



# 2008 Annual Report

Growing  
Together



# A Message from the CEO



**B**y all measures, 2008 was a significant milestone in Liberty's history. Since we moved to our new headquarters in Center City Philadelphia in October of 2006, the healthy trend of growth on both staff and Consumer sides has continued. Likewise, we have remained unwaveringly committed to our philosophy of Consumer control while successfully learning to integrate the policies and practices necessary to continue to offer unparalleled service as a very large, very visible, and very accessible business.

April of 2008 saw one of the greatest moments in Liberty's 28 years. We seized an excellent opportunity and

purchased the Sovereign Building, finally becoming the proud owners of our new home. In doing so, Liberty has made a wise financial investment, but just as importantly, we have invested in our own future, guaranteeing ourselves the space to grow and to expand into new areas as Consumer feedback dictates.

As we forge ahead, we will continue to live the mission that got us here. Now we can truly say that realizing that mission starts at home.

**Thomas H. Earle**  
**CEO, Liberty Resources, Inc.**



**1341 N. Delaware Ave. (1997-2006)**



**One Winding Way (1989-97)**



**LRI's original home at 4721 Pine St. (1980-89)**



**714 Market St. (2006-Present, purchased April 2008)**

# 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.**

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. The following pages describe the services and programs Liberty offers.

# Four Core 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 both individually and in small groups and emphasizes Independent Living skills including home and financial management, personal assistant

management, nutrition and meals, rights and responsibilities, community mobility, socialization, and communication.

## **Peer Support Services:**

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

## **Information & Referral:**

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



# 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.

## **Specialized and Transitioning Services (STS):**

STS aims to increase outreach and awareness regarding nursing home transitioning; to transition Consumers to the community, and to offer and provide Specialized Services to residents in nursing homes.

## **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 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.

## **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 Retreads:**

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



**Zach Lewis and Marsha  
Thrower-Peurifoy on a march  
to the Governor's office**



# The People

## Board Members

Janice McGrane, Chair

Leonid Belkin  
Hernan Brizuela  
Marshall Brown  
Thomas Earle, *CEO*  
John Gladstone  
James K. Goodwin

Helen Hall  
Charles "Buddy" Homiller  
Linda Lukiewski  
Melissa Monser  
Marsha Peurifoy  
Caroline Reeves

Jean Searle, *Secretary*  
Sharon Sutow, *Vice Chair*  
Erik von Schmetterling, *Treasurer*  
Filomena Ward

## Volunteers

Theresa Yates, Volunteer Coordinator

Chanda Anderson  
Keith Bailey  
Marshall Brown  
John Cromwell  
Kathleen Cunningham  
Marie DiEgidio  
Benilda Emeric  
Jennifer Emeric  
David Frazier

Kevin Goslee  
Charles Haley  
Benjamin Haynes  
Sharon Heffelfinger  
Nathor Jenkins  
Carol Johnson  
Keania Kinard  
Felicia Krezel  
Paul Mishalove

Doreen Parr  
Shernell Pierre  
Janice Raines  
Debbie Russell  
Colondra Seals  
Glenda Speller-Erby  
Marsha Thrower-Peurifoy  
Gwen Trivers  
Obie Williams



**We** would like to send out a special thanks to all of the volunteers who work tirelessly—often behind the scenes—to complete a host of essential tasks, without which the CIL would be at a loss. These jobs include but are most certainly not limited to: coordinating and packaging mailings; working at events; and operating Liberty Resources' thrift store, Nicole's Place. From the bottom of our hearts, thank you volunteers!

## Officers and Directors

1. Thomas H. Earle, Chief Executive Officer
2. Linda C. Dezenski, Chief Operating Officer
3. Murray Rosenman, Chief Financial Officer
4. Stephen Masi, Director of Human Resources
5. Cassie James Holdsworth, Director of National Advocacy & Policy
6. Nancy Salandra, Director of Community Advocacy
7. Jennifer Barnhart, Director of Home and Community Based Services
8. Norma Robertson-Dabrowski, Director of Nursing Home Transition
9. Barbara Prince, Director of Housing Advocacy
10. Barbara Polzer, Director of Quality Management
11. Marie A. Palladino, Director of The Liberty Resources Academy
12. Daniel Hart, Director of Information Technology
13. Vicki Cuscino, Director of Training and Organizational Development



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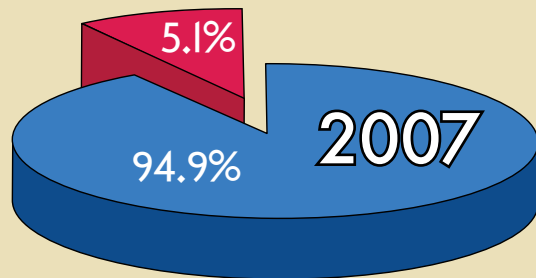
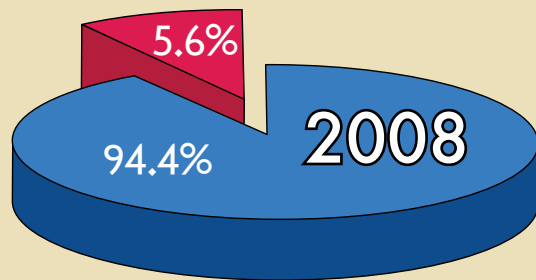
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# Financial Statement



Program Services  
Administration & Fundraising

<b>Income</b>	<b>2008</b>	<b>2007</b>
Fees & Grants	62,768,702	50,270,365
Rental Income	349,546	8,950
Investment Net Income	151,111	272,657
Other Support & Fees	91,818	103,105
<i>Total Income</i>	<i>63,361,177</i>	<i>50,655,077</i>
<b>Expenses</b>	<b>2008</b>	<b>2007</b>
Program Services	56,725,176	46,477,871
Management & General	3,261,767	2,442,111
Fundraising	84,677	68,344
<i>Total Expenses</i>	<i>60,071,620</i>	<i>48,958,326</i>
<b>Net Income</b>	<b>3,289,557</b>	<b>1,696,751</b>

# Benefactors

## Grants and Contracts

Citizens Bank  
 Fair Housing Rights Center in Southeastern PA  
 Independence Foundation  
 PA Council on the Arts  
 Philadelphia Office of Supportive Housing

## In Memory of Debbie Townsend

Baruch & Chava Kintisch

## In Memory of Marie Hoben Inyang

Jacques & Margaret Boudin	Thomas & Suzanne Ladek
Mary & William Cheeks	Gerald & Rosemary Lorenz
Jean M. DiEramo	Chester & Annemarie Pondo
Victor & Wanda Dunphy	Rosemary C. Trombetta
James & Christine Hennessy	Louise Weston, PhD

## Individuals

Jennifer Barnhart	Jon Maratea	Nancy Salandra
Bruce Connus	Marie Palladino	Emily Roberson
Linda Dezenski	Barbara Polzer	Norma Robertson-
Thomas Earle	Annelise Tunnhoff	Dabrowski



**Liberty Resources CEO Tom Earle and Vice President Andrew Noll of Citizens Bank at Citizens Bank Park**

# Transitioning Success Stories

“Finally, a home to call my own.”

People seek Liberty Resources’ services for many reasons, but the overarching impetus is always the same: because simply living does not define a life. Independence is the key to lifelong learning and fulfillment. Within the walls of a nursing home, under the roof of a well-meaning but overprotective parent or relative, or in an otherwise segregated setting, independent living is difficult—if not impossible—to achieve.

The following interviews offer a glimpse into the lives of some Consumers who, through passion and perseverance, have realized the dream of living independently. These individuals have fought against stereotypes, misconceptions, and discrimination for the right to make their own choices, to take risks, to make mistakes, and to live among and contribute to the communities of which they are a vital part.



**M**r. Santiago is a 40 year-old man with paraplegia. He was living in the basement of his grandmother's home when he was referred to Liberty Resources for Housing assistance.

## **How did the Housing Advocacy staff assist you?**

Liberty helped me apply for Section 8 in the voucher program. I was living in the basement. It was dark and my grandmother had to bring me food and things down the steps. When I wanted to go out, I had to go through a hole in the back, into the alley where it was really rough.

## **How have the services you receive affected your life?**

It took a while, but I found a place. Now I am more comfortable. I am free to come and go. I am more independent; more into the community. I want to be involved at Liberty and give something back.

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

I was so depressed, and then the apartment came through. I learned I had to be patient. I resisted the

temptation to call Bryant (Coleman, LRI Housing Advocate) every day. When it worked out, I felt like my life was not over.

## **What advice would you offer to someone who is new to Liberty?**

Be patient. You'll have good people assisting you like they assisted me.

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

Liberty does excellent work.

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

My father had a stroke and he moved into the basement of my grandmother's home. I worry about her taking care of him, but he is a little more ambulatory.

A friend of mine needs to find her own accessible place. She does not speak good English. Bryant said we would schedule the appointment.



# Ronald Freeman



Fifty-six year-old Ronald Freeman has been blind since 1991, and also has hearing loss. Though unsure of exactly how long he has been working with Liberty, Ron says he attended an open house event a few years ago after being referred to Liberty by Philadelphia Corporation for Aging. Currently, he receives Supports Coordination and Homemaker Services. His Supports Coordinator, Philip, referred him to LRI's Housing Department because he was in a rent-to-own situation that he could not afford.

## **How did the Housing Advocacy staff assist you?**

It took a little less than a year. Housing staff helped me find a more comfortable place. I applied for a voucher and then PHA had a place that was available.

## **How have the services you receive affected your life?**

I am no longer overwhelmed and am much happier.

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

I learned that I did not have to give up on life, and I am no longer scared of failing.

## **What advice would you offer to someone who is new to Liberty Resources?**

Give it a chance. Liberty Resources has your best interest at heart and will put you on the path of independent living.

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

No, Liberty did what it could do.

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

I am still working on getting to know the neighborhood around my new place.

# Angelique McKinney

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Angelique McKinney is a young mother with 3 children ages 15, 10, and six months. Angelique's daughter, Ebony, uses a wheelchair, but her current residence is not accessible. Liberty Resources was able to help Angelique find an accessible home, and at the time of this interview, the family is in the process of moving in. Ebony may need additional support services as she gets older. Angelique will stay in touch with Liberty.

## **How did the Housing Advocacy staff assist you?**

I needed a new place to live. The staff helped me apply for a voucher and find a place that is accessible.

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

I learned that I am strong.

## **How have the services you receive affected your life?**

It is a big relief. I have been sleeping on the couch and will be moving into a place with a lot more room that is more accessible. My daughter has been staying in one room because her chair is too heavy to carry up and down. Except

on special occasions and doctors appointments, Ebony has not been out, and is even home schooled. She is looking forward to getting out into the community.

## **What advice would you offer to someone who is new to Liberty?**

Antoinette Cottman (housing staff) is awesome. LRI is great.

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

I am so happy that I found Liberty.

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

Just the stresses of dealing with everyday life.



# Spencer Tinsley



Spencer Tinsley is a 33 year-old man with a mental health disability. Until very recently, he lived with his mother. Housing staff member Bryant Coleman started working with Spencer a year ago. He applied for a housing voucher and now has a two-bedroom apartment in Germantown. His new housing situation allows Spencer to spend more time with his 13 year-old son who can now make overnight visits.

## **How did the Housing Advocacy staff assist you?**

Other places were just not helping me. I even had my psychiatrist who would barely agree to help me with the paperwork. The minute I came here, it was different.

## **How have the services you receive affected your life?**

It showed me that other people were not going to give up on me.

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

I learned that I had to get off my butt and do something for myself because Liberty was behind me.

## **What advice would you offer to someone who is new to Liberty?**

Be patient and be willing to do some things for yourself. Liberty Resources will help you.

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

No. Everyone is really nice.

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

I want to get back into the workforce. I used to do food prep.



After having two strokes in 2005, thirty-nine year-old Terrance Miller was left with paralysis and low vision. A divorced father of six children who range in age from 9 to 20, Terrance first ended up in Philadelphia Nursing Home and then moved to a transitioning residence in October of 2007, where he lived for about a year. With the help of LRI Housing Advocate Bryant Coleman, Terrance was able to move into his own apartment in November of 2008.

## **How did the Housing Advocacy staff assist you?**

I met the Housing staff through my Supports Coordinator and her Supervisor. I was at the transitional residence and I wanted a place where I could spend more time with my children.

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

I am stronger than I thought I was.

## **What advice would you offer to someone who is new to Liberty?**

I really want to encourage others. I just finished training as a Community Advocate. I want to give back what I got.

## **How have the services you receive affected your life?**

Liberty Resources got me out of the nursing home, gave me attendant care and then helped me find a permanent place to live. It has all had a very positive effect on my life. My family sees the results.

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

No. Liberty Resources made me independent again.

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

I really want to sign up for some computer classes.



# 2008 Highlights

The following pages detail some of the significant advancements of Independent Living reaching across the state and nationally that LRI has seen in FY 2008. The statistics below represent just a few ways to measure the CIL's impact over the year.

- **99 Consumers enrolled in skills training**
- **26 Community Advocates provided peer support to nursing home residents**
- **40 Consumers attended domestic violence prevention training**
- **Liberty Resources Academy served 110 students for the fiscal year 10/07-9/08**
- **1974 persons received community integration services**



1▶ ADAPT's daily soft pretzel fundraiser

2▶ Consumers sign Consumer Workforce Council petitions

3▶ Consumer Robert Campanero with his father and his Supports Coordinator

4▶ Councilman Clarke speaks at an Inclusionary Zoning Rally

5▶ Michael Fiore conducts an Academy *Taste of Technology Day* session

6▶ Philadelphia Nursing Home action

7▶ LRI CEO Tom Earle and PNH's Carl Greene after signing the housing voucher agreement



# Internal & Local Highlights

## Internal Highlights

- A cross-team task force substantially reduced the amount of time new Consumers wait for services to start. LRI formed a separate Home and Community Based Services Intake Unit.
- Liberty worked hard to improve payroll processing and Fiscal Management Services for Consumer-employers and Consumer Option attendants.
- Liberty Resources' Board, Consumers, and staff are working hard on the implementation of a Business Development plan that will serve as a road map to

forming a family of affiliated companies in the next fiscal year.

- Liberty Resources formally launched the Liberty Housing Development Corporation (LHDC), a separate, Consumer-led entity. LHDC increases the availability of affordable, accessible housing by acquiring and modifying housing. Priority is given to nursing home transition Consumers.

## Local Highlights

- LRI supports 3307 Consumers in the community. These services prevent placement in expensive and segregated nursing homes.

# A Quick Word About Funding

from **Joel Moffatt**  
Communications &  
Development Specialist



- LRI purchased the Sovereign Building, its Philadelphia headquarters at 714 Market Street, on April 17, 2008. Liberty is currently conducting a capital campaign feasibility study.
- LRI transitioned 54 Consumers, an increase over 2007's then all-time high of thirty-five.
- Liberty collaborated with Variety Club to create a summer internship for youth with disabilities. Five young people worked at LRI for 8 weeks completing office projects and learning employment skills.

**A**s this Annual Report makes clear, Liberty is doing more big things than ever before, and they are happening quickly. If you are interested in donating to Liberty Resources, now is a great time to start. After all, even a small donation brings us closer to realizing our big plans and helps us to better serve people with disabilities.

You can give by visiting us on the web at **[www.libertyresources.org/donate.html](http://www.libertyresources.org/donate.html)**, or you can mail a donation to:

**Liberty Resources, Inc.**  
**Attn: Donations**  
**714 Market Street, Suite 100**  
**Philadelphia, PA 19106**

Thank you for your continued support!

- Liberty Resources entered a partnership with The UPENN Collaborative for Community Integration, based at the University of Pennsylvania. The Collaborative includes The Clearinghouse at the Mental Health Association of Southeastern Pennsylvania and Horizon House, Inc.
- A week-long demonstration to get Mayor Nutter to close Philadelphia Nursing Home yielded additional vouchers and public housing opportunities for persons with disabilities.
- For a second year, Liberty Resources offered the highly popular and successful 75-hour training program called Building Bridges. This program is designed for Consumers and their Consumer Option attendants as an opportunity to strengthen their working relationship through classes on Independent Living, communication, conflict resolution skills, and other subjects related to disability and wellness. This unique program, conducted in collaboration with District 1199C Training and Upgrading Fund, was offered twice during FY 2008. Seventeen Consumers participated in this program. Consumer Option attendants completing the program totaled twenty-three.

# State & National Highlights

## State Highlights

- LRI has helped lead efforts to develop a statewide Consumer Workforce Council (CWC) initiative that will preserve Consumer control for Consumer employers while achieving economic justice for attendant workers, including fair living wages and healthcare benefits.
- LRI collaborated with the Community Living Advisory Council, an advisory body to the Department of Public Welfare, to research Workers Compensation rates and insurance carriers. There are now more alternative insurance carriers.
- LRI was the successful bidder for a statewide contract to provide Specialized Services and Durable Medical Equipment to nursing home residents. Other partners



**German Parodi speaks at a Consumer Workforce Council Press Conference. (Also pictured: LRI Board Member Marshall Brown and staff member Damon Martin)**



**LRI's Cassie James Holdsworth and Tom Earle present PA Congresswoman Allyson Schwartz with a Certificate of Recognition for her support of the Community Choice Act**

include United Disabilities Services, CIL of North Central PA, LIFT, and Three Rivers Center for Independent Living.

- Liberty was involved in writing the Money Follows the Person (MFP) proposal in Pennsylvania and created the goal of rebalancing the Medicaid dollars, directing funds to community in-home attendant care and nursing homes evenly by 2011. Presently, Pennsylvania spends 80% of its Medicaid budget on nursing homes. LRI will continue to push for rebalancing.

## **National Highlights**

- Fifty Consumers and staff attended the House Hearings on the Community Choice Act in Washington, DC. LRI later showed the webcast of the Senate and the House hearings on the Community Choice Act at the CIL for those who could not make it to DC. That event was attended by 60 Consumers and staff.



- By April, 2008, the Presidential Primary for the Republican Party candidate had already been decided. However, the Democratic Party's Primary race still had two viable candidates. Since Pennsylvania was considered a key State in determining the Democratic nominee, LRI presented a forum for Consumers and staff to hear representatives from each campaign outline their candidate's positions on disability issues. Approximately 45 people attended.
- Over the course of the past year, the Housing Advocacy department at LRI received 1,626 calls regarding housing issues and concerns and served 381 Consumers and families with a disabled family member under the age of eighteen. LRI's Housing Counseling Services include: tenant counseling and eviction prevention; pre- and post-homebuyer counseling; credit and budgeting, and foreclosure prevention/intervention. LRI staff attend trainings on utility assistance annually and assist Consumers to apply for LIHEAP and other utility assistance programs.



**Top: LRI's CEO Tom Earle and PHA Executive Director Carl Greene after signing the housing voucher agreement**

**Bottom: Inclusionary Zoning Bill hearing at City Hall**

- The City of Philadelphia instituted a pilot program to provide foreclosure prevention/intervention housing counseling to as many homeowners facing foreclosure as possible. LRI's Housing Counselors participate in the project and assist Consumers through conciliation hearings, loan modifications, loss mitigation, and repayment agreements. LRI is also under contract with the PA Housing Finance Agency (PHFA), and is an approved Center offering assistance through PHFA's Homeowners Emergency Mortgage Assistance Program (HEMAP) to Consumers in danger of losing their homes to foreclosure.
- During the past year, the State Office of Long Term Living and PHFA negotiated with the Philadelphia Housing Authority to provide seventy-five Housing Choice Vouchers for Consumers transitioning out of nursing homes. Twenty-five vouchers were also set aside for people already living in the community. At the end of 2008, all of the community vouchers had been used, and 13 nursing home Consumers applied for a voucher and were doing a housing search. Eight have transitioned out with housing vouchers.
- Housing staff work closely with Nursing Home Transition Services to assist Consumers to move from the nursing home into the community. Housing staff not only assist Consumers in locating affordable, accessible housing that they may rent using their Housing Choice Voucher; they also recruit landlords and property managers to participate in the program and make units accessible.

- Philadelphia has a critical shortage of affordable, accessible housing. To address the issue, LRI continues to participate in and has hosted many monthly housing strategy meetings for the Philadelphia Affordable Housing Coalition.
- LRI is under contract with the Fair Housing Rights Center (formerly Fair Housing Council of Montgomery County). During the contract year to date, LRI assisted six Consumers to address individual reasonable accommodation/modification issues, referred eight cases for legal assistance, and distributed educational materials to over one hundred households.
- After holding several events and rallies, LRI and other organizations successfully urged the amendment and subsequent passage of an Inclusionary Zoning Bill in Philadelphia, which was championed by Councilman Darrell L. Clarke. The law seeks to increase the supply of affordable housing in market-rate development projects through incentives and required accessible unit percentages.



**LRI's Sarah Goode at an  
Inclusionary Zoning Rally  
at Philadelphia's City Hall**



**A copy of this document  
is available in alternative  
formats upon request.**

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lrinc@libertyresources.org**

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