Building a more diverse and inclusive workforce for more than 40 years

You are part of a powerful movement. A movement to transform Cincinnati into a diverse and inclusive place that welcomes and supports everyone. Where people can live, learn, work, and play to the fullest of their abilities.

Together with Easter Seals TriState, you are investing in people with disabilities, in people with disadvantages, and in veterans. You see the unique gifts and experiences they can bring to our communities and businesses. You invest in programs that empower them to reach their fullest potential. You nurture the relationships and partnerships that make Greater Cincinnati even greater.

Your support is driving change. We are thrilled to share with you these stories of hope, illustrating the bright future you are shaping for our community.

Community Impact Newsletter 2015
At Easter Seals TriState, we know there is no one-size-fits-all solution to employment barriers. People with disabilities, people with disadvantages, and veterans each face their own unique challenges to living fully in the community. This is why we work one-on-one with every individual we serve to set goals, track progress, and help get them to their dreams and goals. We connect them with education, training and jobs, services, transportation, and other resources to support them in their progress. We celebrate their achievements. We support them on the job.

You make this important work possible through your advocacy and your support. Thank you.

In the US, nearly two-thirds of companies report having positions for which they cannot find qualified applicants.
- Fortune, May 2015

Stereotypes and veterans’ own unfamiliarity with the job market are making it hard for them to find work.

The employment rate of disabled Americans has dropped more than for the non-disabled.
- CNN Money, June 2015

Changing the way the world views and defines disability by making profound, positive differences in people’s lives every day.

Revenue

<table>
<thead>
<tr>
<th>Source</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions</td>
<td>4%</td>
</tr>
<tr>
<td>Self-Generated Revenue</td>
<td>16%</td>
</tr>
<tr>
<td>United Way</td>
<td>1%</td>
</tr>
<tr>
<td>Other</td>
<td>3%</td>
</tr>
<tr>
<td>Total Revenue</td>
<td>$17,818,814</td>
</tr>
</tbody>
</table>

Expenses

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fundraising</td>
<td>1.5%</td>
</tr>
<tr>
<td>Mgmt &amp; General</td>
<td>11.5%</td>
</tr>
<tr>
<td>Other</td>
<td>6%</td>
</tr>
<tr>
<td>Adult Workforce Development</td>
<td>6.5%</td>
</tr>
<tr>
<td>Adult Day Services</td>
<td>4%</td>
</tr>
<tr>
<td>Veteran Services</td>
<td>3.5%</td>
</tr>
<tr>
<td>Social Enterprises</td>
<td>18%</td>
</tr>
<tr>
<td>Youth Services</td>
<td>17%</td>
</tr>
<tr>
<td>Disability Services</td>
<td>32%</td>
</tr>
<tr>
<td>Total Expenses</td>
<td>$17,695,566</td>
</tr>
</tbody>
</table>

Surplus: $123,248

Total net assets as of December 31, 2015: $8,704,055
Eddie Pope: Defying Disability

Ask him about his childhood or his time in school, and Eddie Pope is tight-lipped. He remembers very little of his childhood, and in his own guarded words, “School was school.” But ask him about Easter Seals TriState, and bursts of laughter punctuate his stories.

Eddie exemplifies the path to employment for many young people with disabilities. After graduating high school, he was attracted to the structure and training offered in Easter Seals’ packaging facility, and he enjoyed the variety of tasks and the people there. After three years, Eddie was ready for the next challenge. With his energetic personality and experience, he was offered a position in Easter Seals’ Work and Grow program, a blend of paid work and recreational activities in a community setting.

Eddie was assigned to the YMCA, where he performed facility maintenance and inventory. He worked there for five years and laughs as he declares, “I ruled that place. That place was my kingdom.”

With eight years experience in increasingly responsible positions, Eddie was ready to pursue community employment. He was hired as a Courtesy Clerk at a local Kroger in November of 2015, just before the Thanksgiving rush. “It was chaos,” he says, “but it’s really awesome.”

“I love it. I just love working.”

Mushay Davis: Overcoming Disadvantage

If you met Mushay Davis today, you would wonder why anyone doubted she would succeed. But when she was a painfully shy teen with a learning style not always suited to traditional school, her mother was worried. She was worried that as a single mother, she couldn’t provide the resources necessary to nurture success, and worried that Mushay lacked the confidence to persevere and graduate high school, let alone college.

“Easter Seals instilled a work ethic. It made me a more focused student.”

Today, Mushay is a graduate of West Virginia State University. Her mother credits Easter Seals’ Summer Youth Employment Program as the catalyst to her daughter’s growth and success.

“Mushay really opened up and started talking more every day,” she said. “It was great to see her trust the staff and grow to enjoy the program.”

Mushay worked with Easter Seals for three summers as a high school student. Easter Seals’ year-round youth program also gave her the academic attention she needed to excel in school. While Mushay was in college, she worked for Easter Seals in the summer, supporting youth in the same program she started in. Then, in December 2015, Mushay’s Easter Seals family rejoiced when she received her diploma.

Mushay looks back on her time with Easter Seals with pride, saying, “Easter Seals instilled a work ethic that carried over into school,” she says. “It made me a more focused student.”

In 2015

Easter Seals TriState has been honored to receive
- 2014 Runner-Up Non-Profit of the Year, Cincinnati USA Business Award
- 2013 Better Business Bureau Torch Award for Marketplace Ethics
Goods that Do Good!
Easter Seals TriState is all about breaking down barriers to employment. Our social enterprises provide job training for the people we serve and fund programs that build a more diverse and inclusive community.

Join the movement - Shop with us!

Building Value, located in Northside, sells architectural gems salvaged from local deconstruction sites. Sinks, pianos, doors - you never know what you'll find! Proceeds support Easter Seals programs. Sustainable living, sustainable jobs, and a sustainable community - that's Building Value.

www.buildingvalue.org

Building Ability teaches carpentry and woodworking to people who refuse to let their disabilities define them. Handcrafted items can be purchased online, and the proceeds support Easter Seals.

www.buildingability.org

Inside Out Studios is a unique partnership of Easter Seals and the Butler County Board of Developmental Disabilities, giving people with disabilities the opportunity to produce, market, and receive income from their art.

140 High Street, Hamilton, OH 45011

Changing the way the world views and defines disability.

Timothy Brown: A Veteran Lifeline

They had already spoken many times. Timothy Brown, living in transitional housing in his wheelchair, found great comfort in talking to a fellow veteran. Michelle Phillips, the Easter Seals Specialist who answered the veteran hotline, knew that even simple conversations about dinner provided Tim a much-needed connection to the world around him. That is how she knew something was very wrong when he called and said, “Michelle. This is Tim and it’s over.”

“You could just tell there was a resolution in his voice,” Michelle remembers. She kept him on the phone, and learned that Tim had taken a large dose of pills and was riding a bus. Her partner contacted law enforcement, which was able to locate and stop the bus. Tim was rushed to the VA Medical Center.

Timothy has since recovered, and even found his own place, fully wheelchair-accessible. There are still tough days, but he knows he has a community he can rely on.

“We’re losing 22 veterans a day,” says Michelle, speaking of the national trend of veteran suicides. “Thankfully, due to the relationship that we formed with Mr. Brown, that’s one less that we had lost that day.”

“There’s always tomorrow.”