

RHD's C.O.R.E. values

Clients, staff work toward recovery in Pittsburgh

Michael was asked how many other programs he'd tried as he sought to re-integrate into society as a returning citizen, and he said: "Ha! All of them!" But at C.O.R.E., an RHD program for returning citizens in Pittsburgh, Michael is having success for the first time — staying sober, making every meeting, hitting all his goals.

"This has been the best experience," Michael said. "It's a blessing to be here. I felt like I lost track of who Michael was. But I found him again, here at C.O.R.E."

C.O.R.E. stands for Capitalizing On a Recovery Environment. It is a long-term (6-month) community reintegration recovery program for individuals with mental health and substance abuse issues. It's RHD's newest program in Pittsburgh, where RHD has been supporting people since 2000.

"In too many recovery models, the focus is rules enforcement and compliance — but when you walk out the door, people who were telling you what to do and enforcing the rules don't go with you, so you revert back to old behaviors and decision making," said C.O.R.E. Director Kevin Kordzi. "Here you've got to figure things out and make a decision for yourself — why do something, whether it worked or didn't, whether it supports recovery. We focus on life skills, social skills, really teaching people how to function in community."

Dan said when he first arrived at C.O.R.E., he thought it was too good to be true: "I was ready to run. I thought it was a trap! People were kind to me. Not patronizing — kind! It freaked me out ..."

"This was the end of the line for me," Dan said. "I've gotten nothing but help since I've been here, and I've been treated with

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'It's a blessing:' Michael, with RHD Clinical Supervisor Lauren Heaton, is one of many RHD clients working on life skills, social skills and re-integrating into society at C.O.R.E.



THE QUARTERLY NEWSLETTER OF THE NONPROFIT RESOURCES FOR HUMAN DEVELOPMENT

WHO WE ARE: Resources for Human Development is a national human-services nonprofit with more than 160 programs in 14 states serving those with developmental delays, mental illness, homelessness, and substance abuse and poverty issues. Established in Philadelphia in 1970, RHD is also a pioneer in the development of socially conscious, for-profit enterprises.

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At Imagine That!, an innovative creative arts studio for people with intellectual disabilities in Kansas City, people realize their creative potential and define themselves as artists within the studio — and the community. Read about Kevin, JP, Troy, Greg, Joe and more of the people thriving at Imagine That! on page 4.

RHD comes to Iowa

RHD's R.I.S.T. program supports people with mental health challenges

Resources for Human Development will expand into its 14th state next year with the opening of a new program in Iowa.

"We're very excited for the opportunity to bring RHD's caring and person-centered approach to human services to the great state of Iowa," RHD CEO Dyann Roth said. "We're proud that our long history of individualized, quality service continues to result in growth and expansion for RHD, enabling us to serve more people."

RHD's Iowa RIST (Residential Intensive Support Team) program, located in the Cedar Rapids area, will provide in-home services and supports to participants diagnosed with serious mental illness.

RHD's RIST model is based on the common belief that responding to the basic good and strength in people creates the best opportunity for maximizing positive individual commitment and responsibility. This approach applies to staff, consumers, and families alike. RIST provides the holistic services needed to maintain independent living with community integration for individuals experiencing homelessness, chemical dependence, and mental illness.

"We're honored to serve people in Iowa," Roth said. "In Iowa, we'll continue RHD's mission to empower our clients as they build the highest level of independence possible, wherever the need exists."

RHD serves tens of thousands of people of all abilities every year with effective and innovative programs addressing intellectual and developmental disabilities, behavioral health, homelessness, addiction recovery and more.

Founded in Philadelphia in 1970, RHD has grown from one program and \$50,000 in revenue to more than 160 programs in 14 states.

Kenneth Kauffman | photo



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MyRHD is published quarterly, mailed to supporters, donors and government officials. It is meant to inform about RHD's activities, innovations and successes in the more than 160 human-services programs it operates throughout the country. If you wish to unsubscribe to MyRHD, please email info@rhd.org or write us at the address above.

How you can help

More than 27,000 people each year gain the support and encouragement they need to build better lives for themselves, their families, and their communities through RHD's many human-services programs. Their milestones and successes, large and small, are made possible through the generosity of people like you.

Whether it's a child in need of a winter coat, a single mother trying to escape a life of abuse, or a man with autism whose life is about to change when he is given that first paintbrush, your contribution will help create a brighter future for these men, women, and children who just need a chance to develop their full potential.

Make this winter season a special one for those who are working toward better lives.

Please use the enclosed envelope to send a check or visit us at www.rhd.org to donate online.

Change lives, families and communities for the better. Help Resources for Human Development help people in need help themselves.

Building Bridges in Pittsburgh

Community Passages and Bridges support people living in the community

Nancy was a master's level student studying professional counseling at Duquesne University when she began to have mental health challenges that required hospitalization. After years at Mayview State Hospital outside Pittsburgh, Nancy was able to move into RHD's Bridges, which provides specialized supportive housing to individuals with mental illness and/or co-occurring addictions.

With services and supports that are flexible and focused on the individuals' strengths and goals for their own recovery, Nancy has begun to take steps toward regaining her previous career path. She wants to start volunteering and working to support people with mental health issues.

"To have that realization, where she's coming back to her training, is great for her," said Director David Cummings. "She's getting back to where she's from, where her interests were. Nancy still battles her symptoms, but she hasn't had a hospitalization since leaving Mayview."

"I would like to help other people," Nancy said. "If I could make someone's day a little better, I'd like that."

Nancy is just one of dozens of clients who are thriving at RHD Bridges and Community Passages in Pittsburgh. Community Passages is a community-based residential program that provides a homelike environment for individuals with developmental disabilities and dual diagnoses, many of whom present significantly challenging behaviors and most of whom previously resided at state schools and hospitals. While the two programs are separate entities and serve different populations, they share resources and work closely together. Cummings is the director of both RHD Bridges and Community Passages, with Anne Hockenberry as Assistant Director.

RHD founded Community Passages in Pittsburgh in 2000; Bridges followed in 2008. RHD opened C.O.R.E. in 2014.

"We have the great benefit of long-term employees, who've stayed with us since we opened," Cummings said. "Anne was the first employee hired at RHD, and she's still here as assistant director. That's longevity you don't always find in social services. The staff here has a dedication to the clients and to our mission, so there's a blending & sharing of resources.

"There is not a person here who has not done the difficult work, bathed people, done everything. We know, because we need to know, where the staff is coming from and what they're experiencing."

More than 90 percent of clients at RHD Bridges and Community Passages come to the programs straight out of institutional living, most for several years.

John had averaged a hospital stay every six months for 42 years, but has been able to successfully keep out of the hospital since coming to RHD. John found his own social network in his neighborhood. He battled his symptoms "probably every

hour, but with support from his staff, he's winning those battles," Hockenberry said. John has been able to live in a home in the neighborhood where he grew up, just a few blocks from his mother's home.

Chip had an intensive behavioral program at Western State School and Hospital, and the state could not find a provider who would support him in the community until RHD stepped forward. His father was closely involved in Chip's recovery plan, and RHD staff looked at a number of houses before finding one that Chip's family approved of. Today Chip goes on community outings with staff, sees his family regularly, and does not have a restrictive procedure plan at all.

Willie was the last person to leave Mayview. In his 70s, Willie had lived at the hospital for more than 40 years and stayed until the last day — Dec. 31, 2008. RHD found a home that suited him and he has not had a single psychiatric hospitalization since coming to RHD.

"He was so reluctant to leave; he didn't know anything else," Cummings said. "He's really become a presence in the community; he comes to office and walks around saying hi to all the staff. Everyone calls him the mayor."

Connie had no family support when she became an RHD client, so she created a family within the program. She moved into a house on Valentine's Day, and by Easter invited everyone — clients and staff — to her house.

"This is something I haven't seen much in this field — she's facilitated real and realistic friendships among the clients," said Community Passages program specialist Nicholas Smith. "You don't

always see that. She's been able to come in and organize women's groups, movie nights, activities like dying Easter eggs; she organizes it and she runs it. For the holidays she invites everyone to her house — all the staff and every client, regardless of their level of function.

"That has led to her being able to help others when they're having a rough time. She's able to say: Hey, can I talk to you? And a lot of the clients will approach her. She's been absolutely instrumental in Michelle's recovery at our Grant House. Michelle has really been able to turn around. Connie is building real friendships, and that's pretty rare."

Recovery often requires supportive relationships, social inclusion, and meaning in each person's life. At RHD Bridges and Community Passages, residents develop life skills, increase their self-esteem, and are empowered to make choices for themselves. Belton had never had a birthday party until his staff at RHD threw him one for his 54th birthday — cake, candles, and singing.

"At first, it was like he didn't know how to act — he was a little nervous," Hockenberry said. "But he had a great time. He knows that he's accepted, any way he wants to be."



At home: Michelle and Nancy (front, left to right) are supported in their own home by (in back, left to right) RHD Bridges and Community Passages director David Cummings and recovery support staffers Gary Holley and Deloris Jaime.

CORE

from front page

nothing but respect. In 30 years in the system, this is the only place I've ever been where I feel like I have a chance. They actually give a damn whether you live or die. I don't trust anybody; I keep people out. But I trust people here. I've talked more here than I've talked in 20 years."

Kordzi pointed to one specific example of the way C.O.R.E.'s services are based on empowerment and development of problem solving and life skills: Food in the kitchen area was freely available, and on several occasions clients who'd previously had access to food strictly regulated were over-indulging, just because they could. This caused regular shortages in the kitchen. Instead of the staff imposing rules (or locking the refrigerator), Kordzi and the C.O.R.E. staff called the clients together and asked them to solve the problem.

"They had incentive to solve the problem, and they had opportunity," Kordzi said. "They talked seriously about what the issues were and what they wanted, and they came

up with a way to regulate access to the refrigerator that accomplished their goals and still treated everybody fairly. As a group, they decided the best way forward and exhibited good decision-making skills. That's what you want to see."

Dex, a client at C.O.R.E., explained it this way: "The rules and client expectations had not been established yet. Why? Because it was up to the clients to format them," Dex said. "Unaware at the time, I was being exposed to empowerment. What I was aware of was that I had finally been sent to the right place.

"In taking an active role in my own treatment, I was able to see that I could take an active role in my own recovery. I was given freedom that allowed me to make mistakes. With mistakes came learning experiences with their own consequences — real consequences with indelible impressions. An unconventional, personalized treatment setting in which clients are free to facilitate and, for lack of a better word, govern. I hope the C.O.R.E. staff, as well as present and future clients, keep the spirit of this program, uphold the RHD values, and not let time dull or suffocate something that can blossom and thrive into a real asset to the community."

Gala brings taste of Tuscany to RHD



RHD's 2014 Main Line Wine Gala hosts Alessia Antinori of world-renowned Antinori wineries for event celebrating RHD's innovative services and benefitting Endow-A-Home and Center for Creative Works

Alessia Antinori brought a taste of the oldest family winery in the world to Philadelphia in October. She took back a little piece of RHD.

Alessia was the honorary chair of the Main Line Wine Gala, celebrating the world's most innovative winemakers in an event that benefited two of RHD's many innovations in human services. RHD's Endow-A-Home and Center for Creative Works were featured at the event. The Center for Creative Works is an art studio for people with intellectual disabilities, and Alessia toured the program before hosting the gala.

She was taken with a painting by CCW artist Jenny Cox, and purchased two of Jenny's pieces for the Antinori gallery.

"As an art enthusiast and collector, I know the power of art and how it can enrich our lives," Alessia said. "I really enjoyed visiting the Center for Creative Arts; I would love it if this sort of program could also be done in Italy. I would have spent hours seeing all the art pieces in that studio, and I couldn't resist buying a few!"

Jenny operated the paper shredder at her old day program, and would wear headphones to isolate herself and block out everyone else. At the Center for Creative Works, Jenny came out of her shell. She began to engage the staff and the other artists, and one day rose from the chair where she'd been sitting for years and entered the studio space. "It was an amazing act of self-advocacy," CCW director Lori Bartol said. While the improvement in Jenny's social skills is extraordinary, her growth as an artist is truly exceptional. She's now a featured artist at the prestigious Fleisher/Ollman Gallery — and part of the Antinori private collection.

The 2014 Main Line Wine Gala featured "An Evening With Alessia Antinori." Alessia represents 26 generations of elite winemaking. The Antinoris are the oldest family winery in the world and among the most dynamically innovative in history, ushering in the modern era of Italian wines in the 1970s with the introduction of Tignanello and forcing changes in Italy's laws governing the industry to recognize the unprecedented quality of Antinori wines. The many honors and accolades bestowed on Antinori wines in their rich history include the Antinori Cervaro della Sala Chardonnay Umbria, the most decorated wine ever produced in Italy. Today the Antinori family operates vineyards around the world, and each combines a love of tradition and authenticity with an innovative spirit.

The Main Line Wine Gala was sponsored by the Results Companies. Master Chef Georges Perrier joined the event as consulting chef, and spent time in the kitchen cooking food he'd personally chosen to pair with each Antinori wine.

"It was a great event," Alessia said. "It was very special for me to taste the Solaia at the VIP reception, and the food pairings of Chef Perrier were unique. The very nice words I heard throughout the evening were much appreciated, and made for a very emotional night for me."

"It was a great pleasure to meet Alessia and welcome her to the City of Brotherly Love," Master Chef Perrier said. "I enjoyed not only coming up with pairings for these elegant wines, but also getting back in the kitchen to cook on this wonderful night. I'm happy to be a part of the Main Line Wine Gala, benefiting some great RHD programs, and of course I am glad everyone so enjoyed the food!"

RHD's Endow-A-Home and Center for Creative Works were showcased at the Gala. Asha Mitchell, one of the first Endow-A-Home mother/partners, appeared and spoke about the program's comprehensive long-term case management and support services that help motivated mothers achieve self-sufficiency and a stable life for their family. Endow-A-Home recently celebrated 25 years of helping single mothers move from homelessness to homeownership.

"Once they put you in a home, they come in and ask: 'OK, now what are you going to do? What's your plan?'" says Asha. "We'd get together for those workshops, and we cried every time we saw each other. Emotions were so raw. But after our little snuffle-fest, it was:

"What are you going to do?"

Endow-A-Home encouraged Asha to enroll in cosmetology school, and she now owns her own business, Asha's Essence in the Fairmount district of Philadelphia.

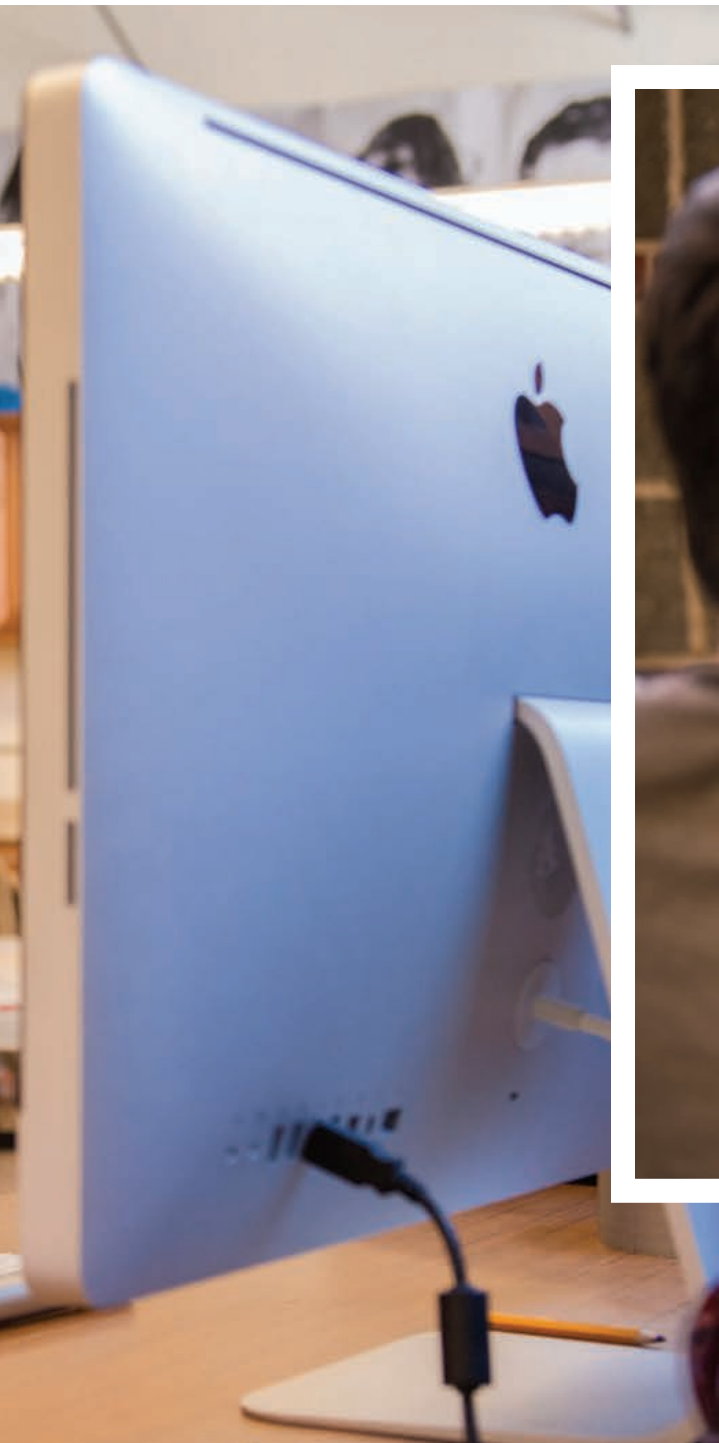
The Center for Creative Works is one of RHD's many art programs for people with developmental disabilities, where clients realize their creative potential and explore various means of personal expression.

"As the 26th Generation of a family-owned wine company in Italy, I feel a tremendous responsibility to help preserve our family's heritage and to continue to grow the business so that it will continue for many more generations," Alessia said. "Part of this responsibility, and part of the pleasure in being in this role, is our desire to support the communities and the local charities where we sell our wines. My family is very fortunate and we view it as our duty to help those who are less fortunate. I am honored to be asked to chair the Main Line Wine Gala, and I was particularly interested in this theme of innovation — as this is at the heart of our family business."

"As my father, Marchese Piero Antinori, often says, 'Ancient roots play an important part in our philosophy but they have never held back our spirit of innovation.' In this changing world, we constantly need to adapt and innovate in the vineyards and in the cellar. This same commitment to innovation is at work in these two incredibly innovative programs at RHD."



On display: Alessia Antinori (left) and Steve Puma of Antinori wineries admire the work of Jenny Cox, an artist at Center for Creative Works. Alessia bought two of Jenny's pieces while she was in Philadelphia to host the Main Line Wine Gala. Above, Alessia and CCW Director Lori Bartol meet CCW artists Tim and Mary.



IMAGINE THAT!

The hero of Kevin's story knows he's different. Kevin draws the images for each panel and writes the dialogue, and at one point the hero says: "I feel like a freak." But he's not a freak. He's just different. In Kevin's story, it turns out that the hero has super powers. Because he's different, he can change the world.

Kevin is telling this story in a short film he's making at Imagine That!, a creative arts program for people with intellectual and developmental disabilities in Kansas City, Missouri. When his hero embraces his powers, he starts calling himself "The Shocking Shockwave."

"The thing I want to do is make a difference," Kevin said, as he worked. "I want to put my ideas out there and see how people like it."

Imagine That! has made a big difference with Kevin. "This is a good atmosphere where you can be yourself, express how you feel, and share ideas," Kevin said.

"In my history of working with people with disabilities, I've never encountered anyone like Kevin," Imagine That! Director Misty Kelso said. "The internal struggles he faces, hearing voices that tell him to do things that he really struggles with, it's like an angel and a devil on his shoulders. If you tell him he's doing a good job with something, he will feel the need to balance that with something negative. He would self injure, or have so much anxiety that he'd freeze, just be frozen against a wall. He'd do some pretty inappropriate things in public.

"Since he's been here, Kevin has worked very hard to overcome his challenges — particularly since he's received residential services through RHD as well. When we first started working with Kevin, those negative behaviors were a ritual with him, but we've gotten to a point where they are almost non-existent."

Imagine That! is an innovative creative arts studio for people with intellectual and developmental disabilities that provides individuals who participate with the tools and materials to create art and the supports to define themselves as artists within the studio and in the community. The studio is an example of RHD's

person-centered services that focus on the individual and their strengths, allowing for maximum choice and empowerment.

"We take pride in being a place where everybody can come and be accepted for who they are," Kelso said. "We recognize that everybody has a choice to come here — even our staff. We respect that. It's a naturally collaborative environment. We support our artists and, in a variety of ways, our artists support the staff just as much. We all have a lot to learn from each other."

The studio's artists are supported by a team of trained artists who strive to integrate the studio into the larger arts community. Artists are encouraged to express themselves through a variety of artistic mediums and are given the opportunity to display and sell their art. Every First Friday of the month, the studio opens its door to showcase its artists to the public, and the place is usually packed.

What people find is a broad array of artists who are uniquely successful.

"Since starting at RHD I feel as though there is more meaning to my life," said Joe, a client who experiences constant life struggles due to a rare disorder he's managing with support from his staff. "I don't know what I would do without RHD."

Troy writes music and performs in a band, The Six Shooters. They recently landed their first paying gig.

"We only have one rule — no covers, because that just turns into a karaoke show," Kelso said. "You have to write your own music, which forces people to be creative. Troy writes his own music, expressed out of personal struggles. He's in one of our bands here, and they just got a paying gig — which he was so excited about."

Troy's mother, Lucy, said Troy's visits to his therapist have significantly decreased since attending Imagine That!, and noted he's developed such strong friendships, he feels he is a part of a community there.

"Troy was experiencing serious depression, which manifested in the form of anger," Lucy said. "He would get mad over the littlest things and blow up into a shouting match on a daily basis. Since Troy began attending

RHD, he looks forward to getting up in the morning — especially on days he goes to the studio. When Troy comes home from Imagine That!, he's in a good mood, and he enjoys telling me about his day.

"I am so thankful for the time he is able to spend there. RHD is his kind of place."

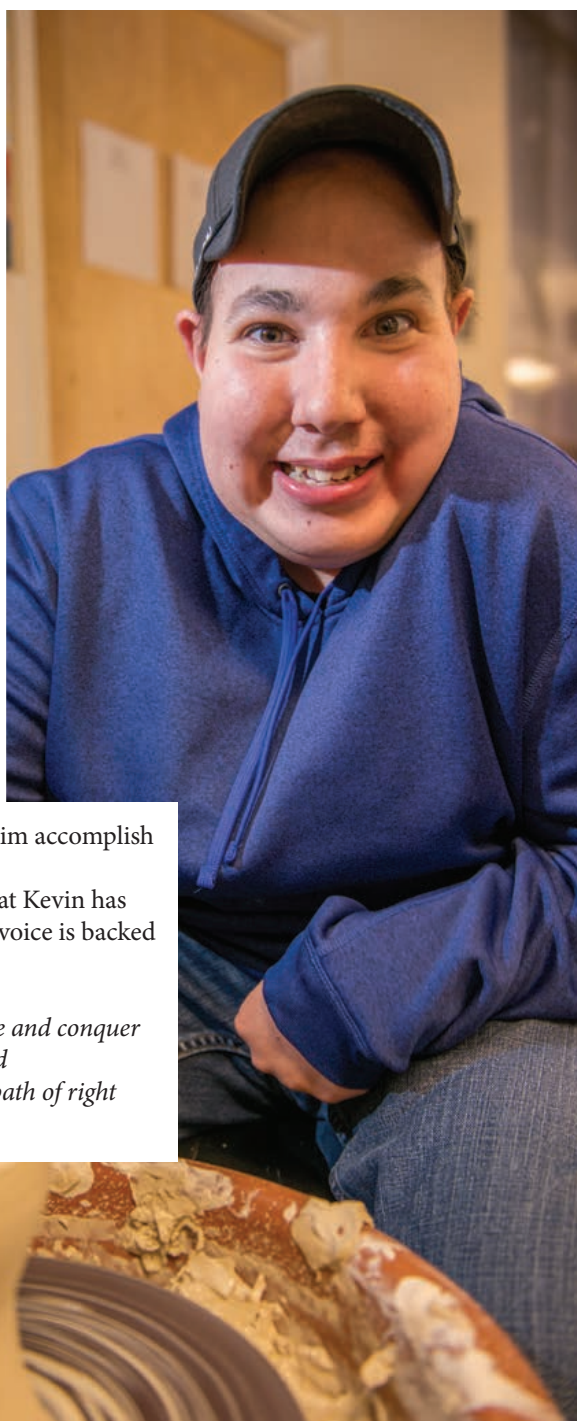
Greg was the first person approved for funding to attend Imagine That! and was one of the first artists to attend the studio when it opened in 2012.

"I was working in a workshop, and I got tired of not being heard," Greg said. "I wanted to try something different. I never knew I had talent until I came here; then I found the gift that I did have. When I'm here, I feel like a person, not a person with a disability. I love my life now!"

In addition to movies, Kevin writes poetry and music. "Everything he does feels very significant," Direct Support Professional James Cello said. "Working with him, you're just helping him reach deep inside and look at what he's struggling with, good things, bad things. Here



Creative juices: Above, Kevin works on his short film at Imagine That! Kevin is also supported residentially in Kansas City, where RHD utilizes the companion model in a shared home/shared life approach that provides support to adults with developmental disabilities. Each person's supports are assessed individually and the supports are adapted to each individual's needs. Below, Dan creates his own pottery at the studio's pottery wheel. On the Cover: Direct Support Professional Jessica Johnson celebrates another great day at Imagine That! with Linda (right).



he's able to express himself, and that helps him accomplish his goals. That's his dream."

The Imagine That! staff's favorite piece that Kevin has done is titled "For the Fight," where Kevin's voice is backed by music he wrote with Cello:

*For the fight, you will learn when to believe and conquer it, with all the power you never knew you had
For the fight of your life, you will pick the path of right and wrong, to discover who you are ...*



Communication: JP works with Amy at Imagine That!, where staff learned his language.

Person-Centered at ITC!

JP is very verbal. He talks all the time. But because he uses a language that is very much his own, he struggled to communicate. Providers who attempted to teach JP to communicate usually frustrated him, because he struggled to learn their language.

When he came to Imagine That!, JP's staff found a way to communicate with him. They learned his language.

"Communication, and being understood, is extremely important to JP," said Amy Norman, Day Program Manager. "He can become frustrated when he's not understood. Someone who doesn't know JP well might not understand JP, or his version of sign language. As JP appeared to become more frustrated, the staff at the studio agreed there was a need to collect what we'd learned through interactions with him and use it as a tool."

When JP was a child, his grandmother wrote down words on pieces of paper, which he'd collect and show others. His mother began making paper bracelets that JP would wear on his wrist, so that some basic needs could be communicated. But when JP attempted any more complicated interactions, he'd roll out jumbles of words that sounded to an untrained ear like gibberish.

The staff at Imagine That! discovered that it wasn't gibberish — it was his language. His words were consistent — what he'd call something, what he'd ask for, was not something his staff could recognize, but it was always the same. So the staff started a Learning Log to document what JP was saying and match up his words and phrases with what he wanted. And little by little, they learned his language.

"Each day the staff member working with him would add to the Learning Log something they discovered about JP's communication — when JP is doing this, we think it means this, and we should do this for him," Norman said. "Everyone began to realize how important JP's style of communication is to him, and was a great tool to build a relationship."

JP is an example of the Person-Centered Thinking training that staff at RHD Missouri in Kansas City underwent to better serve their clients. All RHD programs emphasize the person in the service, respecting and responding to an individual's needs.

"Person-Centered Thinking goes along with the Values at RHD," said Misty Kelso, Program Director at Imagine That! "It starts with where a person is, and what their strengths are. We don't see people as having a disability, we see them as people with abilities. We look at what's working and what's not, and we can better determine what supports a person wants and needs — and what skills are needed from the staff to support that person."

"Person-Centered Thinking is more of a mentality than a tangible, although when we experience issues we'll pull out a tool and work through them. But it's something we've incorporated into the environment as a way that we deliver services and supports."

Residential Team Leader Victoria Smith told the story of a client named Brittany, who communicated one thing verbally but often gave off an entirely different emotion through nonverbal communications like body language. The staff identified possible triggers, successful and unsuccessful responses, and identified 18 behaviors to which they learned to respond.

"Removing some of the uncertainty in the staff's responses allowed Brittany to trust and genuinely bond with her staff," Smith said. "We've worked to create an atmosphere where she can be happy."

"We encourage every employee to share their findings with the larger team, which strengthens our support systems."

Kelso noted the enthusiasm the staff brought to the training — and to implementing it.

"I've never been around a team that bought in and got excited about it like this one," Kelso said. "It's one of the reasons I love what I do here — the desire of everybody to support people in the best way possible. It is that Value of decentralization of authority, in that everybody has a voice in how we operate and the staff is highly involved in deciding the best methods of support."

"We don't want to operate in a crisis culture. This entire organization is a place where every day we just think: What can we do better?"

Celebrating the Values that guide us at RHD

RHD takes a special day to recognize the extraordinary successes of our clients in programs around the country

Dyann Roth, CEO of Resources for Human Development



Each year RHD holds Values Day, where we celebrate the Values that guide us as we work to deliver quality services and supports to people of all abilities wherever the need exists. This year, the day had an awards show theme, which allowed people to dress up for a turn on a red carpet and also allowed us to recognize so many amazing stories happening every day at programs all around RHD.

At RHD, we see so many people who deserve awards for their courage, for pushing through fears and challenges and life struggles that many people will never understand. I think the Values come through every day in the small risks we take with ourselves and each other. That's true when we're supporting each other to do something we've never done before, whether that's a person RHD supports in our programs or a staff member. We're all in this together to learn and grow and to become more fully the people we hope we can be.

Each year RHD presents the Barbara Foust Award to the client in an RHD program who has demonstrated exceptional courage, creativity and spirit and best exemplifies Barbara's character and heart. This year the award went to David Block, a filmmaker who despite being legally blind and diagnosed with Asperger's Syndrome has produced and directed six documentaries highlighting the successes of people with disabilities. David is a client at Lower Merion Counseling Services, and recently entered Temple University's graduate journalism program with support from RHD.

"People have doubted my abilities, but that fuels my desire to achieve," David said. "I appreciate the way RHD staff has supported me when I've had struggles in my life."

For tireless dedication to RHD and the people we serve, Maurice Hernandez from RHD's Tri-County Supportive Housing Program was honored with the Tom Scheuren Award. Since 1995, RHD has presented the Tom Scheuren Award to the employee who best represents Tom's legacy of dedication and energy.

Maurice's wife Carmen delivered a speech on her husband's behalf that neatly summed up why we set aside this day to recognize our clients and our staff.

"Today it seems that when you do bad things, everybody notices, but when you do good things, nobody notices," Carmen said. "My husband spends his life doing good things, and usually nobody notices. Thank you to RHD, for noticing."

All over the country, clients and staff at RHD are doing good things. This Values Day, we were proud to recognize amazing work being done at our award-winning arts programs for people with intellectual disabilities, including RHD Rhode Island and Imagine That! in Kansas City, Mo., which you can read about in this issue of the MyRHD newsletter. We looked at the work being done at S.T.A.Y. in Memphis, Tenn., which provides permanent supportive housing for individuals who have experienced chronic homelessness with severe disabilities. We honored just some of our terrific direct services professionals, and celebrated RHD clients from programs across the country.

The day ended with a very special story from RHD Missouri, where a staff member named Todd and a client named Brandon have formed a unique relationship in the companion model, where people RHD supports reside in their homes with live-in RHD caregivers chosen by the consumers and their families. As Todd battled a severe illness, he drew strength from his work with Brandon — and while in a tangible way Todd was supporting Brandon, he found that in an intangible way Brandon was supporting him. You'll read more about that story in these pages very soon.

For years the Values were sort of an oral tradition, until more than 20 years ago we started putting down on paper what we held dear about our culture. But RHD's Values are an idea that can't just be on paper. What we actually do, day-to-day, to keep this alive and in front of us — that's what defines us. Each year it's always a pleasure to recognize how our Values-based culture still guides us in the work we do.



Kenneth Kauffman | photos

Values Day: Above, Life Skills Specialist Maurice Hernandez and his wife Carmen accept the Tom Scheuren Award from RHD Corporate Associate Director Dennis Roberts; Lower Merion Counseling Services client David accepts the Barbara Foust Award. At bottom, RHD CEO Dyann Roth welcomes the crowd at Values Day with her opening speech.

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Working with Voices



Resources for Human Development presented “Working with Voices” featuring Ron Coleman and Karen Taylor, two of the world’s pioneers of the Hearing Voices Movement, in a series of trainings and a public townhall-style meeting in Philadelphia. Ron and Karen shared their work on a cutting-edge recovery model that helps people who hear voices, and their friends, families and caregivers, work through challenging situations to build better lives. RHD has become a national leader in developing hearing voices trainings.

In this edition ...



3 RHD artists with intellectual disabilities find a fan in world-renowned winery

About Resources for Human Development

A national human services nonprofit founded in 1970, Resources for Human Development serves tens of thousands of people of all abilities every year with caring, effective and innovative programs addressing intellectual and developmental disabilities, behavioral health, homelessness, addiction recovery and more. In partnership with local governments and those we serve, RHD builds better lives, families and communities.



4 Person-centered care creates successes at Imagine That!

Plus more ...

2 Building Bridges in the community with RHD in Pittsburgh



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