2015/2016
ANNUAL REPORT

WORTH WORKING FOR

starfire
CRAIG REFLECTS ON HIS WORK AT KINETIC VISION ON HIS FIRST ANNIVERSARY:

They listen to what I say and they like the work I do. I feel like I’m valued. I’ve actually been showing them stuff. You get to talk about issues, I already knew a bit.

I like it more than where I worked before, because of the culture—and I get an hourly wage. I don’t have a staff always watching over my shoulder.

I like it. Everybody’s nice. The boss doesn’t sound or act like bosses typically do. I like it how once in a while they have food trucks come and in the summer we grill out—so employees get to enjoy that. Employees will bring their kids down and other family members down.

I was at a workshop before it was different since it was piece meal work. We had to do different tasks each day. At the workshop I felt like I had to go really fast because you only get paid by the work you complete. One time at the workshop I got yelled at for going too fast. They were low on the product and they wanted to make sure everyone got some. In my head I was just thinking I want to make some good spending cash so I got to go fast.

I QUIT THE WORKSHOP WHEN I GOT THE JOB AT KINETIC VISION. IT FELT REALLY GOOD.

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STARFIRE IS A VISIONARY ORGANIZATION WORKING TO BUILD BETTER LIVES FOR PEOPLE WITH DEVELOPMENTAL DISABILITIES. WORKING WITH ONE PERSON AND THEIR FAMILY AT A TIME, STARFIRE CONNECTS PEOPLE TO RELATIONSHIPS AND UNCOVERS A PERSON’S TALENTS AND PASSIONS—SO THEY CAN THRIVE IN THEIR COMMUNITIES ALONGSIDE THEIR NEIGHBORS.

At Starfire, it’s the generosity of our donors and community supporters who make our groundbreaking work possible. The past 7 years have been a pivotal time in Starfire’s legacy as we transitioned to an organization that provides direct support to people with developmental disabilities. Our work, focusing on one person at a time is leading to valued roles, an increase in social networks, and lessening the social isolation felt by people with developmental disabilities.

WE KNOW THAT WITHOUT YOUR SUPPORT AND LOYALTY THIS VISIONARY WORK WOULD NOT BE POSSIBLE.

From July 2015 - June 2016, 89% of members attained a valued social role such as a volunteer position, internship, or job after being served for at least 150 hours in our community building model. We led citizens and people with developmental disabilities to collaborate on 20 inclusive community building projects such as a sewing group that donated handmade baby bibs and burp cloths to at-risk mothers, an urban biking group, and a community biking fundraiser to name a few. 92% of people with developmental disabilities we support saw an increase in their social network through new relationships to people who are unpaid and not family (up from 65% since just last year). When people with developmental disabilities have more friends and citizens in their life, their resilience, health, wellness, and overall safety increases, and thus, their chances of building a good life increase as well. On page 4, take a look at more 2015/2016 year-end outcomes for our members.

By the end of this year, Starfire will be poised to serve 100 people in this community building model, a quicker growth than anticipated. That means at this year’s end, we will have reached our goal that began as strategic plan in 2010: To be a place where people with developmental disabilities can achieve and pursue their personal dreams and goals, while becoming known in the community for their gifts and strengths.

On behalf of Starfire members and families, your continued participation and donations ensure the good work we’re doing for people with developmental disabilities and our communities today will live on for many more years to come.

With gratitude,

Brent Rippe
Starfire Board President

Tim Vogt
Starfire Executive Director

Candice Jones Peelman
Starfire Associate Executive Director
By the Numbers
YR 2015/2016

Growing in Relationships

23% of people, before starting with Starfire, have a valued social role in the community.

For people with developmental disabilities who invest a minimum of 150 hours of supports with Starfire, data shows that 89% of people attain a valued social role in the community.

34% of people beginning their first year with us report a high quality of life.

After 150 hours of supports with us, 64% of people report a high quality of life.

20 people with developmental disabilities worked on collaborative volunteer projects with a committee of citizens this year, such as organizing a sewing group that donates baby bibs and burp clothes to at-risk mothers.

GROWING IN RELATIONSHIPS

of people with developmental disabilities that Starfire supports saw an increase in their social network through new relationships to people without disabilities, who are unpaid and non-family (up from 65% since just last year).

of people with developmental disabilities we support maintained previous relationships with community friends since last reported.

(56 out of 59) of people served are maintaining relationships in the community longer than a 6 month period.

The Challenges of Starfire

ANIMAL CARE CENTER  AMERICAN SPIRIT EDUCATION ALLIANCE  AUDUBON SOCIETY  BAKE ME HOME  AMERICAN CANCER SOCIETY’S RIDE FOR LIFE  BEECHMONT PLAYERS  BLOO CENTER  CINCINNATI AVIATION HERITAGE SOCIETY  CINCINNATI ASTRONOMY SOCIETY  CINCINNATI COMPUTER COOP  CINCINNATI-CRC  CINCINNATI PARKS  CINCY SPRAWL COLLEGE HILL COMMUNITY CENTER  COLLEGE HILL RECREATION CENTER  CONTEMPORARY CINERARY EAST  CONTEMPORARY DANCE THEATRE  CONTEMPORARY ARTS CENTER  CROSSROADS CHURCH  DRESS FOR SUCCESS  DUNHAM RECREATION CENTER  ELKS BBQ  ENSEMBLE THEATRE  EVANSTON SOUP KITCHEN  EVERYBODY’S RECORDS  CINCI ARCHITECTS  SCOTCH IMPERIAL  SHARONVILLE HERITAGE COMMUNITY CENTER  INTER-PARISH MINISTRY  JASON’S DELL  KINETIC VISION  LADY OF LOURDES CHURCH  LITTLE SISTERS OF THE POOR  MIDTOWN BREWING  MÉRIBON HIGH SCHOOL  VARSITY BASKETBALL  MAYERSON JCC  NICKIE REC CENTER  MCPHERSON CHURCH  MERCY ANDERSON HOSPITAL  MONTPIERIE  MT. WASHINGTON CARE CENTER  MT. WASHINGTON RECREATION CENTER  NEW LIFE FURNITURE  NEW LIFE MINISTRY  PRINCESS BALLERINAS  YOUTH PROGRAM  OUR HARVEST  COOPERATIVE PANAMA  BREAD  PETS IN NEED  RED DOOR PROJECT  CHURCH OF THE REDEEMER  RONALD MCDONALD HOUSE  ROOTED  JUDY  ROSENTHAL EDUCATION CENTER  AT THE CINCINNATI ART MUSEUM  RASH CENTER  SEM FOOD PANTRY  SHADOW WOODS  SHARONVILLE COMMUNITY CENTER  SILK ROAD TEXTILES  SOUTHWESTERN OHIO TRANSPORTATION ST MARY’S  CATHOLIC CHURCH  THE CINCINNATI OBSERVATORY  THE CINCINNATI RAILROAD CLUB  THE DANCE STUDIO  VALLEY TEMPLE  VINEYARD FOOD PANTRY  VINEYARD WEST  WAVE POOL ART GALLERY  WCPO COMMUNITY BOARD  WESTFORD FOOD PANTRY  WINTON PLACE YOUTH CENTER

Relationships Take Time

GROWING IN RELATIONSHIPS

CANDACE’S STORY

Candace volunteers at Dress for Success, a local organization that supports women getting back into the workforce.

Candace: We do a lot of stuff. Hang up clothes and put them in the boutique so we can sell them. It’s cool. I like it and I like being here.

Irene: We really work hard downstairs. You know because we get a lot of donations and Candace is coming in learning and helping a cause. I think we have fun, you know (laughs)

Candace: Yeah.

CANDACE HAS BEEN NETWORKING IN HER NEIGHBORHOOD OF WESTWOOD TO ORGANIZE A WOMAN’S FAIR, SHE INVITED DRESS FOR SUCCESS TO JOIN.

Alena: When Candace came to us about her project and wanting to focus on women empowerment then it certainly is speaking to who we are as Dress for Success. And so this is a way for us to give back. And it’s really important for this community and so we’re just so proud and privileged to be here, and so proud of you Candace.

Photo: left to right, Candace and Megan at a Dress For Success event

JOE’S STORY

On one of the hottest days of the year, Joe held his 4th annual Columbia Settlement 1788 Revisited—an historical reenactment of one of the first settlements in Cincinnati. This event was created in 2013, formed out of a desire for Joe to connect to other people who share a love for history like him. Now, Joe can say he has 9 close relationships in his life through this work of connecting to other history buffs. Joe has a developmental disability, but this reenactment project is helping him to be defined by his passion, not his label.

Emily, Joe’s friend: “We’ve known each other 4 whole years. We come out every year to tell the Stites’ story, one of the founding families of Cincinnati. The best part is you get some people who come every year, then you get a lot of new people. I feel like my life without Joe would be kind of boring. Joe knows everyone — and if he doesn’t, he’s going to get to know them because he wants everyone to be his friend. He has lots of friends who come out and support him. He has so many people behind him, and so many ideas. He wants to learn more and more.”

Kathy, Joe’s mom: “When Joe knows he’s going to see people that he enjoys, he is on top of the world. As all of us are. For me personally, what’s important is what’s going to happen when I’m not here? Oh yeah, there will be services, so they’ll keep him alive. Who’s going to keep his life rich? It’s going to be important is what’s going to happen when I’m not here? Oh yeah, there will be important is what’s going to happen when I’m not here?”

Photo: left to right, Joe and Emily

Animal Care Center, American Spirit Education Alliance, Audubon Society, Bake Me Home, American Cancer Society’s Ride for Life, Beechmont Players, Blog Center, Cincinnati Aviation Heritage Society, Cincinnati Astronomy Society, Cincinnati Computer Coop, Cincinnati-CRC, Cincinnati Parks, Cincy Sprawl, College Hill Community Center, College Hill Recreation Center, Contemporary Cinerary East, Contemporary Dance Theatre, Contemporary Arts Center, Crossroads Church, Dress for Success, Dunham Recreation Center, Elks BBQ, Ensemble Theatre, Evanston Soup Kitchen, Everybody’s Records, Cinci Architects, Scotch Imperial, Sharonville Heritage Community Center, Inter-Parish Ministry, Jason’s Dell, Kinetic Vision, Lady of Lourdes Church, Little Sisters of the Poor, Midtown Brewing, Meribon High School, Varsity Basketball, Mayerson JCC, Nickie Rec Center, McPherson Church, Mercy Anderson Hospital, Montpiere, Mt. Washington Care Center, Mt. Washington Recreation Center, New Life Furniture, New Life Ministry, Princess Ballerinas Youth Program, Our Harvest Cooperative, Panama Bread, Pets in Need, Red Door Project, Church of the Redeemer, Ronald McDonald House, Rooted, Judy, Rosenthal Education Center, at the Cincinnati Art Museum, Rash Center, Sem Food Pantry, Shadow Woods, Sharonville Community Center, Silk Road Textiles, Southwestern Ohio Transportation St. Mary’s Catholic Church, The Cincinnati Observatory, The Cincinnati Railroad Club, The Dance Studio, Valley Temple, Vineyard Food Pantry, Vineyard West, Wave Pool Art Gallery, WCPO Community Board, Westford Food Pantry, Winton Place Youth Center

Learn More At Starfirecouncil.org/Impact

Community Impact

68 Businesses and community organizations working with Starfire to employ people with developmental disabilities have been impacted by providing jobs and volunteer opportunities.

Photo: left to right, Candace and Megan at a Dress For Success event
THANKS! TO OUR FAMILIES, FRIENDS, STAFF AND VOLUNTEERS FOR A SUCCESSFUL 2015/2016!

Starfire has no debt, owns the building plus has a substantial endowment.

FINANCIALS FY 2015/2016

INCOME SOURCES
- Contributions & Grants: 68%
- Program Revenue: 27%
- Events: 5%

Revenue
- Contributions & Grants: $952,756
- Program Revenue: $383,215
- Events: $64,876

Total Income $1,399,847

89% of all monies raised go directly to support creative inclusion for people with disabilities.

EXPENSES

Program Expenses
- Percentage: 89%
- Revenue: $1,170,995

Management
- Percentage: 3%
- Revenue: $50,242

Fundraising
- Percentage: 8%
- Revenue: $100,475

Total Expenses $1,321,712

89% of all monies raised go directly to support creative inclusion for people with disabilities.

ASSETS
- Cash on hand: $620,390
- Pledges: $260,000
- Accounts Receivable: $31,665
- Land, Buildings and Equipment: $2,101,920
- Endowment: $2,346,893
- Other Assets: $39,217

Total Assets $5,420,085

LIABILITIES
- Accounts Payable: $41,820
- Other Liabilities: $27,381
- Unrestricted Net Assets: $5,031,815
- Temporarily Restricted Net Assets: $280,000
- Permanently Restricted Net Assets: $18,063

Total Liabilities $5,420,085

Starfire has no debt, owns the building plus has a substantial endowment.
**AHA MOMENT**
Strategic Plan shifts model toward person-centered focus

Using the congregated model opened in 2008, Starfire continues Starfire U services

Community integration becomes the focus

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**ORGANIZATIONAL COMMITMENT**
Began training all staff to be Connectors alongside people with developmental disabilities

Transitioned out of segregated outing program

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**FOUNDATION SETTING**
Staff training on the philosophy of person-centered connector work

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**SEEING SUCCESS**
Began offering integrated job supports

Left to right Brewers from 50 West Brewing Company and MadTree Brewing—Blake, Jeff, Michael, Kenny and Whit—on platform as beer mashes

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**EXPLORING POSSIBILITIES**
First pairing of a person with a developmental disability to a member of the community building staff in the one person at a time model

Left to right: Ashley with Starfire Community Builder, Allie

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**FULLY INTEGRATED**
Transitioned out of segregated day program into offering only fully integrated supports

Douglas and Tim working at Eli’s BBQ

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**STARFIRE HAS TRANSITIONED FROM A MODEL THAT SERVES PEOPLE WITH DEVELOPMENTAL DISABILITIES IN A GROUP SETTING, TO WORKING WITH PEOPLE WITH DEVELOPMENTAL DISABILITIES AND THEIR FAMILIES ONE PERSON AT A TIME IN ORDER FOR EVERY PERSON TO HAVE SUPPORTS THAT ARE SPECIFICALLY TAILORED TO THEIR INTERESTS, PASSIONS AND FUTURE GOALS.**
DOUG’S STORY

Doug lives in Over-the-Rhine and leads an “urban hiking group” with Starfire’s support.

Hiking club member, Frank: I like to be involved in the community. I think it’s nice to get to know my neighbors and I’m happy that we could all come together and do something positive, so I think we should do this on a consistent basis.

DOUG: IN THE SUMMER, I MOVED DOWNTOWN. MY FAVORITE PART OF THE HIKING SO FAR IS PEOPLE AND WALKING AROUND DOWNTOWN WITH ME AND SHOWING PEOPLE THE CITY.

Will: I didn’t realize that Doug was such an experienced hiker. You got lost once though. (laughter). I’m really excited for what’s in store for the hikes and it’s a collaboration between the two of us.

Doug: Good friends.

WILL: WE DIDN’T FIGHT TOO MUCH GROWING UP, DID WE? EXCEPT WHEN YOU WERE RUNNING OVER MY TOES WITH YOUR WHEELCHAIR.

Doug: (laughter)

Hear about the next urban hike on Starfire’s website!

Doug Goering: Finding a job is not easy. I knew my interests included exploring the cultural arts, but it was the CAC that gave me an opportunity. Ironically, 2 years ago when I was at Starfire I used to joke I was a security guard at an art museum. I’d go around telling people, “Please don’t touch the art,” and “Thank you for visiting the Contemporary Arts Center.”

I HAD NO IDEA THE FUTURE WOULD BRING SOMETHING EVEN BETTER.

Working for the CAC has been awesome and I love the people I work with. I had no idea how big Doug Takes You There would be. There have been magazine articles, news segments, and social media buzz. I started Doug Takes You There as a volunteer for the community just trying to bring something to the table. Now I’ve been officially hired to join their media team. Thank you Regina. Thank you CAC. Thank you Starfire.

Will Goering (Doug’s brother): With Doug’s determination, his curiosity, and his awesome smile, I knew it wouldn’t be long before he found a job. But it was finding the perfect fit that’s the true part of the story. Regina could have put together a laundry list of reasons why not to hire Doug. Doug is non-mobile and non-verbal. But Regina was able to look past the disability, and focus on the opportunity. And that’s what separates this story. But what was able to connect the two was Starfire.

STARFIRE IS THE SECRET-SAUCE BEHIND THIS. THEY ARE ABLE TO CONNECT PEOPLE WITH DISABILITIES TO PEOPLE WITH SHARED INTERESTS. AND THAT’S WHAT MAKES THIS ALL HAPPEN.

Regina Carswell Russo: When Doug first applied, we didn’t know his level of ability, and what he was able to do, and how that could match up with his interest. And then I talked to Doug. We had this instant connection. We had this chemistry that was just like “poof!” And I knew from his energy and the way he communicated with his eyes and spirited energy that there was a way we could have him talk to our visitors. He’s your every person. We need someone like that who could connect with people coming in. So our team and his co-workers came up with the idea of getting a GoPro and putting it on his chair and having him navigate through the CAC from his lens, from his viewpoint, to show people what it looks like to travel around. We tried it out, we found a system that works, and it’s beautiful. Having Doug on our team has been absolutely fantastic. We couldn’t be more thrilled.
EMILY’S STORY

I got the job when my friend Ben from Ensemble Theater called up Starfire and was like, “Where’s Emily at?” He was worried about me. I’d been volunteering for 2 years hanging up posters for plays and taking tickets during the shows. But I wasn’t able to get a ride down there anymore, and my mom couldn’t drive me down there at night because she can’t see very well. I’ve been listening to musicals since I was in high school. That’s how I got into theater and started my volunteer gig there.

BEFORE BEN CALLED I WAS LOOKING FOR A JOB FOR 2 MONTHS. I TURNED IN A LOT OF APPLICATIONS BUT IT’S A LOT OF COLLEGE PEOPLE WHO ARE GETTING HIRED—INSTEAD OF CALLING ME BACK. BUT WHEN I WENT DOWN AND TALKED TO BEN, HE ASKED ME IF I WANTED A JOB AND I SAID YES I WANTED THAT JOB! AND HE SAID OKAY. I FREAKED OUT! I WAS VERY HAPPY.

This is my first job. The number one thing I’m looking forward to is working, and if I make some money I’ll get a laptop. Since we don’t have a computer at home.

IT MAKES ME VERY, VERY HAPPY THAT I KNOW PEOPLE DOWN THERE.

MEET OUR PEOPLE

STARFIRE COMMUNITY BUILDERS

Ben Lehman
Jill Cleary
Jan Cotton
Danyetta Najoli
Bridget Vogt
Evan Kosc
Jon Gray
Dyah Miller
Allie Nordman
Azaren Cohan
Shawn Bracken
Stefan Kent
Jim Hinerzo—Office Manager & Human Resources
Olivia Cook—Fundraising & Event Coordinator
Chris Rubik—Employment Developer
Katie Bachmeyer—Researcher Storyteller
Candice Jones Peelman—Associate Executive Director
Tim Vogt—Executive Director

BOARD OF TRUSTEES

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Kathleen Cail
Doug Goering
Will Goering
Jason Harris
Brendan Hosty
Dan Kruse
Reginald Lee
Sean McCrosh
Chrisy Pibbbs
Elizabeth Rigby
Daniel Schar
Megan Sallick
Meghan Tullis

EMERITUS TRUSTEES

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Hill Kohnen
Steve Luckenbach
Burke Neville
Jim Price
Alexandra Quinn
Neal Schar

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CONNECT

Left to right: Community builder pair Robbie and Evan

starfirecouncil.org
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twitter.com/starfirecincy
instagram.com/starfirecincy
cincibility.wordpress.com