



2020 Annual Report

"A year like no other"

Our BOARD



We are grateful to the ACBDD's Board Members. These individuals are well respected in our community. They volunteer an enormous amount of time and energy ensuring people with intellectual and developmental disabilities receive the highest quality of services in Athens County.



Margaret Demko
Board President



Dr. Jason Jolley
Board Vice President



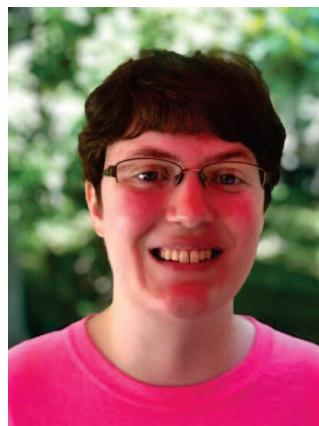
Pam Bond
Board Secretary



Dr. Leonard Allen
Board Member



Dr. Carolyn Bailey Lewis
Board Member



Katie Conner
Board Member



Sherri Oliver
Board Member

Front cover: Like many of us, brothers Jim (left) and Bill have spent a great deal of time at home. To stay busy and engaged, both have completed a number of arts and craft projects with the help of their support staff. Here they show off their painting pieces.

Healthy you. Healthy me. Healthy community!

A message from Dr. Kevin Davis, ACBDD Superintendent

As has been said many times, 2020 was a year like no other. The pandemic consumed much of our energy and changed much of our practices. For this reason, this year's theme is "Healthy you. Healthy me. Healthy community." We chose this theme because we want to highlight the hard work that has been done to keep everyone (individuals with developmental disabilities and the staff that support them) safe during these challenging times.

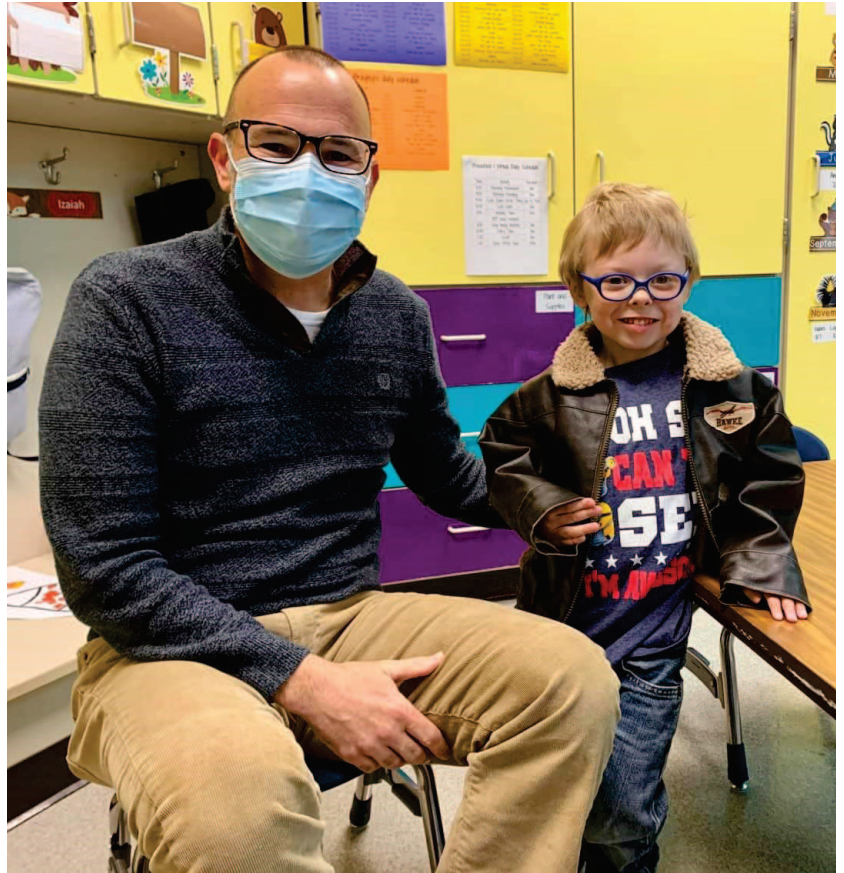
For over a year, our community has been living under COVID-19 protocols. For us as an agency, it meant shifting everyone's focus to protecting those we serve. People with developmental disabilities, particularly those who have serious underlying medical conditions, are at a higher risk of serious illness and death from COVID-19.

Even with this shift, our programs and services continued. This is all due to the dedicated staff of the ACBDD and our community partners. Some of the changes have been so effective, they may remain with us long-term.

We may all be experiencing COVID fatigue by now, but it was important for us to document some of the success stories we have seen. There is plenty to not like about this pandemic. But the resilience we have seen is something to be celebrated.

In this year's Annual Report, we have included the traditional highlights from throughout the year. We have also included a special "COVID response" section that documents how the ACBDD – an agency of 100+ employees – quickly changed with the times, in a way we have never seen before.

We are proud to live and work in Athens County, where incredible things happen every day to protect and empower our neighbors with developmental disabilities. Our workforce has



ACBDD Supt. Kevin Davis poses with a preschool student at Beacon School.

been nimble. Our community partners have dug deep. Individuals with disabilities have shown their strength in new ways. Everyone has embodied this year's theme – Healthy you. Healthy me. Healthy community. After reviewing this Annual Report, we hope you feel just as proud.

Thank you.

A handwritten signature in black ink that reads 'Kevin Davis'.

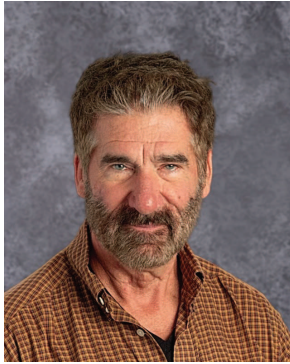
Dr. Kevin Davis, Superintendent



Our Leadership Team



Dr. Kevin Davis
Superintendent



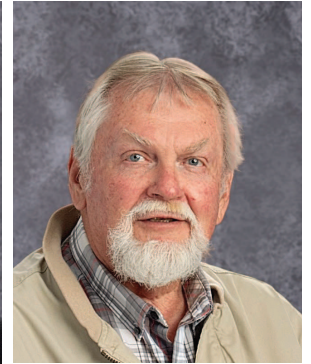
Steve Kramer
Director of Finance
& Operations



Gwen Brooks
Director of
Human Resources



Arian Smedley
Assistant Superintendent



Richard Withem
Director of Facilities
& Transportation



Scott Zielinski
Medicaid Services
Manager



Katie Evans
MUI Coordinator



Kris Dunlap
IT Manager



Megan Stack, RN
Health Services
Coordinator



Tristin Lawrence
Director of Service &
Support Administration



Becky Martin
Director of Education



Autumn Brown
Director of
Integrate Athens



Doug Mitchell
Director of
Employment Options



Mary Ann Smathers
Early Intervention Senior
Developmental Specialist



Audra Harrison
Service & Support
Administration
Manager



About Our Agency

Since its inception in 1957, the ACBDD has provided individuals opportunities to learn, grow, and enrich their lives. We provide quality services by assessing individual needs and creating individual plans. We help to integrate individuals with developmental disabilities into their community as valued citizens.

Our Mission & Vision

Our mission is to serve our community with compassion, innovation and transparency.

Our vision is an integrated and inclusive Athens County.

Our Core Values

Respecting Everyone
Spending Responsibly
Thriving Communities
Working Together
New Ideas
Openness
Honesty
Reliability



ATHENS COUNTY BOARD OF
DEVELOPMENTAL DISABILITIES

Since March 2020, SSAs have delivered over 500 food boxes to families in need.

Highlights from 2020



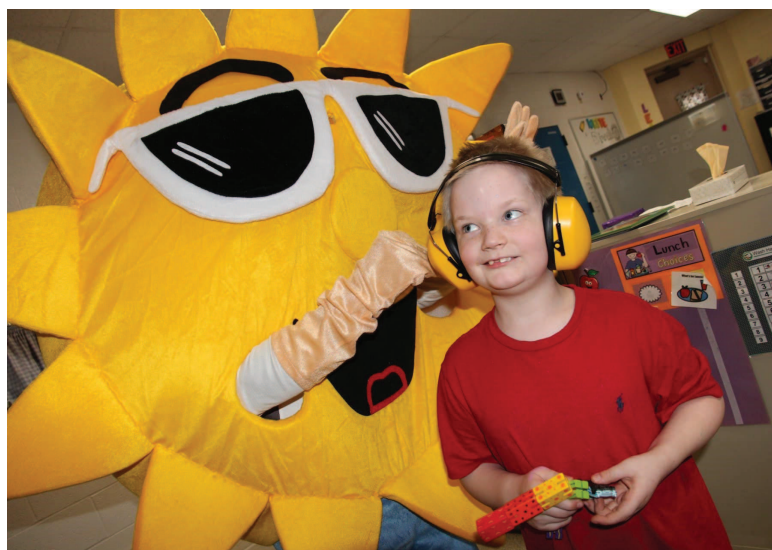
Early in the year, DODD Director Jeff Davis spent the day in Athens. He met with small groups of staff from the agency, and had a tour of *PersonnelPlus* and Beacon School. He was very attentive to the concerns presented, and his visit was appreciated.



The Second Annual Polar Bear Plunge raised over \$10,000 for the Beacon School PTA. The teachers and students hosted a school-wide event to formally thank the Albany VFW Post 9893 and Wild Country 107.7 for their generosity of organizing the Polar Bear Plunge and ultimately donating some of the proceeds to the school's PTA.



The ACBDD's newest office, Integrate Athens, celebrated its first anniversary this year. Under the direction of Autumn Brown, this division has launched numerous initiatives – both at the ACBDD and in the community – focusing on inclusion, resource development, community education, and advocacy.



Ray, the new Beacon School mascot, made his debut at the school in early 2020. Students and staff alike enjoyed meeting him. Ray was picked after a selection process that included ideas from Beacon students, Beacon families, and the community at-large. He now attends nearly every Beacon event.

Highlights from 2020

Happy retirement, Dick and Beth!

We celebrated the retirements of two dedicated staff members this year — Dick Suehrstedt and Beth Graham.

Dick Suehrstedt has spent his career supporting individuals with developmental disabilities. While his time with the ACBDD was short, his impact would suggest otherwise. His positive influence as Director of the Service & Support Administration Division will be felt at the agency for years to come. His incredible career ended with a successfully completed DODD accreditation review.

Beth Graham retired after nearly 25 years of service supporting people with developmental disabilities, most recently as an SSA. She was awarded the Jacque White Legacy Award in 2019 due to her tireless efforts and going far above and beyond the traditional roles of an SSA. Her dedication and commitment remains her legacy.

We hope both enjoy a much-deserved retirement!



We welcomed two new members of the agency's leadership team this year. Tristin Lawrence (left) is now the Service & Support Administration Director. She previously served as the SSA Manager. Audra Harrison, previously an SSA, is now the SSA Manager.

We are excited for this new chapter for the SSA Division, and we look forward to the good things we will do with the help of Tristin and Audra.



This year, the board of the ACBDD voted to make Juneteenth (June 19th) a paid holiday for all staff. This is just one way the ACBDD strives to embrace inclusivity and diversity.

Our agency also now recognizes Indigenous People's Day. In addition, we have updated the Affirmative Action Plan and arranged for diversity training for all staff and Board members.

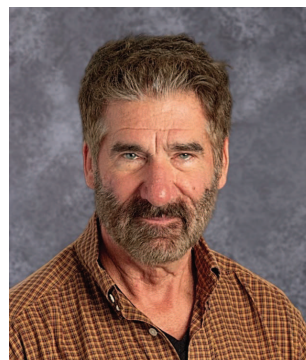
As is mentioned in our vision, we are committed to integration and inclusion for all people in the Athens community.

Highlights from 2020

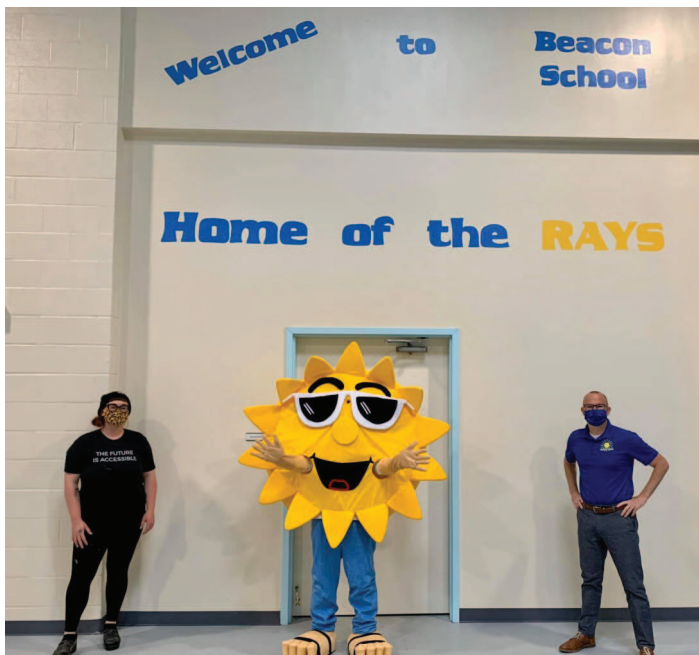


Dr. Carolyn Bailey Lewis and Katie Conner both started their terms on the board of the ACBDD this year. Dr. Lewis brings a wealth of experience through her role as Director & General Manager Emerita for WOUB Center for Public Media and as a person with a disability. Conner provides an important perspective as someone who receives services from the ACBDD.

We are fortunate to have both serve on our board.



We are proud to share three more staff members have graduated from the Ohio Association of County Boards Executive Development Program. Steve Kramer, Gwen Brooks, and Scott Zielinski completed the training in December 2020. In addition, Katie Evans, our MUI Coordinator, successfully graduated from Leadership Athens County, a year-long program run by the Athens County Foundation. We appreciate their commitment to professional development.



Significant renovations in the Beacon School gym were completed during the summer of 2020. Murals featuring the new mascot were painted and an HVAC system was installed. Both of these projects have helped the space feel more welcoming and comfortable.



Highlights from 2020

Congratulations to the 2020 Staff Recognition Award recipients! Sue Orth, Training Coordinator with *PersonnelPlus*, received the Safety Award; Lanae Roth, Beacon School's cook, received the Sunshine Award; Barb North Moss, SSA, received the Outcome Achievement Award on behalf of Maggie and her team; Megan Stack, RN, Health Services

Coordinator, received the Jacque White Legacy Award; and Ruth Robertson, Beacon School Administrative Assistant, won the Celeste Salzman Think Outside the Box Award.

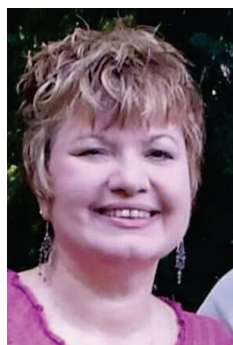
These awards are organized and distributed by the staff-led Positive Culture Committee.



Sue Orth
Training Coordinator



Lanae Roth
School Cook



Barb North-Moss
SSA and Team Lead



Megan Stack, RN
Health Services
Coordinator



Ruth Robertson
Administrative
Assistant



Over the summer, the ACBDD formally recognized Carol Janes-Tinkham on her 40 years of service to the ACBDD. The ACBDD appreciates all that Carol has done for the agency and for her hard work over the years. Once again, congratulations to Carol, the agency's longest-serving employee.



Two independent reviews found the ACBDD to be among the highest-rated county boards. Both granted the agency a three-year accreditation – the highest possible. Reviewers for the Commission on Accreditation of Rehabilitation Facilities (or CARF) conducted a review of the agency's employment services division. Reviewers from the Ohio Department of Developmental Disabilities (DODD) assessed all of the ACBDD's programs and services.

Highlights from 2020



The 2020 Developmental Disabilities Awareness Month Kick-Off event at Beacon School and the “March on Court Street” in Uptown Athens were the last large in-person gatherings for the year, before the pandemic dramatically changed our community. The Federal Hocking school group (pictured below) was the first official Friends Allies and Neighbors (FANs) School Group that launched this year.



2020 by the Numbers

693



Number of children and adults assisted by the ACBDD

109%



Percentage increase in individuals assisted in 2020, compared to 2010

134

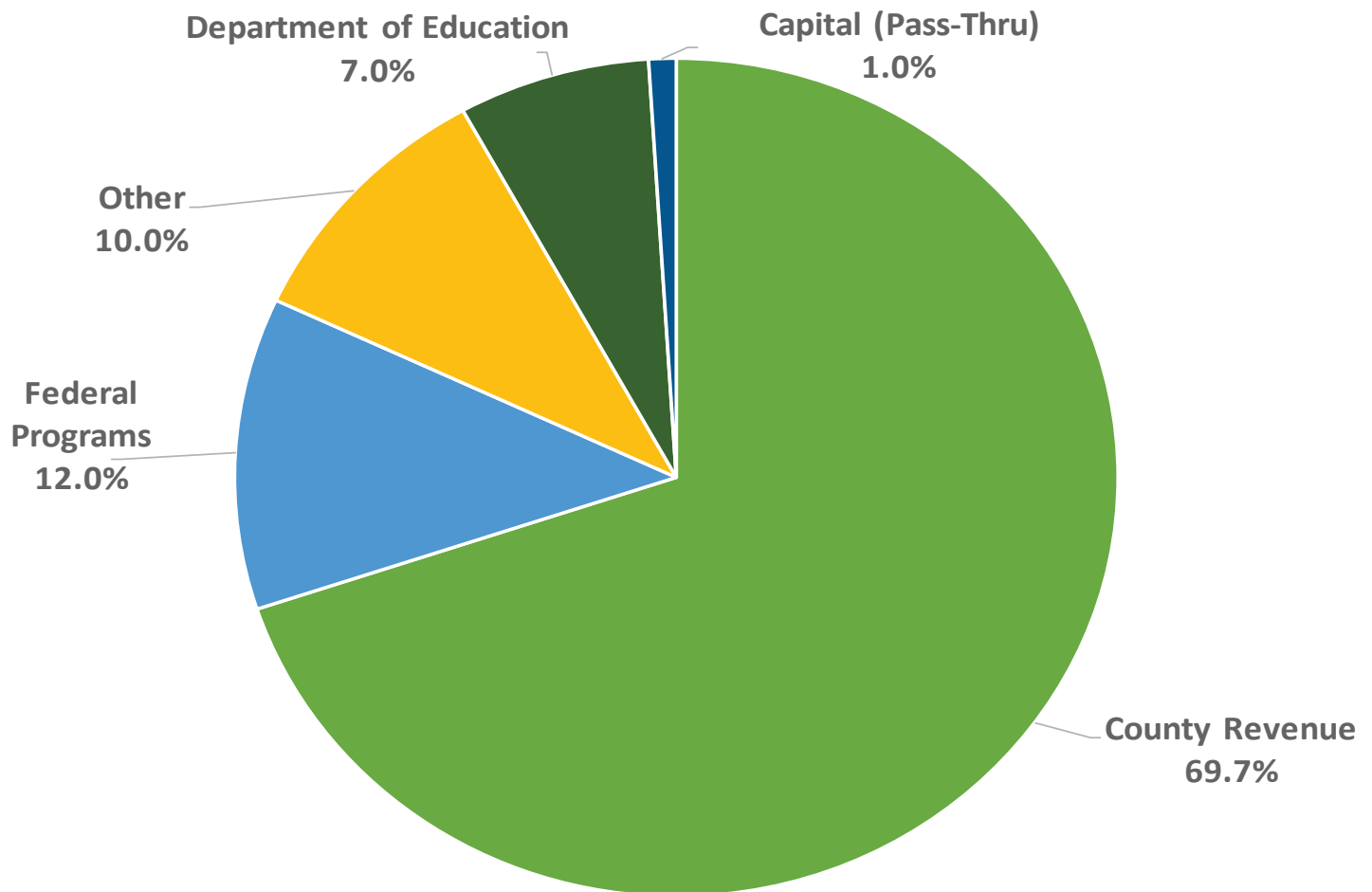


Number of individuals who received help from *PersonnelPlus* to find and retain employment



Butch Withem, Director of Facilities & Transportation and also co-chair of the agency's Safety Committee, takes measurements of the hallway in the administrative wing of Beacon School. The Safety Committee was responsible for reviewing and approving all return-to-work plans for adherence to COVID-19 safety protocols.

2020 by the Numbers



Total Revenue: \$11,365,275

420



Number of those receiving case management services through the Service & Support Division

81



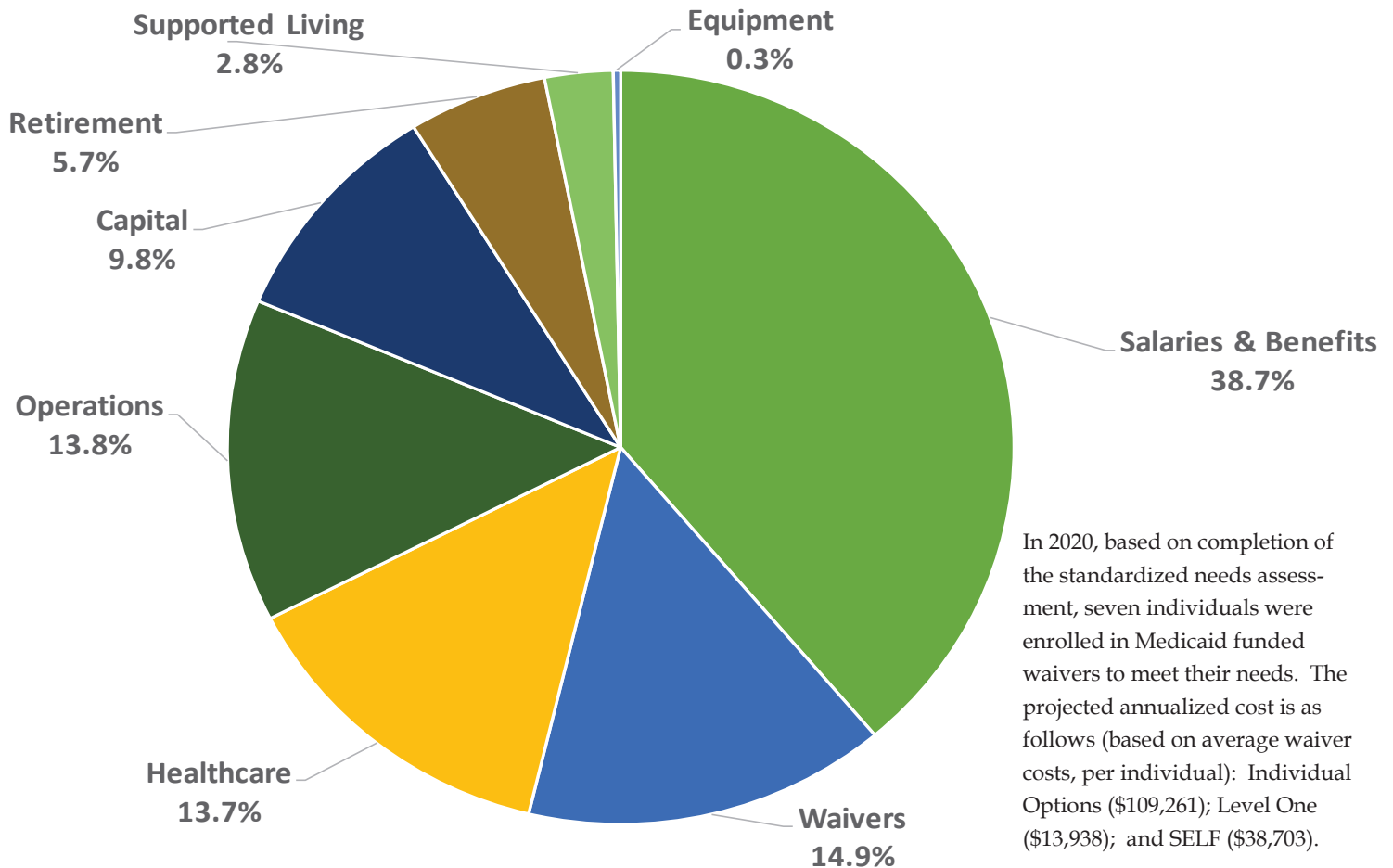
Number of young people age 3-21 who are enrolled in Preschool or Beacon School

68,600



Number of miles traveled for school transportation and deliveries of meal and remote learning packets

2020 by the Numbers



Total Expenditures: \$10,158,919

56



Number of children from birth through age 3 participating in Early Intervention

205



Number of individuals supported to live safely in their chosen community setting

68



Number of partners working with Integrate Athens on inclusive opportunities

The ACBDD In 2021 and beyond

In the years to come, we will continue to work toward our vision of creating an integrated and inclusive Athens County. Specifically, we plan to focus on these areas:

Employment



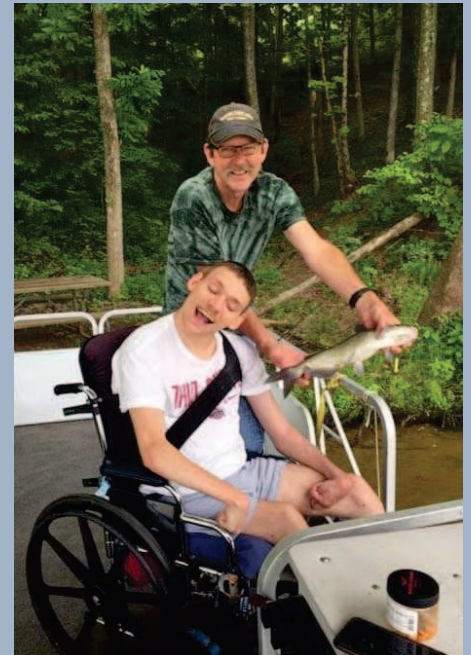
We will continue to support transition-age youth by providing summer youth employment programs, job seeking skills classes to Beacon and area schools, and by partnering with Opportunities for Ohioans with Disabilities to provide Pre-Employment Transition Services (also known as Pre-ETS).

HCBS



In 2021, we anticipate enrolling up to six individuals to receive home and community based services (HCBS). These services will be phased in based on the assessed need of the individual and the use of the free choice of provider process.

Other Inclusion Efforts



For individuals we serve of all ages, we will continue to help them build resiliency and expand their connections with their community. We will do this by building partnerships that support inclusivity, expand educational expectations, enhance supports for our workforce, and nurture natural leadership abilities.

Responding to COVID-19; 2020 – a year like no other

This year was most notably impacted by the COVID-19 pandemic. We spent much of the year masked up, socially distant, or on lockdown. As difficult and stressful as the year may have been, it ended on a high note – with the start of COVID-19 vaccine distribution. What follows is a collection of photos that document highlights of the ACBDD's response to the pandemic during 2020.



The ACBDD's planning for the pandemic began in February. In early March, the ACBDD hosted an emergency provider meeting, which set the tone for how the agency and provider network would work together throughout the year. By mid-March, all facilities had closed, and buildings were limited to essential in-person activity.



Services of the ACBDD continued throughout the building closure. Staff transitioned quickly and seamlessly to remote working set-ups and adapted in-person meetings to meet safety protocols.



Staff immediately began collecting and distributing Personal Protective Equipment (PPE) to the workforce providing direct care to individuals with developmental disabilities in the county, as well as some ACBDD staff.



Responding to COVID-19; 2020 – a year like no other

Days after announcing the temporary closure of the school, the ACBDD and Beacon School implemented a meal delivery program for the first time ever. Breakfast and lunch were delivered to the homes of Beacon students (and their siblings). The program continued through July 2, which was the end of the virtual

summer camp. Once school began again in August, so did the meal delivery program.

Since the start of the pandemic through the end of 2020, the ACBDD sent home nearly 13,000 meals (both breakfast and lunch).



6,394
Breakfasts



6,271
Lunches



12,665
Total Meals



While the job of an SSA is to focus on an individual's ISP, it is not uncommon for some to deliver the occasional emergency food box to a family served by the ACBDD. The pandemic only increased this need.

Over the past year, SSAs have delivered approximately 523 food boxes to the households of individuals who receive ACBDD services.

These resources come from a mix of community groups, including the Athens Catholic Community Food Pantry, Farmers to Families (a USDA program), and a food giveaway coordinated by the National Guard.

Responding to COVID-19; 2020 – a year like no other



Once schools closed statewide, Beacon School quickly initiated a distance learning program for the first time ever. By the fall, the school provided a mix of remote learning and limited in-person instruction. It was a priority for us as an agency to provide therapies and educational services in person to the students of Beacon School, even if in a limited way.



In addition to the flu vaccine offered every year in the fall, staff in 2020 were also given the option of participating in a COVID-19 antibody testing clinic. A positive result would tell someone they had the virus in the past. Participation was completely voluntary, and results from the test were sent directly to the staff member.



A special one-time Family Support Services (or FSS) funding program for COVID expenses provided just over \$23,000 to families in need. SSAs worked quickly and diligently to make sure eligible families were able to take advantage of this additional support. One family was able to purchase needed food and household cleaning supplies (like soap and hand sanitizer).



During the holiday season, the ACBDD also was able to purchase either one turkey or ham for each Beacon School family. This one-time purchase was another way of easing a small burden for the families who receive services from the ACBDD, during one of the most challenging years.

Responding to COVID-19; 2020 – a year like no other



The ACBDD offered a special funding cycle of the ATCO Legacy Fund, specifically for agency and independent providers to help cover COVID-related expenses. The ACBDD received four proposals, and all were fully funded. This opportunity provided nearly \$5,000 in grants.



Job Developers remained busy during the pandemic, as many individuals lost their jobs and needed to continue to work to meet their needs. Likewise, many businesses needed adaptable essential workers to meet the customer demand.

PersonnelPlus placed 20 job seekers in 22 jobs, with 13 of those employees were placed during the pandemic.



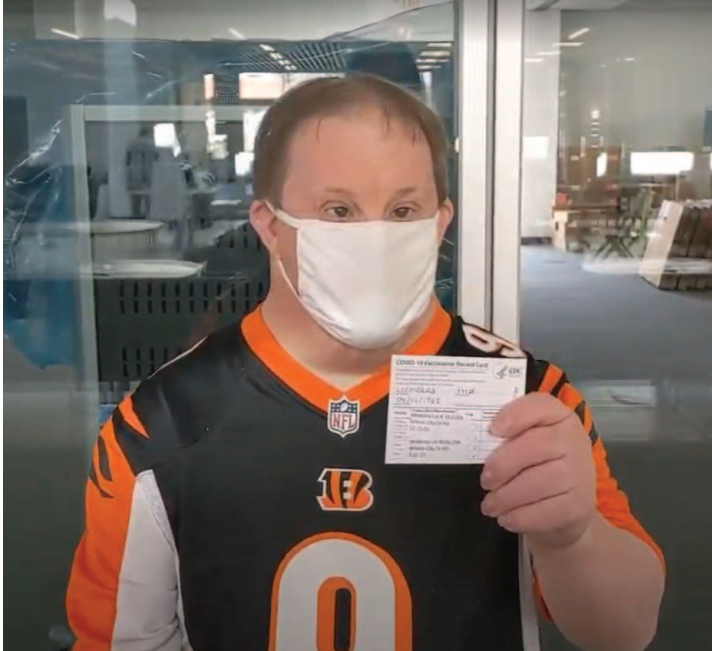
Early Intervention services have proven very effective when done virtually. Even after social distancing guidelines are lifted, families may have the option of receiving EI services in person, virtually, or a combination of both methods. The Ohio Department of Developmental Disabilities is considering this change.



Employment Options/*PersonnelPlus* continued to assist transition-age youth in preparing for work in the future by participating in virtual employment training programs such as Summer Youth Foundations (in conjunction with OOD); Step Into Work, which assists job seekers with more complex disabilities; and Pre-Employment Transition Services (Pre-ETS).

Pictured above, Molly and her mother Julia share the benefits of the virtual summer experience.

Responding to COVID-19; 2020 – a year like no other



Starting in late December, the Athens City-County Health Department successfully hosted numerous vaccine clinics for those eligible for Phase 1A (those living and working in congregate settings).



In collaboration with the health department, several ACBDD staff members worked quickly to get the word out to individuals served and providers, to ensure everyone who was eligible was notified and had the time to decide whether to get it.



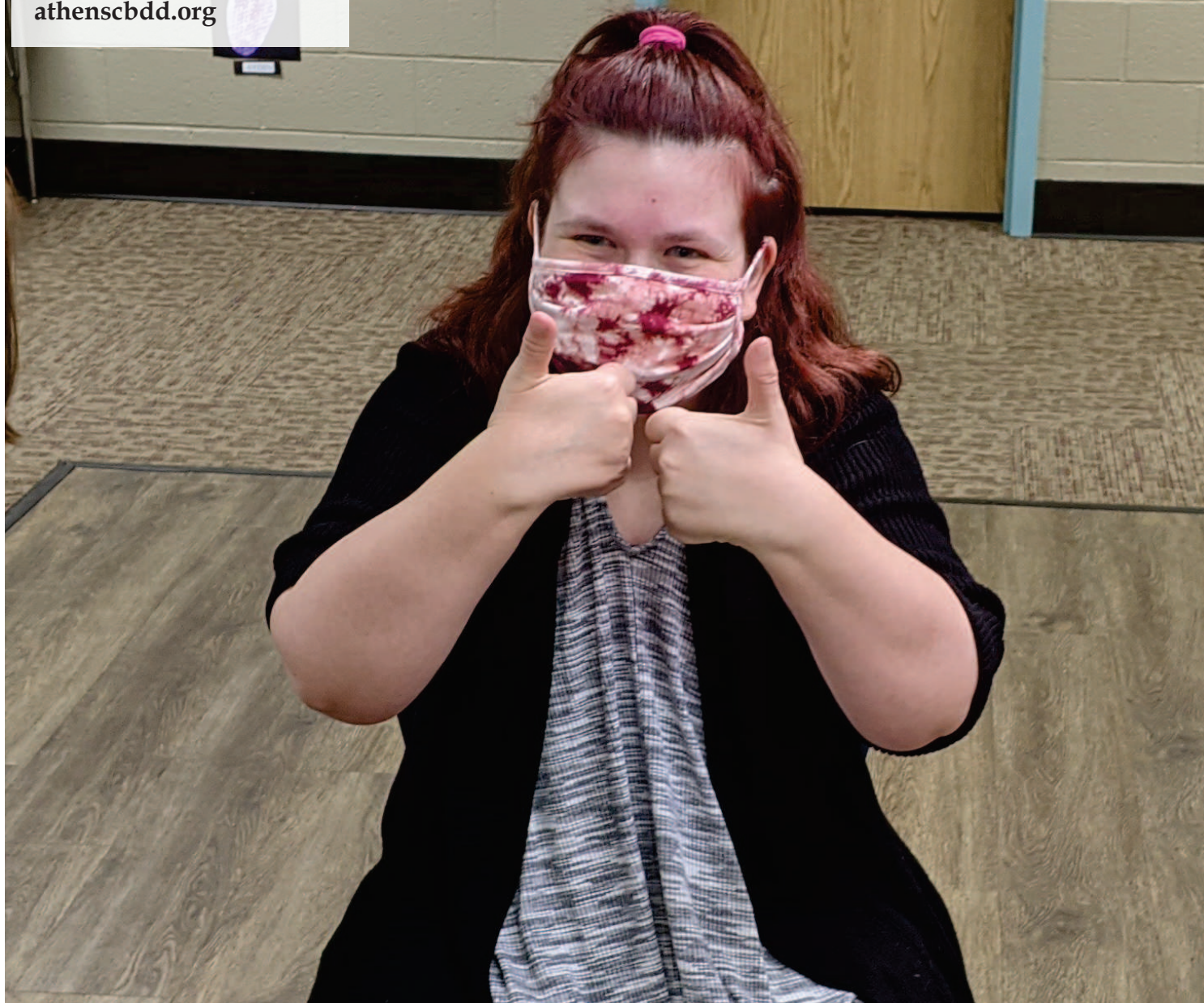
Before the end of the year, 112 individuals and providers received their first dose of the COVID-19 vaccine. This would be the first of many clinics that would continue through the early part of 2021.



The ACBDD appreciates the county's provider network for their willingness to receive the vaccine and the health department's efforts in distributing it. The ACBDD has been honored to assist in their efforts.

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Dara gives an enthusiastic thumbs up after receiving her
COVID-19 vaccination during a clinic at Beacon School.



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