



*Philadelphia's Center for Independent Living*

# *2006 Annual Report*





## *A Message from the CEO*

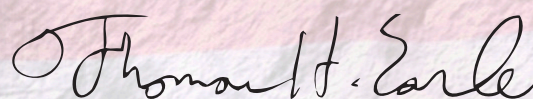
In late October 2006, Liberty Resources proudly moved to its new home in Center City Philadelphia. Our move has been a long time in coming, and it has lifted LRI into an exciting new era. As Philadelphia's Center for Independent Living, our new location gives us a strategic opportunity to advance LRI's mission by putting our community and the issues that concern us squarely at center stage.



Now that LRI has moved, we finally have a home where we stand out, where we have room to grow, and from where we can better serve our Consumers and reach more of the area's disabled community than ever before. Here in Philadelphia, we are fittingly surrounded by the monuments to our nation's freedom and liberty. Next door to the site where Thomas Jefferson penned the Declaration of Independence, LRI continues its passionate endeavor to secure those same rights for all people with disabilities.

As always, Liberty Resources is proud to lead the way as the area's CIL, and we anticipate continued growth and enhancement on all fronts. We look forward to the opportunities available to us by virtue of our new location, and we thank you for your support during this momentous phase of our history.

Sincerely,



Thomas H. Earle, CEO





# General Information

## MISSION STATEMENT

Liberty Resources, the Philadelphia Center for Independent Living, advocates with disabled people, individually and collectively, to ensure our civil rights and equal access to all aspects of life in the community.

## CORE SERVICES

Liberty Resources, Inc. is one of over 400 Centers for Independent Living (CILs) nationwide. All CILs are Consumer-controlled; the majority of the governing Board and staff are persons with disabilities. Centers provide assistance to all people, regardless of disability type. Like all Centers for Independent Living, Liberty Resources enables persons with disabilities to live in a manner of their own choosing by providing individuals with a menu of services. Core services offered by each Center are:

### Information & Referral:

This service provides Consumers, families, and professionals with information about disability issues and programs, facilitating linkage through referrals to needed services.

### Peer Support Services:

Peer support services offer a Consumer the opportunity to work with another person with a disability, exploring options, making informed decisions, and achieving individually defined control over his or her life.





## *Programs & Services*

### **Advocacy:**

The roots of all Independent Living Centers lie within the Disability Rights Movement of the 1970s—a movement initiated to enable individuals with disabilities to have the same life choices as non-disabled persons. Liberty Resources remains committed to advocating for the rights of individuals with disabilities.

### **Skills Training:**

Training services offer individuals the opportunity to learn and practice those skills needed to live independently in the community. Training is provided individually and in small groups and emphasizes Independent Living skills, such as home and financial management, personal assistant management, nutrition and meals, rights and responsibilities, community mobility, socialization, and communication.

## **ANCILLARY SERVICES**

### **Attendant Care:**

Also known as Personal Assistance Services (PAS), attendant care is a critical Consumer-directed Independent Living service which supports a person's ability to work, live, and attend school independently in the community. Its focus is to provide a Consumer with assistance and maintenance of daily activities.





## *Programs & Services*

### **Liberty Resources' Academy:**

The Academy is a pre-vocational program that offers individuals the training and skills they need to enter the workplace. Training includes operation of assistive technologies, basic office equipment, reading and written communication skills, math, beginning and advanced computer skills, résumé and interview development, and dressing for success.

### **Liberty Wheels:**

Liberty Wheels is designed to help wheelchair using Consumers get quick, inexpensive repairs to their chairs on-site at LRI. Liberty Wheels recycles used wheelchairs and provides loaner chairs as well.

### **Supports Coordination:**

Supports Coordination is a Consumer-directed service which provides information, assistance with problem-solving, and referrals to community-based services. Its focus is on advocacy at the Consumer's direction.

### **Housing Advocacy:**

Liberty Resources has a housing program that works with individuals with disabilities to obtain housing appropriate to the individual's needs, including homeownership. LRI staff also remains active in community efforts to direct city officials and resources to address the housing crisis in Philadelphia and to increase the number of affordable, accessible units.

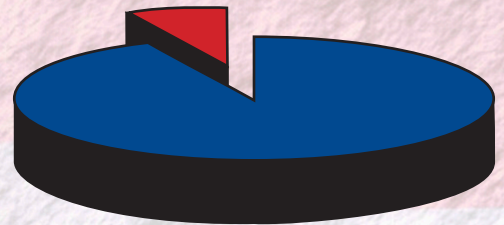




# Financial Statement

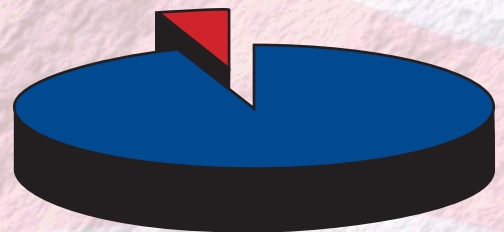
<i>Income</i>	2006	2005
Fees and Grants	\$ 41,822,420	\$ 31,883,898
Investment Income	133,979	71,100
Contributions	111,513	59,099
Fee income	59,416	54,835
<i>Total Income</i>	<b>42,127,328</b>	<b>32,068,932</b>
<i>Expenses</i>	2006	2005
Program Services	37,355,684	29,541,879
Management & General	2,799,426	2,188,892
Fundraising	59,319	91,059
<i>Total Expenses</i>	<b>40,214,429</b>	<b>31,821,830</b>
<i>Net Income</i>	<b>1,912,899</b>	<b>247,102</b>

## 2005 Expense Distribution



★ Program Services 93%  
★ Administration & Fundraising 7%

## 2006 Expense Distribution



★ Program Services 93%  
★ Administration & Fundraising 7%





# Personnel

## VOLUNTEERS

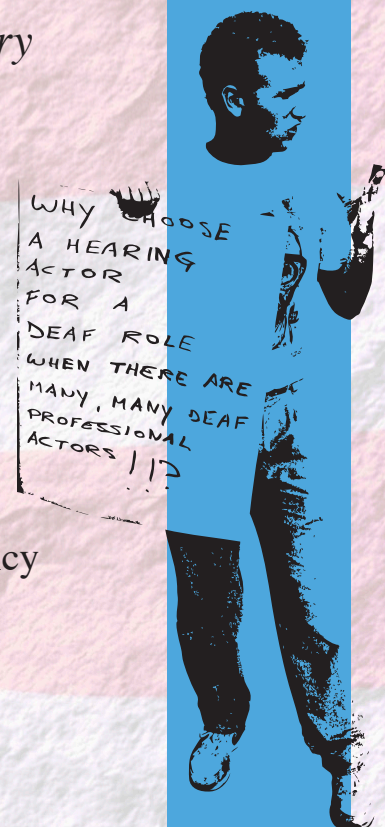
Chanda Anderson  
Keith Bailey  
John Cromwell  
Kathleen Cunningham  
Marie DiEgidio  
Benilda Emeric  
Jennifer Emeric  
Kevin Goslee  
Benjamin Haynes  
Keania Kinard  
Felicia Krezel  
Paul Mishalove  
Doreen Parr  
Janice Raines  
Debbie Russell  
Lisa Soumahoro  
Marsha Thrower-Peurifoy  
Obie Williams

## BOARD OF DIRECTORS

Leonid Belkin  
Hernan Brizuela  
Ruben Cruz, *Vice Chair*  
Thomas Earle, *CEO*  
John Gladstone  
Janice McGrane, *Chair*  
Janice Raines  
Caroline Reeves  
Adele "Spitfire" Sabel  
Jody Saitsky  
David Schultheis, *Treasurer*  
Jean Searle  
Sharon Sutow, *Secretary*  
Marlene Turon  
Oscar Vargas  
Filomena Ward

## KEY STAFF

Thomas H. Earle, Chief Executive Officer  
Linda C. Dezenski, Chief Operating Officer  
Murray Rosenman, Chief Financial Officer  
Cassie James-Holdsworth, Director of National Advocacy & Policy  
Nancy Salandra, Director of Community Advocacy  
Marie A. Palladino, Director of Liberty Resources Academy  
Barbara Prince, Director of Housing Advocacy  
Veronica C. Rantuccio, Director of Human Resources





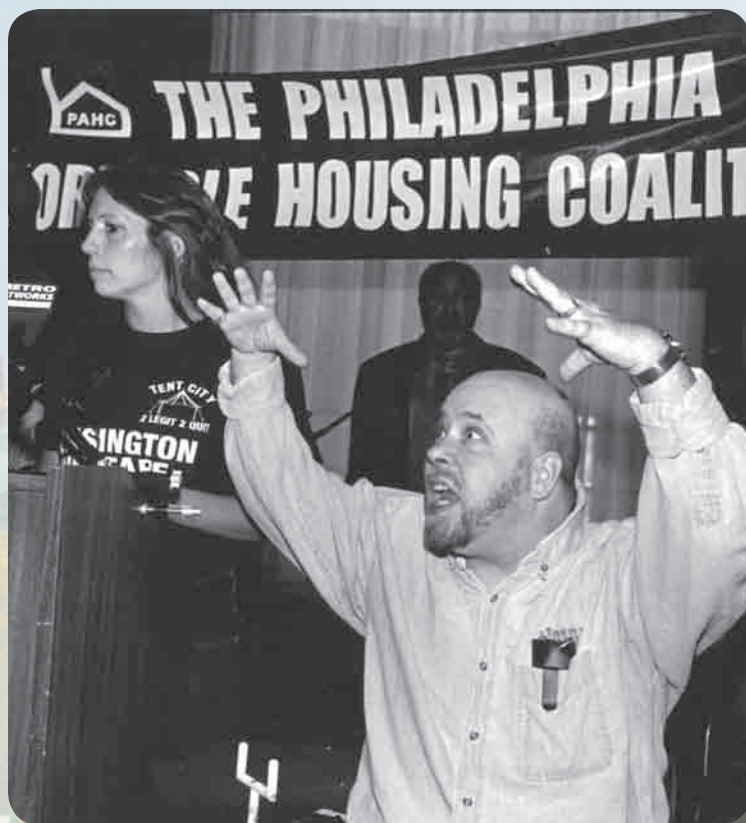
# Transitioning Profiles

## Stories of the Journey to Independence from Some Who Have Lived It

As a Center for Independent Living, Liberty Resources strives to ensure that all people with disabilities can achieve and maintain active roles in the communities of which they are a vital part. When people with disabilities are placed in nursing homes or other institutions, they become separated from the community and have little choice but to relinquish control of many of the aspects of life that define independence. A life outside of such institutions in a home of one's own, in the community of one's own choosing comprises the core of independent living.

In 2006, Liberty Resources supported 2,028 Consumers with services to live in the community. Twenty-seven people were assisted to move out of nursing homes and into the community. Liberty Resources also works with 263 Consumers who currently reside in nursing homes. At any one time, approximately 35 Consumers are actively working toward transitioning. The critical shortage of affordable accessible housing remains the biggest obstacle to independent living.

The following pages contain the stories of people with disabilities who have successfully transitioned out of nursing homes and into homes of their own over the past 12 months. These Consumers demonstrate directly the effectiveness of Liberty's programs and services.



Board member Erik Von Schmetterling makes the case for transitioning services at a Philadelphia Affordable Housing Coalition (PAHC) rally.





## FRANK M.

*Before going into a nursing home after his injury, Frank had lived with his father. Unfortunately, the home-based care agency did not provide good care. Frank's mother was ill to boot, and Frank's father could not care for both of them.*

*Frank has since transitioned from the nursing home to a home of his own. Says Frank of the experience: "My transition came at a beautiful time of the year. I moved into my apartment during the Christmas holidays. Liberty made my transition into the community as smooth as possible."*

### **What was the biggest challenge for you in transitioning from a nursing home?**

Finding the right caregivers. I work with an agency that sent me a lot of different people until I found the ones that I was comfortable with.

### **What surprised you most about the transitioning process?**

The quality of my home care has improved. Liberty seems to have a lot of resources and agencies. The staff is very people-oriented.

### **What things did you learn about yourself in the transitioning process?**

I am capable of doing more for myself than I thought. *(Frank's apartment is not totally accessible so he had to overcome some significant challenges.)*

### **What advice would you offer to someone hoping to transition?**

Pray a lot. Stay active. When you are depressed, hang in there. Stay involved with Liberty Resources.

### **Now that you are living independently, what do you enjoy most?**

I enjoy the freedom to come and go as I please. I can participate in family life. I am so much happier!

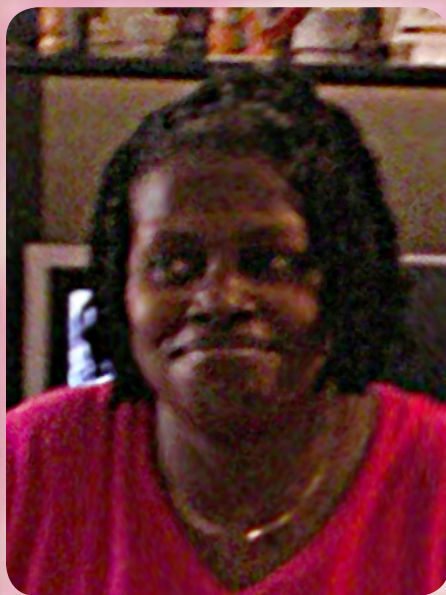
### **Is there anything that Liberty Resources could have done differently?**

No. Liberty Resources is great.

### **Do you have any ongoing challenges that you worry about?**

I am confident that Liberty will help me find a new place. Recovery from recent foot surgery is taking longer than I expected.





## BARBARA W.

*"Getting back into a daily routine was hard at first, but I've got the hang of it now. I love my apartment and my neighbors. The manager of the apartment complex is great. Lisa Jackson and Dorian Gooding from Liberty Resources, in collaboration with Ms. Winston and her staff from Centennial Village were great in helping me through my transition. I moved into my apartment the week of Thanksgiving. It felt so good to cook my own Thanksgiving dinner and to have my family in my home during the holidays. I thank God every day for my home."*

**What was the biggest challenge for you in transitioning?**

Finding the right place to live that is accessible to my needs.

**What surprised you most about the transitioning process?**

I am still adjusting to my disability. I have to rely on others for help.

**What things did you learn about yourself in the process?**

I learned that I'm a strong black woman.

**What advice would you offer to someone hoping to transition?**

Have faith in the Lord and don't give up.

**Now that you are living independently, what do you enjoy most?**

I have more time for my children and for hobbies like crocheting. I really enjoy my independence.

**Is there anything that Liberty could have done differently?**

No. Liberty Resources has been really wonderful to me.

**Do you have any ongoing challenges that you worry about?**

I am in physical therapy to regain my ability to walk. I would also like to obtain a manual wheelchair. I want to apply to Liberty Resources' Academy.





## FRANCES R.

*Frances enjoys the responsibility that comes with living in the community. When she is stumped about handling something, Frances turns to her Supports Coordinator at Liberty Resources. Frances feels that, because her Supports Coordinator has a title, sometimes the SC is listened to more as an advocate. Frances also has multiple back-up caregivers and a great support network.*

### **What was the biggest challenge for you in transitioning from a nursing home?**

Coordinating everything. On the day of the move, everyone comes to help.

### **What surprised you about the process?**

My aide had to put furniture together. I discovered I had co-pays for my medicines, and my food stamps amount was reduced after the first month.

### **What things did you learn about yourself in the process?**

I learned that I am strong, and that I can handle it mentally. I always had low self confidence. This really boosted my self confidence.

### **What advice would you offer to someone hoping to transition?**

Ask a lot of questions, especially about food stamps and medical expenses. Have

a support system in place, not just for your care, but also mentally.

### **Now that you are living independently, what do you enjoy most?**

It is my place, my rules. I can have my grandchildren over anytime I want, and they can stay overnight. This was the main reason for the transition.

### **Is there anything that Liberty Resources could have done differently?**

No. LRI is wonderful. My Supports Coordinator is fantastic.

### **Do you have any ongoing challenges that you worry about?**

I have times when I do not feel well and my aide is not there. I try to plan ahead and have food prepared that I can just re-heat. My motto is "I use a wheelchair but I am not dead. I can do this!"





# 2006 Highlights

## The Move to Our New Home

The biggest news of 2006—and indeed some of the biggest news in LRI’s history—was the long-awaited move to 714 Market Street in the heart of Center City Philadelphia. At our spacious new offices, we now have the ability to grow and the resources to serve more Consumers more effectively than ever before. Since our ground floor features extensive storefront space, Liberty’s profile has soared since its days on the outskirts of the city, away from the main thoroughfares. As a highly visible member of the Center City area, Liberty now finds itself in a tremendous position to amplify the collective voice of people with disabilities every day, the moment issues arise.



*Ann Kleinschmidt works the front desk at Liberty Resources’ new location in Center City Philadelphia.*

The new location boasts over 10,000 additional square feet of space and has been fully outfitted to comply with every aspect of the Americans with Disabilities Act of 1990. Our many programs now have the freedom to expand and improve as the organization’s Consumer base grows. Awareness of LRI and its mission continues to spread at a dizzying rate due to our central location; an opportunity which we have seized by re-branding, increased promotion, and a new logo.



## THE YOUTH GROUP

Paul Daye joined Liberty Resources this year as facilitator of the Youth Group. A young leader himself, Paul has been recognized nationally for his leadership abilities at a national youth leadership summit hosted and facilitated by ADAPT, a community organizing group with whom Liberty works closely.

As coordinator of the Youth Group, Paul focuses on self-advocacy in all of his work with the young people, many of whom have been sheltered, segregated, and denied the most basic information. Paul experiences a disability as well, but it should be noted that the group remains inclusive. For example, the group hosted an event which brought together disabled and non-disabled youth, giving all a chance to share their perspectives and to see how much they truly have in common, simply by virtue of being young and sharing similar experiences based on their ages.



*Community advocate and youth leader German Parodi at a SEPTA protest.*

Activities are designed to raise awareness of issues both internally and in the community. In one activity, the group was assigned the challenge of designing an accessible mall while staying within a budget. They had to face an Appropriations Board who had the authority to grant additional funding, but who did not believe people with disabilities were an important population in whom to invest. The purpose of the exercise was to give members hands-on experience in negotiating, money managing/budgeting, team work, and disability awareness.

Regarding all the exercises and discussions that were held throughout the past year, group feedback was overwhelmingly positive. Members strongly enjoyed the hands-on simulations during which they were able to experience the issue as well as the activities that allowed them to have an open forum for discussion. Many of the youths attended the State Independent Living Conference and some have become community advocates.



## Skills Training

Liberty Resources conducts Skills Training year round. All such trainings are designed to increase the skills needed to remain in the community living independently. Trainings include meals and nutrition, mobility, and financial management to name a few. Personal success, of course, is the clearest cut indicator of the program's effectiveness. Here are some success stories:

**Carolyn C.** managed her household kitchen until her condition deteriorated to the point that she needed a wheelchair for mobility and no longer felt comfortable preparing foods, using the oven, etc. Her husband, she said, continually told her that she couldn't do things in the kitchen anymore because it was no longer safe. Carolyn participated in the Meals & Nutrition Module, learned safety tips, how to use adaptive tools, and how to work confidently at the stovetop and with the oven. She has regained "control" of the household kitchen and prepares all meals again.

**Shawn T.** is a young Consumer who lives with her family. They handled all of her finances even after the age of 21. Shawn participated in the Financial Management Skills Training Module and learned how to develop a budget. She opened a checking account in her own name, and learned how to use a debit card responsibly. Her ability and confidence in handling her own money has led to full-time employment.

## Alliance for Inclusive Education

The Alliance for Inclusive Education (ALFIE) remains focused on educating teachers and administrators on the social model of disability. ALFIE concentrates on getting educators to commit to full inclusion of all children—including children with disabilities—and to make progress toward changes to policies and improvements to accessibility within the Philadelphia School System so that everyone can get a mainstream education.

ALFIE's core group is a mix of Consumers and staff with disabilities. Many of the lead



*Consumer Keith Bailey at the ALFIE March for Inclusion.*





*LRI Staff and CEO Thomas Earle enjoy Liberty's picnic commemorating the anniversary of the signing of the Americans with Disabilities Act.*

participants are young adults who went to “special schools” and felt short-changed by their educational experience. Due to advocacy efforts, including a March to the Broad of Education, ALFIE was awarded a contract from the Philadelphia School District. Under this contract, ALFIE has been able to begin addressing accessibility issues in schools; to advise on and create content that works disability history into course work; to help craft Standards for Inclusion; and to train faculty and administrators on the perspective of the disabled community.

## Partnerships

Liberty Resources will continue its partnerships with Area Agencies on Aging and other Centers for Independent Living. Liberty is presently working on developing a transition grant to offer ser-

vices to young individuals looking toward adult life, statewide. Nursing home transition services, waivers, and housing options (which are not core services) allow Liberty Resources to provide an array of transitioning supports for the eastern third of state.

## Medicare Support

This year there was a need for Consumers who are eligible for Medicaid and Medicare to pick a health plan. Liberty implemented a benefits counseling service that assisted Consumers in making that important decision.

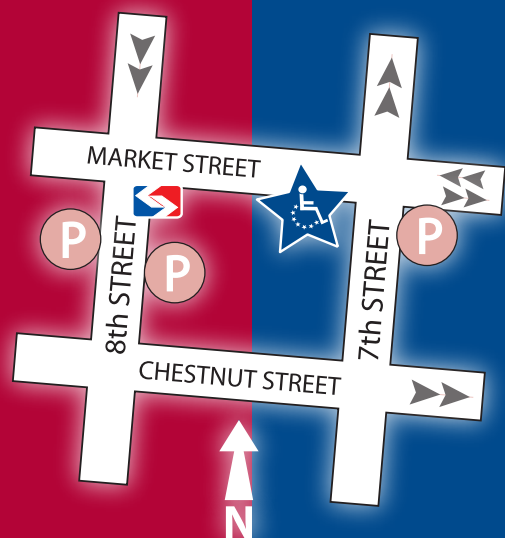
## Vocational Support

Liberty Resources' Academy continues to prosper. The new location has doubled its classroom space and allows for more equipment. During the program year, as many as 102 students attended the program. Thirty-seven students completed the program, 16 were placed in competitive employment.

## Housing

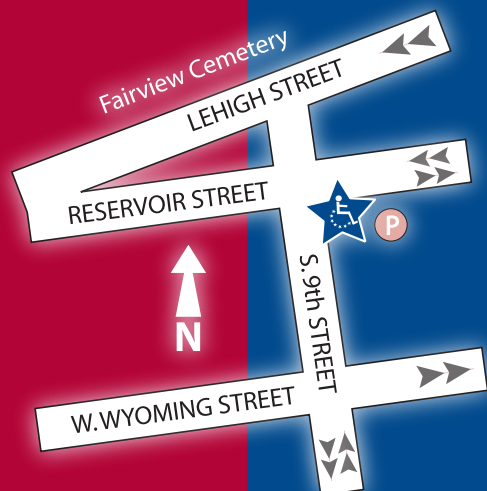
Liberty Resources' Housing Advocacy Department provides the only comprehensive housing advocacy and counseling services in Philadelphia to all people with disabilities, regardless of type. Contracted by the Philadelphia Office of Housing and Community Development and the Pennsylvania Housing Finance Agency (PHFA), LRI serves very low to low income Consumers. The Housing Department conducted one-on-one counseling to 180 persons and a total of 236 persons attended group sessions.





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