

THE KENNEDY CENTER 2013 ANNUAL REPORT

it takes a COMMUNITY



friends



partnerships



foundations



donors



volunteers



To borrow from English writer and composer Anthony Burgess, "Without a sense of caring, there can be no sense of community." I would like to add, that amazing things happen when ordinary citizens band together in common purpose. One commonality that we all share is that we are members of a community. Our communities provide the supports that we need to thrive and become contributing members of a caring society. As a result, each of us plays a uniquely significant role in contributing to the community's well-being. It begins in the home and extends to encompass our friends, neighbors, co-workers, businesses, city, state and federal governments. On behalf of The Kennedy Center, I am sincerely grateful for the collective efforts of our community. Without the consistent care and unremitting support of various individuals and community entities, The Kennedy Center could not maintain its quality services for individuals with disabilities and special needs.

Today, nonprofit organizations in the State of Connecticut are facing unprecedented challenges. Human service providers, that support our most vulnerable citizens, continue to receive inadequate funding to cover the basic cost of care. We are also confronted with lean government budgets that negatively impact many of our families, friends and associates. As a result, we must turn to our community to ensure that our most vulnerable citizens continue to receive quality services and are given the opportunity to achieve their greatest potential.

As we celebrate our 63rd Annual Meeting, The Kennedy Center is grateful for the commitment and support of all our community partners, collaborators, volunteers, staff and families who help us to continue our mission. It is only through the collective efforts of the entire community that we are able to empower individuals with disabilities to reach their full potential. Your commitment and support strengthens our resolve and determination to advocate for, and protect the rights of these most deserving individuals. It does "TAKE A COMMUNITY."

Sincerely,

Martin D. Schwartz
President and CEO



Martin D. Schwartz
President/CEO
The Kennedy Center

RESIDENTIAL SERVICES



The Residential Department continues to thrive and has had another busy year, full of accomplishments. In 2013 the department served more than 165 people across New Haven and Fairfield Counties. Services included twenty-four hour residential care for individuals with intellectual and developmental disabilities, respite services to families, supported living services to those living in apartments, and independent living skill-building to those residing with family members. During the course of this year we served 2 new individuals within our group homes, 1 additional participant in the independent living program and 19 new consumers in the Family Support programs. INSERT 4 person pic

This year we also experienced several administrative and management changes in residential services. The department welcomed 5 new Residential Facility Managers to the team and 1 new Supervisor. Additionally a new Quality Assurance Manager position was created to oversee program performance within the residential division. This new team-member has been responsible for conducting studies, reviews and analysis of electronic and paper documentation, billing audits, mock licensing and quality service reviews. The Quality Assurance Manager has also been tasked with providing a monthly report to the team-members, which has proven to be invaluable and has encouraged improvements and greater goal-setting throughout the department.

Also new in 2013 was our employment of an agency to provide nursing oversight to the sixteen group homes. Developmental Disabilities Nurse Consultant Services, or DDNCS, based out of Hamden started serving the homes in February and provides training to staff for delegated tasks, nursing assessments, quarterly nursing reviews, on-call services, and oversight of medical records. The agency employs nurses licensed by the state of Connecticut and provides four-to-eight hours of service to 84 of our residents on a monthly basis.

We would like to applaud our amazing volunteers that return year after year to work at the group homes. These volunteers include those who signed up to work at the homes through the Adopt-A-Home project at the Four Season's Ball. As well as Fairfield University's Hunger Clean-Up crews that have come to our homes every spring and provided help with gardening, cleaning and organizing the homes. We were also very fortunate this year to receive funds from the City of Bridgeport for physical plant improvements to two group homes. Carroll Apartments and Beacon Court, both located in Bridgeport, respectively received upgrades including a new sprinkler system, roof, energy efficient windows and boiler.



At The Kennedy Center our mission is to promote the empowerment of individuals with diverse abilities and encourage participation and inclusion in the community. The ongoing success of the residential department, like all the program divisions, depends on various internal and community members to achieve the highest quality of care for the residents. We were able to meet our mission again in 2013 through coordinating and facilitating services with help from members of the community. From direct-care personnel, administrative staff, nursing services, volunteers and funders; we form a collective group of multi-talented individuals who are integral in providing services and supports to those in the program. The collaborative efforts offered to The Kennedy Center and, the residential programs in particular, are simply exceptional and we are ever grateful to the community for their support of our mission and their commitment to our values.

KENNEDY INDUSTRIES

There is a framed print just above my desk with a quote by Dan Wilkins that reads: "A community that excludes even one of its members is no community at all". Often, I find myself guided by this simple but eloquent statement as I measure the success of each Kennedy Industries' decision and effort. By definition, a "community" strives to share common goals, seek and nurture new members, reveal and articulate emotional connections, and, most often, harbor and develop influence. At its very best, it celebrates the uniqueness of each person and the common thread of humanity that defines us as caring human beings. At its worse, it can jolt us into recognition as to "what is noticed, what is not and what remains in need of constant vigilance". (Barry, March 2014)

In the world of work, new temporary and long term employment opportunities supported individuals within the local business community. Similarly, new landscaping and maintenance contracts had our crews mowing lawns in new neighborhoods and cleaning additional corporate buildings. In addition, our social enterprise/business development team, in partnership with Stamps and Stuff, assessed the business environment and community needs of a document conversion and destruction concept and has begun to assess, re-train and reorganize our Stamps and Stuff program.



Our quest to be part of the creative place-making efforts in Bridgeport, may soon come to fruition as a result of the agency being chosen as the 2013 recipient of The Fairfield Christmas Tree Festival. The proceeds from the event will fund the Artist Cooperative, recently named the Maggie Daly Arts Cooperative (MDAC), in honor and in memory of a wonderful supporter of The Kennedy Center. MDAC is designed to provide a creative environment for individuals with intellectual disabilities to participate in and express themselves through all forms of art and is scheduled to open in March 2014.

Our Children's Division continues to forge new friendships, social skills and creative outlets through our Autism Social Skill Groups (SAG), Saturday Art Programs, Family Partnership after-school program (FPP), our partnership with the Bridgeport Lighthouse Program and our Triple P Program (Positive Parenting Program). Two one year projects were funded: one in collaboration with Autism Speaks, our Mobility Services Department and our Autism Services to produce a Travel Training curriculum for students on the Autism Spectrum; the second was an in-home, short-term behavioral support system, to address the needs of families and their child on the autism spectrum. As well, our Mobility Services area was funded to produce a film and guidebook on the advantages of public transportation. Finally, our Community Experience department added new communal contacts through our volunteer initiatives and local neighborhood friendship.



At Kennedy Industries, the sense of belonging, taking risks, finding out who we are, and occasionally having moments of bliss and failure in a matter of a few hours, is our ever-evolving effort to create a community where no one is excluded, and everyone is noticed.

HUMAN RESOURCES

"The Kennedy Center has an enviable reputation in the community, recognized as a leader in advocacy for people with disabilities."

The Kennedy Center is known for its high quality of services, provided by a community of talented and dedicated professionals. In November, we were surveyed by CARF International and received an outstanding report placing the organization once again in the top 1% of rehabilitation agencies across the nation. The quote above, from one of the CARF surveyors, summarizes the commitment our organization has made to improve the quality of services to those we serve and to our community.

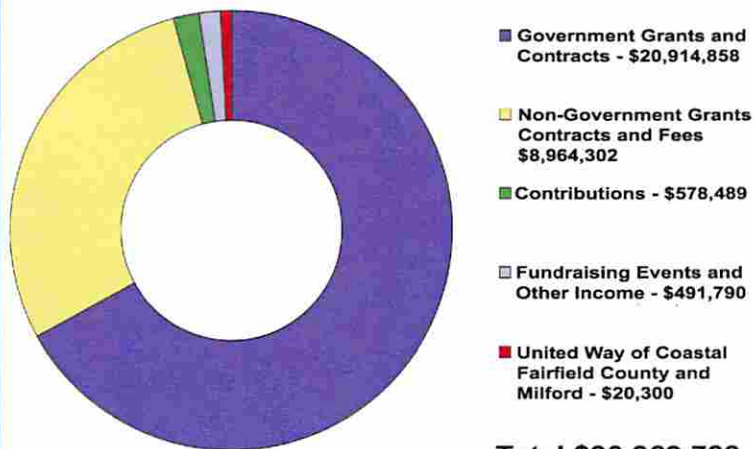
During 2013, the agency continued the expansion of services to people with disabilities which resulted in the posting of 59 new positions and an employee base of 750+ people. Our employees are highly trained, participating in almost 1000 hours of orientation, required core trainings, general in-services and leadership development. During 2013, 40 staff members were promoted and 33 employees took advantage of career opportunities. A CARF surveyor was also quoted saying "The Kennedy Center is clearly a wonderful organization that has a great group of employees that truly care about their consumers."



Receiving her 35 year award is Florence Pleban with Pres. & CEO Marty Schwartz.

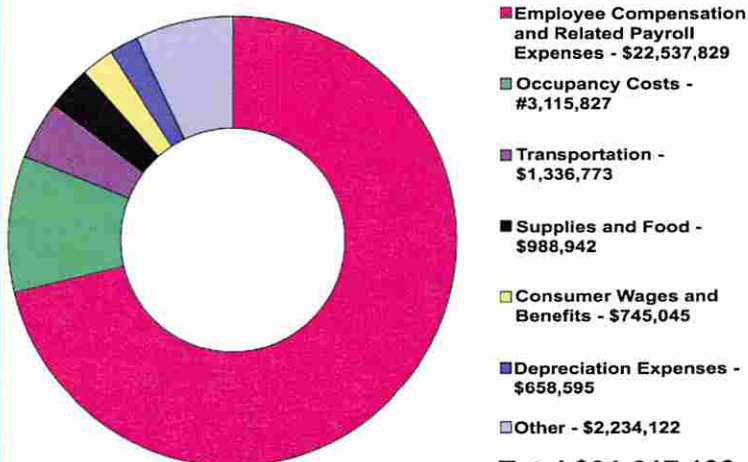
FINANCE

Where the Dollars Come From



Total \$30,969,739

Where the Dollars Go



Total \$31,617,133

DEVELOPMENT

The Development Department's success depends on the collaborative works of a host of community partners. Only by working together can we ensure the provision of quality services for local individuals with disabilities. Development was fortunate to add three new fundraisers to our development calendar. The Kennedy Center was selected as one of two organizations to receive the proceeds of the L'Altella 2012 Charity Dodgeball Tournament, and our Pancake Breakfast, hosted by Chips. We were also excited to learn of The Kennedy Center's selection as the 2013 recipient of the Fairfield Christmas Tree Festival. Proceeds from the Festival will support the new Maggie Daly Arts Cooperative in Bridgeport. We welcome these new partnerships and thank them for their thoughtful recognition and support of our agency.



Our advocacy efforts continue as we along with 16 other Region 6 non-profits participated in a Legislative Breakfast on December 14, 2012 to outline our concerns about inadequate funding in our current delivery system. After the Breakfast ended, we all left to find out about the horrible shootings that occurred in Sandy Hook. The reality of the long-term impact of state budget constraints, which negatively impact individuals with disabilities, became quite evident that day.

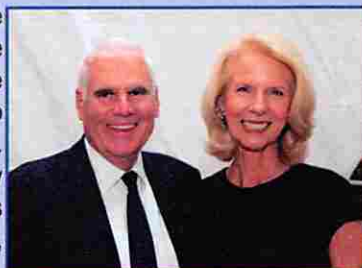
The effects of the slowed economy continue to impact our Annual Campaign. Although our number of charitable donors has remained the same, the level of donations has decreased. We sincerely thank all our donors for standing behind our mission, and continuing to give in support of the deserving people we serve.



The true importance of community is evident in the good works of the numerous volunteers that make our success possible. We extend our enduring gratitude to all of our Kennedy Center volunteers. Without your continued dedication and resilient commitment to serving others, it would be impossible for The Kennedy Center to meet the needs of the individuals we serve.

Development has obtained new funders during the year, for which we extend our special appreciation. The agency received funding from Autism Speaks Foundation for Mobility Services to create an autism specific travel training curriculum. Additionally, the Allison Keller iPad Program, from the Doug Flutie Jr. Foundation granted the agency 13 iPads for our rehabilitation services and Community Experience programs.

Likewise, we are pleased to recognize our long-term supporters that have remained united behind our cause. We thank a host of community funders to include, but not limited to: the Norma F. Pfriem Foundation, Fairfield County Community Foundation, People's United Community Foundation, Newman's Own, United Way of Milford, Probus Club of Greater Bridgeport, R. D. Scinto, Inc. and GE.



Bob and Barbara Scinto Co-Chaired The 49th Annual Four Seasons Ball benefiting Residential Services.

REHABILITATIVE SERVICES

Fiscal Year 2012-2013 continued to be an exciting and progressive time for the Rehabilitation Division. We continued to see growth and expansion in our community employment services. The Kennedy Center had 551 referrals, of which 422 were processed through intake.

Referrals come from a variety of sources with the Bureau of Rehabilitation Services (BRS) being the most prevalent referring entity. Our Placement Services Program has worked diligently to respond to the employment needs of our individuals. Over the past year, the Placement Department placed 29 individuals in competitive jobs making an average wage of \$8.81 per hour.



The Kennedy Center was fortunate to be awarded a grant in August 2011 that extended through 2013 for an Industry Specific Training & Placement Program partnering with CVS Caremark to provide intensive industry specific training. Since July 2012, the CVS Training Program has provided work evaluations to 44 individuals. CVS offered positions to 16 individuals who participated in the training program.

In addition to our competitive employment programs funded by BRS, we also have two grants with the Department of Mental Health and Addiction Services to provide employment planning and job placement assistance. These are our Work Services programs which are based in Bridgeport and Waterbury. Staff provides guidance and support around identifying career options, reorganizing resumes to increase marketability, analyzing potential employment options and the labor market demands, and preparing individuals for interviews. The Work Services Team in Bridgeport successfully placed 40 individuals during this fiscal year and the Waterbury program placed 31.

Our group day employment programs funded by the Department of Developmental Services (DDS) also experienced significant change. The Kennedy Center has been responsive to DDS' Employment Initiative Campaign to reduce sheltered workshops and increase integrated employment options for persons with disabilities. Although this has been an objective for The Kennedy Center for many years, the changes in funding options and the additional supports through DDS are affording greater

opportunities for teams to explore alternative employment without the risks that families have been so concerned about.



Our Partners (school-transition services) Program served a total of 22 students during 2012-2013 who are preparing for life after high school. Those twenty-two students include both individuals referred to Partners for competitive employment services, along with those referred to Group Supported Employment (GSE) and Community Experience (CE) opportunities (twelve and ten, respectively).

The Kennedy Center also works with individuals who have an acquired brain injury (ABI) in advancing their independence in their home and community during their rehabilitation. The program served 21 individuals and added 4 new survivors this past fiscal year. The program is funded primarily by the Department of Social Services ABI Medicaid Waiver, although we may also support individuals by establishing private pay contracts with insurance companies or other private pay entities. The Kennedy Center's ABI Program provides approximately 5,700 hours per month of support to individuals in the program. The goal of the program is to continue to assist individuals in achieving complete independence.



It is through our partnerships with the community that allow us to be so successful and allow the persons we serve to achieve their personal goals. Organizationally, we market close to a 1000 employers each year to help promote the hiring of our qualified employment candidates. We assist individuals in obtaining volunteer positions, to experience their own community, and the opportunity to give back. The Rehabilitation Division wants to extend a big "Thank You" to all who have interacted with us in some form. Our community only gets better when we celebrate the potential of all people.

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