



A DIVERSE APPROACH TO COMMUNITY CARE



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From RHD's CEO

At the core of RHD resides a resounding sense of "community," which is the theme of this year's annual report. Whether as a participant, front-line program staff, or administrative team member, the shared experience of community drives everything we do. RHD's culture embraces diversity and inclusion, creativity, and multi-level thinking, defining our path forward and resulting in positive outcomes. Our accomplishments in 2022 include the creation of the "Together We're Better" grant, support of local innovation, commitment to technology—including electronic health records—and a more easily navigable intranet. As a result, RHD provided care and resources to approximately 30,000 individuals across 13 states in 2022! These positive outcomes and the successes we share below would not have been possible without your ongoing support of our mission and the work we do for the community at large.

In 2022, we took steps toward creating an even more inclusive community by expanding our Eradicate Hate initiative to address racial aggression against RHD staff at programs. For the first time in our history, we saw representation from every RHD state at our highly regarded trauma-informed care speaker series. These educational and inspirational discussions were created to broaden our thinking and challenge previously held beliefs—they are truly amazing!

RHD programs across the country achieved significant progress within their communities throughout the year. Live Yes Studios, an arts-centered day program for adults with intellectual and developmental disabilities in Lincoln, NE, met an exceptional milestone during Give to Lincoln Day in 2022. In New Orleans, LA, RHD initiated a collaboration with the city's health department to develop the New Orleans Mobile Crisis Intervention Unit. This pioneering program aims to transform emergency care by seamlessly linking individuals in distress with a specialized crisis team through a 911 call.

RHD's flagship nurse-managed network of federally qualified community health centers, Family Practice and Counseling Network, celebrated 30 years in 2022! Another transformative program, RHD's Morris Home, the nation's only residential recovery program for transgender and nonbinary individuals, moved to a larger facility with state-of-the-art therapy rooms.

On behalf of all the people we support, we are extremely grateful for the work we have done together over this past year. We look forward to continued growth and collaboration with our partners – like you. Thank you for being a part of our community. Together, we're better!

Marco Giordano Chief Executive Officer RHD'S **BOARD OF DIRECTORS**

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Visit tinyurl.com/rhdexecutiveteam or scan the QR code for a complete list of our executive team.



About Us

Resources for Human Development (RHD) is a national, comprehensive human services organization with a mission to provide caring, effective, and innovative services that empower individuals as they work to achieve the highest level of independence possible and build better lives for themselves, their families, and their communities.

RHD operates 130 programs in 13 states, serving more than 28,800 annually. Our programs specialize in helping individuals and families with complex needs, such as mental illnesses, developmental disabilities, chronic homelessness, substance abuse, post-traumatic stress, physical/emotional abuse, and more. Our wide spectrum of services covers housing, healthcare, education, community development, job training, career counseling, social services, addiction counseling, creative arts therapies, and peer support to veterans transitioning back to civilian life.

13 **STATES**

Connecticut Delaware Florida lowa Louisiana Massachusetts Missouri Nebraska New Jersey North Carolina Pennsylvania South Dakota

Tennessee

AREAS OF EXPERTISE



Intellectual & Developmental



Housing



Behavioral Health

Drug & Alcohol

Recovery



Health Care



Children's Services



Arts &

Culture

EMPLOYEES

>4,000

To view a full list of our programs visit www.rhd.org/our-programs or scan the OR code.

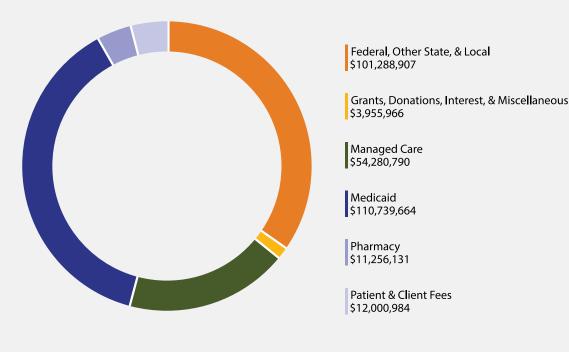


What We Do

2022 ANNUAL REVENUE



REVENUE BY SOURCE



PAST ANNUAL REVENUE



Highlights from RHD's BHH Division



Morris Home

RHD's Morris Home is a unique program. It's the only residential recovery facility in the country that provides support for transgender and nonbinary individuals in a gender-affirming and inclusive environment. The program focuses on developing their knowledge and skills to promote sobriety, manage emotional and behavioral difficulties, adopt safe and productive lifestyles, and foster healthy relationships with peers, family, and the community.

Morris Home experienced a groundbreaking year in 2022, as it strengthened both its own community and its role as an advocate for transgender rights in the Philadelphia community. In April 2022, Morris Home moved to its new location in West Philadelphia. The new facility has increased its capacity from nine to fourteen residents and implemented additional safety and security measures. The state-of-the-art complex includes a SMART (Sensory Motor Arousal Regulation Therapy) room equipped with various lighting options and tools for sensory, motor, sound, scent, and tactile stimulation during therapy sessions. The space is thoughtfully designed to cater to the specific needs of Morris Home's participants and can accommodate additional individuals in need and staff.









DESIGN



14-PERSON CAPACITY

ELEVATED
SAFETY AND
SECURITY

INNOVATIVE SENSORY EXPERIENCE IL TAILORED FOR INDIVIDUAL NEEDS

ROOM FOR GROWTH

On April 12, 2022, Morris Home held a ribbon-cutting and Grand Re-Opening ceremony. Program participants, local community members, the media, and RHD staff attended the event. Marco Giordano, RHD's CEO, delivered a speech on behalf of the organization, while Naiymah Sanchez, Trans Rights Organizer for the American Civil Liberties Union, shared her personal journey and vision for the future.

Clothing retailer Anthropologie played a pivotal role in making the new Morris Home location and its amenities possible through their substantial donations. Anthropologie's commitment to the cause extended further as they pledged a \$15,000 donation in June 2022, reaffirming their partnership with Morris Home during Pride Month.

On November 21, 2022, *The Philadelphia Inquirer* published a comprehensive article on Morris Home. Over a span of two years, the newspaper's journalists spent time with participants and staff, capturing the community's challenges, triumphs, and their strong sense of unity and shared experiences.

In 2022, Morris Home also forged stronger relationships with Philadelphia organizations—including The Mayor's Office of LGBT Affairs and the William Way LGBT Community Center—dedicated to protecting and preserving the rights of LGBTQ+ individuals.





COVID Prevention Site

RHD's tireless efforts in supporting the homeless population throughout the challenges of the COVID-19 pandemic have reinforced our unwavering dedication to assisting vulnerable communities during prolonged periods of distress. On June 9, 2022, RHD was among the organizations honored by the Philadelphia Office of Homeless Services for our work serving the homeless during the pandemic. The ceremony was held at One Logan Square in Center City, Philadelphia.

RHD's COVID Prevention Site opened on July 2020, at the Holiday Inn Express in Center City. The following December, the site moved to a facility in North Philadelphia. The new temporary shelter provided 239 homeless individuals with a safe residence during the pandemic. As COVID-19 cases spiked, the site transitioned to the Isolation and Recovery Site. About 24 individuals who tested positive for COVID-19 were able to quarantine and recover. Additionally, RHD opened the Fernwood East program to shelter around 50 homeless women during the winter. The COVID Prevention Site closed on June 30, 2022.

RHD's Michele Rector, Nicole Sommerville, and Ashley Taylor received commendations during the ceremony for their work helping Philadelphia's homeless community during the pandemic.

Family House Norristown

Community is at the heart of Family House Norristown, a long-term residential treatment facility dedicated to supporting chemically dependent women, pregnant women, and their children. This unique program not only addresses addiction and parenting skills, but also emphasizes child prevention and intervention. By keeping the mother and children together, Family House ensures the family can recover and heal as a cohesive unit.

After a two-year hiatus, Family House Norristown celebrated its grand reopening in August 2022. Meticulous preparations, including updating licensing requirements, completing necessary renovations, and assembling a full staff, made the successful reopening of Family House Norristown possible. By resuming its crucial role as a long-term residential treatment facility, Family House Norristown reaffirmed its commitment to the well-being and recovery of individuals and families, while strengthening the bonds within the community it serves.



Homeless Health Initiative

RHD is continuously exploring innovative solutions and forging partnerships to address the root causes of homelessness to create lasting change. In September 2022, RHD launched the Homeless Health Initiative in Pennsylvania, a collaborative effort between three of RHD's programs that provide emergency shelter—Coordinated Homeless Outreach Center (CHOC), Woodstock Family Center, and Fernwood. This initiative aims to improve the health outcomes of individuals experiencing homelessness by establishing connections with community-based healthcare services and better utilizing their health plan benefits, such as dental and vision care.

People experiencing homelessness often face barriers to consistent primary care and may rely on emergency room visits for routine health issues. They may also be unaware of their health insurance status and available benefits. Additionally, Medicaid managed care organizations struggle to reach and assist these individuals. Studies have shown that homelessness is associated with higher rates of illness and premature death.

The Homeless Health Initiative, funded by Keystone First, addresses these challenges by collaborating and sharing information regarding participants' medical needs. A Clinical Coordinator works closely with shelter staff to guide participants through healthcare issues and connect them with appropriate care within the Keystone First network. Through taking a holistic approach, unnecessary emergency room visits can be avoided.

The Homeless Health Initiative supports the homeless community by tackling social, physical, and behavioral health challenges, fostering positive change, and creating brighter futures. RHD remains steadfast in its mission to provide ongoing support to homeless individuals and families.

New Orleans Mobile Crisis Intervention Unit

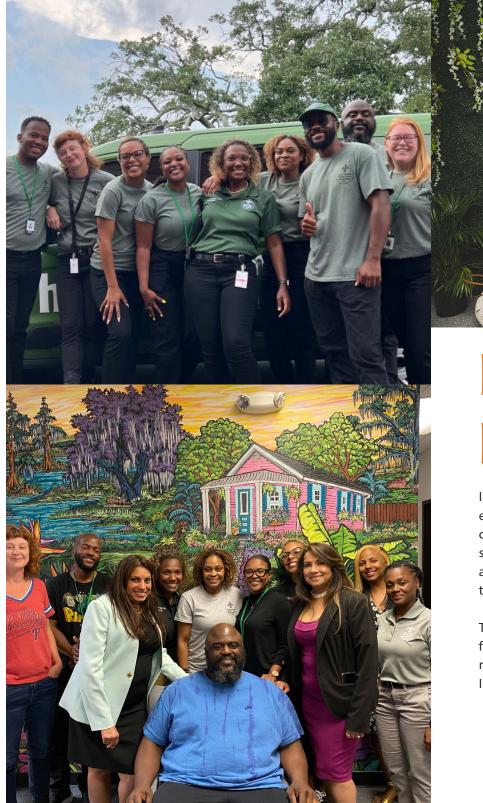
In September 2022, RHD officially initiated a collaboration with the New Orleans Health Department to change the state of emergency behavioral health response in New Orleans. RHD's New Orleans Mobile Crisis Intervention Unit (MCIU) opened in June of 2023 and revolutionized emergency care by connecting individuals in distress with a specialized crisis team through a simple call to 911. Responding only to nonviolent calls, this extraordinary program will prioritize mental well-being and community care.

The MCIU's genesis began in 2021 when the city's health department sought innovative proposals to enhance emergency response. RHD's proposal received the nod, thanks in part to prior experience with the city and emergency response to mental health and substance use crises. Working in teams of two, the MCIU pairs crisis workers with licensed clinical staff to provide multi-faceted care. Through groundbreaking approaches, they will provide on-site or virtual assistance, tailored to the unique requirements of each situation.

By redirecting cases from emergency rooms, EMS, and law enforcement, this program will minimize involuntary hospitalizations and arrests related to mental health. This will create a safer, healthier, and more compassionate New Orleans, benefiting everyone in the community.







Highlights from RHD's Integrated Healthcare

In July of 2022, RHD's Family Practice and Counseling Network (FPCN) proudly celebrated its 30th anniversary, marking three decades of dedicated service. Since its establishment in 1992, FPCN has grown into a network of health centers in Philadelphia, serving over 20,000 patients each year. At its core, FPCN embodies a commitment to community, providing vital healthcare services through a nurse-managed, integrated model that encompasses primary care, behavioral health, dental care, and preventative services. FPCN prioritizes the right of every individual to receive quality healthcare and recognizes the importance of working hand-in-hand with local residents. Their approach is grounded in cultural competence, trauma-informed care, and compassion, ensuring that patients receive the support they need in a manner that is respectful of their diverse backgrounds and experiences.

This deep-rooted dedication to community well-being has garnered recognition and support. On May 5, 2022, Congresswoman Mary Gay Scanlon (D-PA) received an award from the National Association of Community Health Centers for her support of Federally Qualified Health Centers (FQHC), including FPCN. She accepted the award and gave remarks at FPCN's Health Annex in Southwest Philadelphia, highlighting the crucial role that locally based healthcare plays in fostering thriving neighborhoods.

In September 2022, FPCN received \$500,000 from the Independence Blue Cross Foundation, the charitable arm of one of the largest health insurers in Southeastern



\$500K

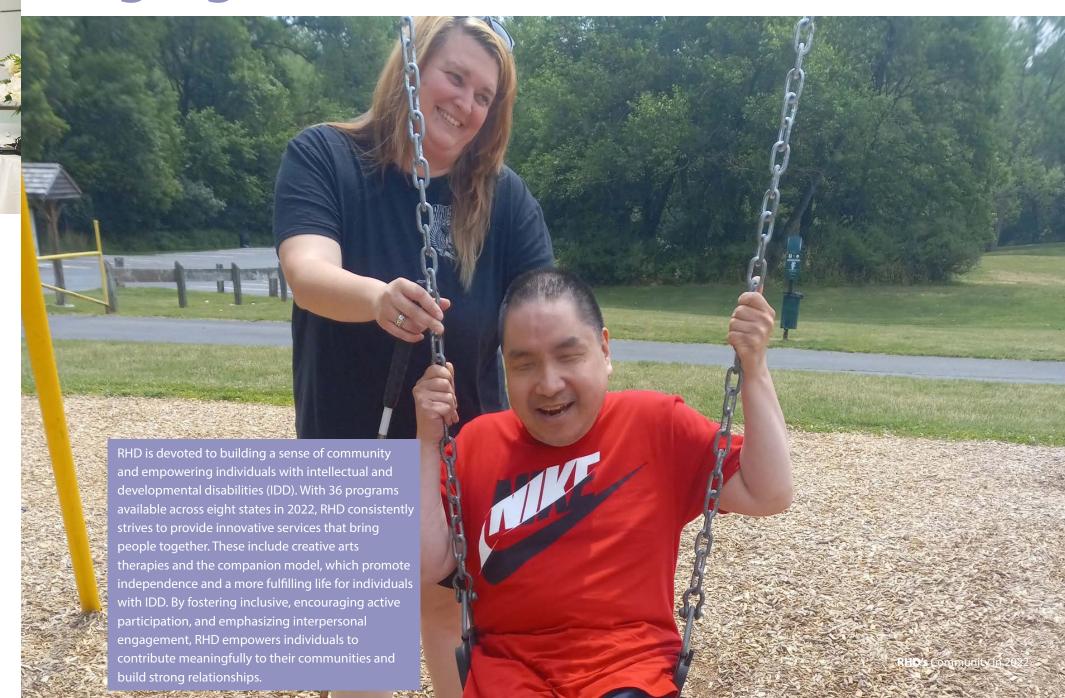
Pennsylvania. The funds will be used to help staff FPCN's new Family Health and Birth Center. Set to open in 2024, this birthing center represents a unique and holistic approach to birthing and pediatric care by providing comprehensive services in a low-tech, high-touch, home-like setting. Midwives, doulas, and nurses will collaborate to ensure laboring women and parents receive exceptional care.

Recognizing the pressing need to address systemic racism, FPCN embarked on an antiracist strategic initiative in 2022. Their Anti-Racism Initiative work plan encompasses a range of goals, including nurturing self-awareness, changing operations and improving culture, furthering learning and development, fostering engagement, promoting cultural diversity, addressing collective trauma, and championing anti-racism efforts. FPCN

also devised a Diversity, Equity and Inclusion strategic initiative, prioritizing talent management, employee experience, and an equitable culture. By actively cultivating an environment that is anti-racist, inclusive, and competent, FPCN strives to ensure their services meet the unique needs of their diverse community. This essential work involves comprehensive staff trainings on cultural awareness, policy revision and development, and clinical trainings on service delivery, embodying their commitment to providing the highest quality of care to all individuals they serve.

Learn more here: www.fpcn.com

Highlights from RHD's IDD Division





In 2022, Live Yes Studios (LYS) solidified its presence in the Lincoln arts community by embarking on various initiatives. In January, they launched an online shop at rhd-nebraska.square.site, expanding their reach and accessibility to art enthusiasts beyond their physical location.

With the easing of COVID-19 restrictions in April 2022, LYS seized the opportunity to launch a soft opening for art shows held at their own studios. Throughout the year, numerous LYS artists showcased their exceptional artwork each month at these highly anticipated events. Notably, artist Peyton S. achieved a remarkable feat by setting a record during a solo show, generating over \$1,000 in sales in a single night. Additionally, Jessica R., another talented LYS artist, garnered recognition for her work through coverage in the *Lincoln Journal Star* in August.

In May 2022, LYS actively participated in Give to Lincoln Day, a prominent annual fundraising event in the community. This event encourages individuals, businesses, and organizations to contribute to local nonprofits and support their endeavors. LYS achieved a significant milestone during this event, raising a remarkable \$10,000 and setting a new studio record. The money raised during Give to Lincoln Day, combined with funds granted from RHD, enabled LYS to fulfill their longstanding aspiration of installing a wheelchair lift and implementing other ADA-compliant amenities. These improvements confirm the studio remains a safe and inclusive space for everyone in the community.

LYS's commitment to community engagement continued throughout 2022. In June, their artists actively participated in the Lincoln Arts Festival, showcasing their talents and contributing to the local arts scene. Furthermore, in November, LYS hosted their 11th annual Thanksgiving Dinner, a heartwarming event that brought together over 50 people. LYS employees organized a potluck, creating a warm and inviting atmosphere where everyone could enjoy a shared meal.

With their unwavering dedication to fostering creativity and community involvement, Live Yes Studios continue to thrive as a pillar of the Lincoln arts community, providing a platform for individuals with intellectual and developmental disabilities to express themselves and contribute their unique perspectives to the world of art. Live Yes Studios' remarkable success in 2022 exemplifies RHD's commitment to creating a strong sense of community for individuals with IDD, allowing them to cultivate meaningful bonds within their arts communities.

Give to Lincoln Day Fundraising:



Imagine That!





Imagine That! is a thriving community of artists with intellectual and developmental disabilities, dedicated to promoting creativity and personal growth. Based in Kansas City, MO, this innovative creative arts studio empowers individuals of all abilities to explore their artistic potential and discover unique forms of self-expression.

In 2022, Imagine That! artists received well-deserved recognition within the local art scene. Austin Dearth, a talented artist from the community, had the honor of showcasing his artwork on two billboards in the Crossroads Arts District, thanks to the support of the **Charlotte Street Arts Foundation**. Austin's participation in the Site Three show at H&R Block Artspace further highlighted his artistic achievements.

The artistic endeavors of other Imagine That! members were also celebrated throughout the year. In March, Rickey Moss, Austin Dearth, and Erin Aguilar participated in "Songs, Systems & Structures" held at Troost Gardens, a significant event that brought together artists from the Kansas City area. An inspiring showcase called "Body Talk" featured artwork by Lee Lang at Troost in October. Donald Pruitt, another talented artist from Imagine That!, featured his artwork in "Sweeping Chimney through the Mouth of the Earth," hosted by the Charlotte Street Foundation in April.

Beyond Kansas City, Imagine That! artists had the opportunity to share their work with audiences in Chicago, IL. Lee Lang and Michael Rasco's captivating pieces were displayed at the Chicago MidWest Arts Fair in September, while Jeremy Myers, Michael Rasco, and Brandon Aspenlinder participated in "Face in the Crowd" at Circle Gallery in October

These accomplishments not only highlight the exceptional talent within the Imagine That! community but also demonstrate RHD's belief in the power of artistic expression to bridge communities and foster inclusivity. By showcasing their work at prestigious events and galleries, Imagine That! artists contribute to the vibrant arts scenes, leaving a lasting impact on the communities they touch.



IDEATE

RHD IDEATE is an inclusive employment program committed to providing clinically guided support to individuals facing barriers to obtaining and sustaining earning opportunities. IDEATE's mission is to offer personalized pathways to both competitive and self-employed careers by utilizing technology and community engagement.



IDEATE has made remarkable strides in demonstrating how technology can promote and enhance inclusivity. In collaboration with Arcadia University and Philly eSports during January and February of 2022, the program organized sessions where students, staff, and others explored the impact of technology and game play on disability stigma, social isolation, and inclusion. IDEATE program participants attended eSports sessions and shared their experiences alongside their non-disabled peers, promoting a sense of community and mutual understanding.

This collaboration culminated in a panel discussion, co-hosted by Comcast, during Philly Tech Week in May 2022. All agreed that the study, held at Comcast LIFT Labs, led to increased inclusion, teamwork, and a reduction in disability stigma. The panel also highlighted the need for ongoing assessments, formal criteria for inclusion and teamwork, clarity on time requirements, team size considerations, and increased diversity in eSports teams. As a result, LIFT Labs agreed to facilitate further exploration of these topics by connecting RHD and Arcadia to Comcast Accessibility and Spectacor, the Comcast eSports group.

In 2022, IDEATE fostered a sense of community, promoted understanding, and initiated discussions about diversity. Through personalized pathways to careers and the utilization of technology, IDEATE is breaking down barriers and paving the way for a more inclusive future.

Center for Creative Works

Center for Creative Works (CCW) supports individuals with intellectual and developmental disabilities through a day arts program and vocational training, facilitating creativity, skills development, and personal growth. In 2022, the CCW community experienced a significant milestone. Their new location in Philadelphia's Kensington neighborhood opened in March, joining their longstanding studio in Wynnewood, PA. Following the easing of COVID-19 restrictions, nearly all the artists were able to return to both CCW studios for the first time since the beginning of the pandemic. Additionally, CCW welcomed seven new artists in Wynnewood and 12 new artists in Philadelphia.

Throughout 2022, CCW artists made invaluable contributions to their local art communities and beyond.

- Doug Tan, Allen Yu, Cindy Gosselin, Clyde Henry, and Paige Donovan displayed their works at the 2022 Outsider Arts Fair in New York, NY, in March.
- Mary T. Bevlock's solo exhibition, "I Love Tony Danza," also served as a release party for her book "Portraits I Made in the Virus: My Zoom Pals" at the Summertime Gallery in Brooklyn, NY, in May. During the event, Mary sold her art, signed books, and created portraits.
- From July to September 2022, Mary T. Bevlock and David Schmuckler exhibited their works at "Everyday Heroes," a juried exhibition at Circle Contemporary Gallery in Chicago, IL.
- Eric Stewart was featured in a September-October 2022 group exhibition of local artists at Art of Kings Oaks in Newtown, PA.
- Owen Ahearn-Browning, Timothy O'Donovan, and David Schmuckler's three-person, "Character Studies," opened in October at Arcadia University in Glenside, PA. They also performed at a special event in Arcadia's auditorium.

In 2022, CCW artists achieved remarkable feats that left a profound impact. These accomplishments not only showcased their talents, but also strengthened the sense of community through their meaningful interaction and participation with other artists and peers.







The bond between the two programs and their staff is truly unique. They frequently join forces by placing participants with host families through the Lifesharing program; then GROWTH connects them and their families with enriching day activities. As a result, the two programs essentially bundle their services, allowing them to focus on establishing and sustaining natural support networks. Moreover, Lifesharing has been instrumental in providing developmental opportunities for GROWTH staff members, including full CPR certification.

To ensure the utmost attention to the quality of care and services provided to their participants, GROWTH established regular case discussion meetings in 2022. These meetings serve as a platform for open and fluid communication, ensuring the participants receive comprehensive support from both programs. GROWTH has extended this collaborative approach by holding similar meetings with other regional programs: Evergreen, Mainstay United, and BLOOM.

The outcomes of these joint initiatives are remarkable. Participants have received accolades from county organizations, recognizing the strides they have made in self-advocacy. Such recognition is a direct result of the appropriate home placements facilitated by Lifesharing and the exceptional community support provided by GROWTH. One inspiring example is David, a participant who is blind. Through the combined efforts of Lifesharing and GROWTH, David has thrived, forming an unbreakable bond with his Lifesharing provider and increasing his participation in GROWTH from three to five days a week.

One event that truly reflects the ability of these programs to create a sense of community is the "Trunk or Treat" event held by the staff last Halloween. Staff members dressed up, decorated their cars, and distributed treats to the participants. Notably, students from a local children's dance school also took part in the festivities, illustrating how RHD programs can meaningfully engage all members of society.



Philly Pours

Now in its seventh year, Philly Pours, our premier Philadelphia food and beverage fundraiser, dazzled guests with a circus-themed evening. Philly Pours was held on June 13, 2022, and took place at City Winery for the first time. The event was emceed by Philly's own Patty Jackson of WDAS-FM. Guests enjoyed a magic show from Christophe Fox and caricatures from Emmy-nominated cartoonist, Bruce Blitz. The annual food and beverage fundraiser raised over \$45,000 to benefit RHD's programs.

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Philadelphia Museum of Art Philadelphia Union

Philadelphia Flyers

Philadelphia's Magic Gardens Pirates Of Wildwood

Sam's Pizza Wildwood Shriver's Salt Water Taffy

Stanley's Hardware, Inc. Tavern at the Sun Inn



Yards Brewing

Main Line Wine Gala

This year's Main Line Wine Gala, "Sharing Joy", was held on September 21, 2022, on the outdoor grounds of Appleford Estates in Villanova, PA. RHD's Main Line Wine Gala showcases the world's most exclusive winemakers in an event that benefits RHD's innovations in human services. This year's event featured Bob Knebel of Rombauer Vineyards and Winery, Beneficiaries included The Center for Creative Works, Returning Citizens, IBHS, and future RHD initiatives that will impact the communities we serve. The event raised over \$110,000. To learn more about the Main Line Wine Gala visit www.mainlinewinegala.org.

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Cocktail

Truist





GIFTS-IN-KIND

Karin Annerhed-Harris Center For Creative Works Artist Kim Di Bruno Bros. Artist Susan John Finnand Arthitegt Salon & Gallery Frank Gattuso Jo Bennett Clyde Henry Torrina Bennett-Michael Cory Jenkins Brown Sugar Nail Spa Scott Karpiak Nakeisha Burnett Le Reve Rittenhouse Spa

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Yards Brewing Allen Yu

RHD's Community in 2022

23

Our Donors

We are pleased to recognize donors who supported RHD and its programs with a gift of \$100 or more between January 1st and December 31st, 2022. Each gift is greatly appreciated with every effort made to ensure this list's accuracy. In the event of an error or omission, please contact Peg McCluskey at peg.mccluskey@rhd.org.

\$100,000+

Independence Blue Cross Foundation

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URBN US Retail, LLC- Anthropologie

\$10,000 - \$24,999

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RHD's Community in 2022

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