Independent Living, Inc.

Promoting Choice, Self-Determination and Total Participation

Annual Report 2011-2012

Celebrating 25 Years of Service!

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Photograph by Cherfoto Images

www.MyIndependentLiving.org
Matthew Migliaccio

Three years ago, our Board of Directors and staff participated in a strategic planning retreat, and formalized an organizational values system based on respect, integrity and customer focus. We identified and prioritized our strategic goals and replaced the traditional annual performance evaluation system with a Continuous Development of People Process (CDPP) that relies on our core values of respect, integrity and customer focus to guide the development of Specific Measurable Aligned Realistic and Time-bound (SMART) objectives and agreements related to the activities to be undertaken to reach those goals.

From my perspective, and I know my sentiments are shared by my Board colleagues, the corporate culture at Independent Living, Inc. is unparalleled, and has made it possible not only to achieve the strategic goals established three years ago, but also to reach for new horizons with confidence and enthusiasm.

I am honored and continually inspired to serve Independent Living, Inc., an organization that was founded twenty-five years ago with 3 or 4 employees in a small, rented space in the City of Newburgh, that today employs about 75 people plus over 300 home care workers in four Counties, with service centers in Newburgh, Middletown and Monticello. The fact that we are an organization of peers enables us to offer an approach that is immediately distinguishable from other service organizations. Moreover, 51% of our Board of Directors consists of persons with disabilities.

We will continue to expand access to services and resources for people with disabilities in Orange and Sullivan Counties and throughout the Mid-Hudson Region, and to serve as a strong voice for systems change at a local, state and national level.
This year we celebrate 25 years of service to people with disabilities and their families throughout the Mid-Hudson Region. As the Founding Executive Director, it is exciting to reflect on our growth, and all of the “community change” that has occurred since Independent Living, Inc. first opened its doors in 1987.

With new independent living contracts this past year, we established offices in Middletown and Monticello, providing greater access to our programs and services for people with disabilities in central and western Orange County and Sullivan County.

Our homecare services are vital for assisting hundreds of individuals in the Mid Hudson Region to stay healthy and remain living at home, as opposed to institutional settings. We provide both licensed and non-licensed home care, and a range of complementary support services to make the difference between struggling to survive and living a good quality of life.

The NY State Office of Mental Health has granted contracts to establish a Regional Recovery Center model in Dutchess, Orange, Rockland and Ulster Counties. The program, which we have named “REACH ONE,” is a collaborative partnership among PEOPLe, Inc., Independent Living, Inc. and the Rockland Independent Living Center. It is a regional support network of peers and professionals who provide proactive outreach and engagement for individuals with a psychiatric diagnosis. Services are provided by highly trained peers with lived experience to address issues of isolation and loneliness by encouraging and supporting people in recovery to take charge of their own lives. Recovery specialists provide intensive peer support; facilitate integration of physical and mental health/substance-abuse services; connect individuals with gainful employment and social opportunities, and offer training, with the goal of maximizing the potential of each individual. Our hospital transition and diversion programs are exemplary models that help reduce hospital length of stay and unnecessary re-admissions.

Like most organizations, we are adapting to the changes resulting from health care reform and Medicaid re-design, and positioning ourselves to maintain our high degree of successful outcomes for the people we serve in a managed care environment. We will continue to pay close attention and be intimately involved with the implementation of new health care models and strategies, including the Health Homes, Behavioral Health Organizations, and Accountable Care Organizations – advocating for the best outcomes for people with disabilities.

Our 25th Anniversary Gala was a huge success. I’m grateful to all who contributed to this wonderful celebration.

Wishing you wellness in the year to come,

Doug Hovey

Doug Hovey

L-R: Our Gala Honorees – Senator William J. Larkin, Jr., David Rider and Kevin McGuire
Access to Home Services
Home modification services to help persons with disabilities to remain at home, or return home, and live with dignity in the community setting of their choosing.

ADA Consultation/Environmental Modification Services
Directed to individuals, local municipalities, commercial property owners, employers, businesses, schools and provider agencies, these services play a vitally important role in ensuring compliance with the provisions of the Americans with Disabilities Act.

Assistive Technology
Providing demonstrations, test equipment and evaluations, through partnerships with assistive technology manufacturers, the NYS Commission for the Blind, and durable medical equipment manufacturers, to help improve communication and simplify activities of daily living for individuals with disabilities in Orange, Ulster, Sullivan, Dutchess and Rockland Counties.

Benefits Advisement
Offering consultative and supportive services aimed at increasing independence for recipients of SSDI and/or SSI benefits by providing information and education on available work incentives.

Consumer Directed Personal Assistance Services (OPTIONS)
For persons with disabilities, including seniors, OPTIONS is made available in cooperation with the local Departments of Social Services in Orange, Sullivan, and Ulster Counties, and with Dutchess NY Connects/CASA in Dutchess County. Offers a unique alternative to traditional attendant care, giving individuals the opportunity to hire and manage their own personal attendants.

Deaf and Hard-of-Hearing Services
Providing a bridge between the Deaf and Hearing cultures in Orange, Ulster, Sullivan and Dutchess Counties, this program is actively engaged in community outreach and education, advocacy, service coordination, counseling and technical support.

Early Childhood Direction Center (ECDC)
Providing disability-related service and information to families of children from birth to 5 years of age, and offering technical support to schools, day care centers, and child care professionals in Orange, Sullivan, Dutchess and Ulster Counties.

Education Advocacy
Providing information, education and support for families of students between the ages of 6 and 21 with developmental disabilities, who have concerns about their child’s education.

Employment Services
Authorized by the Social Security Administration as an Employment Network. Contracted to conduct work-readiness assessments and job placement services for NY State Department of Adult Career and Continuing Education Services-Vocational Rehabilitation (ACCES-VR), Commission for the Blind (CBVH), and Office for People With Developmental Disabilities (OPWDD). Enhanced supported employment services and ongoing employment support provided. Vocational services available for all tenants at the Cornerstone Residence in Newburgh.

Family & Student Services
Providing an array of services for individuals with developmental disabilities and their families including education advocacy, an after-school learning enrichment program for students, a Community Independence Program that offers independent living training for persons with disabilities and a Saturday activity/respite program.

Homeless Services
Providing a rental subsidy for permanent housing and case management services to individuals with disabilities who are homeless.
**Independent Living Skills**

Person Centered Planning (PCP) is an approach designed to assist individuals to plan their life and supports. Based on the philosophy that the individual being served by a process should be the primary shareholder in that process, services promote self-help, equal access, peer role modeling, personal growth and empowerment so that, consistent with the Olmstead Ruling of the US Supreme Court, people with disabilities may live in the least restrictive setting of their choice. Services include, but are not limited to, information and assistance in obtaining or coordinating delivery of services from other sources, assistance regarding housing, home care, transportation, assistive technology, employment, early childhood direction and home modifications.

**Mental Health Services**

Aimed at helping people with psychiatric disabilities, including those at continuing risk of homelessness, to overcome stigma, connect with needed supports, build constructive relationships with peers, advocate on their own behalf, define and pursue their personal journeys to wellness, and make the transition from system dependence to independence.

- **Case Management**

  Offering a holistic, person-centered approach to facilitating connections with provider agencies and community amenities, and aimed at ensuring long-term residential stability, personal recovery, health and general well-being. Our staff members are on-site at the Cornerstone Residence at 111 Broadway in Newburgh.

- **Recovery Center Services - Reach One**

  Proactive peer engagement and services for people with psychiatric diagnoses and/or chemical addiction in Dutchess, Ulster, Orange and Rockland Counties, in collaboration with PEOPLe, Inc. and the Rockland Independent Living Center. The Mid-Hudson Regional Recovery Center provides traditional peer support, educational opportunities, integrated social and recreational activities, assistance with employment and health home integration.

- **Transition and Diversion Services**

  Serving persons with psychiatric & co-occurring addictive disabilities with the goal of aiding in the prevention of hospitalization and homelessness, this program provides wrap-around support, including core independent living services. Our bridgers are on-site and on-call at local hospitals to assist individuals being discharged from the mental health units to connect with necessary supports for their continuing journey of recovery. Our diversion specialists proactively engage individuals who have been evaluated but not hospitalized, providing intensive peer intervention during periods of crisis.

**Service Coordination**

Aimed at helping individuals with Developmental Disabilities to make connections with needed services and community supports that enable them to live with the maximum degree of independence.

**Systems Advocacy**

Member of the Statewide Systems Advocacy Network, a group of eighteen independent living centers throughout New York State which collaborates with other disability organizations to ensure that legislation affecting people with disabilities is introduced, passed by the Legislature and signed into law by the Governor.

**Wellness Center**

Located at the Cornerstone Residence (111 Broadway in Newburgh), the Wellness Center operates Monday - Friday from 5:30 - 7:30 p.m. Open to the public. Offers activities each evening to promote physical and mental wellness. Popular choices include Zumba dancing, yoga, tai-chi, cooking and nutrition, a variety of fitness programs, smoking cessation, weight loss and stress management. Individuals are encouraged to take the steps necessary to achieve personal well-being through individually-tailored healing strategies that have been proven effective in helping people cope with the challenges of daily life.

**Promoting Choice, Self-Determination and Total Participation**
Headquartered in Newburgh, with satellite offices in Middletown and Monticello, Independent Living, Inc. serves people throughout the Mid-Hudson Region. Many of our programs, including our Early Childhood Direction Center, Deaf and Hard of Hearing Services, Service Coordination and Consumer Directed Personal Assistance Services, have a strong presence in our neighboring counties and work cooperatively with area agencies to address the needs and represent the interests of persons with disabilities.

Independent Living means controlling and directing your own life and being as self-sufficient as possible. It means taking risks and being allowed to succeed and fail on your own terms. It means participating in community life and pursuing activities of your own choosing. Whether we’re providing peer counseling to a newly disabled adult or offering technical assistance through partnership with a local industry or municipality, Independent Living, Inc. serves as an important voice for systems change, and a vital resource for persons with disabilities within our local and regional communities.
## Donor Recognition

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### Founding Members

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### Platinum Donors ($2500+)

- Linda & Michael Brooks
- Crystal Run Healthcare LLP
- Nederlander Of New York, Inc.
- Philadelphia Eagles
- Provident Bank
- Rider, Weiner & Frankel, PC
- St. Luke’s Cornwall Hospital
- The Shubert Organization
- Tampa Bay Lightning Foundation
- Walden Savings Bank

### Gold Donors ($1000+)

- Anonymous
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- Comcast Spectator
- Community Care Behavioral Health
- Mary Johnson
- Lisa Kelly
- Frederic McCurdy
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- David Rider
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- Sedore & Company
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“A society grows great when men and women plant trees whose shade they know they shall never sit in”

– Unknown
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<td>Marjorie Weidkam</td>
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<td>Nicole Hoornbeek</td>
<td>Carletta Mitchell</td>
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<td>Maureen Hopkins</td>
<td>Jonathan Mogelever</td>
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<td>James &amp; Mavourneen Hubbard</td>
<td>Nancy Moore</td>
<td>Linda Werner</td>
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<td>Cathy Huggins</td>
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<td>Kathy Hunter</td>
<td>Charles &amp; Linda Muller</td>
<td>Andrew Weyant</td>
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<td>Daniel Hutting</td>
<td>John Murphy</td>
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<td>Martha Ehrman</td>
<td>Anna Iacuniano</td>
<td>New York Assn. of Independent Living</td>
<td>Carolyn Wilson</td>
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<td>Elant, Inc.</td>
<td>Criss Ittermann</td>
<td>Meg Oakes</td>
<td>George &amp; Marie Woolsey, Sr.</td>
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<td>Betty Jessup</td>
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<td>Debra Johnson</td>
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<td>Rose Jurik</td>
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<td>Kathryn Ferrusi</td>
<td>Thomas Kennedy</td>
<td>Kathleen Passineau</td>
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*We have made every effort to include all and to respect the wishes of those who requested to remain anonymous, but please let us know of any errors or omissions*
John is a good natured middle aged man who is a fan of baseball, polka music, professional wrestling, and New York Pizza. John also loves his job, and his boss says he’s the hardest working employee in his business. John’s strong work ethic is one of many great qualities, though his friendly demeanor and playful attitude are equally contagious.

John worked at various jobs over the years but was unable to maintain his employment due to a lack of on-the-job supports. Within one month of connecting with the Enhanced Supportive Employment Program at Independent Living, John started working at a local business, with a job coach providing on-the-job support as he learned each aspect of his new job.

A year later, John is truly a valued member of the company team. When he was first hired, John required job coaching for the duration of his shifts. As time went on, his confidence and skills increased, and he now completes all required job duties with minimal job coaching. In addition to the job responsibilities that were assigned to John when he was first hired, John has taken on several additional responsibilities, on his own initiative, far exceeding his employer’s expectations. Naturally, like anyone else, John especially appreciates being paid a fair wage for his accomplishments each week. Equally as important as receiving his paycheck, John values the friendships and social connections he has made with co-workers, customers, and his bus drivers.

John is also a great teacher: his sense of humor, dedication and positive outlook help others to put things in perspective and take responsibility for their own happiness.
Since 1987, Independent Living, Inc. has served as a common voice for persons with disabilities living in our community. A freestanding, locally controlled, nonprofit agency operated by people with disabilities, we offer a wide range of programs and services dedicated to ensuring **universal access and opportunity in every aspect of community life**.

Our efforts are directed to individuals of all ages having any disability, as well as to families, businesses, agencies, and municipalities. We are committed to the universal elimination of physical and attitudinal barriers, as well as assisting individuals with disabilities to successfully make the transition from system—**dependency** to **independence**. Over the past twenty-five years, Independent Living, Inc. has touched the lives of literally thousands of people. Having a uniquely recipient—based perspective and approach to addressing disability issues, we have consistently exemplified cost—effective ways of improving the quality of life for persons with disabilities.

During the past year, our Center provided a diversity of important resources to residents of our community. We assisted thousands of persons with disabilities, family members, educators, service providers, public officials and businesses.

The impetus for all that we do derives from a philosophy that is no different today than it was twenty—five years ago when Independent Living, Inc. was founded: we believe that the widespread poverty, segregation, and isolation of people with disabilities is unacceptable, should not be tolerated, and requires immediate change. We are dedicated to making positive, systemic changes through advocacy, education and legislation, and to providing full access, power, and self—determination for all people with disabilities. With an unwavering focus on integration, community living and assisting people to reach their greatest potential, we support a culture that encourages risk—taking, creativity, and innovation. To address broader public policy issues, we are committed and deliberate in speaking about the problems and obstacles faced by people with disabilities. We exist as an organization that on all levels abides by a living code of ethics which mandates respect, appreciation, honesty, integrity, empathy, trust, active involvement, and accountability.

We will work tirelessly toward reshaping the culture of our society into one that is truly inclusive of all its citizens.
Independent Living, Inc.

Douglas Hovey, Executive Director

Board of Directors

Matthew Migliaccio, President
Charles A. Walwyn, III, Vice President
Andrew Weyant, Treasurer
Jeffrey Sculley, Secretary
Thomas Antonucci
Kara Dorsey
Criss Ittermann
Elaine Morgan
Linda Muller
Dreena Pross
Susan Stockburger

Our Mission
Independent Living, Inc. is a consumer-directed, cross-disability advocacy and service organization, dedicated to enhancing the quality of life for persons with disabilities.

Teach people to fish and they can eat for a lifetime...

Our Vision
Our vision is a barrier-free society with opportunities for all people to achieve their maximum potential.

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