

“We the Staff of KenCrest...”



 KenCrest Services
Opportunity Brings Ability to Life

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 KenCrest Services

“We
the Staff
of
KenCrest”..

MESSAGE FROM THE EXECUTIVE DIRECTOR

As I travel around KenCrest, from Pennsylvania to Delaware to Connecticut, I am constantly impressed with the caring community that the KenCrest staff has created. There is a certain “feel” one gets in our various settings, whether it is in a classroom, group home, day program, or satellite office that is characteristic of KenCrest. This “feel,” I believe, is the staff putting into practice our mission: respecting individual rights, enhancing potential, and enabling people to have control over their own lives.

KenCrest staff have a wonderful diversity of backgrounds, cultures, and ambitions that create a unique mix of skills and abilities to support the people we serve. As you read through the staff vignettes in this Annual Report, you will better appreciate that many different roads have led staff to work at KenCrest, and that each one of us adds to the fabric of KenCrest in a unique and wonderful way.



I have had the pleasure of spending time with over 50 KenCrest staff in the last 2 years in recognition of their “Shine Story” that comes out with every paycheck. These are stories about our staff doing kind deeds in a natural way, helping the people we serve, fellow staff, or neighbors. The stories have come from every corner and every service area.

Over lunch, the Shine Story recipient and I talk about lots of things but what always amazes me is that the Shine Story is only the tip of the iceberg! Every day in so many ways, KenCrest staff are doing those big and little things that make KenCrest a “Top Place To Work” according to the Philadelphia Inquirer.

So, thank you to all of the KenCrest staff for your dedication to the people we serve, your commitment to our mission, and for making KenCrest a great place to work and build a career.

W. James McFalls

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“We the Teachers...”

Andoni Dasana came to America from Ghana, West Africa in 1996 at the age of 26. After settling here, he enlisted in the United States Marines where he served for six years, not sure what he wanted to do with his life. When he left the Marines, Andoni decided to go to Temple University to become a teacher. In 2003, he came to KenCrest as an Associate Teacher at the Kensington Center. “It was then that I realized that this was the perfect career for me,” says Andoni.

When you walk into KenCrest’s North Philadelphia Early Childhood Center, children’s laughter echoes through the brightly colored hallways. In one classroom, all that can be heard is “Teacher Andoni!” “Mr. Andoni!”

Children excitedly look to Andoni, tugging at his jeans, asking him to look at their drawings, pleading with him to fix their towers made out of blocks, little girls showing him their pink princess dresses from the dress-up box.

Two years after starting at KenCrest, Andoni was promoted to Lead Teacher at the North Philadelphia Center. “I really enjoy working with the children. The chance to pursue a career that I love is one of the reasons why I wanted to move to this country,” says Andoni. “I end up learning so much from the children.” Andoni says that no two days are ever the same, and he often gets visits from former students who are now in elementary school and middle school. “Those visits are so special to me, and are really something I appreciate.” Andoni has a seven-year-old daughter who he says helps him keep up with the kids in the center. “I guess you could say I am constantly surrounded by children, but that is what makes my job so exciting.”



When you walk into KenCrest’s North Philadelphia Early Childhood Center, children’s laughter echoes through the brightly colored hallways.

“We the Nurses...”

In the winter of 2000, Pat Martin was a nurse at Abington Hospital. Her husband, Steve worked at KenCrest doing maintenance. Knowing that the agency was hiring, he asked his wife to come in and interview. Although she was happy with her job at the hospital, Pat was willing to visit KenCrest.

“I remember that day driving down the Turnpike thinking that this better be the job of my dreams,” says Pat. It took a long, convincing interview for Pat to be convinced to leave her comfortable job at the hospital and switch over to KenCrest. Eleven years later, she knows she made the right choice. “This job has taken me to a lot of places. I support people in many ways, through the many changes and growth of the agency.”

Under Pat’s leadership and initiative, KenCrest hosted a prom for people we serve who never had the opportunity to attend the prom when they were in school. That was nine years ago, and it was done with the cooperation of Upper Moreland High School after Pat approached them. The first prom was attended by about 70 people. Since then, the prom has become a yearly event, and now hosts 300, including volunteers from the community. “The prom has helped us build a lot of great relationships,” says Pat.

Pat admits there are two things that she loves about KenCrest that help push her through her long hours and constant running – the advocacy and the team work. “I have the opportunity and the ability to be an advocate for some people who can’t speak for themselves,” she states humbly. “It’s really a team effort – we all do what we have to do when we are called on. This is what I was called to do – to be an advocate.”



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“We the Direct Support Professionals...”

Brent Kreiser was a student at the University of the Arts five years ago, studying to be an illustrator and hoping to be an art teacher. At the time, he had a friend who worked as a direct support staff at a KenCrest Children's Transitional Care Home, a special place that cares for children who are dependent on medical technology as they transition home from the hospital. His friend offered him an opportunity to volunteer and practice artwork with the children.



After seeing Brent's popularity with the children, a supervisor offered him a position as a childcare worker at the home. Soon after he graduated from art school, Brent was working at a KenCrest Children's Home every weekday. "I find reward here. I really like seeing the impact I have on the kids."

Now Brent is returning to school to get a degree in special education. He wants to be a teacher and continue to work with children with special needs. "I am really proud of what I do here." Brent's typical day consists of getting the children up in the morning and assisting them with all types of activities throughout the day. He watches sports with the boys and plays dolls with the girls. Of course, art is still one of his passions. "I still practice artwork with the kids. It is fun for me and a great way for them to express themselves."

Three of the children he began working with five years ago are still living in the home. "I watched them grow up," he pauses, "I have seen so much progress." All of the children eventually move out of the house and in with a family. "When I know a child is going to a good family that can take care of them it's a feeling, I can't even describe. It's what being here is all about."

"I find reward here. I really like seeing the impact I have on the kids."

“We the Around-the-Clock Staff...”

Nancy Grebe has been working for KenCrest for 26 years. Working here seems natural to Nancy, who was raised around people with disabilities. Her mother worked with adults with disabilities for as long as Nancy can remember.



While working at a KenCrest community home, Nancy met Deb. Deb, who has cerebral palsy, is mobile and can express her emotions with facial expressions. Nancy took care of Deb but realized that the house she was in didn't seem like the right fit. "She didn't seem happy, and I wanted what was best for her. I wanted her to have her own space, her own room," Nancy said, "so I decided to give her a permanent place in my life." Nancy applied to be a Lifesharing provider taking Deb into her home. After careful study and consideration, KenCrest approved and Deb has officially been a part of Nancy's family ever since.

In addition to caring for Deb at home, Nancy now works at KenCrest's employment day program in Pottstown. At one point, Deb worked there while Nancy was there, but they decided that they were spending too much time together. "Deb now attends another workshop. We each go to work separately, and spend time together at home."

Lifesharing has made Deb's relationship with her own parents closer. "They often come out and visit us. It was an adjustment for them at first, but they know this is the right place for her." Of course, Deb fits right in with Nancy's family as well. "She loves participating in our picnics, parties, and buying gifts for my grandchildren on their birthdays. She is one of us!"

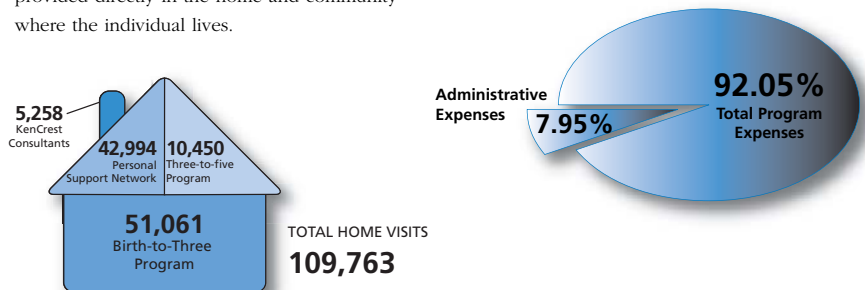
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2011 PEOPLE, PROGRAMS AND PLACES

Program	People	Staff	Sites
Education & Training Services			
Infant-Toddler Home/Community	3,471	85	7
Preschool Early Childhood	2,391	226	11
EmployNet	357	71	6
Sub-Total	6,219	382	24
Community Living Services			
Residential	314	805	110
Personal Support Network	205	190	210
Lifesharing	73	71	66
Sub-Total	592	1,066	386
Health, Clinical & Program Supports			
Consultants	693	21	3
Totals	7,504	1,469	413

2011 HOME VISITS

Many of the services and supports of KenCrest are provided directly in the home and community where the individual lives.



2011 KENCREST SERVICES CONSOLIDATED BALANCE SHEET

As of June 30, 2011

(Unaudited)

Assets

Cash	\$ 662,891
Accounts receivable (net)	15,563,178
Plant and equipment (net)	9,029,253
Other assets	<u>1,365,285</u>
Total Assets	\$ 26,620,607

Liabilities and Fund Balance

Accounts payable and accrued expenses	\$ 10,305,163
Short term and long term debt	<u>7,829,709</u>
Total Liabilities	18,134,872
Total Net Assets	<u>8,485,735</u>
Total Liabilities and Net Assets	\$ 26,620,607

2011 CONSOLIDATED STATEMENT OF PUBLIC SUPPORT, REVENUE AND EXPENSES

As of June 30, 2011

(Unaudited)

Revenue

Public Support

Grants	\$ 217,864
Contributions	<u>26,890</u>
Total Public Support	\$ 244,754

Other Revenue

Government funding sources	\$ 72,237,371
Private fees	3,035,044
Miscellaneous revenue	<u>1,767,530</u>
Total Other Revenue	\$ xxx
Total Revenue	\$ 77,284,699

Total Expenses	\$ 75,342,629
Excess (Deficiency) of Public Support over Expenses	\$ 1,942,070



MISSION STATEMENT

Our mission is to provide services to individuals who have or are at risk of having mental retardation or developmental disabilities in a manner that respects individual rights, enhances potential, and enables people to have control over their own lives.

GUIDING PRINCIPLES

We believe that a positive supportive environment that is based on a relationship of equality between and among those who serve and those who are served offers the greatest opportunity for people to grow and develop.

By our own words and actions we try to show respect for every individual who receives our services.

We create environments in the community that encourage growth, and that are consistent with the kind of fair and reasonable risk that characterizes life for all people.

We welcome and promote the involvement of those we serve, their family members, and their friends in decisions concerning their service.

We commit ourselves to serve with consistency and continuity the needs of this population.

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Mamta Maini

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The Rev. Dr. Festo Mutashobya

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I am really proud of what I do here.