The CHS student council selected URS as one of their charity recipients for the 2018 Spirit Chain, their annual fundraising competition with their rival, Fairmont High School. Both schools fundraised for more than three months to raise money and awareness for their selected charities. Students held a variety of events, including a spirit day, 5K, and pasta dinner. URS received \$20,000 from the Centerville Spirit Chain fundraiser to support a new accessible nature path featuring an observation deck, wheelchair-accessible swing, multiple seating areas and landscaping.

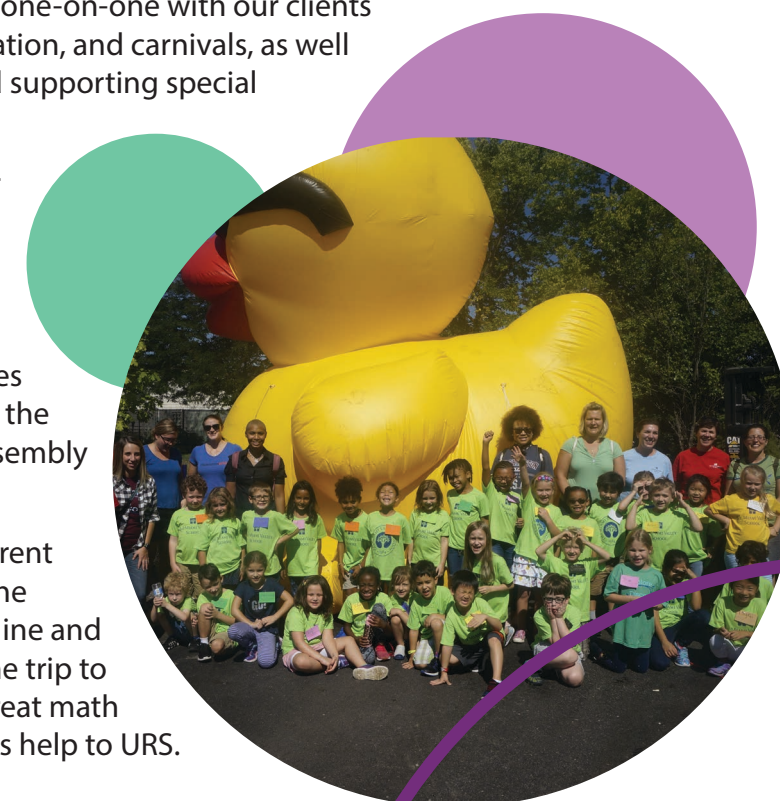


MIAMI VALLEY SCHOOL

Every year, more than 500 volunteers donate nearly 10,000 hours to support URS' Volunteer Program. Opportunities include working in small groups or one-on-one with our clients doing art projects, games, adapted physical education, and carnivals, as well building beautification, landscaping, painting and supporting special events.

It takes a large "flock" of volunteers to support our annual Rubber Duck Regatta and students from Miami Valley School donated their time to help. The Middle School and High School Students hosted a Duck Campaign and competed to sell ducks for the regatta. The Directors of these classes jumped in the act by dressing up in the "Quackers the duck" costume and waddled around during an assembly to motivate the kids.

The First Graders along with their teachers and parent chaperones hosted a "Duck Send-off Party" after the regatta was completed. They set up an assembly line and cleaned and counted 20,000 ducks into bins for the trip to their next race. This volunteer experience was a great math and sorting exercise for the kids and a tremendous help to URS.



ANNUAL GIVING CIRCLE

The United Rehabilitation Services Annual Giving Circle was created to recognize the generosity of individual gifts of \$1,000 or more, not related to sponsorships or formal grants. Donors are recognized on a donor wall in our lobby and during special events throughout the year.

Visionary

Gary and Rachel Auman*
Charles D. Berry*
Elizabeth Berry Gray Endowment Fund*
Marty and Dottie Miller Fund at The Dayton Foundation*
Harold and Mary Rieck*

Ambassador of Independence

Lisa Hanauer and Sue Spiegel*

Advocate

Doug and Kelle Fecher*
Dr. James and Mrs. Peggy Lehner*
Mr. Richard J. Omlor and Dr. Elizabeth A. Hardy*
Bunny and Woody Woodall Fund A & B*

Friend

Matt and Eileen Bonelli*
Richard and Denise Hale
Geraldine L. Miller Family Fund*
Joseph Oehlers
Julie E. Millhouse*
Todd and Chris Rodden*
Ann Shaw-Kremer*
Steve and Janel Skerl*
John N. Taylor, Jr.*

Steward

Mark and Lisa Allan
David Berry*
John Jr. and Shirley Berry*
Edward Blake and Karin Spicer*
John and Allyson Danis
Kevin and Sue Davis*
Elizabeth Donovan
Donald and Rose Ellen Eichenseer
David and Darlene Goltz
Dennis and Connie Grant*
Patrick Kee*
Byron and Sue Kentner*
The Kidwell Family*
Jack Lohbeck
David Lyons*
Tammy Lyons
George and Moni Malacos
Daniel and Jean McCabe
Anita Moore*
Robert and Penni Morris*
Steven Northcutt
Mary Ellen Pfeil
Richard and Carol Pohl*
Erhardt and Kili Preitauer
Routsong Charitable Fund*
Ruchman Family Philanthropic Fund of the Jewish
Foundation of Greater Dayton*
Colleen Ryan*
Theodore and Debra Schwartz Charitable Fund
Mr. and Mrs. Richard Siefring*
Paul and Lisa Stoddard
Ronald Szczesniewski
William and Sally Tahy
Richard and Rory Topping
Stephen Watring
Norman and Mary Rita Weissman*
Richard and Kay Wick
Brett Wierwille*
Mary and Dr. h.c. Niels M. Winther*
Mark Wright

A TRIP AROUND THE WORLD

United Rehabilitation Services celebrated its 63rd Anniversary with an “Around the World” themed Gala at the Dayton Art Institute on Saturday, October 19, 2019.

It was a memorable event, chaired by Rip and Denise Hale, featuring international monuments, country-themed tables, flight attendants, mobile-bidding, live auction, raffle, dinner and a flaming donut dessert bar. The evening culminated with an amazing performance by 7-year old music prodigy, Avett Ray! The generosity of sponsors and attendees was truly remarkable and vital funds were raised to support essential programs for children, adults and seniors with developmental and acquired disabilities in our community.

* Charter Member of the Annual Giving Circle in 2018.

WHAT IS YOUR PHILANTHROPIC VISION?

How would you like to be remembered? A legacy is more than the financial inheritance that you leave to the people that are important to you. It is the essence of the person you are, your values, and the good you have done during your lifetime. Communicating your wishes and intentions to your family is important and provides peace of mind to your loved ones.

Creating an Estate Plan will secure your short and long-term financial goals for your family and favorite causes. United Rehabilitation Services (URS) relies on the support of individuals, foundations and corporations to bridge a funding gap of more than \$500,000 annually between the revenue generated through the services they provide and the actual cost of providing these services. You can secure this safety net of services for individuals with disabilities and leave a legacy for future generations with your planned gift.

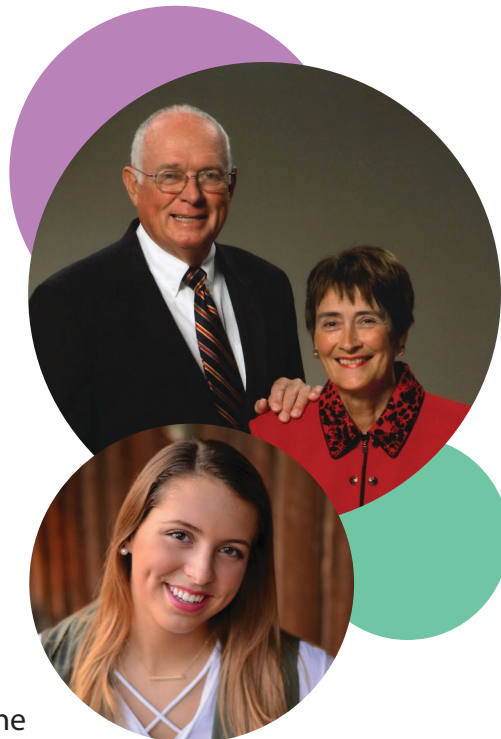
THE MILLER FAMILY LEGACY

Dottie Miller and her late husband, Marty, have always had a heart for individuals with disabilities for a reason that is very close to home. Their granddaughter, Kelly, was born in 1998 with a sensory integration disorder, a condition where certain sounds, sights, smells, textures and tastes can create a feeling of “sensory overload.” Her doctors predicted she would never progress beyond a third-grade level in school.

Kelly’s condition required years of specialized therapy services that URS was there to provide to reach developmental milestones and gain greater independence. She overcame countless challenges throughout her childhood and completely defied the conclusions of her original medical team. Today, she’s a junior in college at Notre Dame, studying neuroscience, and this young woman is thriving!

When Marty graduated from the University of Dayton with his MBA, he joined the Miller Valentine Group in 1969 with his brother, Gerry, to lead the Real Estate Development & Sales team. Dottie and Marty’s philosophy has always been to help causes that touched them personally and impacted their lives. They supported URS’ first capital campaign in 1999, and when URS relocated from Valley Street to the corner of Old Troy Pike and Needmore, the Miller Valentine Group was the contractor for the building renovation. When URS launched the Unlocking PossAbilities Campaign in 2015 to expand the current center to alleviate waiting lists, Dottie was there to support that campaign because of her conviction for URS’ mission.

Dottie is also committed to leaving a legacy for Marty and herself through a planned gift to URS. The Millers have built that legacy through their philanthropic efforts and helped protect specialized programs that touch the lives of thousands of individuals with disabilities and their families annually in our community. Like the Millers, you can also leave a lasting legacy and secure the future of URS.



PLANNED GIVING

Join our Legacy Circle with your planned gift. A financial commitment takes many forms including:

- Bequest
- Beneficiary Designation of Retirement Plan Assets
- Charitable Gift Annuity
- Charitable Remainder Trust
- Appreciated Securities
- Gift of Life Insurance
- Name URS as the beneficiary of all or a percentage of your IRA

Endowment funding opportunities are available at URS through The Charles D. Berry Endowment Fund, J. Edward Wasserman Permanent Endowment Fund, and the James & Marge Bristow Legacy Fund. You can choose to designate your contribution to any of these funds. Visit ursdayton.planmylegacy.org or ursdayton.org/give to learn more today, or contact Vivian O’Connell, Development Director, at 937-853-5465 for more information.

DESIGNATIONS

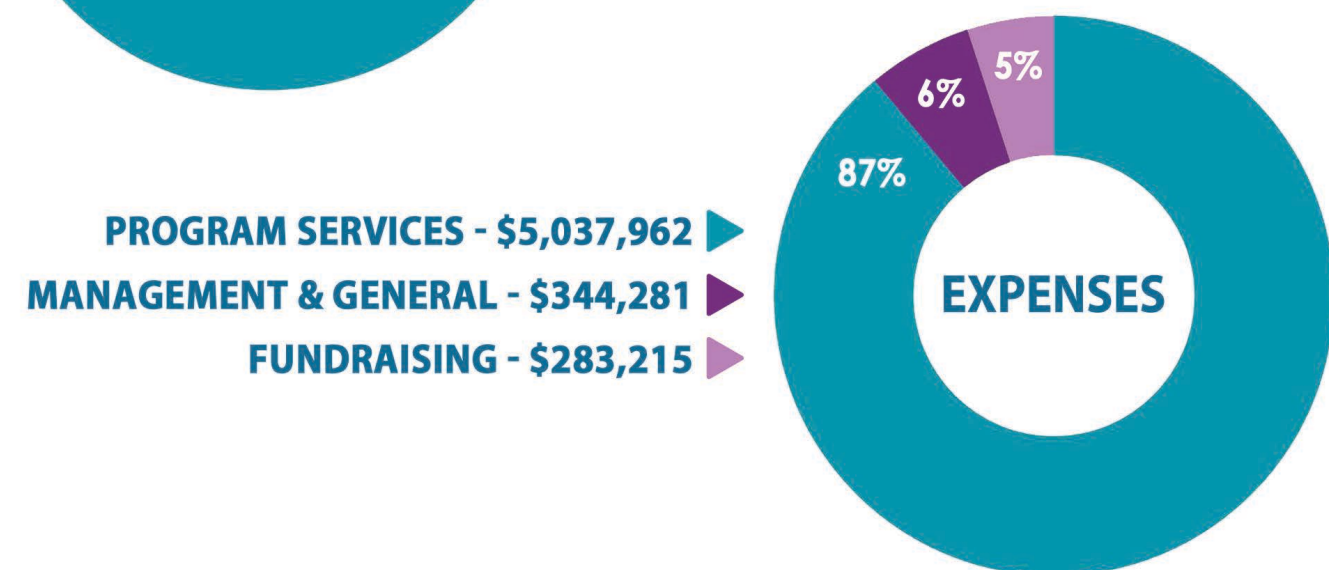
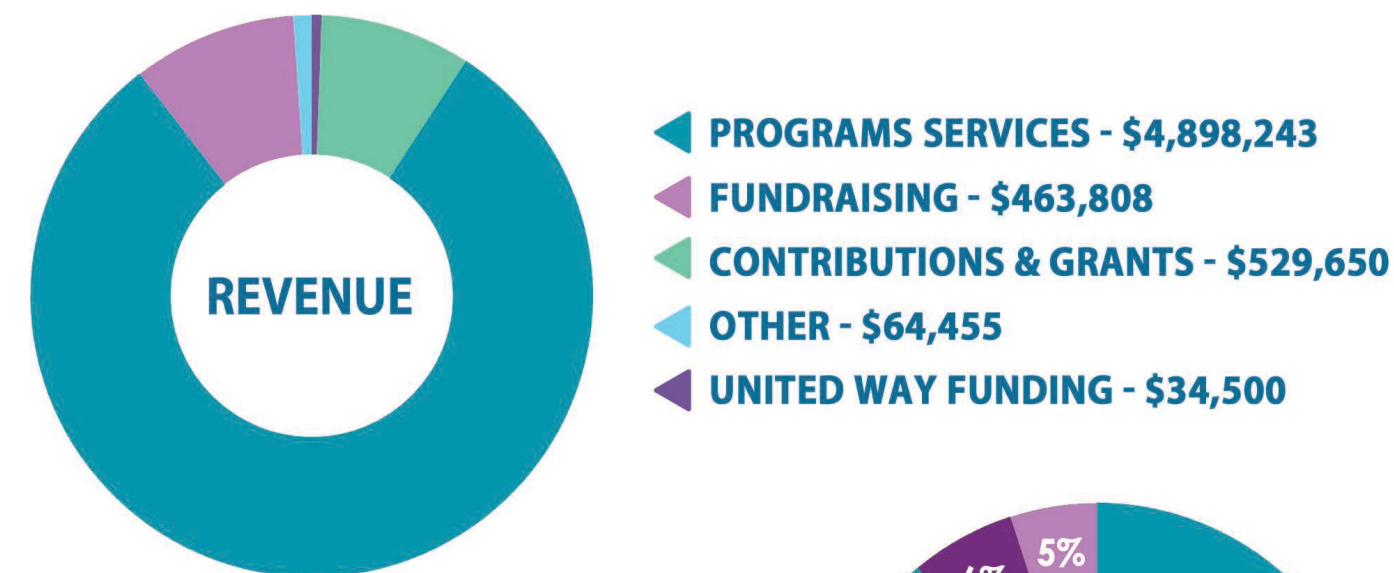
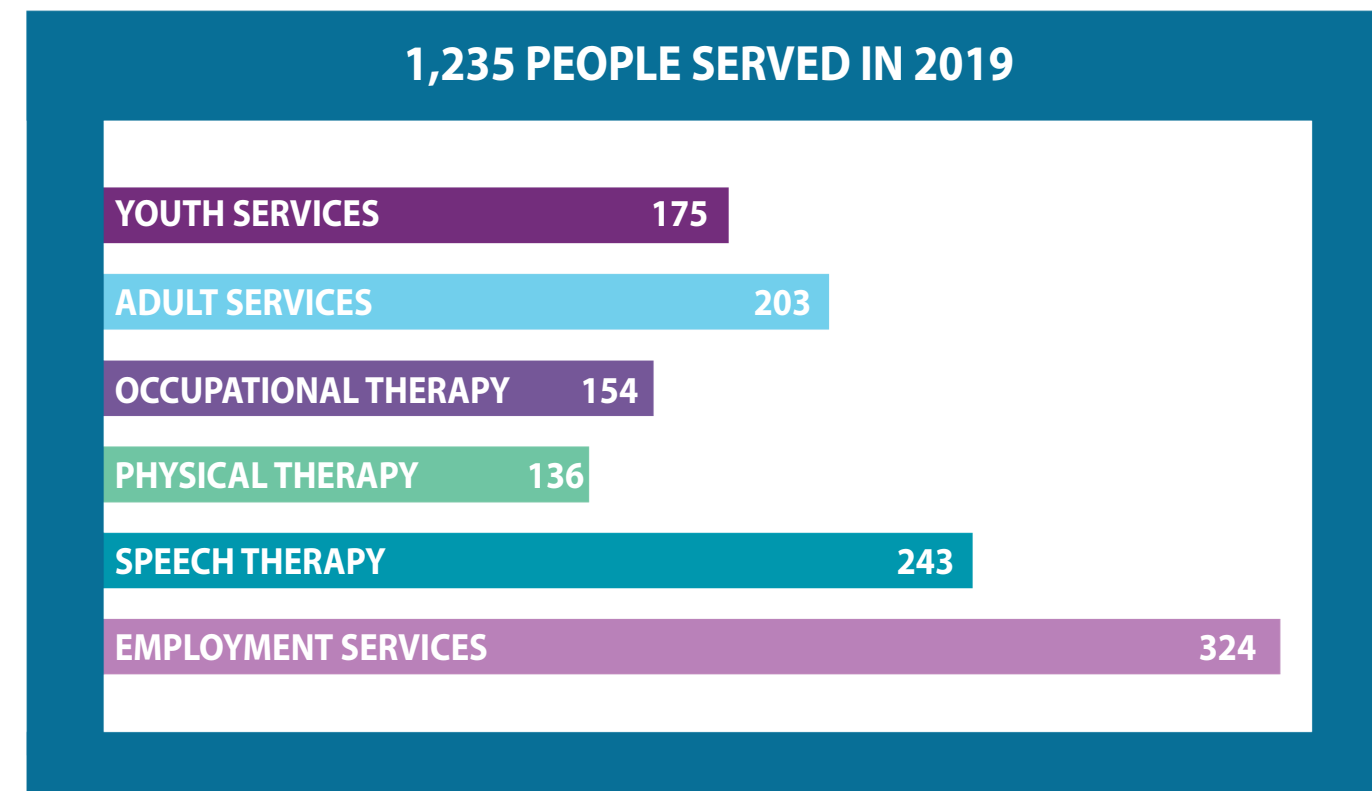
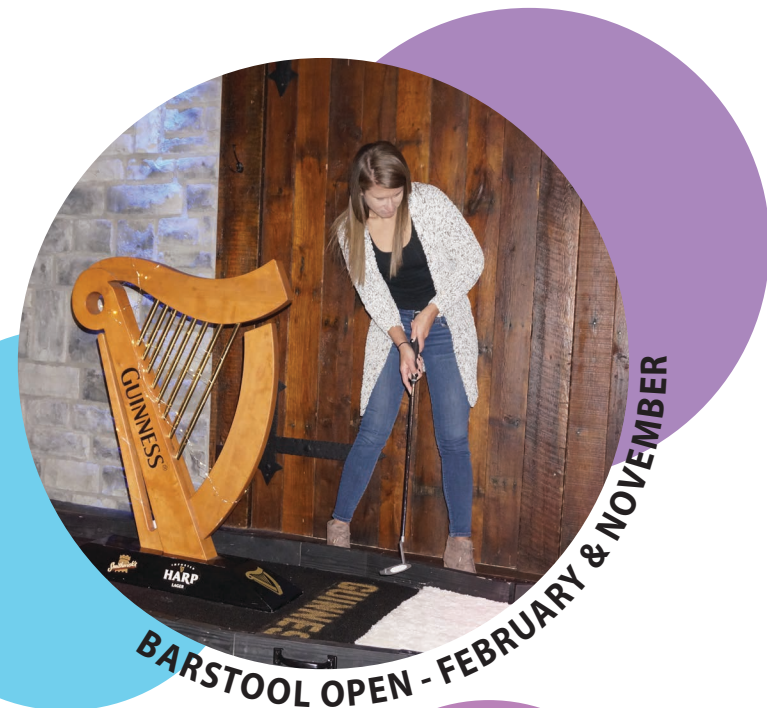
- Designate your company’s employee giving program or United Way donation to United Rehabilitation Services (United Way Number: 0600/URSD).
- When shopping on Amazon, visit smile.amazon.com and designate a portion of your purchases be donated to URS.
- Sign up for the Kroger Community Rewards Program and designate United Rehabilitation Services as your charity of choice and a portion of your purchases will be donated to URS. (Organization Number: UT417)

MONTHLY GIVING

Monthly Giving is a great way to support the wonderful programs URS provides. You can set up a reoccurring donation of \$10 or more per month and have your gift automatically deducted on the 1st or 15th of each month.

- Give \$10/month to support weekly art and cultural enrichment classes.
- Give \$25/month to help subsidize our Senior Program that provides daily care and support to older adults with acquired disabilities like Alzheimer’s, muscular sclerosis (MS) or brain injuries. Many of our seniors are living with family members who rely on URS’ care so they can maintain employment.
- Give \$50/month to support on-site nursing and therapy services at URS for medically fragile children and adults.

You can be assured that more than \$9 out of every \$10 of your monthly gift will go directly to services!





United
Rehabilitation
Services
Of Greater Dayton
at the Charles D. Berry Center

4710 Old Troy Pike, Dayton, OH 45424
ursdayton.org | 937-233-1230