Pipeline Quarterly

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Observations on Generosity and Caring

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A few months ago I had the privilege of spending some time in the home of a family who had a pre-school child with significant behavioral challenges. It was interesting to watch the family dynamics as the child's constant energy impacted every interaction in the household.

It was not hard to imagine the challenges this family faced as they attempted to do things other families do — going out to eat, going on vacation, and the like. Their good-natured recounting of family experiences as they went out in the community reinforced what I was thinking.

What I was most impressed with was the love that embodied the family's interactions, and the warmth I felt just being apart of that family for the short time I was with them in the house.

As we all look at what we are thankful for this year, many of us will reflect upon our own families, and what they mean to and have meant to us.

And as I think about Ohio's developmental disabilities community, and the many families we depend upon as being so critical to our service delivery system, (cont., p. 9)

"Let me show you what I want to do!" -page 7

"It's life-changing..."

A Natural Synergy is Becoming Apparent



Given the opportunity to play, he can win ... Given the opportunity to work, they can do ... Given the opportunity to excel, she will. Meet them all inside this issue of *Pipeline Quarterly*.

Around the clock and around the state, Ohioans are looking for work ... preparing for change ... and reaching out to others for mutually-beneficial opportunities. These opportunities include places to live that allow people to participate more fully in their communities, as well as more ways to give back to their communities as true citizen partners.

The synergy created by people with developmental disabilities working, learning, and sharing in their local communities is clearly apparent in these

pages of *Pipeline Quarterly*. As we look around the state and glimpse but a few of the many exciting examples, we see the natural synergy that occurs when people are afforded open doors to realize their potential.

Opening the doors a little further will bring a more promising future for all Ohioans.

"A work day usually started off with a phone call from Marcia." -page 4



Why so happy? See page 8.

In this Issue of PQ

pp. 2-3 Technology for All -- Part of a Positive Culture pp. 4-5 Lowe's Grows Employment Opportunities

pp. 6-7 The Marcia B. Success Story; Pike Co. HCBS Waivers

pp. 8-9 A Spontaneous Visit to the Statehouse by People First; Rinto Named APSI Director p. 10 Southwest Ohio Developmental Center Celebrates 25 Years of Service

"Joe hits one out of the ballpark."

Technology for All ... Bridges Gaps, Engages Students

High-Tech games and 'entertainment' products provide teachable moments for students, teachers, and families.

"We learn by example and by direct experience, because there are real limits to the adequacy of verbal instruction." -Malcolm Gladwell, Blink: The Power of Thinking Without Thinking

We have all heard of the high-tech systems named 'Wii', 'iPad,' and similar devices. Now we find they're much more than games. In Tuscarawas County, in Stark County, and -- we're finding -- all around the state, modern technology has invaded speech and language therapy classrooms. For example, at Claymont City Schools in Tuscarawas County, students are benefiting in some surprising ways.

Through a grant from The Claymont Foundation, three of the district's teachers, Christi Dawson of New Philadelphia, Natalie Fockler of Dennison, and Heather Penso of Dover, are using *Apple iPads* as communication devices for their students with special needs.*

Dawson, who generated the idea after seeing *iPads* used successfully with non-verbal patients in a rest home, joined with other teachers to write a grant request for three of the small hand-held devices. "It's a great motivational tool for our students," she explained, citing the example of a non-verbal 4th-grader who was unable to participate well in classroom activities until using one.

"He couldn't produce answers on his own, but now he can push a button and show his answers. He can be much more a part of the class."

Dawson works at three different schools, with a total of about 80 students. Natalie Fockler, whose 82 students are at two different schools, notes,

"The *iPad* has the potential to impact any student with communication difficulties, including those with special needs, typically developing students, emotionally disturbed, and behaviorally handicapped students. It's just a great communication tool."

Clearly, academia is just scratching the surface of the learning opportunities these 'entertainment' devices can provide. Dawson explains that for years, school-based speech and language therapists have relied on flashcards, work sheets, and objects as stimulus materials to engage students. She adds,

"And now, we see how children are drawn to cell phones, laptops, and DVD players. Devices like the *iPad* have countless educational applications, many of them free, that enable students to record and replay answers, monitor their own progress, communicate through pictures, and learn sounds and vocabulary."

Heather Penso works mainly with pre-elementary students and told of an autistic student with low verbal skills who now can use an *iPad* application to point out pictures that describe his needs. She says,

"The students are so excited about using technology that they forget they are in the classroom!"

Claymont Schools Superintendent Ryan Delaney states, "We are all for the use of technology here! Anytime teachers are integrating new kinds of technology in the classroom, it is a wonderful thing for the students and teachers alike."

In terms of cost, an *iPad* is less expensive than many other assistive technology-based communication devices, making them an attractive option.

And, in Stark County**, working and playing just like their peers is what each child at Rebecca Stallman Southgate School (RSSS) tries to do. Playing video games is no different. Robert Blick, Assistive Technology Specialist at RSSS is working with other staff to adapt the popular *Nintendo Wii* game system to encourage movement and interaction by students who have low motor function and socialization skills.

^{*}Acknowledgements: New Philadelphia Times Reporter - 11/8/2010; "Grant provides Claymont teachers with iPads for special needs students"

^{**} Lisa Parramore, Stark County Board of DD.

Autumn 2010

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Technology for All (cont. from p. 2)

The *Wii* system is different from some other game systems because it uses a motion-controlled remote that brings the physical movements of the player into the game. By holding the remote in-hand (or in-feet! -- see photos at right), players can mimic a bowling game, fish in a pond, or hit a homerun in a virtual baseball park.

The *Wii* remote works very much like adaptive switches that are routinely used by students at RSSS and other similar schools. Many students need switches to perform everyday activities. Using the remote often is cheaper, according to Blick.

RSSS Principal Myrna Blosser said that before purchasing the *Wii*, staff reviewed research on the benefits of the system for all ages, and felt that actively engaging each student was a high priority. She stated,

"One thing immediately became clear ... this engagement has benefitted students no matter how significant their disability."

The *Wii* also has encouraged students to increase gross motor skills. Noting that one student doesn't like to extend her arms away from her body, Blick said, "She likes music, though, especially Shania Twain. So we rigged up the remote with a Smart Screen, and now when she holds the remote, she has to use her arms and point the remote at the screen to get her music to turn on."

Teacher Jennifer Libby uses the *Wii* often with her students, ages 10 - 12. "The academic and social skills in my class range from below pre-school to about kindergarten level," said Libby. "The *Wii* has helped bridge the gap for social interaction." She continues,

"With some of the games, the players feel the vibration of the remote, so they feel like they are making it happen, and that's important."

Libby remarks that she has had some amazing responses from students and families since using the game system. When teachers started telling families about the reactions from students while playing with the *Wii*, families were amazed and thrilled. She relates,



Student Joe Jett 'hits one out of the ballpark' while playing the *Nintendo Wii* game system at the end of a school day at RSSS. Joe uses a wheelchair for mobility, and has found that if he lays on a mat and holds the sensor remote between his feet to play along with his friends, he can 'beat them at their own game' quite regularly. -photo courtesy, Lisa Parramore, Stark County DD

And in gym classes, students are rewarded with *Wii* time after a completed unit. The game keeps track of the scores, so it reinforces math skills, too. And, playing with the system also has helped raise self-esteem, according to teachers at RSSS. Jennifer Libby notes,

"While two are playing, the others will sit and watch, and cheer them on. It's been a great way to teach sportsmanship."

Overall, the response to high-technology 'toys' has been so positive that staff are looking for more ways to fund and incorporate more such learning equipment, including Smart Boards and high-tech receivers.

"Some families said they had the *Wii* at home and their child has been watching siblings play, but they never even thought to have their child (who has a disability) try playing."

Spotlight on Employment

Lowe's Grows Employment Opportunities in Hancock County \$250K grant to train people with disabilities for jobs.

The Hancock County Board of Developmental Disabilities' Blanchard Valley Center (BVC) has partnered with home improvement retailer, Lowe's, and the National Organization on Disability (NOD) as a Lead Local Employment Agency for Individuals with Disabilities. BVC announced the partnership in September, which will allow the Center to more fully assist people with disabilities in Hancock County to become job-ready, and work at the Lowe's Distribution Center in Findlay.

Currently, the NOD is operating a national demonstration project in several regional locations, to capture 'best practices' and 'lessons learned' for people with disabilities through their *Bridges to Employment* program. As part of the Lowe's commitment, the company currently is working with Blanchard Valley Center and the NOD on employment programs for eligible individuals at three of its distribution centers, including Findlay OH, Rockford IL, and Statesville NC.

Mark Stewart, General Manager of the Lowe's Findlay Distribution Center comments,

"We are honored to be a part of this project. Pursuing the best, most qualified and diverse employees has always been important to Lowe's. This is why Lowe's has created a focus on recruiting and hiring people with disabilities. We understand that everyone has something to contribute."

Jenny Ferguson, Community Employment Manager for the Hancock County Board explains, "Seeing individuals with disabilities make the decision to work at Lowe's, complete their training, and then become a part of the Lowe's family has been absolutely amazing. We hope it is just the beginning of a future with terrific local opportunities for individuals with disabilities."

The Hancock County Board also hired five full-time Job Coaches to train people on-site in the community and recently earned a \$250,000 Ohio Rehabilitation

Services Commission (RSC) grant toward the employment project.

Hancock County Board Superintendent Connie Ament noted, "We already had decided to expand job-coaching efforts prior to learning that we would receive the grant. Our board took a 'leap of faith' and decided to fund initial efforts for this program and move forward with it. We're very pleased now to have received the additional funding to help us continue and expand these employment efforts." She adds,

"The additional employment-focused services have proven to be a real blessing to the individuals we serve."



Dan (left) and Matt on the job.

Guidelines for the one-year RSC grant require that funds be used to help people find and retain competitive employment. Ament explains, "Blanchard Valley Center participates as the service provider that links Lowe's with individuals who have disabilities, and provide services including referral, job coaching, and follow-up."

The customized approach allows job coaches from BVC to learn the specific requirements and responsibilities of each job. They work along-side trainees at the worksite teaching skills and stressing safety.

As of late October, six individuals were in job training at Lowe's, and since then, the company has approached Blanchard Valley Center about hiring another 20 individuals.

(cont. on p. 5)



ResCare's Addie Moore Earns National Recognition from ANCOR

Addie Moore, a senior Direct Support Professional who provides services at the ResCare Dillon Circle Home in Fostoria, Ohio, recently was recognized for her outstanding contribution in support of individuals with disabilities by the American Network of Community Options and Resources (ANCOR) — a national organization that supports advocacy and promotes legislation on behalf of

people with disabilities.

Moore's selection by ANCOR as Ohio's 2010 Direct Support Professional was made following a nomination spotlighting her work in helping one of the individuals she supports complete dialysis treatments at a local hospital -- despite concerns that the woman would have difficulty enduring the lengthy procedure three times a week. The nomination letter stated,



Addie goes to Washington, D.C.: Pictured (I. to r.) are: Anita Mann, Sunshine, Inc.; Congressman Bob Latta; Addie Moore, Rescare; and, John Metzger, Sunshine, Inc. *Photo:* Congressman Latta's office, courtesy Ohio Provider Resource Assn.

Active in several organizations within the Fostoria community, Addie Moore's selection as Ohio's DSP culminates a career of 20 years of service, working with individuals with disabilities. She attended a September awards ceremony in Washington D.C. during ANCOR's recognition of Direct Care Professionals, honoring all state winners from the national competition.

Locally, in celebration of her selection by ANCOR, a reception in her honor was held in Fostoria, and attended by many of her family and friends, including the Mayor of Fostoria, John Davoli.

National Direct Support Professional's Week is celebrated each year during the second week in September, both nationally and throughout Ohio.

80

"Addie Moore's continual encouragement and involvement in the dialysis procedure allowed hospital personnel to better communicate with their patient during the dialysis regimen. Moore's commitment and care is a true example of the strong relationship that can exist between Direct Support Professionals and the people they serve ... One might think that after nearly 20 years, one's attitude might become less than enthusiastic with the daily routine. Not so with Addie. You cannot resist sharing a smile and a laugh with Addie."

Spotlight on Employment, Hancock Co.

(cont. from p. 4)

Meg O'Connell, Director of the National Organization on Disability, notes that NOD chose to partner with Blanchard Valley Center due to its already-proven progressive approach in helping people with disabilities identify opportunities to obtain community employment. In addition ...

The National Organization on Disability has asked the HCBDD to assist in setting standards for other service providers in locations around the nation, due to the success of the Lowe's partnership.



Above: More of the Lowe's Crew... According to Connie Ament, "As you can imagine, it's life-changing for these individuals, giving them so many opportunities. Not only more economic independence due to their paychecks – earning a good hourly wage and full benefits – but it's also the friendships with other employees at Lowe's that are so important."

Developmental Centers as Community Resources

Living in the Community ... The Success Story of Marcia B.

Story and photos submitted by John Trevelline, YDC

If Marsha B. had written the headline above, it would probably read, "Living in the Community ... The Success Story (Finally!) of Marcia B."

She waited quite a while for her wish to become a reality.

According to longtime Youngstown Developmental Center (YDC) staffer, John Trevelline, "It has been more than a year since Marcia B. left Youngstown Developmental Center and she has been doing quite well for herself. Marcia currently lives in a residential neighbor-

hood in Girard, Ohio (Trumbull County). Her home is a quaint three bedroom brick ranch. Among the typical features, are an enclosed back porch which is adjacent to the local high school's football stadium. Marcia shares her home with two female friends."

Marcia's story really starts many years ago. She moved to YDC in 1983. For many years, she had one goal in mind ... to move to a group home in the community. As time passed, Marcia remained patient and focused on this goal.

As one of the more vocal individuals who lived at YDC, Marcia wasn't shy about sharing 'her plans' with members of her staff support team and her friends. In fact, for several staff at YDC, a work day usually started off with a phone call from Marcia sharing a 'friendly reminder' about her desire to move to a group home.

While waiting for a place that would match her needs, Marcia used her time wisely, developing her



Marcia relaxes on her porch. She has a special place in many hearts at YDC, after living there for 26 years. Her favorite restaurant is Bob Evans ... always orders the Wildfire Chicken Salad, according to those in-the-know. It is rumored that Marcia is a woman who simply will say what she feels – when a friend stopped by on Marcia's 50th birthday and asked her how she liked her new home, she responded,

"I like it here."

personal responsibility skills and independent living skills, so that she would be able to better meet the challenges of a new home. With hard work and resulting progress, Marcia eventually outgrew her need for YDC's services. She wanted a change. After all, 26 years is a long time to live in one place!

In Spring 2009, Marcia was pleased to learn that her dream of moving was going to take place. Funding via a 'Martin Waiver'* would finally enable her to move into the community.

In July 2009, Marcia made the big move. During a recent quality assurance follow-up visit, it was noted that Marcia was happy and content in her new home. She has several positive routines, and exercises good choices in her life. Beyond the layout of her home, she also enjoys its location.

During week nights, Marcia occasionally will sit out on the enclosed back patio and listen to the Girard High School's Band perform during evening practice at the nearby stadium. On a typical week day Marcia works at Fairhaven, a workshop operated by the Trumbull County Board of DD, and her evenings and weekends include chores at home and an occasional trip out to eat -- at Bob Evans, most often.

Marcia's guardian noted that Marcia continues to take pride in being an 'independent woman,' living in Girard. She has demonstrated that hard work and determination can make anyone's dream come true.

(cont. on p. 7)

*A Medicaid waiver funded via the Martin v. Strickland settlement, a.k.a. 'Martin Waiver.'



In Pike County: HCBS Waiver Remodeled Homes Provide Independence

Story and photos submitted by Scot Crace, Pike Co. Board of DD

The Pike County Board of Developmental Disabilities and the Pike Metropolitan Housing Authority (MHA) have been working together with individuals and families to improve their quality of life through Environmental Modifications and Adaptive Assistive Equipment Services under Home and Community-Based Services (HCBS) waivers.



Three brothers -- Wade, Keith, and Josh (I. to r.) obviously enjoying their accommodating 'new digs', as they prepare to sweep away a little snow on the front porch.

There have been 11 different projects completed since 2009 ... making life a lot more comfortable for everyone involved.

For example, Pike County Board staff participating in Individual Service Plan (ISP) teams have put these waiver opportunities to work to meet the needs of Patty and Janet, whose home was completely remodeled for greater accessibility. The work involved a ramp at the home's front and back entrances, bathroom remodeling to meet higher accessibility standards, and floors raised to eliminate steps within the home. The accessible rear entrance provides a second safe exit, in case of emergency.

Prior to the project's completion, the ladies' movements in and around the residence required more intense and costly staff support. With more independence and freedom within their home, staff report, "They are just tickled to death!"

Pike MHA and DODD Capital Housing staff also have collaborated on a new construction project for Wade, Keith, and Josh -- three brothers. The home is 100% accessible,

and has a sprinkler system and emergency response system. Transitioning to a new home was thought to be a big adjustment -- but the men have taken to their new residence like fish to water! Josh says,

"I like my new bedroom. It's big. We love it here!"

Pike County Board of DD Executive Director Jeffrey A. Noble, comments, "These projects have been such a total team effort between our Board, Pike MHA, and DODD Capital Housing. During tough times with reduced funding, it's been a pleasure to improve so many living situations with these projects. The smiles on their faces are why we do what we do!"

The Success Story of Marcia B. (cont. from p. 6)



A few years ago, Marcia perched on a flower planter at YDC and said, "Let me show you what I want to do!"



Talk about visualizing one's future! YDC Superintendent Cindy Meeker has known Marcia for many years, and displays in her office a photo that Marcia drew many years ago, aptly titled,

"Going to a Group Home."
It features Marcia in the back of a car.

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Autumn 2010

People First Members Make Spontaneous Visit to the Ohio Statehouse

It's not unusual for *People First of Ohio* to be at the Statehouse advocating for people with developmental disabilities ... talking with legislators ... testifying on Bills ... and generally speaking on behalf of constituents, statewide. But their November 18 visit to "The Peoples' House" was unplanned, yet borne of the same spirit -- improving the lives of others.

On that day, *People First* members John Gillespie, Jay Piazza, Wayne Benz, Director Sadie Hunter, and Advocacy Director Joellen Hunter, were watching CBS' *The Early Show* program and heard that the show's Dave Price was on his way back through Ohio to New York after being dropped off, 'on a mission,' -- in Alaska. The jist of the mission was to collect as many coats as possible to donate to people who need them.

People First knew what to do. They went shopping and purchased 100 gloves, 100 scarves, 100 hats, and 70 pairs of socks. When Sadie was asked about buying hundreds of hats, gloves, scarves, and socks, she explained, "We have some money saved in a fund that people can donate to -- at funeral homes, instead of sending flowers they can choose donating to People First. We also use this fund to help our members afford to attend advocacy conferences and other learning opportunities. Also, my Aunt Judy gave us a donation, and the advocates put in ten dollars each." She adds,

"We shopped at the Dollar Tree, so we got a lot for our money! At the Dollar Tree, other shoppers asked us what we were doing -- then they donated to the cause! It was great. Instead of people with disabilities receiving something, they were giving back to others. They were so proud."

After shopping, they rushed to Columbus to meet Dave Price at his stop there, on his way to New York. Dave drove up and the advocates presented the many bagsful of items. John Gillespie told him that they knew he was collecting coats, and they wanted to complete the warm clothing by adding gloves, hats, scarves and socks. Sadie explains,

"John told Dave that the hats represent changing peoples' heads about people with disabilities. And Jay told Dave that many people with disabilities and mental illness are 'on the streets' because they are homeless due to cuts to services across the country."



The Early Show's Dave Price (left) applauds the efforts of *People First* ... who, in turn, applaud the efforts of *The Early Show!*



Ready to get back to New York, Dave Price pauses for a photo with his new friends from People First, (l. to r.) John Gillespie, Sadie Hunter, Joellen Hunter, Wayne Benz, Jay Piazza.

Photos, Michele Kanode

John, always ready to engage a willing listener, also asked Dave if he knew what TEAM stands for -- and then immediately supplied the answer, "Together Everyone Achieves More," adding that it was precisely what they were illustrating at that moment.

Dave listened and hugged John. He said, "John, many people could learn from you."

That opportunity came the very next day, as *People First* was asked to be on *The Early Show*, November 19, and tell their story. No doubt many people did learn from John and his friends that day!



Advocacy and Protective Services, Inc. Rinto Named Executive Director, APSI

Karla Rinto has been named Executive Director of Advocacy and Protective Services Inc. (APSI), effective January 1, 2011. APSI is a private, non-profit agency that contracts with the Ohio Department of Developmental Disabilities to provide guardianship and protective services to individuals age 18 or older.

Rinto most recently has served as the agency's Acting Executive Director, following the retirement earlier in 2010 of Ron Kozlowski, who retired from the post after 24 years of service.

As Executive Director, Rinto will oversee ten regional offices throughout the state, and a Central Office in Columbus, where she will be located. See www.apsiohio.org.



Karla Rinto - " I believe strongly in our mission and look forward to working with our staff, our Board and our DD system partners on behalf of individuals with developmental disabilities."

The independent organization has long advocated for outcomes that promote dignity, respect, and enhanced quality of life for individuals with developmental disabilities.

Rinto's entire professional career has been in the Developmental Disabilities field, beginning in 1982. She had served as Program Director at APSI for twelve years, as well as serving as Project Director for the Self Determination grant, "Removing the Mask," through the Ohio DD Planning Council.

In addition, Rinto has more than 15 years of experience with three Ohio County Boards of Developmental Disabilities and her educational background includes a Bachelor of Arts degree from The Ohio State University, and a Master's degree in Education from the University of Dayton.

Nevalyn Frische-Nevel, APSI Board President, notes,

"During Karla's term as Acting Executive Director, she has proven to be an outstanding leader. She has focused on increasing efficiency and developing collaborative relationships that will prepare APSI for future challenges. On behalf of the Board, I am delighted that Karla has accepted the position of Executive Director effective January 1st."

Approximately 4600 individuals are represented by APSI. The agency is appointed guardian by the Probate Court throughout Ohio. APSI utilizes the 'Best Interest' Standard in decision making for individuals served. APSI Program staff act on behalf of the agency to provide informed consent, and to advocate for appropriate services and supports.

Director's Column Observations on Generosity,

Caring (cont. from front cover)

I deeply appreciate that commitment — and the warm, nurturing environments each of you create.

I know that some of you experience frustration as you face challenges in your family situations, yet I hope that at most times, your family environment is filled with meaning and warmth. And when you face challenges, I hope that others in your community will reach out to provide help.

My wish, especially, is that each of you have positive memories within your families from the year 2010. And my thanks goes out to you for all that you do, all year, to assure the health and safety of your family members who have developmental disabilities.

-Respectfully, John Martin

And, at the Autumn 2010 Family **Advisory Council Meeting:**

At the autumn FAC meeting, Director Martin responded to many questions, including one asking what things he envisioned as being especially important considerations as the Department moves forward into 2011. He stated that while several initiatives and DODD Priority Work areas come to mind, assistive technology, and new technology in general, would be key in helping to empower individuals with developmental disabilities and their families. He noted,

"We are on the threshold of being able to *employ some very exciting and creative* options that will help people in a number of ways. Exploring these options, being open to them, and using them responsibly is going to be very important. Here in Ohio, we have a lot of reasons to be hopeful."

Southwest Ohio Developmental Center Celebrates 25 Years of Service



Right inside the front door at SODC, a large wooden plaque commemorates the 25-year milestone. Human Resources Manager at SODC, Ernie Florkowski, created the plaque with input from staff and Board members.

"Empowering residents to participate in choices that affect all aspects of their lives is something we work diligently to do. We are proud of the strides our residents have made over these 25 years, and appreciate the support of the local community in that process."

-SODC Superintendent James Krumer



25-year YDC employees Don and Bev at the Anniversary celebration. Nineteen current employees have worked at the Center since it opened in 1985.

Southwest Ohio Developmental Center (SODC) serves Adams, Brown, Butler, Clermont, Clinton, Hamilton, Highland, and Warren counties.

SODC opened December 1, 1985, as an Intermediate Care Facility for the Developmentally Disabled (ICF/DD) to provide services to individuals needing a broad range of medical, behavioral, and psychiatric treatment. This year, SODC celebrated its 25th Anniversary as a residential rehabilitation facility. Bordering the village of Batavia, near Cincinnati, the Center serves about 120 residents, ranging in age from 18 to 75 years. The majority of residents receive extensive supports in the areas of daily living, health care, and social skills development.

According to SODC Superintendent James Krumer, "We have been honored to serve more than 300 adults with disabilities during the past 25 years." He adds,

"Physical therapy, individual and family services, recreational activities, language development, and more — we have established an array of services necessary to meet the needs of the people we serve."

By partnering with local County Boards of Developmental Disabilities, and forging other community relationships, SODC provides residents community job placement and other adult programs that emphasize work readiness and various creative activities. SODC also provides a full range of health services for residents.

More about SODC at: dodd.ohio.gov/residential/sodc.htm

Pipeline Quarterly

Published four times annually (fall, winter, spring, summer) by the Ohio Department of Developmental Disabilities' (DODD) Office of Policy & Constituent Support, Pipeline Quarterly focuses on people, highlights topics of interest to the developmental disabilities community, and reinforces the DODD core concepts and philosophy.

We thank all who have allowed us to speak with them for this issue, and all who have contributed to its preparation. Reader comments, ideas, and feedback are welcomed!

Submit ideas for *Pipeline Quarterly* to editor Sherry
Steinman: *sherry.steinman@ dodd.ohio.gov*, or call (614)
644-0262. *Pipeline Quarterly*and the twice-monthly *Pipeline* are archived at *dodd.ohio.gov/publications/ pipeline.htm*



"All 'R' Friends" choral group serenades Holiday visitors at the Ohio Statehouse.

Ohio

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