



# Keeping the Promise

# 2007 Annual Report

# A Message From the CEO

As one of more than 400 Centers for Independent Living nationwide, Liberty Resources' core services are federally funded. These include advocacy, information and referral, peer support, and skills training. However, through our 27 years of listening and responding to the needs and ideas of our Consumers, Liberty Resources has expanded to become so much more than a traditional CIL. We constantly seek new ways to fund initiatives that respond to Consumer feedback, and that cannot be covered by our core CIL contract dollars.

For example, in 2000, we launched the Liberty Resources Academy, a vocational training program that focuses on job preparedness using assistive technologies. In 2001, Liberty Wheels began serving our Consumers by refurbishing wheelchairs and providing low cost parts and loaner chairs during repairs. In the year ahead, Liberty Wheels will expand to become a full-fledged DME supplier.

In the years to come, we pledge to continue living up to our promise of responding first and foremost to the collective voice of Philadelphia's community of people with disabilities. We strive always to remain at the forefront of the independent living movement and to foster a society that respects the civil rights of our people. Ideally, we will one day be successful enough in this pursuit that our services are no longer necessary.

In the meantime, we're here and we're listening.

Sincerely,

A handwritten signature in brown ink that reads "Thomas H. Earle". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Thomas H. Earle, CEO





# The Promise

## Our Mission

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.

## Our 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.

### **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.

## **Our 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.

### **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, resumé 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 to Consumers during equipment repairs as well.

### **Supports Coordination:**

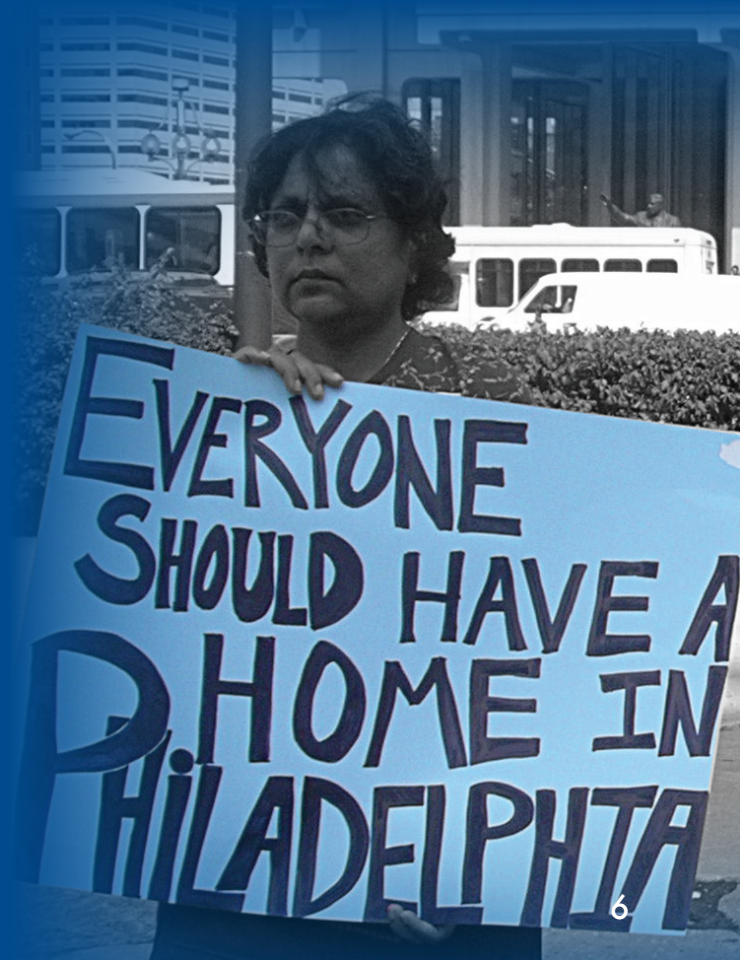
Supports Coordination is a Consumer-directed service which provides information, assistance with problem-solving, and referrals to community-based services. Its focus is on advocacy at the Consumer's direction.

### **Nursing Home Transition:**

Nursing Home Transition aims to increase outreach and awareness regarding the Nursing Home Transition Project; to transition Consumers to the community, and to offer and provide Specialized Services to ICF/ORC target residents in nursing homes.

### **Housing Advocacy:**

Liberty Resources has a housing program that works with individuals with disabilities to obtain housing appropriate to the individual's needs, including home ownership. 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

## Income

2007

2006

Fees & Grants	50,270,365	41,822,420
Investment Income	272,657	133,979
Contributions	60,086	111,513
Fee Income	51,969	59,416
<i>Total Income</i>	<i>50,655,077</i>	<i>41,127,328</i>

## Expenses

2007

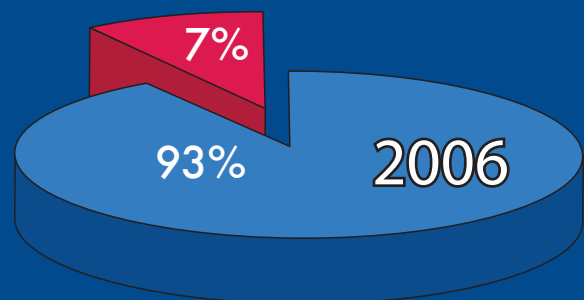
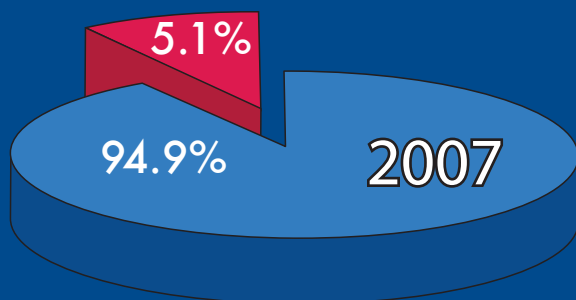
2006

Program Services	46,477,871	37,355,684
Management & General	2,442,111	2,799,426
Fundraising	68,344	59,319
<i>Total Expenses</i>	<i>48,958,326</i>	<i>40,214,429</i>

## Net Income

1,696,751

1,912,899



Program Services  
Administration & Fundraising



# Benefactors

## Donors

Patriot Construction, Inc.  
Pennsylvania Council on Independent Living  
Michael Allen  
Kathleen Buskirk  
Adelaide DiBerardino - memory of Joan Carey  
Stephen Gold, Esq.  
Ira Goldstein  
Vincent Jolly  
Patricia Maureen Kerrigan  
Chava & Baruch Kintisch  
Dottie Lee  
Muriel G. Reich  
Matthew Sall  
Anthony & Nola Speeney  
A. Tunnhoff

## Grants

Pennsylvania Council on the Arts  
Independence Foundation  
RBC Dain Raucher Foundation

# The People





## Board Members

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

## 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

## Officers and Directors

Thomas H. Earle, Chief Executive Officer  
Linda C. Dezenski, Chief Operating Officer  
Murray Rosenman, Chief Financial Officer  
Stephen Masi, Director of Human Resources  
Cassie James Holdsworth, Director of National Advocacy & Policy  
Nancy Salandra, Director of Community Advocacy  
Jennifer Barnhart, Director of Home and Community Based Services  
Norma Robertson-Dabrowski, Director of Nursing Home Transition  
Barbara Prince, Director of Housing Advocacy  
Marie A. Palladino, Director of The Liberty Resources Academy  
Daniel Hart, Director of Information Technology

# 2007 Highlights

5,168 total Consumers served

35 people transitioned out of nursing homes

15 Consumers bought homes

20 students graduated from The Liberty Resources Academy

11 students achieved competitive employment

2,778 people received Peer Support services

339 people participated in Advocacy services

2,577 people received Information and Referral services

137 people improved their independent living skills

2,607 persons received supports coordination







# General Highlights

2007 marked Liberty Resources' first full year in our new home in the heart of Philadelphia. LRI continues its trend of significant growth, and the curve has steepened due to our new, central location. Our Consumer base continues to expand thanks in large measure to our increased visibility as a storefront entrance on Market Street, and our proximity to major bus and subway lines. Staff recruitment efforts have been extremely successful over the year for similar reasons.

In order to get the most out of our newly heightened profile, we have placed an emphasis on marketing and communication. At the forefront of this initiative, tying together our new image and reinvigorated out-

reach efforts, is our brand new web site. The site helps keep our Staff, Consumers, and the community up on our latest news, events, and advocacy efforts, and provides linkage to resources and ways to get directly involved in those advocacy efforts and other facets of the Independent Living Movement. Users can subscribe to e-mail blasts, download our latest newsletter and other publications, and provide feedback on the site and our services.





# Advocacy Highlights

Liberty's Community Advocacy team stays close to the issues that affect people with disabilities and their right to live independently in the community. By keeping people with disabilities informed of actions and remaining on the front lines where and when policies are being crafted and precedents are being set, the Advocacy team helps to assure that the collective voice of people with disabilities is heard loud and clear.

In 2007, the Advocacy department oversaw the design and implementation of a new training program undergone by new and veteran staff alike, which focuses on the Center's philosophy and that of the Independent Living Movement. Training across the entire organization has been improved and streamlined.

The department also coordinated a trip to Washington DC with 45 staff and Consumers for the Community Choice Act Hearings. Our presence and testimony at the hearings went a long way to drive home our philosophy, and highlighted the importance of the Act's primary purpose: to allow people with disabilities the choice to live independently in the community.

Community Advocacy was thrilled with the continuation of our Building Bridges skills training classes for Consumers and their attendants. Building Bridges is the fruit of our work with the District 1199C Healthcare Workers Training and Upgrading Fund.



# Housing Highlights

Philadelphia's affordable housing crisis remains one of the biggest, most difficult barriers to independent living for the area's disabled community. Beyond the financial crux faced by those living below the poverty line, people with disabilities face a further shortage of affordable housing that is also accessible and integrated. Liberty Resources continues to push for policy changes that can help remedy this situation.

In conjunction with the Philadelphia Affordable Housing Coalition, LRI participates in the Campaign for Housing Justice, a group of organizations from throughout the city who have worked toward the passage of an Inclusionary Zoning ordinance designed to create a new funding source for affordable housing. Philadelphia's Inclusionary Zoning Ordinance was finally passed in December 2007, and requires developers to build affordable housing as part of every major residential project, or to contribute money to a fund for that purpose.

An agreement with the Philadelphia Housing Authority in early 2008 marked a momentous occasion. Liberty and PHA have historically differed, but the agreement will allow as many as 100 people with disabilities to move out of nursing homes and into their own homes or apartments.

There are currently 52 Consumers who wish to buy a home of their own and are receiving pre-purchase counseling through our Housing department. Twenty of those Consumers are currently working on credit repair. Fifteen Consumers have purchased homes over the past year.

# Consumer Services Highlights

In April 2007, LRI contracted with the Philadelphia Corporation for Aging (PCA) to assist with enrolled ACP/Act 150 Consumers turning 60. Consumers can now choose which provider she/he would like to receive services through upon his/her 60th birthday.

At this time, LRI is additionally contracted with PCA to be a PAS Provider Agency for PDA (Pennsylvania Department of Aging) Waiver and Options Consumers. The result is offering more choice for the Philadelphia Aging Consumer population, with an expanded collaboration with PCA.

In October 2007, Liberty was awarded a contact with the city's Office of Supportive Housing to provide Home Maker Services to 40 Consumers. LRI seamlessly integrated the program, and chances are good that the contract will be renewed for 2008.



# Robert C.

*“Even if you accept help with things you used to do before, you can still be active.”*



Robert C. was born with his disability and since March 2007 he has received services through the OBRA Waiver. Independence is important to Robert and while he currently lives with his parents, Robert has struggled with his disability and diabetes. During the past few years he realized that he was able to do less for himself which is what prompted his decision to apply for services. Robert's attendant helps him with his personal care and meals.

Robert feels that the services have improved the quality of his life as well as

the quality of his family's life. He is beginning to feel a sense of independence once again. “I learned that I can do as much as I did before with the help that I now have. Everyone needs a little help. Even if you accept help with things you used to do before, you can still be active.”

Even though Robert's health will always be a concern for him and his family, he has learned that he should not be afraid to ask for help or assistance. Liberty Resources has been great from the start because as Robert says, “If you need something, Liberty can usually do something or can refer you to another resource.”



# Alexis E.

*“Know that it comes from a good place, and you will find a community you belong in.”*

Alexis lives with MS. She started her affiliation to Liberty Resources in 2005 and she receives Home and Community Based Waiver Services which provide attendant care and supports coordination. Alexis has also attended Independent Living Skills training classes and she has done some volunteer work. A homeowner, Alexis is concerned about

her mobility as her MS progresses and may be eligible to receive funding for home modifications or counseling if she decides to move.

“The diagnosis of MS changed my life. I was devastated and [the managing your attendant class and the rights class] helped me to focus. I found that I enjoy the process of learning and I also found a community that I fit in. The Independent Living classes helped me to focus on things I had not done before like managing my attendant.”

In the process, “I found out that MS is not a death sentence. I can still live a full life, a satisfying life.” Alexis says that she talks about Liberty everywhere she goes. It has been a very positive experience and Alexis encourages others to “take advantage of all of the services at Liberty. It will help even if you are traumatized by a diagnosis. Know that it comes from a good place, and you will find a community you belong in.”

...with disabled people...  
...and collectively, to  
...our civil rights and equal  
...to all aspects of life  
...in the community.

LibertyResources  
for Everyone.



# Michelle F.

*“If you lose one thing, you still have life. Keep striving for the best.”*

## Mission Statement

Liberty Resources, Philadelphia's 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.



Michelle first approached Liberty in 1999 to request assistance with finding housing. Although LRI did not help her with housing at that time, we instead connected Michelle to a peer counselor. Michelle is a single parent with a visual disability.

Michelle states that while she has talked to a peer counselor off and on, she also received training on

the computer through the Independent Living Skills training program. Liberty provided a holiday basket one year, and Michelle has shopped at Nicole's Place, which is the thrift store. Even more important to Michelle is the fact that "Liberty has been there for me, especially in 2004 when I started dialysis. Cecilia, the Information and Referral Supervisor went with me when I had to go for dialysis training."

Through it all, Michelle remains positive. "My view of myself has not changed. I lost my vision due to diabetes, and went on dialysis. Then I was fortunate enough to get a double transplant in 2006 so I am no longer diabetic. I can do anything I put my mind to. Give Liberty a try. Liberty has good people who listen to you and will work with you regardless of your disability. If you lose one thing, you still have life. Keep striving for the best."

# Tracey M.

*“I learned that I am responsible for myself.”*

Tracey started receiving services in 2002. She was transitioned from a nursing home in 2004. After a while, Tracey switched from Agency Option (using a home health agency) to Consumer Option services, for which she hired her own attendant. Tracey has received home health services including attendant care, a transpass, and supports coordination, and has recently started in the Academy. Having her independence back has been the greatest benefit of working with Liberty Resources.

“It took me a lot to get to this point. I have been dealing with family issues and it is hard for them to understand that I wanted my independence. I learned that I am responsible for myself.” She notes that it can take a while for a Consumer to get to the point where she or he feels independent, but it is possible, and Tracey is proof of that.

As a home owner, Tracey is working hard to keep her home so she has enrolled in the Academy to be able to learn skills to have a job to support her home.





# Amanda M.

*“I used to spend all my time and energy on daily activities. Having my attendant help me gives me more time for fun.”*



Amanda has been receiving services through the Independence Waiver for the past 4 years. Last year she decided to become more active and applied to the Academy to learn new skills to hopefully go back to work. Amanda also receives attendant services and a trail pass.

Amanda feels that the services have been very beneficial. “I used to spend all my time and energy on daily activities. Having my attendant help me gives me more time for fun.”

# Michelle O.

*“It is a lot of work but I can do anything I put my mind to.”*

Michelle had a kidney transplant about three years ago and in the late fall of 2007, she received a mailing about Liberty Resources based on her Ticket to Work. Intrigued, Michelle enrolled in the Academy and she has participated in the Independent Living Skills training. Not wanting to be idle, she has completed volunteer projects in the Human Resources and Consumer Records Departments.

Michelle reports that “I feel more confident. I learned that the Academy is a lot of work but I can do anything I put my mind to.” Michelle expects to be enrolled in the Academy through the summer of 2009.

Upon completion of her courses, Michelle will look for work as an administrative assistant. Her volunteer work will be a plus on her resumé.





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