

THE KENNEDY CENTER 2012 ANNUAL REPORT

Together WE CAN DO MORE



**Dignity
Empowerment
Opportunity**

We can accomplish far more when we work together than when we stand alone. Some of our greatest human accomplishments result from people joining together in a common purpose for the greater good. Our founder, Evelyn Kennedy, understood this power when she galvanized the community to establish The Kennedy Center over sixty years ago. Although many years have passed, we remain mindful of the collective power of ordinary citizens toward enacting change for the greater good of their community.



Martin D. Schwartz
President/CEO
The Kennedy Center

As an unprecedented recession has greatly impacted our state and national economy resulting in a reduction in our funding, The Kennedy Center has become even more reliant on the support of the community to maintain our programs and services. Currently, the state does not provide the level of support for human services that it did in the past. Thus, we are sincerely grateful for the collective efforts of our community continuing to do more for the sake of the individuals we serve. Whether it has been through our fundraisers, legislative advocacy, contributions to the Endowment, or the Annual Giving Campaign, our community continues to support our efforts and together we are doing more. Our main purpose is now, and always has been, to provide the best quality services to individuals with disabilities and special needs.

Early on, The Kennedy Center had the foresight to establish an endowment fund. This endowment, although limited, has greatly helped us to sustain services, while some other nonprofit providers have been forced to close their doors. As we move forward, we must remain cognizant of the need to build on this resource to ensure that we will always be there to support those who rely on our services. We look forward to continuing to work together with our wonderful and caring community as we fulfill our mission.

Sincerely,

Martin D. Schwartz
President and CEO

RESIDENTIAL SERVICES



The Kennedy Center residential support team is comprised of a myriad of talented professionals who come together to bring the highest quality of care to the individuals being served in the community. What is true in all human services arenas and certainly rings true in The Kennedy Center residential setting, is that together we can accomplish more as a team for those needing services than any of

us can do independently. Every individual receiving care is typically supported by a team of people that may include medical professionals, direct care staff, case managers, behavioral specialists, family members and volunteers. During the last year, and every year, we find that each of these important members enhance the personal growth of those receiving residential services.

There is a complex network of team-members that are constantly working to ensure that the personal needs, wants and goals of those we serve are realized. When combined, these significant contributions from individuals both within and outside the agency create a combined team of support for our very deserving individuals. The business office's financial counselors provide hours of support within the homes to balance checkbooks and ensure that there are funds available for recreation. The administrative personnel are following residents' financial benefits and insurance information to ensure adequate medical coverage. Our direct-care staff, house managers, case managers and program facilitators work tirelessly to ensure that residents have appropriate staff coverage, enjoy recreational outings and keep homes well equipped with beautiful furniture and top-of the line appliances. The human resources team provides recruitment, hiring and training services to ensure that direct-support staff are experienced and knowledgeable to help residents meet their greatest potential.

Our quality assurance professionals both internally and externally, provide oversight and confirmation by reviewing our services to ensure that as a provider we continue to strive for excellence in all areas of service and satisfaction. Through the state system of case management, quality service reviews, licensing inspections and the international recognition from the Commission on Accreditation of Rehabilitation Facilities the department and the agency is consistently encouraged to create an environment that supports a high caliber of services and a dedication to success for the residents.

Countless family members, guardians, legally appointed advocates and officials serve as a voice at residents' meetings and in their lives. Their role is to provide feedback to all members of the team to ensure completion of important tasks and to guarantee that all efforts made are done so with the person placed firmly at the center of our thoughts and goals.

Externally, our wonderful volunteers support our agency mission throughout the year helping our residents maintain beautiful homes by completing landscaping tasks such as power-washing, mulching and planting flowers. In addition, there are donors who provide clothes, food and various household goods to residents. As well as interns who, while receiving a hands-on experience, provide an additional set of hands to busy group homes.

We must also, and most importantly, recognize the self-determination of the residents themselves. As the core of the team that rallies around them, the individuals we serve are the leaders of our efforts and activities. Their success and progression provide us with confirmation that our contributions are appropriately applied. Their satisfaction and happiness is a result of our energy and their pride is a result of our hope.

While these are only a sampling of the countless individuals who have remained dedicated to supporting the lives and activities of the residents over the last year, it is a representation of how intertwined and multi-faceted our tasks must be to achieve success. Together there is an undeniable strength and power to the potential of our supports. Together we can do so much more than any one of us could do alone. Together each of our links supports another member of the team and ultimately creates an interdisciplinary chain of support, providing strength and security to those we proudly serve.

KENNEDY INDUSTRIES

Recently I was reading a summary from Kennedy Industries' Therapeutic Recreation Department and came upon the sentence: "A consumer's social skills and self-confidence have soared since gaining skills in photography, joining a camera club and winning awards for his work." It got me thinking about the strong impact and the powerful outcome that all the arts have had on the many lives that Kennedy Industries touch on a daily basis.

In 2012, our nearly 310 consumers in our Community Experience programs (across 23 programs and 9 communities/towns) were introduced to Zumba, two Yoga group classes, Dance Movement Therapy, Art Therapy, painting/drawing, collage, printmaking, music, poetry, drama, photography, film, and storytelling. They studied ancient art-making and a few had the amazing opportunity to be part of a collaborative program with The Museum of Modern Art (MOMA) aptly entitled "Create Ability". Each month, starting in the spring of 2012, a small group of Kennedy Center artists traveled once a month to West 53rd St to follow a theme through the gallery, explore art and create their own artwork. In addition, of the 148 consumers supported in employment options through our Supported Employment Department, over 25% are presently enrolled in a painting class after hours or before their work day begins.

Locally, we have visited galleries, attended dance performances and theatre productions. In November, we began a five month art show with 90 paintings/collages/mixed media created by over 75 artists at Gallery 999, The Mayor's Gallery in downtown Bridgeport and published our 2013 Kennedy Center Unique Perspective calendar. Within our Children's Division, we expanded our art offerings to include art, dance, movement and filmmaking. And in May 2012, we submitted and were awarded to be the recipient of the 2013 Christmas tree Festival based on a proposal entitled The Artist Cooperative, a creative place-making initiative that will strive to open doors for artists with and without disabilities to create art under one roof. As Picasso so eloquently wrote, "The purpose of art is washing the dust of daily life off of our souls". At Kennedy Industries, we have a very clean house.



HUMAN RESOURCES



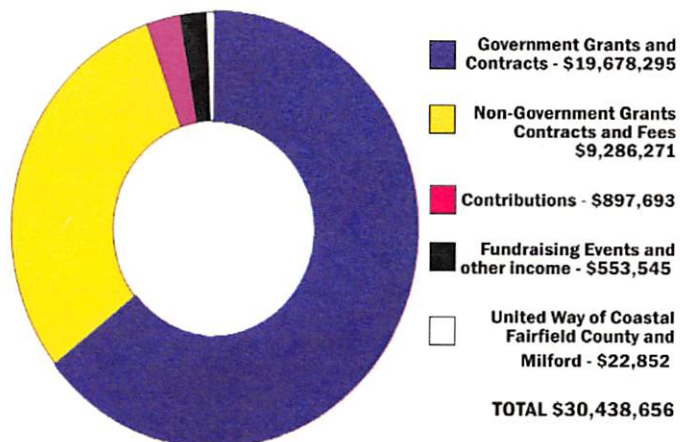
The Kennedy Center is known for many things - person-centered services, creativity, collaboration, advocacy...but it is also known for having top quality, dedicated employees! In 2012, the agency experienced an expansion of services to people with disabilities which resulted in the posting of 178 new positions and an employee base of 750+ people.

Our employees are highly trained, participating in a grand total of over 1000 hours of orientation, required core trainings, general in-services and leadership development. Employees also benefitted from diversity exercises and staff appreciation activities.

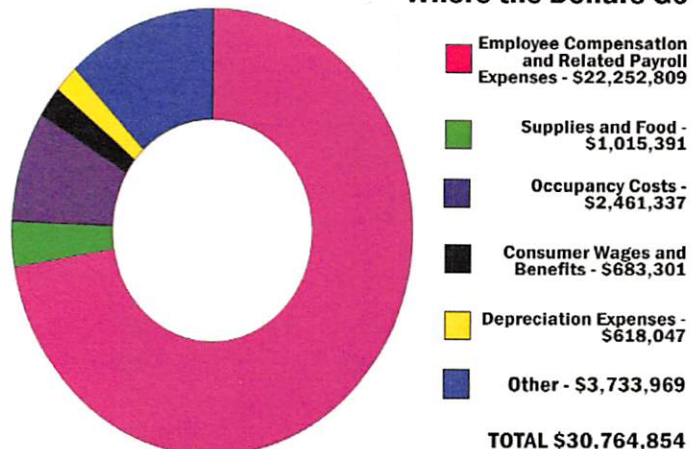
During 2012, 19 staff members were promoted and 38 employees took advantage of career opportunities. While turnover of staff remained below national standards, retention of employees is amazingly high: six individuals have been employed for over 30 years; 17 for 15-29 years; 10 for 20-24 years; 24 for 15-19 years; 58 for 10-14 years and 139 for 5-9 years!

FINANCE

Where the Dollars Come From



Where the Dollars Go



DEVELOPMENT



President & CEO of The Kennedy Center, Marty Schwartz (l) and Fairfield State Rep. Tony Hwang (r), congratulate Armando Goncalves, President of People's United Bank CT - South. Mr. Goncalves and People's United Bank were honored at the 47th Annual Four Seasons Ball for their long history of support to The Kennedy Center.

This fiscal year, Development has reinforced the importance of coming together for a common cause. In addition to adding a new fundraiser to the annual event calendar and optioning new funders, Development has been at the forefront of agency advocacy efforts to address state budget constraints that are endangering Connecticut's nonprofit organizations. Simply stated, by working together we have accomplished more.

We are very much aware that many of our donors are still affected by the recession. We are humbled that they continue to believe in our mission by giving to our Annual Giving Campaign. As the number of individuals we serve increases, the dollars raised through Annual Giving are essential in helping us to continue to provide quality services.

Additionally, we remain grateful to all of our wonderful volunteers that consistently support our efforts to make a real difference in the lives of the individuals we serve. We could not achieve our goals each year without the dedication of our outstanding volunteers.



Development also obtained new funding from: the South Central Agency on Aging for our Caring for the Caregiver program, The City of Bridgeport to renovate one of our group homes, and the Fairfield Christmas Tree Festival that selected The Kennedy Center to be its 2013 event beneficiaries in support of our new Artist Cooperative program. As always, the Development department remains ever grateful for all of our amazing donors, sponsors and funders that support our program services every year. Together, we are able to do more to serve our community and individuals with special needs and disabilities.

Standing from left to right are Annual Meeting Chair, Mary Brown and Annual Meeting Committee members, David Kmetz and Dottie Kellersman at the 61st Annual Meeting.



Recently, the Norma F. Pfiem Foundation generously donated two much-needed new passenger vans to The Kennedy Center. These vans will be used to transport individuals with disabilities to Kennedy Center program sites, work and various daily appointments. Paul Miller, Trustee of the Norma F. Pfiem Foundation, hands over the keys to one of the vans to Marty Schwartz, President & CEO of The Kennedy Center.

REHABILITATIVE SERVICES

Together We Stand...but united, we make GREAT PROGRESS! The Rehabilitation Division continues to provide vital services in assisting individuals achieve self-sufficiency. For the year, there were a total of 558 referrals received for services through the Rehabilitation Division for our Partners program, Acquired Brain Injury (ABI) program, Mental Health Work Services, Mental Health Peer Mentoring, Placement Program, and our Counseling Services Department.



Our Partners Program is our school transition services that are offered to area Board of Education who are looking to assess students in preparation for life after high school. Students have the opportunity to try out various vocational experiences, to learn home management and independent living skills, and to have the opportunity to learn how to access their community more independently. Over the past year, we have been an alternative educational program for several students who have had difficulty progressing in a school setting. With our individualized learning

approach and our active involvement within the community, we have assisted students in expanding their vocational and academic repertoire. Students are learning how to better cope with life's challenges and learning the skills necessary to live as a productive adult. The in the moment teaching opportunities that our staff provide have assisted students to address their own personal issues and come up with resolutions that make them more successful.

Our Acquired Brain Injury program provides in-home support services to individuals who have sustained or acquired brain injury from such circumstances as a motor vehicle accident, a fall, stroke, or some other traumatic event. Individuals have the opportunity to re-learn independent living skills, to re-develop their work related skills, and to explore integrated competitive employment with on-going support and training. Additionally, we offer our participants the opportunity to socialize amongst each other and to further develop their community independence skills. Our Acquired Brain Injury program is funded through the ABI Medicaid Waiver and through private pay contracts with insurance companies, families, or other related parties. Individuals who participate in the program have been very successful over the past year with all achieving 100% of their personal goals. Teams continue to work collaboratively to assist individuals in identifying areas for further development and enhancement and offering the support to assist in achieving successful outcomes.

Our Mental Health Work Services and Peer Mentoring Services are funded through the Department of Mental Health and Addiction Services. We have a grant to provide employment planning and job placement services to individuals who are connected with clinical teams at Greater Bridgeport Community Mental Health Center, FSW, Waterbury Hospital, Waterbury Mental Health Network, and Catholic Charities in Waterbury. We assist individuals in identifying their marketable skill sets, exploring the employment opportunities available in their communities, preparing for the interview process and in selecting positions that are suitable and match their employment desires. We do extensive community net-

working to understand the hiring needs of the local labor market. Sixty-six percent of all individuals placed through our Work Services programs maintain employment beyond 90-days of placement. Our Bridgeport program maintained a 90% employment retention rate for 2011-2012 fiscal year, which is beyond the state average. Individuals who receive services through these programs have a 94% satisfaction rate for the services they are receiving.



Our Placement Program provides employment planning and job placement services for individuals referred from the Bureau of Rehabilitation Services (BRS), the Bureau of Education and Services (BESB) for the Blind and from the Department of Developmental Services (DDS). The marketing staff within our Placement Program spends an extensive amount of time networking with area employers to understand the local labor market.

We gather information regarding employers' expectations, employers' training methods, their specific employment needs, and ways that they would like to improve their company. Simultaneously, we assist individuals in identifying their career interests and their marketable skills; with resume development, interview preparation, and application submission; we match individuals who are looking for employment with employers who have direct employment needs and who are ideal candidates for the employer. We offer employers some incentives to help feel more confident in their candidate selection and that aid the individual in improving their success and retention on the job. The Placement Program serves individuals from the Stamford/NY line to the Danbury/NY line, up through Fairfield County, into New Haven County and covers Middletown and Waterbury area as well. We have expanded immensely and are serving approximately 300 individuals at any given point in time.

All individuals who receive services from The Kennedy Center have a designated case manager who assists individuals in navigating services and monitoring the achievement toward their personal goals. Our Counseling Services Department located at 39 Lindeman Drive provides vocational counseling and supports to approximately 200 individuals funded through the Department of Developmental Services and who are involved with our Group Supported Employment Programs and our Workshop Services.

Our programs are successful because our consumers are successful. We respond to the feedback provided to us by those we serve. Individuals who are receiving employment services have given us a 95% satisfaction rating for the services they are receiving. High quality programming and services are important to us and we want to ensure that together, we accomplish progress and success! We thank our community for helping us do great work. Together we make success happen for all!

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