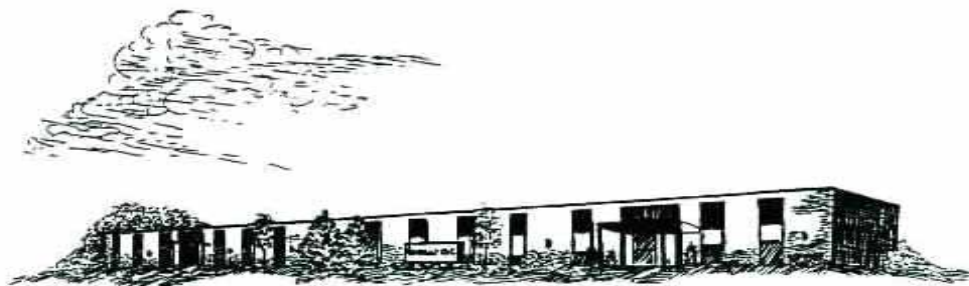


***BAWAC, Inc.***  
**Community Rehabilitation Center**

# **ANNUAL REPORT**

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***2008—2009***



***Thirty Six Years of Service Excellence***

## Board of Directors 2008–2009



### Thank You

The Board of Directors volunteer their time and expertise to set policy and oversee the operations of BAWAC, Inc. They perform a vital role in the effective functioning of the agency. They bring a wealth of knowledge and experience from many diverse backgrounds and professions to make it possible for the staff to provide services. They also assist in fundraising activities and through their community contacts they make the public more aware of BAWAC and our services.

## Board of Directors 7/1/2009 to 6/30/2010

<u>Name</u>	<u>Office/Committee</u>	<u>Term</u>
John Brockett	Chair	5/99 - 6/05; 8/06 - 6/11
Rodney Bell	Vice-Chair, Finance	8/05 - 8/08; 8/08 - 8/11
Neil Spencer	Treasurer	6/99 - 6/05; 7/06 - 6/11
Julie Kearns	Secretary, Personnel	8/05 - 8/08; 8/08 - 8/11
Carol Alexander	Personnel	5/90 - 96; 7/97-03; 1/05– 1/11
Lonnie Fields	Planning	5/06 - 6/09; 7/09 - 6/12
Ray Panko	Planning	5/06 - 6/09; 7/09 - 6/12
Hanna Boyd-Miller	Planning	8/06 - 8/09; 9/09 - 8/12
Matt Smith	Personnel	9/06 - 9/09; 9/09 - 9/12
David Whitehouse	Personnel	1/08 - 1/11; 1/11 - 1/14

### Member leaving as of 8/2009

Bill Schunder                      Finance                      6/96 - 6/02; 8/03 - 8/09

Bill has reached the maximum term length of six consecutive years. This is his second term of office and he has served BAWAC for 12 years. We will miss his wise counsel and steady presence on the Finance Committee.

## Mission

**To maximize the vocational potential and quality of life of adult persons with disabilities or other barriers to employment, through the flexible integration of counseling, evaluation, life and work skills training, job placement, support services and employment in a therapeutic or community based remunerative work environment.**



# Year in Review 2008-09



QUALITY of service is the paramount emphasis of BAWAC, Inc. In testament to this commitment is the award of another Three-Year International Accreditation from CARF in the services of Community Integration, Comprehensive Vocational Evaluation Services, and Organizational Employment Services. The staff are to be commended for their dedication, professionalism, commitment to service, attention to quality and knowledge of best practices in our industry, that allows us to achieve this hallmark.

Staff are also to be commended for the excellent results from the other reviews conducted throughout the year from Medicaid, Vocational Rehabilitation and PLANKS/NKADD.

The Consumer Survey Report is impressive again this year as the overall ratings for all programs were above 90% in the “Excellent” and “Good” categories. The chart below shows consumers’ opinion of Overall Rating and the Quality of Services delivered. There were very few complaints and there were several suggestions and comments that are appreciated. We thank the consumers, providers and families for taking the time to give us this input. The change and upgrade in software caused many unforeseen problems in

getting data for reports and plans that effected not only our outcome measures, but the reporting to other agencies. We apologize for this difficulty.

Our Transportation Service, continues the emphasis on service. We are now operating 10 routes, averaging 1,221 miles per day, or 295,500 miles for year; serving 72 consumers per day or 34,560 consumer rides per year with on-time pick-up and delivery. We appreciate the cooperation of other service providers and consumers who help us stay on time by timely notification of changes.

The Board of Directors chaired by John Brockett, has completed revising the Three-year Plan, and updating Personnel Policies and Accounting Policies. Leaving the Board after six years on his second term is Bill Schunder. I will miss his financial counsel and wisdom.

Employment Options, Inc., our subordinate company in Latonia continues to flourish. They provided services to 202 people, most with felony convictions. 128 people were placed into jobs and 79 people were successful in maintaining their job. This is remarkable with the sagging economy.

While production work dwindled to numbers not seen since the ‘70s, we were fortunate to have the Michelle P. Waiver finally begin. This waiver is providing much needed funds for services that we usually use production revenue to provide. With United Way funding decreasing, we hope consumers and families will choose to use the waiver service to cover our expenses and bring in some of those waiting for services.

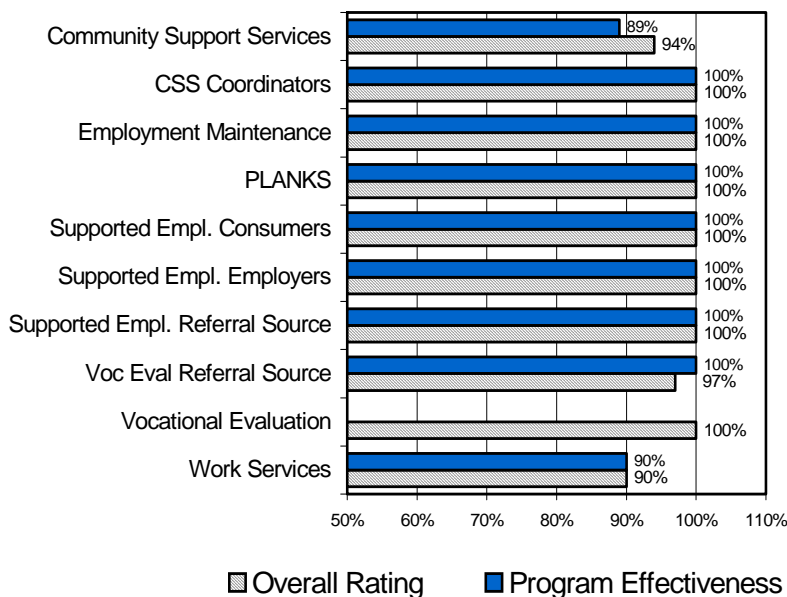
It has been an extremely busy year and staff continues to challenge themselves to expand and constantly improve our services.

BAWAC continues to enhance the community one employee at a time.

Kenneth R. Schmidt, President



Consumer Survey Ratings



# Services Report 2009

In thinking about how best to summarize this year's Services Report, I thought about all of the reviews that we had throughout the year. We had our CARF survey in March and we are proud to report that it went well. The reviewers came away impressed and were complimentary of the agency and our staff. As a result, we are accredited for another three years in all three of the programs for which we applied. This includes Vocational Evaluation, Organizational Employment Services, and Community Integration. In addition to CARF, the Community Support Services program had their annual Medicaid review, the Supported Employment program was reviewed by the Office of Vocational Rehabilitation, and the PLANKS program received their annual review from the Northern Kentucky Area Development District. All three programs received good reports and were praised for the services they are providing. The CARF accreditation and the results from all of our reviews is a reflection on the agency's commitment to follow Best Practices, provide quality services, and assist persons served in meeting their personal outcomes.

While many of our funding sources continued to either shrink or remain stagnant, we did begin to see the implementation of the "Michelle P." waiver. This has been a long awaited waiver and it is exciting in that it provides for a variety of services to consumers, including day programming. Some of our existing Work Services consumers are now on the new waiver and more are in the process. The Michelle P. waiver should also enable us to provide services to additional people who are currently on a waiting list for services.

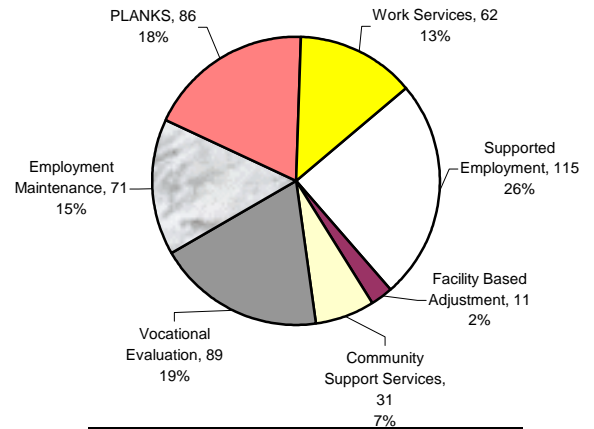
In total, BAWAC, Inc. provided services to 465 individuals with disabilities or other barriers to employment through our seven different service areas. We worked with persons with a wide variety of physical, cognitive, and emotional disabilities from culturally diverse backgrounds. We also provided Transportation Services to over 70 individuals in the area and this service continues to grow. Employment Options, which is a subordinate company with BAWAC, Inc., provided employment services to over 200 individuals during the year as well from their Latonia office location. In addition to enhancing our current programs, we continue to explore opportunities for growth to meet the need for services.

All of the positive results that were achieved throughout the year are due to the hard work of a lot of people, particularly our staff. We are fortunate to have such a group of dedicated personnel who are committed to providing quality services. We would also like to thank everyone who has been associated with the agency throughout the year. It is definitely a collaborative effort and we appreciate everyone's involvement and efforts.

Rick Pratt, Director of Services



## Program Services Volume



Number of People Served = 465



# Production Report 2009

**BAWAC continues to develop & provide a diversity of opportunities for our client/employees!**

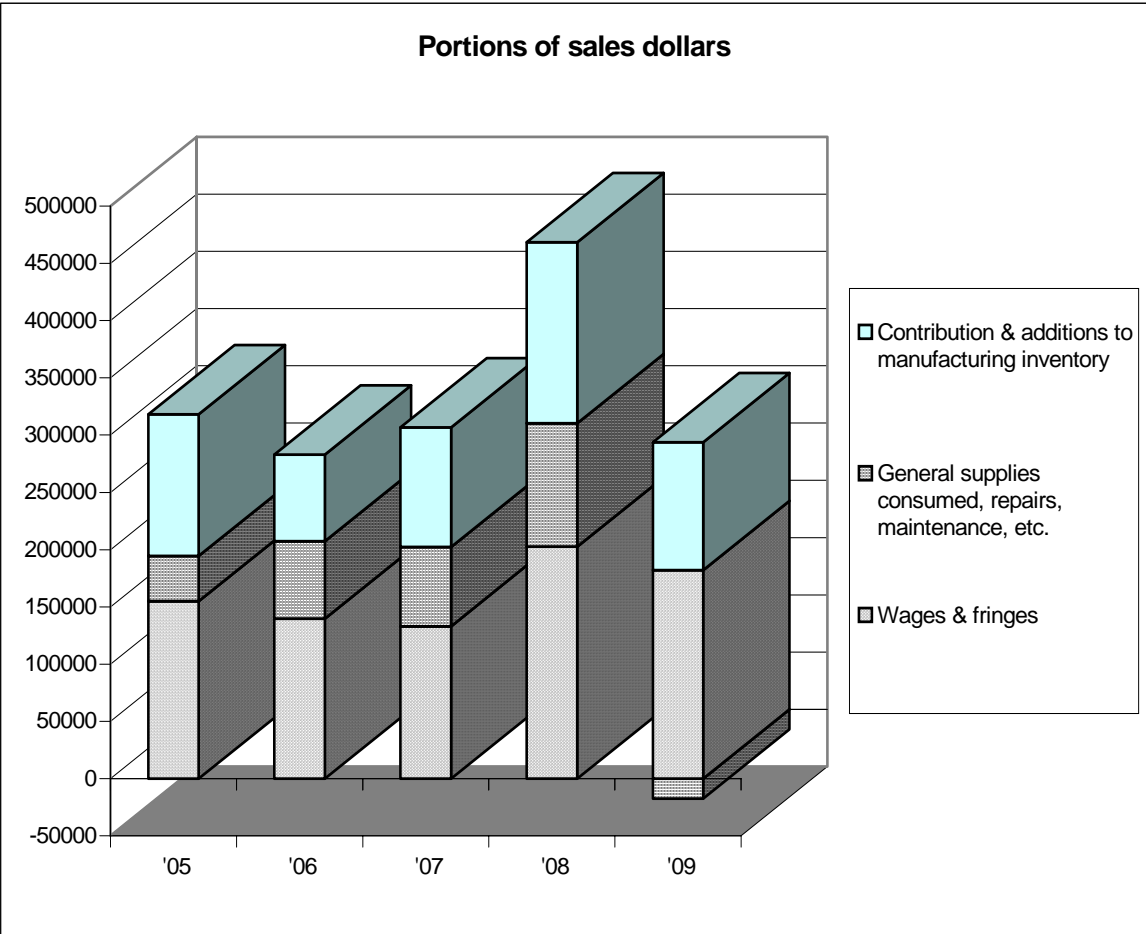
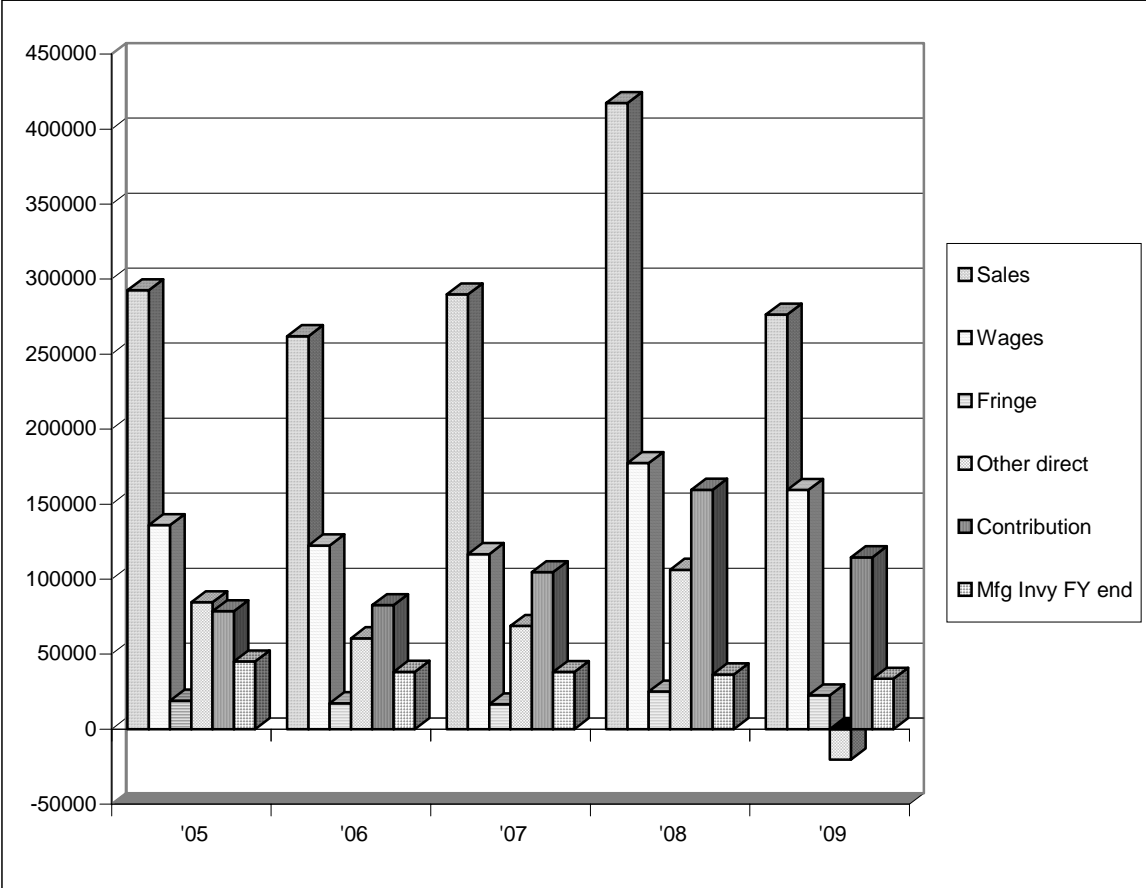
**We continue to ask all “Friends of BAWAC” for help in referring new or additional business opportunities to us!**

**We are especially interested in projects where BAWAC might team up with area businesses to add value and provide goods to various commercial & government purchasers!**

**Thanks for thinking of us over these many years, and please, please, keep those good thoughts coming!!**

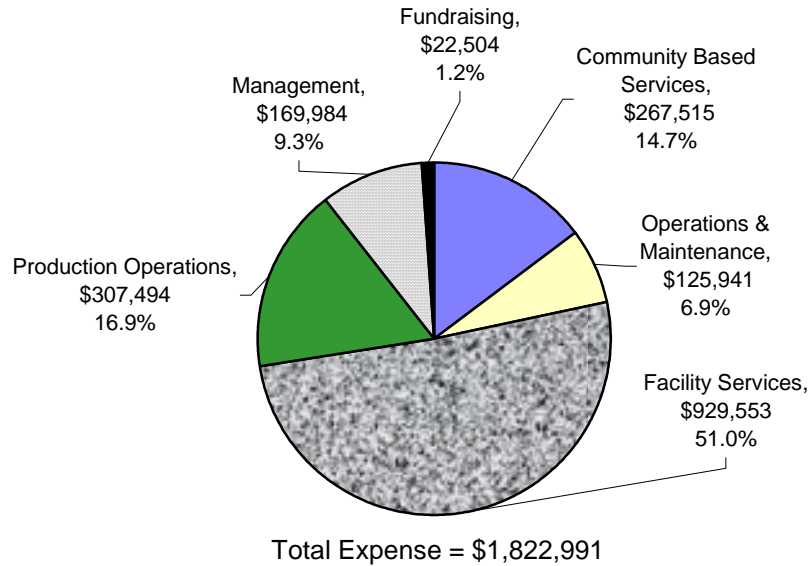
ACTIVE CONTRACTORS <i>(during the fiscal year)</i>	OPERATION TYPES	PRODUCT AREAS
Ancra International	Assemble, package	Cargo securing devices
Arvin/Meritor Automotive	Assemble, package	Warranty kits
Automotive Service Products	Assemble, package	Key tags & rings
Batoray	Count, shrink pack, label	Dozen packs of batteries
Betts	Assemble / grounds clean	Toothpaste tubes / On-site workers
Camco	Assemble, package	Cleaning products & displays
Crown Envelope	Hole drill, shrink wrap	Specialty envelopes
Directions Research	Label, pack, logistics	Market sampling materials
Duro Bag Company	Collate, insert, package	Specialty paper bags & displays
E+Med Corporation	Package, logistics	I.V. Securement Strips
Emerson Power Transmission	Label, pack in sleeves	Drive belts & related
General Cable	Promo kit build / Assemble	Cable, Fiber Optics/Grommet zip bags
HK Systems	Fabrication, Assemble	Pre-engineered conveyors
Hubert Company	Assemble, package	Supplies for food retailers
Intelligent Products, Inc.	Assemble, package	<i>Mutt-Mittä</i> products
Kumon North America	Assemble, package	Specialty educational items
Lingo Manufacturing	Assemble, package	Displays, hardware kits, carton sets
Lohr Printing	Labeling	Bags, Packaging
Innovative Products	Size, count, package	Wiping cloths
Meritor Heavy Vehicle Systems	Assemble, package	Warranty kits
Mestek	Kit build, package	Air handling & related products
Micheal's Tennis & Ski / EDM I	Logistics	Specialty sporting goods
Northern KY Water Svc District	Assemble, rebuild	Meter shop helper
NorthKey	Janitorial, custodial	Office building cleaning
Petron	Repackage	Plastic pellets
Plasticomm Industries	Assemble	Zipper bags with grommets
Post Glover LifeLink	Assemble	Electrical components
Prime Logistics	Repackage	Various toy products
Procter & Gamble Pharma.	Build tote bags, travel kits	Scientific Meetings & Conventions
Rotek	Assemble	Bearing “cages”
SoffSeal	Size, package	Automotive weatherstripping
Solus	Assemble	<i>BeadWallä BeadRailä</i> products
Wallace Designs/Laurel Confections	Assemble, package, logistics	Unique gift items

# Production: Five Year Snapshots

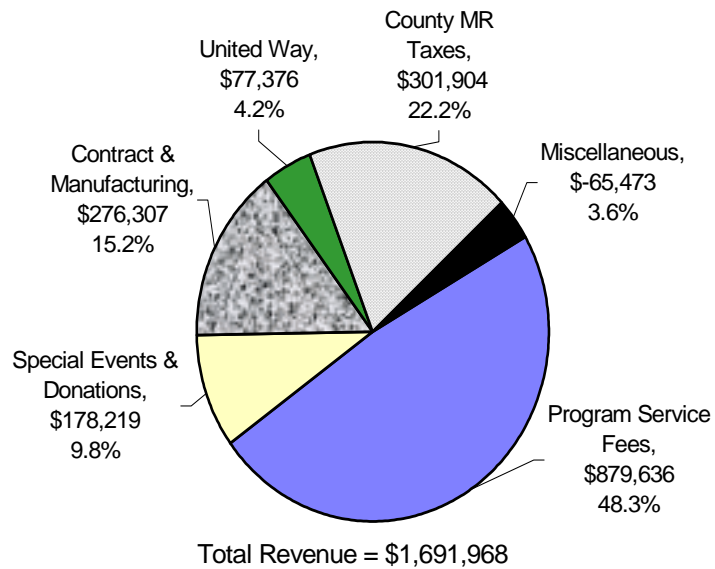


# Financial Report

## Program Expenses 2008-2009

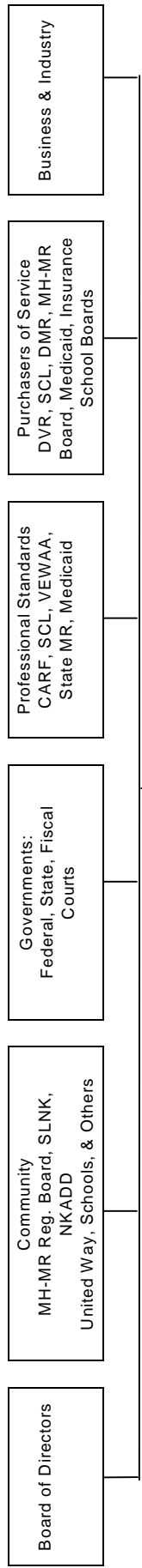


## Program Revenue 2008-2009



**Operating Surplus (Deficit) = (\$131,023)**  
**Net Assets End of Year = \$575,684**

# BAWAC, Inc. Services Plan 2009 - 2010



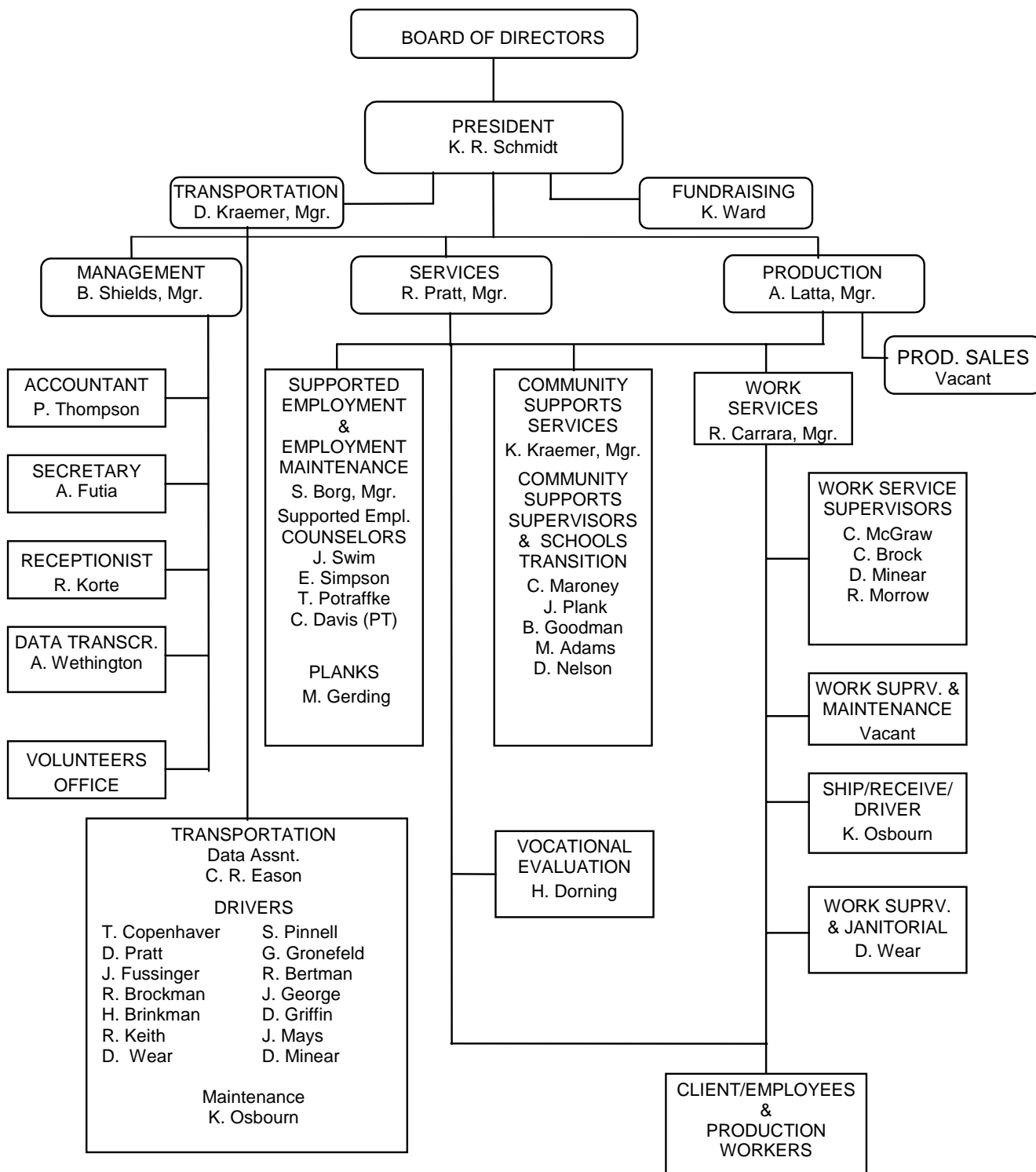
**CONSUMERS: Clients & Families**

**MISSION:** To maximize the vocational potential and quality of life of adult persons with disabilities or other barriers to employment, through the flexible integration of counseling, evaluation, life and work skills training, job placement, support services and employment in a therapeutic or community based remunerative work environment.

<p><b>WORK SERVICES</b></p> <p><b>GOAL:</b> To provide people with disabilities with training that gives the opportunity to develop a pattern for adult life, to develop vocational potential and provide a therapeutic, transitional and remunerative work setting.</p>	<p><b>PERSONAL, SOCIAL &amp; COMM. SERVICES</b></p> <p><b>Supports for Community Living</b></p> <p><b>GOAL:</b> To provide people with developmental disabilities with intensive supervision &amp; training so they may improve their personal levels of functioning and participate fully in the community and life's major functions and activities.</p>	<p><b>VOCATIONAL EVALUATION</b></p> <p><b>GOAL:</b> To assess the vocational potential of people with barriers to employment using tests and on-the-job evaluation to provide answers to the referral source and recommendations for subsequent vocational services.</p>	<p><b>SUPPORTED EMPLOYMENT</b></p> <p><b>Community / Facility Based Adjustment Community Based Work Transition (Schools) Employment Maintenance and PLANKS</b></p> <p><b>GOAL:</b> To prepare for, secure and help maintain competitive jobs for people with barriers to employment, through counseling, classroom instruction, on-the-job training, work experience, follow-up and other related services.</p>
<p><b>ADMISSION CRITERIA</b></p> <ul style="list-style-type: none"> <li>• Age 16 or older</li> <li>• Able to care for basic personal needs</li> <li>• Must have a disability</li> <li>• Current vocational evaluation</li> <li>• Service fees authorized</li> </ul>	<p><b>ADMISSION CRITERIA</b></p> <ul style="list-style-type: none"> <li>• Age 16 or older</li> <li>• Service fees authorized</li> <li>• Must have a developmental disability</li> </ul>	<p><b>ADMISSION CRITERIA</b></p> <ul style="list-style-type: none"> <li>• Age 16 or older</li> <li>• Medical Information Available</li> <li>• Service fees authorized</li> </ul>	<p><b>ADMISSION CRITERIA</b></p> <ul style="list-style-type: none"> <li>• Age 16 or older</li> <li>• Able to care for basic personal needs</li> <li>• Vocational Rehab Plan of Service</li> <li>• Potential for remunerative employment within a reasonable length of time</li> <li>• Service fees authorized</li> </ul>
<p><b>SERVICES</b></p> <ul style="list-style-type: none"> <li>• ISP Planning &amp; Implementation</li> <li>• Work Related Skills Training</li> <li>• Work Skills Training</li> <li>• Therapeutic Employment</li> <li>• Vocational Counseling</li> <li>• Remunerative Employment</li> <li>• Enclave work sites</li> <li>• Transportation (Partial)</li> </ul>	<p><b>SERVICES</b></p> <ul style="list-style-type: none"> <li>• Plan of Service &amp; Implementation</li> <li>• Work Related Skills Training</li> <li>• Remedial Education, Literacy Skills</li> <li>• Community Living &amp; Social Skills Training</li> <li>• Self Help &amp; Daily Living Skills Training</li> <li>• Supported Employment</li> <li>• Behavior Management Plan Implementation</li> <li>• Communication &amp; Environmental skills training</li> <li>• Transportation</li> </ul>	<p><b>SERVICES</b></p> <ul style="list-style-type: none"> <li>• Psychometric testing</li> <li>• Work Samples</li> <li>• Situational Assessment</li> <li>• On-the-Job Assessment</li> <li>• Vocational Counseling</li> </ul>	<p><b>SERVICES</b></p> <ul style="list-style-type: none"> <li>• Person Centered Plan Development</li> <li>• Job development</li> <li>• Job placement</li> <li>• Vocational counseling</li> <li>• Classroom instruction</li> <li>• Trainer accompaniment to job site</li> <li>• Follow-up for indefinite length of time</li> <li>• Person Centered Goal Planning</li> </ul>
<p><b>PEOPLE SERVED</b></p> <ul style="list-style-type: none"> <li>• Most all vocational disabilities</li> <li>• Productivity below industrial standard</li> <li>• Lack of work skills &amp; habits</li> <li>• Unemployed</li> </ul>	<p><b>PEOPLE SERVED</b></p> <ul style="list-style-type: none"> <li>• Most all developmental disabilities</li> <li>• Poor self help skills</li> <li>• Lack of work skills &amp; habits</li> <li>• Require intensive supervision</li> </ul>	<p><b>PEOPLE SERVED</b></p> <ul style="list-style-type: none"> <li>• All disabilities</li> <li>• Unknown vocational potential</li> </ul>	<p><b>PEOPLE SERVED</b></p> <ul style="list-style-type: none"> <li>• All disabilities with vocational potential</li> <li>• Unemployed</li> <li>• Employed / continuing barriers</li> <li>• Homeless</li> </ul>



## 2009 - 2010 Organizational Chart



NOTE: Only direct lines of authority are indicated. Functional authority and working relationships are not shown.