A Note from Dan

I’ll never forget the first time I came to St. Joseph Home’s main campus back in 2012. In weighing the decision to join the SJH team, I was contemplating a very big transition for myself and our family which would include moving to a new town. As I pulled up the long drive, I had an immediate sense of the tradition. I know that I am not alone in sensing this history and it’s the most common experience I hear as we welcome visitors and new members to our community. Every day, I am grateful for this solid foundation given to us by the Sisters of Charity of Cincinnati.

As you will come to better understand in this report before you, the culture and work of the SJH community is supported by what we call our Four Pillars – Community, Gentle Presence, Heritage, and Servant Leadership. I invite you to dive into the coming pages to better understand these pillars in light of the happenings in our community over the past year. It has been a good one – punctuated with the opening of our new Green Space and celebration of our 145th year. We couldn’t do it without the commitment and contributions of each of you.

If I’m honest with myself, though, when I took that first drive onto campus, it wasn’t just the tradition that struck me, but also the opportunities before this organization. Three years into my role as CEO, I see great opportunity and momentum building on a daily basis. We are a strong organization that is getting stronger by the day thanks to the amazing individuals who are part of our community. As we prepare for the year ahead, we aim to expand the possibilities for our residents, respite guests and day programming participants so that they can each achieve their fullest potential. The landscape for our services will continue to adapt and grow, but our great community will keep us on the forefront of these challenges. We approach this next chapter with the strength of our past and optimism for our future.

I cannot thank you enough for your partnership with St. Joseph Home. We simply could not do what we do without you.

With gratitude,

Dan Connors
President & CEO
MISSION
St. Joseph Home creates a home for infants, children and adults with developmental disabilities who have complex support needs and use a wheelchair for mobility. The Home, a non-profit ministry of the Sisters of Charity of Cincinnati, focuses attention on the individual’s medical, social, educational and spiritual development, revealing the uniqueness and giftedness of each person. Compassionate care and respect for the dignity of life are the hallmarks of St. Joseph Home.

VISION
St. Joseph Home’s vision is to be a leader in the field, demonstrating that possibility can overcome disability. The Home models a loving community in service to the most vulnerable individuals and maximizing their potential. We continually strive to reach out and respond to the unmet needs of people living with complex disabilities and their families.
Our Four Pillars

HERITAGE

Based on the charism of the Sisters of Charity of Cincinnati, the Heritage Pillar challenges our community to:

- Be called to serve
- Use a lens of justice
- Create a fellowship of equals
- Build a compassionate community

“Those who serve in any way at St. Joseph Home walk in the footsteps of Mother Seton giving a caring response to those in need.”

— S. Franette Hyc, SC
Our Heritage Lives

The first **SJH President’s Dinner** brought together long-time supporters, volunteers and staff to celebrate 145 years of carrying out the storied legacy of the Sisters of Charity of Cincinnati for which we are so proud to be a part of. Several volunteers were presented with awards including: Veronica Smart – *St. Elizabeth Ann Seton Award*; Mal Baker and Lynn Bowles – *St. Joseph Home Award*; Pat Kneip – *Sr. Joan Carol Award*; and Chris Robbins – *SJH Emerging Leader Award*.

Several staff represented SJH to rally alongside DODD Director, John Martin, for the National Workforce Crisis Awareness Day at the state Capitol on September 27, 2018. The **Bridge2Equality Campaign** educates legislators and the broader community on the Direct Support Professional (DSP) workforce crisis in order to lead positive change for individuals with developmental disabilities as well as the DSPs supporting them.

As of this summer the SJH community welcomed the opening of the new **Green Space**. There are now more opportunities than ever before to enjoy and benefit from the natural delights of the outdoors right here on our main campus. Featuring a quarter-mile walking trail, Sensory Lane, an enclosed picnic shelter, memorial garden, wetland-like areas and scenic overlooks; it reflects a primary pillar of the Sisters of Charity – to care for all creation. We look forward to fully utilizing this vibrant new space for years to come.
Our Four Pillars

COMMUNITY

Based on the principles of the theologian and practitioner, Jean Vanier, SJH’s pillar of Community asks each of us to:

- Model inclusion and togetherness
- Foster genuine relationships
- Rely on each other
- Build a culture of self-discovery

“The daily contact and care given by St. Joseph Home to our son, John, helps us become more of a family than a client-caregiver relationship. Now we can let go and enjoy being John’s parents.”

— Ralph and Anne Chambers
parents of a resident

More than 5000 volunteer hours fulfilled annually

32 external partnerships breath vibrancy into our community each year

240 off-site individual and small group activities carried out based on individuals’ interests
Our Community Grows

The Cincinnati Art Museum CONNECT Program is specifically designed for adults with developmental disabilities and features a multisensory exploration of art from both the permanent and special exhibitions. Following the behind the scenes tours, participants can create their own masterpieces at the RECreate Art Bar with repurposed materials. This has been a favorite community exploration for our **SJH Adult Day Program participants**. Other community partnerships that are alive and well in 2018 include Melodic Connections, Ensemble Theatre and Matthew 25 Ministries.

With funding support from Kentucky Speedway Children’s Charities and the SJH Possibility Fund, we are able to provide **innovative equipment and technology** that offer social and physical advancements for many of our residents. Madison's gait trainer makes it possible for her to volunteer at her school office and snack shack as well as to enjoy walks indoors and out.

A memorial event – **A Legacy of Memories, Let Your Love Grow** – was held over the summer to celebrate memories of our community where nearly 150 people gathered on a rainy evening. The memorial garden dedication and seed planting followed by a music and prayer service offered a beautiful setting for us to honor these memories and their legacies will forever live in our hearts.
Based upon the principles of Robert Greenleaf, a Servant Leader enriches the lives of others to build a caring world through the following practices:

- Uplift and respect others
- Shared ownership
- Be unique and unite with others
- Empower your team

“St. Joseph Home creates and empowers leaders to break stereotypes and challenge perspectives within our community and beyond.”

— Nick Smith, Facility Support Manager

Employees give more than $20,000 collectively each year in support of needs of the ministry.

SJH leaders dedicate time and provide expertise to 6 local, state, and national trade associations.

Joseph and Melissa, RN, enjoy quality time together in Cottage 1.
Tradition and Momentum

Innovation Toward Inclusion Cohort, sponsored by the Greater Cincinnati Foundation, brought together staff and participants from Envision, Starfire and St. Joseph Home over a 6-month period to learn about and utilize design thinking to trial ideas around creating inclusive communities. From these efforts, 11 human-centered projects arose. One project involved a painting party hosted by one of our SJH Community Home residents.

Every month, an Employee of the Month is nominated by peers and selected by leadership. Our September Employee of the Month, Harold, exemplifies the pillar of Servant Leadership. For those staff whom have the pleasure to work alongside Harold (third from left) in the Respite Center it is well known that he consistently rises above the bar of expectations. He is always reliable, loyal, very knowledgeable of workplace procedures and most importantly knows every one of our respite guest’s individual personalities as well as their care needs. Harold’s idea to create Four Pillars cards that staff can keep with them is representative of his forward thinking and helps to remind everyone in the SJH community what is important every day.

The individuals we serve spend time each day looking up, which is typically less than interesting. This simple observation by a caring staff member inspired a colorful project where ceiling tiles were transformed into works of art! Some of our very talented staff personalized the tiles in cottage living spaces and bedrooms with unique designs so as to create a meaningful experience for our residents and respite guests.
Our Four Pillars

GENTLE PRESENCE

The pillar of Gentle Presence challenges all SJH community members to establish companionship-focused relationships, based on the principles of John McGee, through:

- Making all feel safe, engaged and loved
- Having mindful interactions
- Building valued relationships
- Sharing a mutual trust and support

“Gentle presence is a subtle everyday activity for all of us but, that doesn’t mean it’s easy. You need to slow down and be fully present in order to help all feel important, loved and cared for.”

— Amanda Smith
Nurse

Hailey and Britney, LPN, bond with one another during mealtime.

1:2 Care to Resident ratio

170 individuals with complex needs supported annually

2640 hours of hands-on occupational, physical and speech therapy provided annually
For individuals who require the use of a wheelchair for mobility, time in the pool offers them the opportunity to experience freedom of movement and relaxation in addition to many physical benefits as part of the therapeutic exercise program. Thanks to the Spaulding Foundation, the warm water therapy pool at St. Joseph Home is once again “open for business.” After needed renovations to the pool deck, liner, railings as well as a brand new automated temperature and feeding system, residents were able to resume swimming Tuesdays alongside staff, volunteers and therapists.

Beginning in September of each year, as part of their community service programs, St. Xavier and St. Ursula High School students commit to regularly spending time with residents and respite guests every Saturday and Sundays once a month. Over the course of their volunteer experience, the students develop friendships with many of the residents through one-on-one time such as walking in the Green Space, reading and listening to music, as well as group activities including bowling, karaoke, floor hockey, baseball and board games. At the close of each volunteer session, the students reflect on their time and discuss the meaningful impact that the residents have on their lives.
Financial Results

Fiscal Year 2018 Operating Revenue
- Residential Per Diem: 53%
- Community Services: 15%
- Endowment: 12%
- Contributions: 7%
- Earned Income: 7%
- Miscellaneous: 2%

Fiscal Year 2018 Operating Expenses
- Programs: 85%
- Administration: 15%

Total Revenue: $11,683,570
Total Expenses: $12,074,038
Change in Net Assets*: ($390,486)
Total Net Assets: $39,556,805

*includes depreciation

Fundraising Metrics at a Glance
- 1152 Donors
- 423 first-time donors
- 4,402 gifts
- $258 average gift size
- $817,000 in fundraising revenue in 2018
"When Kathy and I were asked if we would agree to be recognized as loyal donors in St. Joseph Home’s annual report, we hesitated. Not because we don’t believe in the mission and ministry, of course we do. We would just rather be quiet in our giving. In the end, we agreed because if we can encourage others to take action and support St. Joseph Home, our initial discomfort with the spotlight will be worth it.

Why do we give financially and of our time? SJH serves people who are often forgotten in our community. They are individuals, children and adults with personalities, interests and love to give and share. They also have complex disabilities, they get around in wheelchairs and most don’t communicate like we do. Some of the words that come to mind when I think about the return on our investment are: high quality care, trust, love, consideration, safety, exploration of community and interests, fulfillment and joy. The people served thrive rather than simply survive."

Craig (past Board member) and Kathy Rambo
St. Joseph Home supporters for over 10 years
Thank You to Our Donors*

Holly Abernathy
Able 529, LLC
Jack and Mary Albrecht
John Albrecht
Cathy and Erik Allaben
Samuel Allen
Thomas Allen
American Foods Group
Robert and Judith Anderson
Bob Anderson
Anonymous
Beth Antenucci
Aon Foundation
Mike and Sharon Arata
The Armor Group
Rich and Lynn Arnold
Al and Patricia Babey
Amy Bain
Mal and Kyle Baker
Rose and Jerry Baker
Kristen Barbour
Dorothy Barrett
John Barrett
Patricia Basti
Bartlett & Company
Diane Bechtold
Karen Beckett
Bill and Carol Beebe
Stephen and Deborah Behrends
Mike and Marsha Benedetti
Michael and Kathleen Benken
David Benken
Tom Benken
Joan and Donald Berg
Jody Bergman
Paul and Joyce Betz
Sylvia Betz
Susan Bilz
Payton Birk
Tina and Jim Bissell
Elizabeth Black
Reuben Blair
Michael Blomer
Steve and Kristina Boerger
Carol Wiedman and Tom Bohman
Dale and Marlene Bosse
Jim and Mary Lou Bowen
Harold Boyd
Julie Bradford
Jim and Pamela Bradley
Dorothy Bradley
Jim and Mary Brady
Beverly Brigner
Thomas Brickman
Susanne Britton
Theresa and Paul Brockert
Joyce Brown
Rhonda Brown
Margie and Dave Brown
Anita Brown
Chris and Stacey Browning
Greg and Mary Beth Bruchs
Brian and Jean Bruchs
Gus and Lillian Buhrlage
Sarah Burr
William Busch
Susan Busch
Mike and Joleen Butler
Carol Butler
BWC – State of Ohio
Lacretia Cadle
Cambridge Charitable Foundation
Michele Carey
Michael Carpenter
Janel Carroll
Ruben Castillo
Eileen and John Cavanaugh
Hilda Cavanaugh
Kimberly Ceccoli
Stephen and Kathleen Chambers
Charitable Adult Rides & Services, Inc.
Teresa Chehning
Janice Christeson
Cincinnati Therapy Connections, LLC
Bob and Victoria Cianciolo
Nancy Ciccarello-Ware
James and Rosemarie Clark
Don and Sandra Cookley
Jim and Lynn Coldiron
Brenda Collett
Dan and Allison Connors
Craig Coogan
Diana Coogan
Tina Cook
Sister Joan Cook, S.C.
Angelia Coomer
Reverend Ronald Cooper
Bonnie and Dennis Corrigan
Bob and Jeanne Coughlin
Patricia and John Couzins
Greg Cox
Cynthia Cozad
Glenna Craft
Diana Craig
Robyn Cramer
Karen Crane
Nicole Crossin
Rich Curless
Drew and Maggie Curtis
Clayton and Meredith Daley
Randy Daugherty
Bill and Kathy Davis
Mark Davis
Michael and Martha DeFrancesco
Dana and Dennis Delaney
Deloitte & Touche
Karen Smith and Paul DeMarco
George and Kate Denman
Kathy and Gordon Denmark
Jody Denmark
Doris Derenkamp
Joe and Jean Desch
Steve and Peggy Ann deStefano
Ellen Dillon
Brady Schuerman and Rita DiStefano
Ruth Ann and Jim Doerger
James Downs
Barbara Doxsey
Paul and Janice Doxsey
Jean and James Doyle
Kris Drees
Madeleine and Thomas Dressing
Brian and Jeri Drew
Rita Driehaus
Claire Driehaus
Denise Driehaus
Lucienne and Steve Driehaus
William and Amy Dunlop
Elisabeth DuSold
Meritta Eby
Jodie Edwards
Lee Eisenbarth
Laura Enzbrenner and Bob Eling
Adam Elrod

Thank You to Our Volunteers

Moms On a Mission
Not only does this group of moms host a playgroup or special event here at SJH each month where they bring their kids to have fun with residents, but they also organized their first Girls Night Out event in October. The event raised over $12,000 for our community and allowed SJH to share our mission with more than 75 new people in our community.
SJH could not do what we do every day without you.

Mary Jo Simpson, Volunteer
St. Joseph Home is incredibly fortunate to have Mary Jo in our midst every week. Her connection to the SJH community all began with her answering to an employment ad in the paper. For the next 13 years Mary Jo taught an exploratory curriculum, at the very first SJH Academy, to residents that were unable to attend school off campus due to their medical support needs. After retiring in 2012, she has been volunteering her time every week. Her hands-on experience, a masters degree in special education, passion and practice with gentle presence most certainly makes Mary Jo one of our powerhouse volunteers.
Thank You to Our Donors*

Knights of Columbus – Glenmary Council No. 5674
Knights of Columbus – St. Michael No. 3382
Knights of Columbus – St. Susanna No. 10272
Bob and Linda Krahenbuhl
Jim and Mary Krimpenfort
Maureen and Ron Kroeger
John and Margarette Kron
Mary Lee Kuechly
Curts Kuehne
Werner and Sue Kummerle
Denise and John Kuprionis
Peter and Sonia Kwiatkowski
Marlene Lachtrupp
John and Elizabeth LaMacchia
Rob and Karen Lambert
Beth Ann Lang
Cheryl Lanham
Christian and Haejin Lee
Stephen Lee
Kevin and Cindy Leichty
Max and Janet Leichty
Judy and Gary Leick
Claire Leist
Jennifer and Rob Lewis
Suzanne Lindner
Liquidators World
Don Little
Jeff Littlejohn
Janet Keller and Dave Lockard
James and Margaret Lockwood
Dave and Judith Luccco
Thomas and Elizabeth Maile
Sheri and Ron Malone
Ted and Mary Maney
Ann and Joseph Maniaci
Carol and Dave Mansen
The Mariner Foundation Fund
Gene Beaupre and Lynn Marmer
Angie and Jared Martin
Karen and James Martin
Martha and Joseph Martini
Amy Mattingly
Jason and Debbie Mattingly
Robert and Donna Mayer
Susan and Kevin McCarren
Colleen McCarthy
Sarah McCarty
Elizabeth McClain
Bill McClay
Susan McClure
Virginia McCough
LaKesha McCurdy
Dave and Barbara McDonald and Family
McGill Smith Punshon, Inc.
Tom and Charlene McGill
Tom and Melissa McNally
Nikki and Jim McPolin
Kathi and Kinnard McQuade
Judy McQueen
Claudia and Edward Mechenbier
Medtronic
Timothy Meier
Mary Meier
Merchants Security
Amy Merry
Messer Construction Co. Foundation
Ashley Miller
Mark Miller
Craig and Patricia Miller
Don and Patricia Miller
Erik and Cathy Miller
Mary and Dick Moehr
Ralph and Constance Moeller
Moms on a Mission 410
Monarch Construction Company
Donna and Randy Moore
Kim and Ali Moore
Melanie and Tony Moore
Tom and Katie Moosavian
Andrea and Robert Morwood
Loretta Mueller
Jeri Murray
Jeff and Mickie Nagel
James Nasso
National Christian Foundation
South Florida
Anita Neack
Shirley and Arthur Neal
Neidhard-Young Funeral Home
Mary Jane Neiheisel
Tim and Mary Patricia Neiheisel
Mary Nicolay
Regina Nieb
Ken and Jean Niederhausen
Eleanor and Charlie Noe
Mark and Babette Northrup
Norwood Lodge No. 301 L.O.O.M.
Planes Moving and Storage, Inc.
Plummer Daffin & Associates LLC
PNC Bank
PSARA Technologies, Inc.
Doug and Julie Prince
Ann and Tim Proud
Jennifer Fund
Craig and Kathy Rambo
Ruth and Paul Ravenna
Shelly Reddy
Matthew Reddy
John and Joan Reddy
Rick and Janet Reder
Joyce Rees
Anne Marie and Danielle Reid
Susin Milinovich and
Michael Rench
Renaissance Charitable
Foundation, Inc.
Robert and Lisbeth Richards
Jill and Phillip Richardson
Britney Pangallo
Melissa and Al Park
Deyjah Parker
Denise and Kyle Patterson
Paycor
Kristin Pearson
Bob and Judy Pearson
Sally Perry
Perfection Group, Inc.
Jim and Pauline Petrovsk
Joseph Mohlenkamp and
Patricia Plass
Daniel & Susan Pfau Foundation
Joseph A. and Susan E. Pichler
Fund of GCF

Thank You to Our Volunteers

Don Connolly, 5k Race Director
Don Connolly has been a very special member of our St. Joseph Home Community for going on 22 years. Carrie Shoemaker, who organizes our race, says “this race wouldn’t happen without Don and his team.” When he began working with St. Joseph Home, 21 years ago, we paid him. After a couple of years, Don made the decision to provide his services as an in-kind donation every year. He believed, and still believes, in what we do and wanted to be a true partner with us. Don is a wonderful example of someone who has made a huge impact in the lives of our residents and families. Thank you, Don!
May We Help

Very cool and innovative solutions can come to pass for those we serve when volunteers with technical minds and generous hearts come together. This year, SJH benefited greatly from a new partnership with a local nonprofit called May We Help. Their mission is to design and create unique custom solutions for individuals with special needs to engage in and pursue their passions. Recently, Ray, a retired engineer volunteering for May We Help, adapted a battery-powered race car that Joseph can operate by using a push switch with his hand. You can see by the huge smile on his face that he’s loving it!

Your contributions help make SJH vibrant and dynamic.
Highlights from 2018

January
Resident’s Katie W., Sarah, Angie and Katie G. were selected from hundreds of applicants to compete in the Art North Exhibition at Westheimer Gallery.

March
Hosted a St. Joseph Feast Day Mass & Brunch for the Caring Campanion Society whose members will leave a legacy with SJH.

April
The 2018 Incline to the Finish Line 5K Walk, Run, Roll had over 800 participants conquer the hill raising more than $50,000.

(April continued)
SJH Rollerskating Party brought together all 48 residents, respite guests, staff, volunteers and families as they rock and rolled the night away.

August
Celebrating Alley and Mikayla, our Summer Interns, through the MSJU Employment Program sponsored by the SC Ministry Foundation.

September
The SJH Annual Community Picnic included a BBQ, life size games, famous Gorman Heritage Farms wagon rides, caricature artists and a whole lot of fun!

June
Broadmoor Baptist Church Youth Choir made SJH their official stop on their Cincinnati Tour all the way from Shreveport, LA.

July
SJH Dietary Team receives the Hamilton County Clean Kitchen Award for the 2nd year. Congrats!

October
The 2018 Golf Classic & Celebration in it’s 30th year hosted more than 250 golfers and guests at Maketewah Country Club.

November
Seton Hall debuted its new look with wood flooring.
Make a DIFFERENCE...
Your gifts and time allow us to assist individuals living with complex disabilities to uncover their dreams and maximize their full potential.

• Learn more, visit www.stjosephhome.org
• Volunteer; individuals and groups welcome
• Discuss your legacy
• Schedule a tour to more closely understand our work
• Follow us on Facebook, Instagram and Twitter @saintjosephhome

Contact the Advancement Team at info@stjosephhome.org or call 513.563.2520.