

## Letter From the President



**Plain and simple, 2018 has been a banner year!** Allow me to brag a bit:

**Supported Employment** successfully placed 32 clients into community jobs and provided long-term follow-up to 103 clients previously placed. 83% of those placed maintained successful employment.

**Project Search**, our collaborative with Campbell County High School, the Office of Vocational Rehabilitation, and Northern Kentucky University placed four of six students in jobs. Two are seeking employment and the five current students are all doing well.

**Community Rehabilitation Services** provided 94 clients with training in work and independent living skills, along with community participation and involvement. 92% of individual client goals were met – equating to meeting 2,997 of 3,255 goals set!

The **Helen R. Ziegler Life Transitions Center** serves 15 clients on a daily basis providing social, leisure, and recreational programming to those who need this level of service.

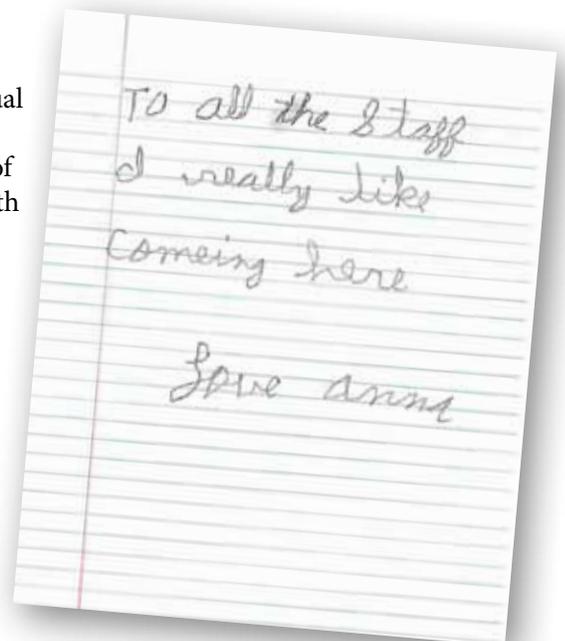
The **Transportation Department** continued to roll in a big way: 45 drivers serve 218 passengers daily on 28 routes in 6 counties. That means: 7,100 trips per month / 85,200 per year;  
62,000 miles per month / 744,000 per year;  
6,500 gallons of gas per month / 78,000 per year! **WOW!!!**

**Production Services** expanded the shipping area by adding a fifth dock door, installing three new in-floor dock levelers, adding truck locks for safety, and replacing all dock shelters for a better truck/building seal and energy savings. Our overall production efficiency was at its highest ever at 37% – a 10% increase over last year. The average earned wages increased 17% over last year. We currently have 26 business customers, 58 different jobs, and cover over 100 different tasks. We are now an approved Toyota vendor and process over 2,500 parts daily for them.

We are an industry, yes, but also an agency: two parts that blend to serve each other and some very special people. We are proud of our accomplishments this year but none more so than the results of our annual survey of clients, providers, employers and referral sources across all services: 98.9% of respondents rated us excellent or good in the quality of our services. We recently received a note from a client I'd like to share with you.

This sums up what our staff strives for each day and makes their efforts worthwhile. Thank you for joining us in our work as we strive to maintain and grow. We couldn't do this without you!

Kenneth R. Schmidt  
**President**



## BAWAC's 28th Annual Golf Outing



A brilliant June 5th morning, breakfast, and a shotgun start launched BAWAC's 28th Annual Golf Outing. Olympic Commentator Lewis Johnson hosted the event once again at the spectacular Boone Links Golf Course. Over 140 golfers enjoyed the day with lunch on the course and a buffet dinner in the clubhouse after. The challenge winners left with awards and bragging rights but all left with our gratitude for their participation. We thank them all!!!

**Our sponsors and donors – true success partners in this event – really make it special. Many have been with us for years. Their support ensures the continuation of our mission and we are deeply appreciative for all they do for us.**

### Medallion Sponsors:

Regal, BB&T, Dominion Liquid Technologies and Toyota NAPCK

### Refreshment Sponsors:

Erigo, Pepsi America, The Civitan Club of Northern Kentucky, United Bank, and Ziegler & Schneider, PSC. McHale's Events and Catering, Bob Evans/ Florence, Castallini Company, Flowers Bakery/Erlanger and Chick-fil-A on Houston Road

### Tee Sponsors:

Airport Ford, Associated Management Systems, Beans Café & Bakery, Commonwealth Bank & Trust, Certified Flooring, Gerners & Kearns Co., LPA, Izzy's, Main Street Office, Medicare and Me, Mitchell Insurance, Paul Tuemler LP Gas, Stett Transportation, Tech Castle, Valor Oil, Verst Group and Wissmann Brothers

### Hole-in-One Sponsors:

Golf Exchange, Cawley Chiropractic, and Zimmer Chrysler, Dodge, Jeep, Ram



And we're set for another great day at Boone Links next year – mark your calendars for June 4, 2019. Please consider being a part of the 29th Annual Golf Outing. For sponsorship or general information, please contact the BAWAC Development Office at 859.371.4410

## Birdhouse Building Activity



Rex McBride, Natural Resources and Environmental Educational Agent from Boone County Extension Society shows BAWAC clients the art of making bird houses.

## BAWAC Bean Bash Was a BASH

Once again, the Bean Bash was a bash! It was a day of fun, friends, family, familiar faces, and food – most notably the Bean Bash’s signature Bean Soup and Corn Bread. The day was filled with action: a large live auction, a silent auction, raffles, and live music from Lazy River. St. Elizabeth Training and Education Center was the site of activities. A 5K run at Turfway Park and Texas Hold ‘Em Tournament at Florence Lions Club started off the festivities in the days running up to the Bash.



The Bean Bash is an annual event – this the 45th – and one of Northern Kentucky’s largest fund raisers with over 2,000 people typically in attendance and staffed by more than 100 volunteers. The Bean Bash is a non-profit organization serving Northern Kentucky for four decades. Proceeds of the Bean Bash benefit BAWAC, Redwood Rehabilitation Center, Special Olympics and New Perceptions. Each year these agencies serving people with disabilities join together to make that year’s event better than the last.

Enjoying the Bean Bash is a great way to support the people and agencies serving people with disabilities in our community. Support through donations help BAWAC fulfill its mission to maximize the vocational potential of adults with disabilities. To learn more about BAWAC or to donate, please call 859.371.4410, check us out on Facebook, or email [brian.wigger@bawac.org](mailto:brian.wigger@bawac.org).

## Kona Ice

A year and half ago Susan Fichner from Kona Ice, Florence, Kentucky contacted BAWAC to ask if we could bring BAWAC clients to their location in Florence for those who have become a franchisee to practice and do a simulated event of a real life situation. The purpose for serving BAWAC clients is to provide training for Kona’s new franchisees to practice on customers. When it became challenging for BAWAC clients to be transported to the Kona Ice facility, it was offered by Kona to bring their truck to BAWAC which made it easier and efficient. To this day, once a month, Kona Ice graciously provides their tasty treats for free to BAWAC clients and staff. This also provides a training opportunity for

BAWAC clients to practice socialization skills, speech and speed as they interact with the staff at Kona Ice and place their orders. BAWAC clients and staff very much look forward to Kona Ice to visit and very much enjoy the delicious shaved ice and the many flavored syrups that they offer.



*Kyle Ashbrook walks up and orders his Ice Ball*



*A New Franchisee of Kona Ice*



*Christiann Frey smiles with delight as she prepares to enjoy her Blue Ice Ball*

## Social Media Saftey



Detective Eric Philips and Lieutenant Bill Samad from Boone County Sheriff's Department talk to BAWAC clients about Social Media Safety

Technology has become an integral part of life and so too for many of our clients who access the Internet and social media. Along with amazing benefits, technology can present risks to users' vulnerabilities due to misuse, misunderstanding or unfamiliarity.

Concern for our clients' privacy and welfare led us to invite Detective Eric Phillip and Lieutenant Bill Samad from Boone County Sheriff's Department to present their Social Media Safety program to BAWAC clients. They did an incredible job addressing clients' needs in an understandable way and answering their questions. Clients were prompted to respond to "real-life what-if" situations so that they could identify potential scams and react to protect themselves. Clients found the program helpful and reported that they learned important information – not to acknowledge "friends" you don't know on Facebook; not to put your photo, address or private information on social media or reveal your whereabouts. Good reminders for us all!



Clients learn about Social Media Safety

## BAWAC shows its SPIRIT at Halloween

On Halloween clients and staff joined in the Halloween "spirit" and showed off their talent and creativity.



Richard Hammons and Jeff Plank (aka Werewolf) pose for a photo



Shari Olsen and Donna Rice get into the spirit of Halloween



Lori Henn shows off her pumpkin

## New Parking Lot Addition

BAWAC's continued growth has been a source of great pride – and congestion in our parking lot! Semi trucks delivering work to and from BAWAC were required to negotiate tight lanes in limited space that also encompassed client drop-off and pick-up, employee and visitor parking, and parking for our transportation fleet.

With a nod to our future, expansion of the parking lot began in October 2018. The project allows for 35 additional parking spaces and greatly improved dock access for trucks. Most importantly, our transportation vans will have a safer route for clients entering and leaving the building. The project also enabled us to triple the size of the back patio used by clients during break and lunch time and add a handicapped ramp. This is a winner on all levels.

Hemmer Construction and Riegler Black Top undertook the project and have been most accommodating regarding scheduled activities, the needs of our clients, and the truck traffic in and out of BAWAC. Our good neighbors – Lingo Manufacturing – once again have been kind enough to allow BAWAC staff to utilize their parking lot during construction. Sturm Electric will be installing enhanced lighting in the parking lot.

Completion is expected in late 2018 and will be complemented with new entrance signage. If you are in the area, drive by and see our latest addition. We're on the move!



## From the Desk of the Development Director



### Big Gift Gets Us Oh So Close!

#### Empowering Life-Long Abilities Capital Campaign Update

Four years ago, our campaign kick-off dinner was a step into unknown territory but what a journey it has been! The generosity of our donors has brought us to within striking distance of our \$1 Million goal as we enter the fifth and final year of the campaign.

We received a huge boost in 2018 with a \$50,000 gift. It, along with many other gifts large and small, moved us to within \$63,000 of our goal. Many donors have seen their way give multiple times and we have widened the pool of supporters now donating to BAWAC.

The capital campaign allowed us to open the Helen Ziegler Life Transition Center and serve more individuals; expand the building and increase the volume of work; purchase new phone and accounting systems; upgrade computers; and in general, improve overall service to clients.

We're excited about all these good things that the campaign brought to BAWAC. Please take a moment to visit our expanded Facebook page and see for yourself what a difference your support and donation make for our clients. We're excited about our future and hope you are too. Please consider an investment in our future – together we can't help but succeed in reaching our goal!

To our donors, supporters, partners, vendors, staff, family and friends, and all who make BAWAC what it is today – our gratitude is boundless, and on behalf of the clients we serve, we wish you all the very best in 2019.



**\$63,000 to go to reach  
our \$1 Million Goal!  
Help us put the ★  
on our tree.**

## BAWAC's Creative Aging Program

In addition to work and employment opportunities, BAWAC provides a variety of life-enhancing programs for clients. For the past several years, BAWAC has partnered with Creative Aging – a non-profit agency whose mission is to provide arts and humanities experiences for older adults to stimulate the mind, creativity, and sense of self. Its programs and performances are designed to educate, engage, enrich, and entertain.

Through Creative Aging, our clients have had the opportunity to enjoy to accordion, country, bluegrass, folk guitar, jazz, blues, piano, and violin music. Professional musicians have played for us, including one from the Cincinnati Symphony Orchestra. Valentine, Halloween and Christmas-themed a cappella concerts were staged, complete with costumes and props. As well, a Zoo-to-You slideshow, dance party exercises, and a Red Skelton Remembered performance came to BAWAC.

Creative Aging has been a great addition to our activity programming, providing clients with high quality on-site programs. This is especially helpful for individuals who are unable to participate in community activities due to health or mobility issues. Clients really enjoy the programs and the interaction with the musicians and performers. Clients are also exposed to cultures and experiences that they might not otherwise access.

Creative Aging visits senior centers, retirement communities, adult day centers, and nursing homes. Last year they sponsored over 600 programs. To learn more about Creative Aging, visit [www.creativeagingcincinnati.org](http://www.creativeagingcincinnati.org). We couldn't be more pleased to be working with Creative Aging.

# BAWAC Annual Appreciation Dinner

Clients, staff, the board of directors, family and friends, and distinguished guests were welcomed by President Ken Shields to the Annual Appreciation dinner held recently at the St. Elizabeth Tech Center. The dinner celebrates the year's accomplishments and acknowledges our gratitude to those who have supported the BAWAC mission.

Board President Corey Sidebottom began the festivities with recognition of three board members who recently ended their terms: John Wilson, Bob Smith, and Lonnie Fields. Together they have been key stewards of BAWAC's historic focus but also leaders in the quest for its future. Most notably, they each assumed leadership responsibilities for the Life-Long Abilities Campaign and have served multiple terms on the board. We are deeply appreciative of all they have done and continue to do for BAWAC.

## Always a special part of the night, clients received longevity awards for their hard work:

- 5 Years:** Amber McGowan and Henry Rice
- 10 Years:** Lisa Arens and Donald Gorman
- 15 Years:** Jennifer Smith and Doug Cruce
- 20 Years:** Keith Shirley
- 30 Years:** Jim Armitage, Patty Hoffman, Lina Mains, Richard Hammons and Tom Keeney
- 35 Years:** Brian Abbott and Ken Scherder
- 40 Years:** Greg Ryan
- 45 Years:** Mark Thomas and Gregg Austing

## And for their dedication to our clients, staff were recognized for their service:

- 5 Years:** Vonnie Bently, Laura Gentry, Audrey Tucker, Harry Cline and Tom Kennicott
- 10 Year:** Jim George and Gary Gronefeld
- 20 Years:** Alma Wethington Castle
- 25 Years:** Dave Wear
- 45 Years:** Bonnie Shields



*Jennifer Smith receives her client employee award*

Personal Achievement Awards are given to a client in each division (facility- and community-based) who has accomplished a significant milestone in their life. This year's award winners were Brian Abbott and Doug Kelley.



*Doug Kelley receives the Personal Achievement Award*

This year alone, Brian has overcome a stroke, an aneurism, and pneumonia – all the while wanting to come to work and do his best. Doug has been a loyal employee of Sears where his responsibilities have increasingly grown over the past several years. Doug also won the Gold Medal in bowling this summer in Special Olympics.

The Business Award recognizes outstanding efforts to provide employment opportunity for people with disabilities. This year's award went to Buffalo Bob's Restaurant for their long-standing commitment to employ clients through BAWAC's supported employment services. They currently employ two clients – one for nearly 15 years – and always ensure that their employees have the necessary supports to succeed.

The John Nienaber Spirit of Service Award recognizes a spirit of service that inspires others to action. This year's recipients were BAWAC volunteers Patty Wigger and Debbie Freeman. For the past two years, Patty and Debbie have helped out at the Annual Golf Outing, spent countless hours securing items for the Bean Bash, organized baskets for the silent auction, transported them to and from Swan's Florist for wrapping, and set up for the Bean Bash.

The Community Service Award acknowledges outstanding efforts to ensure that people with disabilities have the fullest opportunity for community involvement. This year's award winner was ToyotAbility. Toyota has become a faithful partner through their sponsorship of and participation in our annual golf outing. And for the past two years, Toyota employees and volunteers have generously donated Christmas gifts for our clients.

To our honorees and award winners, we offer our sincerest congratulations and thanks for another great year!



*John Wilson receives an Award for his dedicated years of service to the Board of Directors*



*Brian Moreland (middle Right) and Ben Northern(middle Left) from Toyota receives the Community Service Award*

## **Bonnie Shields Retires From BAWAC After 45 Years Of Dedicated Service**



*Bob Smith receives an Award for his dedicated years of services to the Board of Directors*



Among the celebration of honorees at the annual dinner, one was especially noteworthy as it marked the recent retirement of Bonnie Shields after 45 years of dedicated service.

Bonnie began her tenure in the office but happily pitched in on the production floor or anywhere else where help was needed. As Bonnie said, “We all just did what needed to be done.” As BAWAC grew Bonnie assumed wider responsibilities: managing office staff; setting up client and personnel filing systems; training volunteers and staff; assisting with CARF accreditation and Medicaid compliance. She has been the “go-to person” at BAWAC for most of BAWAC’s history.

Professional and serious in her work, Bonnie has a fun-loving side she generously shares, especially in her stories of the early days of BAWAC. Bonnie is devoted to her family – daughters, grandchildren, and great grandchildren. Now she has the well-deserved time to spend with them. But ever faithful to BAWAC, she hopes to help out in the office when needed.

Rick Pratt, BAWAC Director of Services, said it best: “Bonnie will forever be the matriarch of BAWAC and is as a dedicated and loyal employee as you will find.” Our appreciation for Bonnie’s service is boundless and we wish her endless hours of happiness and relaxation.



*Lonnie Fields receives an Award for his dedicated years of services to the Board of Directors*



*Patty Wigger and Debbie Freeman receives the John Nienaber Spirit of Service Award*



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## Friendsgiving at Hebron Baptist Church

Holidays and gatherings are always special events for family and friends and at BAWAC it is no exception. Each Thanksgiving week for the past 45 years, our friends at the Hebron Baptist Church arrange for transportation for our clients to their church for an incredible turkey-and-all- the -trimming lunch. Along with serving and a meal there is storytelling and entertainment from Randy Wallace. BAWAC continues to give a heartfelt thank you for their friendship.



*BAWAC clients and staff at Hebron Baptist Church*



*Randy Wallace from Hebron Baptist Church, Russell Wermes, Charlie Baker, Clay Roller and Morgan Adams*