# 40 Years of Making it Happen

Celebrating ADD's 40th Anniversary

1971-2011

## The Beginning

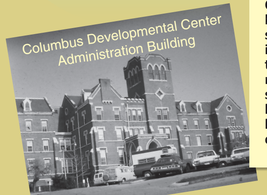
It's 1966 and Ohio now has over 10,000 individuals with developmental disabilities living in the state institutions that were established in the 1800's as a way to provide care to people with mental retardation and developmental disabilities. But by now, systems have broken down and conditions are often inhumane, seriously overcrowded and unsanitary. Individuals often lack privacy, experience enforced idleness or arbitrary activities, own no personal property and suffer from inadequate nutrition and staff. Many entered institutions as infants or children. Similar situations exist across the country which causes a national public outcry and movement to develop more community-based residences and services, return dignity to the lives of individuals and eventually to close institutions.

On November 12, 1971, the Franklin County Board of Mental Health and Retardation (the "648 Board") created a new private agency called Association for the Developmentally Disabled, or Add. Add was one of the first non-profits established to serve the public purpose of supporting persons with developmental disabilities. Add's mission was to provide case management services for Franklin County and to develop residential homes, respite care, and public education.

**New Agency Helps Developmentally Disabled Find Place in Society**

### Add Gets Its Name

In 1971, the term "Developmental Disability" was a brand new term and not commonly used. At the time, it referred specifically to three conditions: mental retardation, cerebral palsy and epilepsy. That's how Add got the term "Association" included in its name – the Board chose to use "Association" because of the ***association*** of these three disabilities in the definition of "developmentally disabled".




**"As late as 1970, a developmentally disabled person in Central Ohio almost always became a candidate for a state institution if the family could not continually offer the special assistance he/she needed…. Add's residential services give developmentally disabled individuals home-like living and learning experience in the community. "**
***Early Add Brochure***

## 1st Decade: 1971-1980

Rapid growth, unprecedented programs and working to change the public point of view…

- Bill Gibson is appointed Executive Director of Add and given a budget of $300,000
- Add opens 16 homes in rapid order, responding to demand and pressure to move individuals out of the state institutions and into the community
- Add establishes a Comprehensive Respite Care Service by opening two respite homes, one for children and one for adults
- Add expands beyond Franklin County and opens homes in Delaware and Union Counties
- Add begins an Early Childhood Detection & Intervention Program
- Add initiates a Public Education program to raise community awareness on behalf of individuals with developmental disabilities
- Add establishes the Developmental Day Care program, the first all-day day care for children with developmental disabilities of its kind, which eventually becomes the Dahlberg Learning Center
- Add's Central Office moves to accommodate expansion
- Add's case load grows 600% to 1,800 individuals, but later Add gets out of the case management business when the Ohio Department of Mental Retardation & Developmental Disabilities decides to resume case management services
- Add establishes its Adult Day Service (called ADS) in the basement of one of the residential homes and later moves ***twice*** to accommodate expansion. Mel Rhoads started with Add as an employee of ADS and eventually became the leader of the program, which today is called Community Connections
- Most zoning battles to establish homes were won, but a few were lost as a result of substantial resistance from the community
- Add helps found OPRA, The Ohio Private Residential Association, in 1974 (later to be renamed Ohio Provider Resource Association)
- Add creates its first employee newsletter, The ADD*VISOR

"A relatively new agency ... the Association for the Developmentally Disabled is using innovative methods to help direct the developmentally disabled in Franklin County".
Upper Arlington News
October 24, 1974

## 2nd Decade: 1980-1990

Expanding residential choices and community inclusion opportunities as legislation opens doors ...

- Ohio passes legislation that allows homes with eight or fewer people to be located in single family zones, a breakthrough in community integration. Add opens seven more homes
- Add's Early Childhood Program begins providing full-day pre-school services, is renamed The Dahlberg Learning Center, and establishes its flower logo and tag line "A Place to Grow." The Center relocates twice to accommodate expansion, finally moving to its current location on Cooke Road

"We give a parent the encouragement to dream about a positive and exciting future for this child…" Susan Haninger, Dahlberg Social Worker
1987 Annual Report

The Dahlberg Learning Center
A Place to Grow

- Add receives its first HUD construction and Section 8 funding to build three new homes. Add also establishes a home at Kimberly Pkwy, one of the first barrier-free small homes (for five people or less) in Ohio
- Ohio Law separates mental health from mental retardation services at the county level
- Add's Adult Day Services (ADS) moves to new space as it continues to expand
- Add is certified as a Supported Living Provider by the Ohio Department of MRDD and begins providing supported living residential services for individuals in their own apartments

- In 1986 the "Bill of Rights" for Ohio citizens with mental retardation is established
- Add and several individuals supported by Add are included in an extensive article in the March 1982 issue of Columbus Monthly about de-institutionalization, and in a special pull out section of the OSU Lantern in 1987 called Charity at Work

"With self confidence, they realize they can do more than they believed possible."

W. Mel Rhoads, ADS Manager

## 3rd Decade: 1990-2000

Refining & restructuring to meet the challenges of the approaching millennium ...

- Add begins downsizing group homes to provide privacy and more opportunities for people to live in the community through the Supported Living program, which by the end of the decade expands to include 100 individuals in Franklin, Delaware and Union Counties
- Add begins an Evening Recreation Program
- The Dahlberg Learning Center begins to include typically developing children as peer models
- Add moves the Central Office to 1392 Dublin Road in 1996, the same year the agency celebrates its 25th Anniversary
- Add's Executive Director Bill Gibson retires after 27 years of service
- Robert Archer is hired by the Add Board of Directors as Add's new CEO in 1999
- Add adopts its first officially developed strategic plan for 1999-2003

### *Add Logos through the years….*

1971…

1986…

2005… THE ASSOCIATION FOR THE DEVELOPMENTALLY DISABLED

2009…

**Meeting the Challenge of Change**

*1991 Annual Report*
*20th Anniversary*

"Together, we are changing to meet the challenge – and together, meeting the challenge of change…"

1392 Dublin Road
Columbus, OH 43215
614.486.4361
www.addohio.org

Interested in more information, in donating or volunteering? We'd love to hear from you! ***Contact us today!***

## History of Ohio Leaders In the Field

| | |
|---|---|
| 1961 | President Kennedy appoints the Panel on Mental Retardation to prepare a national program to combat mental retardation. |
| 1963-1971 | James Rhodes, Governor |
| 1963-1971 | Martin Janis, Director of the Ohio Department of Mental Hygiene and Corrections |
| 1967 | Senate Bill 167 creates County Boards of Mental Retardation |
| 1971 | James T. Welsh, acting Director |
| 1965-1975 | Dr. Roger Gove, Chief Bureau of Mental Retardation |
| 1971-1975 | John Gilligan, Governor |
| 1971-1974 | Dr.Kenneth Gaver, Director of Department of Mental Hygiene and Corrections |
| 1974-1975 | William H. Davis, acting Director |
| 1975-1983 | James Rhodes, Governor |
| 1975-1980 | Dr. Timothy Moritz, Director of Department of Mental Health and Mental Retardation |
| 1973-1976 | Dr. Norman Niesen, Commissioner Division of Mental Retardation |
| 1976-1980 | Dr. Levester Cannon, Commissioner, Division of Mental Retardation |
| 1980 | The Ohio Department of Mental Retardation & Developmental Disabilities (ODMRDD) was created separate from the Ohio Department of Mental Health |
| 1980- 1983 | Dr. Rudy Magnone, Director ODMRDD |
| 1979-1983 | Ray Anderson Assistant Director ODMRDD |
| 1983-1991 | Richard Celeste, Governor |
| 1983 -1985 | Minnie Fells-Johnson, Director ODMRDD |
| 1983-1985 | Pat Rafter Asst Director, ODMRDD |
| 1985 | Dr. David L. Jackson, Director ODMRDD |
| 1985-1991 | Robert Brown, Director ODMRDD |
| 1991 | Terry Wallace, acting Director ODMRDD |
| 1991-1999 | George Voinovich, Governor |
| 1991-1998 | Jerome Manuel, Director, ODMRDD |
| 1998-1999 | Nancy Hollister, Governor |
| 1999 | Ronald L. Rhodes, acting Director ODMRDD |
| 1999-2007 | Bob Taft, Governor |
| 1999-2006 | Kenneth Ritchey, Director, ODMRDD |
| 2007-2011 | Ted Strickland, Governor |
| 2007-2010 | John Martin, Director, ODMRDD |
| 2009 | ODMRDD changed to the Ohio Department of Developmental Disabilities (DODD) |
| 2011 | John Kasich, Governor |
| 2011 | John Martin, Director, DODD |

# 4th Decade: 2000-2010

New leadership, strategic directions and innovation to take it to the next level ...

- Add opens an emergency respite program in partnership with the Franklin County Board of Mental Retardation & Developmental Disabilities (FCBMRDD)
- Add changes the name of Adult Day Services (ADS) to Add's Community Connections to reflect the program's mission of community integration, and expands and relocates operations to all four of the Franklin County Board's ARC Workshops

- Add establishes a day habilitation program called the ADDvantage Center in 2006, located at 810 W. Third Ave
- The Dahlberg Learning Center begins an infant program, serving children from birth to age two. They change from offering one full-day to two half-day programs and introduce a summer program

Add adopts a new mission statement in 2009

***"Add embraces innovation to improve the quality of life, one person at a time."***

- Former Add Executive Director Bill Gibson is rehired by the Add Board of Directors to lead the agency in 2002 and continues as the President/CEO for another six years until his final retirement in 2008
- Add develops its first website, www.addohio.org

- Donald E. Bashaw, who was instrumental in the formation of critical laws on behalf of individuals with developmental disabilities in Ohio and a professional in the field for over 35 years, is hired as President/CEO by the Add Board in 2008 to take the agency to the next level
- Add employs mobile technology, such as laptops and smart phones to enable staff to work remotely and more efficiently in the field
- Add's website begins to list job openings and offers online application
- The Dahlberg Learning Center is renamed the Dahlberg-Gibson Learning Center in honor of former President/CEO, Bill Gibson
- Add staff develop a comprehensive, multi-year strategic plan with measurable outcomes
- Add meets the 20 Standards for Charity Accountability of the Better Business Bureau and qualifies for the BBB Wise Giving Seal of Approval and Wise Giving Alliance

- Add establishes a for-profit entity, Add Vocational Services LLC (dba Add Employment Services (AES)) in 2008, to provide employment opportunities for individuals using a supported work crew model. AES pays individuals minimum wage or higher and within two years, AES pays out its first million dollars in wages to individuals with disabilities in Ohio

- Add refines the new staff orientation training, which becomes Add's Center of Learning. Classes are marketed to other providers with some classes certified for continuing education credits
- Add steps up internal communications by re-establishing the company newsletter, the ADDition, and begins holding quarterly ADDvisory Meetings for all employees

the ADDition

- Add establishes Buckeye Connections, an unprecedented cooperative arrangement with The Ohio State University that enables individuals to experience campus life without the academic requirements. The modest pilot of 10 participants skyrockets to more than 60 within a year

- By the end of 2010 Add supports over 900 individuals and employs more than 400 employees
- Add Employment Services employs more than 200 individuals, paying them at least minimum wage

"The people we assist are just as passionate about living a better life as you are."

***2009 Annual Report***

# The FUTURE ....

Making it Happen, Everyday, One Person at a Time.

Living | Working | Learning | Connecting

Add is making history every day, and 2011 has already been another year of tremendous accomplishments! Add declared **2011** a ***year of celebration*** and planned several major events to celebrate and thank those who have supported Add in its 40-year journey - employees, parents, business partners and most importantly, the individuals we are privileged to support. On July 23rd, Add will host its first ever 5K Run & Festival, and will hold a formal Gala event on Add's official anniversary date on November 12th. As Add entered its 40th year, the company adopted its first ever ***Marketing Strategic Plan*** and rolled out a fresh ***new brand and look*** for the company. Add will premiere its first ***film*** to promote the ***rights of individuals***, developed in partnership with Upper Arlington High School that features both Add staff and individuals supported by Add.

As Add prepares for the next 40 years, it is clear the need to provide innovative and meaningful supports to individuals continues to grow. To prepare to meet that demand, Add purchased ***a new building*** at 350 East Wilson Bridge Road in Worthington, Ohio. This location will fully integrate most of Add's Day Array supports that help people work, learn and connect with the community, including the rapidly expanding Add Employment Services. Eventually, this site will house Add's administrative offices in the first quarter of 2013. Today, Add employees enthusiastically embrace the new mantra "make it happen!" when it comes to their jobs and to helping individuals reach their goals.

## Add's 40th Anniversary Events

March 14-18, 2011
***Employee Recognition Week***
To recognize the amazing people who choose to work at Add

July 23, 2011
***The Move to Make It Happen 5K & Festival***
9am-3pm, Bicentennial Park
To thank & celebrate the individuals we support, their families and guardians, the community members who have supported our mission and all Add employees with a day of fun, fitness and good food!

November 12, 2011
***The AddAffinity Gala***
A night of JazzlJoylJubilee
Featuring the comedy of Josh Blue, musical performances by the Jazz Arts Group & art raffles.
A night to celebrate the partnerships that have enabled Add to succeed in our mission for 40 years!

# Makes it Happen!

By embracing innovation to improve the quality of life.
One person at a time.

**Thank you for 40 years of support!**

## Add Board of Directors 2011-2012

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