RESIDENTIAL SERVICES

Cottages
The on-campus Residential Cottages are home to 48 children and adults currently ranging in age from 2-63. All residents receive hands-on physical, occupational, and speech therapy as well as top level medical care.

Community Homes
The two SJH Community Homes offers a smaller residential setting to adults who are able to live with less intensive medical support. This environment affords members the maximum level of support they need in order to fully participate in their community. Each Community Home serves four residents.

Ventilator Services
A growing population of both children and adults require ventilator support to breathe. All residents in our Ventilator Units have both a stationary and portable ventilator so that they can enjoy life with freedom beyond their bedroom.

RESPITE CENTER

The Harold C. Schott Respite Center provides a much-needed break for families caring for a loved one with a developmental disability at home. The respite program is designed for short-term stays, allowing families to travel for work or vacation, get their own medical needs met, and rest from the demands of care. Up to eight individuals can be cared for at a time.

ADULT DAY PROGRAMS

The Blue Ash Day Program engages 46 adults in experiences focused on communication, skill development, and learning.

The Sharonville Day Program gives participants expanded opportunities for greater interaction and opportunities to experience community life which can include volunteering and employment.

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.

BOARD OF DIRECTORS

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James Weber
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With this Annual Report, we are honored to be able to share with you, our valued partner, a summary of this last year. As you can imagine, the year has been unlike any other in the incredible 147-year history of this great ministry, as the COVID-19 pandemic presented a truly unprecedented challenge to our community.

Early in the spring of 2020, we established five goals to carry us through the pandemic. They were:

1. To keep the individuals we serve safe from the virus;
2. Keep our staff safe from the virus;
3. Care in unique ways for the members of our community impacted by the pandemic;
4. Protect the long-term future of St. Joseph Home; and
5. Support the disability community through the pandemic.

To this point, we’ve met these goals thanks to the tireless dedication of our care staff and the support of our community of parents/guardians, volunteers and donors.

Our year, however, wasn’t just about coping with the pandemic. We were also able to help individuals make transitions from our main campus to home settings and we were able to open up a community home in College Hill. As we look to the future, we will continue to expand opportunities for residential, respite and day program services while continuing a legacy of excellence for the individuals we serve.

While we are thrilled this spring to begin to see the light at the end of the pandemic tunnel, we know there will always be challenges as we seek to push the envelope of possibility for persons with complex disabilities. We will rise to these challenges because we know that, with our community of supporters, we can achieve amazing things for the individuals we serve!
We are grateful to report that thanks to the tireless dedication of our care staff and the support of our community of parents/guardians, volunteers and donors we have succeeded in meeting the five goals we established to carry us through the pandemic. They were:

1. To keep the individuals we serve safe from the virus;
2. Keep our staff safe from the virus;
3. Care in unique ways for the members of our community impacted by the pandemic;
4. Protect the long-term future of St. Joseph Home; and
5. Support the disability community through the pandemic.

Financially, St. Joseph Home is weathering the storm with the additional help of some extraordinary community support. For example the Greater Cincinnati Foundation gave a $25,000 grant to cover the unexpected and extraordinary costs of Personal Protective Equipment for staff.

Because residents were not leaving to participate in outings or day programs, more staff were needed in each cottage on a daily basis. We re-imaged the direct care teams to reduce the potential risk of spreading infection among individuals on the main campus. Now each team works exclusively in one cottage, with a single group of eight residents, during each shift.

Thanks to our generous supporters we have been able to keep each valued member of the SJH care team, even though income was reduced due to canceled fundraising events, the Harold C. Schott Respite Center closure, and reduced capacity at our Day Programs. No employees were laid off or furloughed; places were found for all who requested them, albeit on a different shift or at a different location.
As CEO Dan Connors explains, “Our pandemic response is possible because we were able to build it on the solid foundation of 147 years of St. Joseph Home history, based on the charism of the Sisters of Charity of Cincinnati. This heritage gives us the ability to weather the storms we encounter. We are confident we are going to emerge at the end of the pandemic stronger, and with valuable lessons learned as we continue to fulfill our unique mission.”

And in gratitude for their dedication, we also offered additional financial support to our care staff members, expanding our employee loan program and paying for time off required for quarantine related to the pandemic.

In terms of the human toll, as with other residential care facilities, the campus was locked down, and like the rest of us, the individuals we serve have been isolated from so many of the things they enjoy. There were no visitors, including family or volunteers, for 81 days. Investments in tech devices enabled residents to remain connected to loved ones during that time. In June, limited, scheduled family visitation was restored. (See Engagement During Lockdown on page 6.)

HERITAGE
How St. Joseph Home weathered the pandemic storm embodies the Pillar of Heritage.

Called to serve  
Lens of justice  
Fellowship of equals  
Compassionate community
Remember how exciting it was, as a young adult, to move into the first place you called ‘your own’? Kalisha got to experience that rite of passage in 2020. She moved from the Intermediate Care Facility of St. Joseph Home, which she had come to in 1997 when she was just 10 months old, to a brand new Community Home in the College Hill neighborhood of Cincinnati. For Kalisha, while she would have housemates, the thought of having her own bedroom, and a space to decorate as her own, made her eyes light up! Making this move was a choice Kalisha and her guardian made.

Kalisha’s opportunity came about thanks to a new partnership between SJH, the Hamilton County Department of Developmental Disabilities Services, and the Housing Network, which leases the house.

This new collaboration signals a strong vote of confidence in the expertise and quality provided by SJH. The County was familiar with our work through both our other Community Home facility and our Adult Day programs.

Vice President of Community Services, Becky Watson, says, “This venture is a new model for SJH in working with the HCDDS. It aligns perfectly with our vision for increasing choice by providing new opportunities and new ways for residents to be part of the community and live their lives to the fullest.”

Having the house, the housemates, and the appropriate care/support is just the beginning, though. Imagine setting up a home from scratch, and more.

Community Homes are independent living in that each resident is responsible for covering their own expenses through social security, waiver funds and personal funds, which usually cover more day-to-day type expenditures and special needs items.
Now the residents needed furniture, beds and chairs, lamps and tables. Sheets and towels. A TV. Everything needed to cook in a kitchen. It’s a long list.

And, of course, the SJH community stepped up, sending out a special appeal to help the residents of this new Community Home cover their set-up costs.

Thanks to that appeal which, in the midst of the COVID pandemic, raised more than $5,000, all the residents had everything from furniture to utensils to curtains to a TV. Thanks to generous donors who enabled these young adults to start life fully furnished, the house quickly became a place Kalisha and her housemates called home.

GENTLE PRESENCE
The new Albany Community Home embodies the St. Joseph Home Pillar of Gentle Presence.

Safe, engaged and loved
Mindful interaction
Valued relationships
Mutual trust and support
SJH residents and staff were cottage-bound for 81 days, from March to June. It was devastating for all to lose contact with the outside world and the need to close the beloved swimming pool made it even worse. During that time, and throughout this pandemic year, the recreation team outdid themselves creating age-appropriate activities for each group of residents.

Spirit Weeks at St. Joseph Home are when the staff joins in the fun with the residents, dressing up, for example, for the special activities. During one such week the pre-school and elementary age children watched Aladdin and made their own character-inspired PJs. Teens and young adults did tie-dye art and played Xbox games, while the adults had an 80’s rock music game and a decade dance party.

Director of Programming, Jeni Rolfes, said, “The pandemic gave us many challenges, forcing us to think and work together differently. For example, nursing and therapy staff who were accustomed to being involved with residents in multiple cottages now had to be limited to interaction with a single cottage and its team. Adaptation was the name of the game, and SJH staff played to win.”

The SJH family was determined to keep the residents in touch with their family members. The first step was to Facetime with them, progressing to visits through the windows, using cell phones to talk while smiling at each other through the glass.
Celebrations didn’t stop—when one resident turned 22 the driveway filled up with decorated cars. At the end of the academic year, some residents had virtual graduations while for others schools came by to pay tribute; signs dotted the grounds outside graduates’ windows.

Staff, with their above-and-beyond devotion and dedication were celebrated, too. In September SJH staff and residents re-enacted a ‘red carpet moment’ photo entrance and the Hollywood Walk of Fame with a path of stars down the halls, which echoed with applause and cheers.

One of the happiest days of 2020 came in June when in-person family visits resumed outside. Unlike before-COVID they could not be impromptu—they had to be scheduled—but that didn’t reduce the joy of reunion. And in July residents could go outside on the grounds with staff again.

Halloween is a holiday for all ages, and everyone had a good time in the SJH pumpkin patch. By the time it was too chilly to visit comfortably outside, state regulations expanded, allowing for scheduled indoor family visits to begin.

Early in 2021 SJH marked a notable milestone that will be a turning point on the engagement that will be possible soon. Nurses from Cincinnati Children’s Hospital came to SJH and gave the COVID-19 vaccine to all eligible residents who wanted one.

See more photos on the next page.

COMMUNITY

Our engagement efforts during lockdown embody the St. Joseph Home Pillar of Community.

Included and together
Foster genuine relationships
Rely on each other
Culture of self-discovery
How many watts do you save when you change a light bulb? Lots!

2020 saw the culmination of a three year project related to fulfilling our heritage of being a good steward of the earth through modernization and upgrades that save both money and the environment.

A major project involved changing virtually all the facility’s light bulbs to LED from incandescent. In the hallways alone more than 338 bulbs were changed from 32 watt fluorescent to 16 watt LED. The 40 outside fixtures were also updated. In several spots the number of bulbs could also be reduced. The average savings per bulb is $9, for a reduction in electricity costs of more than $3,400.

Community Facilities Manager Drew Curtis oversaw the conversion, which was a satisfying project. “We’ve made choices to conserve electricity, conserve water, and enhance sanitation. Not only was it the right thing to do for the environment,” he said, “residents, family members, and supporters of St. Joseph Home can all be confident that there is a carefully considered purpose for why and how money is spent in maintaining the facility.”

Light bulbs were not all that got changed. For both conservation and infection control purposes, the
restrooms were updated with motion-sensor lights and motion-activated faucets, and touchless flush mechanisms on the toilets. Next will be touchless paper towel dispensers.

As COVID focused everyone’s attention not only on the surfaces we touch but on the air we breathe, Curtis had a plan for that, too. Two upgrades improved the cleanliness of the air throughout the entire campus where an ionization air purification system was added and all the air filters were upgraded.

Curtis observed, “A lot of the work we do is literally behind-the-scenes, as in behind the walls and above the ceilings, so it can be easy to miss.”

One green asset that is front and center is the new outdoor furniture made of recycled materials that is part of the recently completed green space, and other outdoor areas. The sturdy, durable, and attractive picnic tables and chairs are made from plastic recovered from landfills and oceans.

As part of overall environmental consciousness, a new water bottle filling station was installed outside of Cottage 2; it counts the bottles filled. In its first two weeks, 300 bottles were filled; that translates into 9,000 bottles worth of water over the course of a year. Curtis added, “When the campus opens up again after COVID use, and savings, will likely be even greater. More water bottle filling stations are planned for the coming year, which will keep thousands of plastic bottles from going into landfills each year.”

While the lighting project may be complete, SJH will continue to prioritize good stewardship of the earth through ongoing updates.

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**SERVANT LEADERSHIP**

Our Environmental Stewardship embodies the St. Joseph Home Pillar of Servant Leadership.

- Uplifted and respected
- Shared ownership
- Unique and united
- Empowered team
St. Joseph Home IS a home, where residents thrive throughout their lives. On rare occasions it turns out that SJH ends up serving as a ‘stepping-stone’ home for residents of the pediatric ventilator unit, which serves children under age 18. That was the case for Hailey.

An extremely premature baby, born at 24 weeks, Hailey moved from Cincinnati Children’s Hospital to SJH when she was eight months old. At that point no one knew what her potential was. At SJH, in addition to addressing her complex medical needs, therapists, nurses and other care staff worked with her daily. Hailey began to catch up on developmental milestones in gross and fine motor skills and cognition. She learned to grasp, and then she colored with crayons. She babbled, then she talked. She learned to crawl, and then walk.

Residential services at SJH are designed for individuals who are in wheelchairs but now Hailey was on the move, and the staff hastened to baby-proof the living area!

In 2019, when she was four years old, Hailey’s medical conditions improved and she was weaned from the ventilator (a machine that moves air into and out of the lungs for a patient who is physically unable to breathe, or breathing insufficiently). She still used a feeding tube and tracheotomy. But freedom from ventilator-dependence created a new possibility. The SJH team gave extensive training to Hailey’s family and caregivers until they were all confident that Hailey’s physical needs could be met successfully at home.

At that happy news, emotions among her SJH family members ranged from excitement and pride in having helped Hailey to thrive, to sadness in knowing how much they would miss her. As Director of Nursing Melissa Rogers put it, “They loved her to pieces.”

Hailey is one of the three children from the pediatric cottage in the last five years who have gone to their family home from their SJH home. Joseph, who had lived here for four years, also left in 2020 at age six. During his residence, his physical health stabilized and the team of caregivers addressed his developmental needs as they had done with Hailey. With this support, and extensive training, his family made the choice to transition and care for him at home.

These outcomes are awakening SJH that there is an identifiable trend that for some of our youngest residents, SJH can be a transitional home. Possibility truly does overcome disability at SJH.
One of the things that powers the St. Joseph Home community of caring is our tremendous well of volunteers. Usually they are a visible presence at both the cottages and the Day Program facilities, reading to residents, or making music or art with them, tending to the grounds, or raising money at events. Of course having volunteers on-site came to an abrupt end, along with many other things in March of 2020.

But just because they couldn’t be on-site did not mean people could not volunteer for St. Joseph Home! Just as the world of work moved to remote activities, so did volunteering here. Using the online portal Volunteer Match, we first reached out to people to make masks for residents and staff when there were none to be had. And as the lockdown dragged on, volunteers from all 50 states sent personal, hand-made messages of encouragement and cheer to the residents. They also contributed decorations for July 4th and other holidays.

And in the summer, when limited numbers of people could be back on the grounds, students from St. Xavier High School came and washed the windows, and raised money washing cars.

Altogether about 350 individuals ‘volunteered’ for St. Joseph Home during the pandemic.
2020 has been described as unprecedented, unparalleled and exceptional. It was all of that and more. Yet while people had worries of their own at home, they continued to care for the residents of St. Joseph Home with unwavering support. Their help signaled a willingness to fight against a life-threatening disease, and an assurance that our mission will persist and thrive well after the pandemic passes.

Thanks to every member of the staff who went to extraordinary lengths to be sure every aspect of our home was managed at the new level of infection-control standards demanded by COVID-19. And who adapted to new shifts and ways of working together during the difficult days of the most stringent lockdown protocol. Their resourcefulness and resilience are second-to-none. Residents continued to thrive, thanks to their devoted efforts.

Thank you to each and every donor who gave selflessly throughout the pandemic. Trusting we could count on you, St. Joseph Home has steadfastly provided our residents with the best quality of life possible. Thanks to your loyal support, we maintained our ability to provide exceptional care for our residents’ health and enriched wellness.

Thank you for giving St. Joseph Home such a strong foundation to face the COVID-19 crisis, and a hopeful future beyond.

**EXTRA SPECIAL THANKS**

Throughout the pandemic, private contributions covered 20% of SJH’s total operating costs, making it possible to keep our doors open one day out of every five.
INCOME

Day Programs .................................. $733,266
Respite ........................................... 256,224
Annual Giving .................................. 872,359
Legacy Endowment ............................ 1,754,591
Other ............................................. 157,371
TOTAL INCOME ................................. $13,200,468

EXPENSES

Residential ...................................... $9,242,826
Day Programs .................................. 1,208,882
Respite .......................................... 674,519
Administrative Support ...................... 2,041,642
Fundraising ...................................... 417,759
TOTAL EXPENSES ............................ $13,585,628

COVID IMPACT, CALENDAR YEAR 2020

INCOME
PPP Loan Receipts ............................... $1,940,100
GCF PPE Grant .................................. 25,000

EXPENSES
PPE Expense ..................................... $220,000
Lost Revenue .................................... 725,000
(.closed Respite and Day programs, canceled 5K and Golf)
Staff Appreciation ............................ 335,000
    (gift cards, bonus, thank you event)
Quarantine PTO ................................ 45,000
Closed Programs Staff Salaries ............. 300,000
    (no staff were laid off; they were re-deployed)

BALANCE SHEET

ASSETS
Current Assets ................................. $3,206,733
Endowment ..................................... 34,944,357
Restricted Endowment ....................... 4,402,962
Fixed Assets .................................. 6,697,774
TOTAL ASSETS ................................. $49,251,826

LIABILITIES
Current Liabilities ............................. $1,118,697
Long term Liabilities ......................... 702,965
Total Liabilities ............................... $1,821,663
Fund Balance .................................. 47,430,163
TOTAL LIABILITIES AND FUND BALANCE ................................. $49,251,826

FINANCIALS

FISCAL YEAR 2020 • JULY 1, 2019–JUNE 30, 2020