



United Rehabilitation Services of Greater Dayton
at the Charles D. Berry Center
4710 Old Troy Pike, Dayton, OH 45424
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BUILDING PATHWAYS TO INDEPENDENCE

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



A Message from the Executive Director

The year 2016 was significant for United Rehabilitation Services (URS) as we completed our *Unlocking PossAbilities Capital Campaign* to add much needed capacity to our center. It also marked the 60th Anniversary of this amazing organization which has evolved with “the times” and survived tremendous challenges. We have always been clearly focused on meeting the needs of the people we serve and building the pathways to independence, ensuring they have an opportunity to be active participants in all aspect of the communities in which they live, work and play. Since our founding in 1956, many changes took place which propelled people with disabilities and URS forward.

In 1963, U.S. President John F. Kennedy called for a reduction in the number of persons “confined” to residential institutions, resulting in deinstitutionalization and increased community services. In 1965, Medicare and Medicaid were established providing subsidized health care for those with disabilities, and the Vocational Rehabilitation Amendments of 1965 authorized federal funds for construction and expansion of Vocational Rehabilitation Programs. The Rehabilitation Act of 1973 and the Education for all Handicapped Children Act in 1975 led me to this field. In 1976, I began working with children and adults with disabilities while studying Special Education in college and it has been an incredible experience to see the immense changes in systems, services and people! Since then, the landmark Americans with Disabilities Act (ADA) of 1990, has raised the bar for us to find a way to not just educate and help fund vocational training and employment for people with disabilities, but make every element of society more welcoming and accessible for them. At URS, we take our role in this vision for our world seriously and need the support of the community to make it possible.

There has been much debate about the future of Medicaid which pays for many of those we serve to live independently, access services, equipment and simply live their lives. It is also disconcerting that the shifting priorities of some organizations in our community also don’t prioritize the needs of people with disabilities. Therefore, the “battle” continues to fight for the rights of ALL people of ALL abilities! The demand for services continues to grow and URS’ recent expansion has made it possible to better meet the needs in our community. We have been blessed to have many individuals, foundations and corporations who appreciate the value of our work and how it supports thousands of people with disabilities each year, allowing both them and their families to live happier and more productive lives.

Dennis G. Grant
Executive Director



Getting a Head Start

A developmental delay is any significant lag in a child's physical, cognitive, behavioral, emotional, or social development, in comparison with norms. According to the Centers for Disease Control and Prevention, one in six or about 15 percent of children, ages 3 through 17 years, has one or more developmental delays or disabilities. Intervention services like physical, occupational and speech therapies are the key to helping children overcome long-term limitations so they can be successful in school and life.

Caring for a child with disabilities is a lifetime commitment and United Rehabilitation Services (URS) is there to provide the support and programs that families rely on to navigate through the challenges. URS is the leading provider of specialized pediatric Therapy Services in our community with a team of highly-skilled therapists dedicated to supporting the growth and independence of children with a variety of unique needs, from delays in skill achievement to complex diagnoses. Our state-of-the-art clinic has seven licensed therapists and features many unique modalities including:

- Modern Multi-Sensory Gym & LiteGait Trainer
- Simulated Apartment with Universal Design Features
- Pediatric Aquatic Therapy Program & Universal Exercise Unit "spider cage"

Many of the therapists are trained in many advanced specialties including, Feeding Therapy, VitalStim Swallowing Therapy, Augmentative Communication, Therapeutic Listening, Handwriting Without Tears, Kinesio Taping, and Wheelchair Assessments.

Ayman and Feda Abdel-Latif were expecting their seventh child and learned during the pregnancy that their unborn baby had Down syndrome. This news was naturally very upsetting to their family and their doctor worked with them to provide resources and prepare them for the care they would need to provide to their child once she was born. Their daughter, Kawthar, was born October 4, 2013 and spent several of her first weeks in the hospital. She has many developmental delays and receives therapy services at URS to help with the development of gross-motor skills, feeding, and language.

When she started speech therapy at URS, she could only eat pureed food and drink from a bottle. Her therapist focused on feeding therapy including chewing and swallowing solid foods and drinking from a cup. She later learned to develop sounds and sign language to allow her to communicate her wants and needs. Kawthar has also learned to walk, jump, climb stairs, throw and catch a ball working through intensive physical therapy. Today, Kawthar is an energetic toddler who works hard to keep up with her six sisters, ranging in age from 6 years to 18 years old! She enjoys music, singing, playing with dolls and swinging at the park.

When Kawthar starts elementary school, her therapists at URS will collaborate with her school to ensure she is making optimal progress toward the goals in her Individual Service Plan. Feda and Ayman are thankful for the caring team of therapists who work so closely with their daughter and appreciate the progress she has made thanks to their guidance, knowledge and high-quality therapy services.



The Dream is Alive

Darrell Dean has many aspirations in life. He dreams of walking on his own and not relying on a wheelchair to get around. He dreams of living independently in his own home. He dreams of having a job in the community.

Darrell has navigated many challenges with having spina bifida and hydrocephalus, but always overcomes these “detours in life” with a positive attitude. He has many hobbies including watching Nascar, bowling, and reading James Patterson novels. After he graduated from Tri County North High School in Lewisburg in 1992, he volunteered at the VA Hospital and Kiser High School. He eventually secured a job at McDonalds in New Lebanon cleaning tables, replenishing the paper products and light janitorial duties. After a medical set-back and long recovery that required nursing services throughout the day, Darrell could no longer work in the community and came to URS in 2007.

Darrell works in URS’ new Vocational Laundry Center and has learned to do laundry for all of the center’s programs. He also helps the staff with errands around the building, small-parts assembly and secure document destruction. He values the life-long friendships he developed, the sense of pride he feels working at URS and appreciates having his medical needs met by the on-site nurses. Darrell particularly enjoys the many opportunities URS provides to get out in the community including bowling league, trips to art museums, the local theater and Kroc Center. He has learned to overcome his shy personality and improve

his communication skills. He feels more open to trying new experiences, and for the first time recently, performed a song at the annual URS Talent Show at the Ohio Elks Lodge 58.

More than one third of the adult and senior clients at URS have been attending programs here for more than 30 years! As individuals with disabilities are living longer, their families are faced with the challenges of finding care for their adult children so they can work in the community. Vickie Bennett relies on the Adult Day Services at URS for her son Jason, who was born with a condition called “smooth brain.” When he graduated from Beavercreek High School in 1999, she enrolled him in the Adult Day Program at URS. Vickie is a single mom who works full-time at the Kroger on Stroop Road in Kettering. “For families like mine who have adult children with disabilities, finding quality care is critical to our well-being and allows us to work in the community and maintain normalcy in our lives,” Vickie said. “Jason absolutely loves the engaging programs URS offers like art enrichment and ballet classes,” she added.

The recent expansion of the Adult Services Programs increased URS’ capacity by 100 adults for the center’s programs, including Adult Daycare, Vocational Training (1st and 2nd Shift, with paid work experiences through on-the-job-training in the areas of small parts assembly, culinary, janitorial, shredding and laundry), and Senior Care. The Adult Services Programs are focused on building pathways to independence for the hundreds of adults and seniors the center serves each day.



A Day in Our Lives

Max lights up a room with his infectious smile and sunny disposition. There is no doubt he is the center of his parents' universe and despite the extra challenges this young family faces caring for his special needs, they cannot imagine life without their sweet boy. Casey and Jason live in Miamisburg with their daughter Ciera, 13, and son Max, 5. When Casey was 24 weeks pregnant, the doctors discovered that Max had an extremely rare chromosome disorder, with no known cases throughout the world, making it especially challenging for his medical team. Max was born with a myriad of health issues including a heart murmur, seizure disorder, vision and hearing impairments, sleep apnea, and severe hypotonia and hyperlaxity of his ligaments and tendons, affecting both his gross and fine motor skills. He is nonverbal and requires constant support with feeding, positioning and personal care.

It's hard for most people to fully understand the daily challenges Casey and Jason face parenting a child like Max. The responsibilities are a lifetime commitment instead of the first 18 to 21 years for a healthy child. Their "typical" day would be a marathon for the average family. Max usually wakes each morning happy and energetic. He wears a bi-pap mask for sleep apnea, pulse oximeter and heart rate monitor at night. All of his fluids need to be thickened to the consistency of honey and his food pureed due to his swallowing difficulties. He is motivated by food and Casey continuously works on self-feeding and monitoring Max's nonverbal cues for a bite or a drink since he cannot speak.

Casey also devotes time each day to working on physical therapy techniques at home to increase his strength and mobility. He is very sensitive to temperature changes and doesn't sweat, so they often cannot go outside

if the weather is too hot or cold. Max's medical appointments exceed 50 visits per year and he has 20 specialists involved in his care with geneticists at Dayton, Cincinnati, Columbus, and Seattle Children's Hospitals. They are also members of *Unique* - the rare chromosome disorders group in the United Kingdom.

Recently, Max started experiencing seizures which are frequent and different each time. Casey monitors the length of each seizure and tries to soothe Max until he comes out of it. The nurse at URS recently called Casey at work because Max was vomiting and running a fever so she immediately came to pick him up and while she was talking with his teachers, he started seizing and was having difficulty breathing so they called 911. She recalls the staff responding to Max's needs and handling the emergency with extreme care.

Casey's family helped with Max's child care for several years, but due to her stepfather's declining health, she needed to identify an alternative. She knew finding the right care would be challenging, but when a friend referred Casey to URS, she says her prayers were answered because the center offered high-quality educational programs, therapies and nursing services under one roof! "The staff is amazing and regularly communicates with us about Max's progress," said Casey. "He receives physical, occupational and speech therapies while he is at URS, and with 150 appointments per year, I appreciate that URS can provide the therapies Max needs while he's at preschool, saving me from having to leave work to take him to these appointments," she added. His next surgery will leave Max in a body cast for up to eight weeks, and this will no doubt be another hurdle for their family, but the good news is, Casey and Jason can continue to work knowing URS can provide the highly-specialized care Max needs during his recovery.

Casey sometimes struggles with what she describes as "mom guilt" about working full-time, but she is reassured that Max is in excellent hands with people who genuinely care about him when she is away. URS has provided the support her family needs to sustain full-time careers and meet the needs of their precious son.





A Path to Employment

United Rehabilitation Services' (URS) Employment Services Program offers a broad array of services from assessment and training to job placement services for adults and high school students with disabilities who lack the skills needed to become successfully employed. Our services ensure the participants are equipped with not only job skills, but self-confidence and the one-on-one supports they may need to reach their employment and financial goals that move them toward greater independence.

Ethan Sheaffer, 20, is living with Autism and was referred to URS through the Opportunities for Ohioans with Disabilities (OOD), Bureau of Vocational Rehabilitation. Ethan participated in URS' Summer Youth Work Program at Kenton Ridge High School and National Trails Parks & Recreation in Springfield, Ohio. This program helps high school students with disabilities make the transition from school to post-secondary education, vocational training or integrated employment.

Upon successful completion of the Summer Youth Work Program, Ethan was accepted into URS' Project SEARCH Program at Springfield Regional Medical Center his senior year. Students rotate through jobs in various departments to develop valuable work skills under the supervision of a Job Coach. After completing the program, the Director of the Springfield Regional Medical Center's Engineering Department was extremely impressed with Ethan's progress during the rotation in his department and encouraged him to apply for an open position in Engineering. Ethan prepared for his job search with the help of URS and went through the hospital's formal application/interview process. Once he graduated, he was offered a full-time position with benefits, earning more than \$13/hour assisting with hospital bed controls maintenance and also gained the advanced technical certification he needed for this position. Ethan also utilized URS' Job Retention Services for three months after he started the new position to ensure he had the supports necessary for success on his exciting new career path.

Employment Services works very closely with URS' Adult Services Programs, offering prevocational and vocational training opportunities that will ultimately prepare these individuals with the skills needed to secure competitive, integrated community-based employment. The programs work together to create a natural transition from vocational programming and training to integrated community employment. URS offers a full-continuum of Employment Services including:

- Vocational Habilitation Programming
- Work Assessments
- Career Discovery Profiles
- Career Exploration
- Job Seeking Skills Training
- Job Development and Placement
- Job Coaching and Job Retention Services
- Summer Youth Work Experience
- Summer Youth Career Exploration

URS has helped more than 2,000 high school students and adults secure competitive employment in Montgomery, Greene, Champaign, and Clark Counties. "We provide the guidance, training, and tools necessary for high school students and adults with disabilities to develop a career path," said Jeremy Nelson, Employment Services Manager. "We are committed to helping individuals gain the skills needed to be self-sufficient and successful in life," he added. There's no doubt Ethan looks forward to a bright future, thanks to support he received through URS' Employment Services Program.

Community Support

Young's Ice Cream Charity Bike Tour



For 15 years, the Young's Dairy Charity Bike Tour has made a significant impact on literally tens of thousands of people in the Greater Dayton area by virtue of supporting four local nonprofits, United Rehabilitation Services, Alzheimer's Association, the Juvenile Diabetes Research Foundation, and South Community Positive Health Options, raising more than \$1,000,000 to benefit the missions of these organizations! The ride, which attracts cyclists of all abilities, was started by Dan Young in 2002 and is a completely volunteer-driven event, featuring one and two day options with an overnight stay at Ohio Northern University for those wanting a challenge. One of the best parts of this ride is the unlimited Young's Dairy ice cream (and cheese curds) for the riders to enjoy! URS assembled a bike team seven years ago that proudly rides in this event, which has provided nearly \$250,000 to support programs for individuals with disabilities.

Norris Lake Houseboat Rentals

Bryan Courtney, owner of Norris Lake Houseboat Rentals, was born in Springboro and moved to LaFollette, Tennessee when his parents, Dalan and Susan bought the Shanghai Resort & Marina in 1996. In 2004, he started Norris Lake Houseboat Rentals with just one houseboat, which has since grown to a full fleet equipped with amenities like hot tubs, wet bars, fully-equipped kitchens, air conditioning and state-of-the-art sound systems. Bryan wanted to give back to the community he grew up in and chose to support URS. For the past seven years, Bryan has donated a houseboat vacation as the grand prize of the Rubber Duck Regatta! This generous donation has helped increase ducks sales and supported the agency's largest fundraiser. Bryan took the time to visit URS, meet the clients, and attend the Regatta! URS appreciates that Bryan and Norris Lake Houseboat Rentals cares so deeply for children and adults with disabilities in the Dayton community!



MetLife

MetLife is committed to helping its employees achieve success in every aspect of their lives, as well as having a strong commitment to diversity and inclusion. They recognize the importance of volunteers and the impact they have on helping others lead better lives. Since 2013, MetLife has supported URS through volunteer participation, MetLife Foundation grants and sponsorships totaling more than \$10,000. MetLife found a fun way for its employees to support the Rubber Duck Regatta by hosting a month-long employee-driven "Duck Campaign." Employees set a goal and participate in a variety of activities with a Duck Invasion Day that includes donating and voting for a manager to wear the duck costume, duck-face selfie booth, duck pond and more! They have sold thousands of ducks and ignited a passion in their employees to work together for a common goal of helping others. MetLife's support has truly made a difference to URS!



Volunteers are the key to our Success!



Volunteers enhance our programs and provide support and specialized attention to the hundreds of children, adults and seniors we serve each day. In 2016, URS had more than 1,000 volunteers donate 13,000 hours of service helping at events and in our center!

Opportunities include working one-on-one or in small groups with our clients, helping with special events, group projects including landscaping, painting and cleaning, as well as clerical support in our center.

For more information about the many ways to volunteer at URS, visit ursdayton.org.



Special thanks to the following generous donors who supported this vital expansion project that will transform the future of disability services in the Greater Dayton Region:

Cornerstone Leader
Charles D. Berry

Independence
Harold & Mary Rieck

Potential
The Berry Family Foundation
The Fred and Alice Wallace Memorial Foundation
United Rehabilitation Services Foundation

Empower
John and Shirley Berry
CareSource Foundation
Dayton Freight
Kettering Family Philanthropies
Marty and Dottie Miller Fund in Honor of Joe Baldasare
Mathile Family Foundation
Rose Family Foundation
Synchrony Financial
The Jack W. and Sally D. Eichelberger Foundation
The Jesse and Caryl Philips Foundation

Opportunity
Gary and Rachel Auman
The Dayton Foundation
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Gorman-Hewitt-Ayars Memorial Fund
J. Edward Wasserman Fund
Miller-Valentine Group
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The Physicians' Charitable Foundation of the Miami Valley
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Vectren Foundation

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The Dayton Power and Light Foundation
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Accomplish
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Accomplish (Continued)
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Brighter Tomorrow Foundation
Dayton Bag & Burlap Co.
Michael Elsass
Hollywood Gaming at Dayton Raceway
James Investment Research
Charles Kidwell
The Levin Family Foundation
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Michelle Cramer
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Ben Goodstein
Elizabeth Heitner
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Cathy Guerrant
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The Lanasa Family
Thomas Lauferweiler
Lima Area Mechanical Contractors Association
Dr. Tammy Lundstrom
Mason Contractors Association of Dayton
Mechanical Contractors Association of Greater Dayton
Lynette Morton
Amy Pascual
Kelly Pugh
John Retter
George and Joan Riess
Matt Scarr
Jane Schmitz
Claire Schrader
Frank Scott
Sheet Metal & Roofing Contractors of Association of Miami Valley
Chance Smith
Carla Sowers
Subcontractors Association of Western Ohio
Richard Vogel
Jeanie Wolslagel

Unlocking PossAbilities

United Rehabilitation Services (URS) celebrated 60 years of service to the community by completing a \$6 million dollar expansion project in December, 2016, to increase capacity and improve the quality of both the Youth and Adult Services Programs.

The *Unlocking PossAbilities* capital campaign was led by Honorary Chair Charles D. Berry, Retired, *The Berry Company*, and Co-Chairs, Gary Auman, *Auman, Mahan & Furry* and Harold Rieck, *Rieck Services*. The project increased capacity by 55 percent, adding 21,647 square feet to URS' current center at the corner of Needmore Road and Old Troy Pike and accomplished the following goals:

- Increased capacity for adults and seniors with developmental and acquired disabilities by 100 individuals;
- Added a dedicated Senior Program;
- Added a Laundry Center to enhance the Vocational Training Program;
- Expanded Child Care Services with 5-Star Rated Early Childhood Education and School-Age Programs by an additional 60 children, ages 6 weeks to 17 years;
- Expanded the Nursing Clinic to more effectively meet the growing needs of the 80+ medically-fragile clients served each daily;
- Added a new gymnasium for indoor recreation programs;
- Created a new dedicated Art and Activities Room;
- Added a new Meditation Room;
- Expanded the center's kitchen and client restrooms;
- Built a \$1 million dollar endowment to sustain this expansion into the future.

What Will Your Legacy Be?

In these ever changing times, the struggle to meet the growing needs of individuals with complex conditions and serious disabilities continues to grow. We are seeing more children born prematurely who survive, but with serious life-long challenges and implications for care. Adults with developmental and acquired disabilities are living much longer requiring care well into the senior years.

URS relies on the support of individuals, foundations and corporations to bridge a funding gap of more than \$500,000 between the services we provide and the reimbursement we receive for these services. There are many ways to help sustain the safety-net of support services URS provides:

Planned Giving

Join our Legacy Circle by making a planned gift that will sustain critical services for generations to come. A financial commitment can take many forms including:

- Bequest
- Charitable Gift Annuity
- Charitable Remainder Trust
- Beneficiary Designation of Retirement Plan Assets
- Gift of Life Insurance

Estate planning and tax concerns can be quite complex so take the time to discuss your particular needs with a qualified professional when deciding how to best make a planned gift to URS.

You can choose to designate your contribution to any of the following funds:

Charles D. Berry Endowment Fund

The Charles D. Berry Endowment Fund was established in 2016 to sustain the services of URS for generations to come. Mr. Berry appreciated the importance of sustainability in the face of funding cuts at the local, state and federal levels. He created this fund to encourage others to contribute to changing the future of disabilities in our community. He has supported URS for more than 40 years as a Board Member, Campaign Chair of URS' first capital campaign in 1998 and through annual giving. Mr. Berry's financial support has been essential to the growth of URS and its ability to expand services to meet the growing needs of our community. Thousands of children and adults with disabilities and their families have been touched as a result of his generosity, and we commend him for encouraging others to join his commitment to changing lives in our community.

J. Edward Wasserman Permanent Endowment Fund

The J. Edward Wasserman Permanent Endowment Fund was established in memory of Mr. Wasserman, the first Board president of United Cerebral Palsy in 1956. The purpose of the fund is restricted for long-term goal and programming needs, as well as unanticipated demands upon the agency for the direct benefit of children and adults with disabilities.



James & Marge Bristow Legacy Fund

The James & Marge Bristow Legacy Fund was established in 2011 to support Independence Programs for our Adult Services clients to participate in self-advocacy activities like the Solidarity Conference in Columbus and community-based field trips.

Contact Vivian O'Connell, Development Director at 937-853-5465 for more information on Planned Giving opportunities or visit ursdayton.org/plannedgiving.

Join Our Monthly Giving Circle

Your tax-deductible gift supports our Child Care Programs with on-site Nursing Services, Adult Services Programs and vital Therapy Services. Donations can be made as a one-time gift or through our Monthly Giving Circle. With a combined administrative and fundraising expense of less than 10 percent over the past five years, you can be assured that \$9 out of every \$10 donated directly benefits our programs!

Giving \$10/month – Supports weekly art, cultural enrichment and fitness classes for adults and children in our programs.

Giving \$25/month – Helps subsidize our Senior Program that supports our older clients who are living with family members who rely on URS so they can continue to work in the community.

Giving \$50/month – Helps subsidize the daily Nursing Services and Therapy Programs, as well as extensive equipment needs for children in our Child Care Programs.

Donations can also be made to United Rehabilitation Services by directly designating through the United Way or the Combined Federal Campaign (CFC#: 17848)

For more information, visit ursdayton.org/give.

Annual Special Events



Barstool Open
February & November



Young's Ice Cream Charity Bike Tour
July



Annual Awards Dinner
August



Rubber Duck Regatta
September



Golf Scramble
September



Telethon
December

NUMBER OF PEOPLE SERVED IN 2016

ADULT SERVICES	183	PHYSICAL THERAPY	160
YOUTH SERVICES	118	OCCUPATIONAL THERAPY	208
COMMUNITY EMPLOYMENT	286	SPEECH THERAPY	360

TOTAL SERVED IN 2016.....1,368



PROGRAMS SERVICES - \$4,078,553
CAPITAL CAMPAIGN - \$1,666,070
FUNDRAISING - \$560,917
CONTRIBUTIONS & GRANTS - \$370,110
OTHER - \$143,169
UNITED WAY FUNDING - \$125,571

PROGRAM SERVICES - \$4,328,621
FUNDRAISING - \$342,517
MANAGEMENT & GENERAL - \$309,486

