



COMMUNITY IMPACT REPORT



A LETTER FROM

PAM GREEN, PRESIDENT & CEO

KEITH LIMBACH, 2024 BOARD CHAIR

When I look back on 2024, the theme of the year at Easterseals Redwood is gratitude. We are grateful for the opportunity to be a part of the accomplishments of so many of the children and adults we serve. We are grateful to be a part of a team that is fully committed to our mission. And we are grateful for the support of partners, funders, and donors that make our work possible.

"As we express our gratitude, we must never forget that the highest appreciation is not to utter words, but to live by them."
John F. Kennedy

This community impact report highlights the many ways we have lived our purpose in 2024 and the stories that have inspired our gratitude. Some highlights in particular:

- We dedicated the Farmer Family Foundation Regional Impact Campus in Walnut Hills in September, a 100,000 square foot state-of-the-art workforce development center that includes an expanded Packaging, Fulfillment and Logistics Center, a first-of-its-kind-in-our-region Military and Veteran Center, modern and accessible adult day services, and community spaces for training and support that any of our partners can access.
- We are serving more families of children with complex needs than ever at our Ft. Mitchell campus and have already added additional classrooms and therapy space at our Florence location.
- In partnership with Cincinnati Children's Hospital, we helped introduce legislation in Ohio to bring medical childcare to the state for the first time.
- We significantly increased the number of people we placed and supported in employment, including our 100th candidate placed through the Urban Workforce Development Initiative partnership with Messer and their subcontractors.

2025 has brought many changes to our work, and we are more grateful than ever for your support. Whether it's sponsoring an event, volunteering, making a personal gift or hiring an Easterseals Redwood client, you are what makes our impact possible—thank you.

 Keith Limbach

VALUES

BELIEVE IN PEOPLE

Everyone has the potential to achieve and deserves to experience the thrill of success.

IMPACT

We are driven to positively change our communities and are relentless in our pursuit of excellence.

INCLUSION

Our greatest strength is the diversity of our differences.

CURIOSITY

We champion a growth mindset and view every challenge as a learning opportunity.

JOY

We embrace fun, humor, awe, and inspiration.

COURAGE

We aren't afraid to take a stand and do the right thing, even when it isn't easy.



AT EASTERSEALS REDWOOD, WE BELIEVE IN THE **POWER OF PURPOSE AND THE POWER OF WORK.** WE EMPOWER CHILDREN AND ADULTS WITH DISABILITIES, MILITARY VETERANS, AND PEOPLE FACING DISADVANTAGES TO **LIVE FULL AND MEANINGFUL LIVES.**

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2024 MILESTONES

JAN

Our Assistive Technology Resource Center (ATRC) was awarded a \$100,000 grant from the Ohio Department of Developmental Disabilities for Assistive Technology supports to serve adults and children throughout 21 counties in Ohio.

MAR



We reopened our Goods at the Wood convenience store, run by adult clients learning workforce skills and offering the community branded apparel and more.

MAY



Express was our highest-grossing fundraising event in history, raising \$360K.

We launched a new partnership with Clovernook Center for the Blind & Visually Impaired, providing an on-site adult program at Clovernook's facility and a reciprocal program at our Ft. Mitchell campus.

Our Military and Veteran Services received a generous donation from Republic Services, enabling us to provide mentoring, job coaching, and pathways to employment for veterans in our community.



FEB

Senior leaders and board members visited Washington, D.C. for "Easterseals on the Hill," meeting with representatives on Capitol Hill to share stories about Easterseals Redwood's impact.



APR

On Ohio State Advocacy Day, our leadership team and client families traveled to Columbus to raise awareness of and advocate for House Bill 141, legislation to bring life-changing medical childcare services (PPEC) to Ohio.



JUNE

JULY

Participants from our Clovernook adult day program celebrated the Disability Pride flag flying for the first time above City Hall during Disability Pride Month.



SEPT

With our supporters, we proudly re-opened our Walnut Hills campus as the new Farmer Family Foundation Regional Impact Campus, home to the Klekamp Family Military and Veteran Center, as we completed our largest capital campaign in the organization's history.

Our board member and development committee chair, Pam Weber, was selected as Volunteer of the Year by AFP, the Association of Fundraising Professionals.



NOV

We hosted a Construction Showcase to mark the 10th anniversary of National Apprenticeship Week. Attendees connected with industry professionals, watched live demonstrations, and learned more about the diverse opportunities within the construction field.



Our 4th annual Honor Ride at Miami Whitewater Forest honored more than 600 veterans and raised critical funds for our MVS programs.

Our adult day program celebrated one year at our expanded Florence location, offering community integration programs for 20 adults.



AUG

We hosted the inaugural AT Expo at Northern Kentucky University, highlighting available assistive technology resources in OH and KY.

We celebrated our FastTrac and YouthBuild graduates who completed their training initiatives.



OCT

We celebrated our Brighter Futures honorees at the American Sign Museum, highlighting four individuals leading full lives with the support of Easterseals Redwood.

DEC

OUR YEAR BY THE NUMBERS

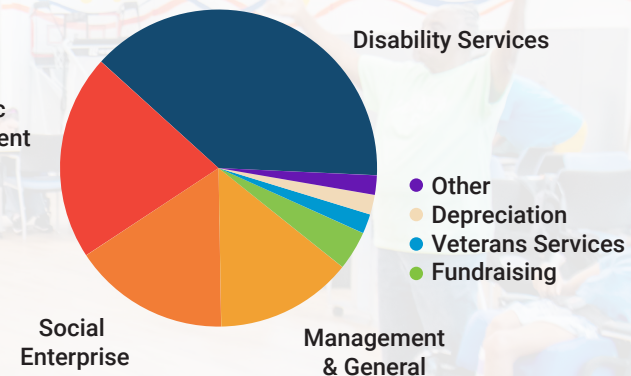
EXPENSE CATEGORIES

Disability Services	\$12,447,715
Economic Empowerment	\$6,759,769
Fundraising	\$1,138,476
Management & General	\$4,540,547
Other	\$716,752
Social Enterprise	\$4,976,647
Veterans Services	\$699,978
Depreciation	\$684,635
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	\$31,964,519

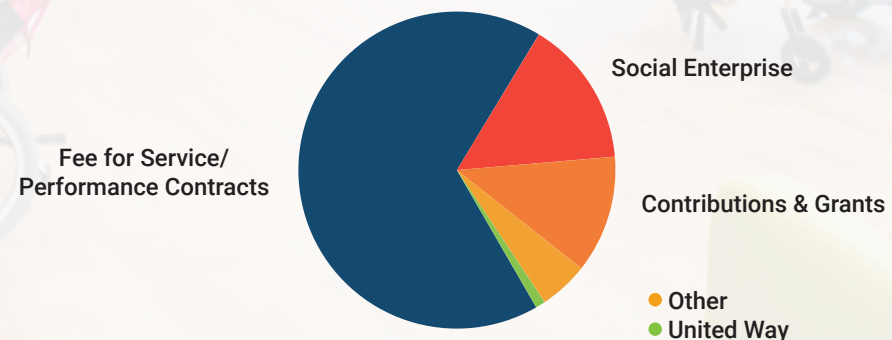
REVENUE CATEGORIES

Fee for Service/Performance Contracts	\$20,235,438
Social Enterprise	\$4,428,637
Contributions & Grants	\$3,672,366
Other	\$1,551,255
United Way	\$250,698
	<hr/>
	\$30,138,394

Expenses

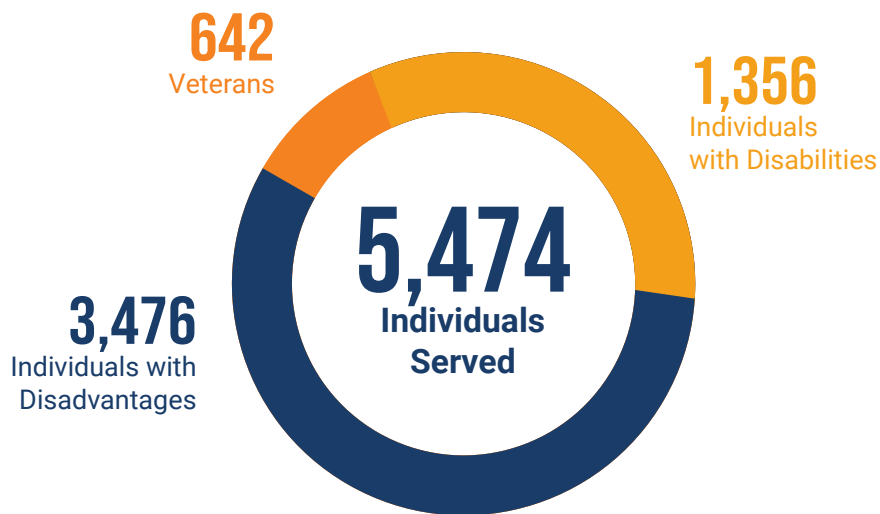


Revenue



2024

A YEAR OF EXPANDING OUR REACH TO NEW LOCATIONS AND IMPACTING MORE PEOPLE



DISABILITY SERVICES

At Easterseals Redwood, we celebrate and empower children and adults with disabilities, ensuring that they have equal opportunities, support, and resources to lead fulfilling lives.

ADULT DAY SERVICES

Our adult day programs throughout Northern Kentucky and Ohio provide community integration and workforce development opportunities for more than 563 individuals.

2024 was a big year across locations with the opening and integration of our new ADS space in Walnut Hills, which includes a nursing team, as well as a new facility in Hamilton.

Our Cincinnati Museum Center program reached maximum capacity, and we opened a new program in collaboration with Clovernook Center for the Blind & Visually Impaired. We also formed a new partnership with Visionaries and Voices, which provides art classes taught by people with disabilities. Additionally, we partnered with Last Mile Food Rescue to provide food rescue and handling training.

OTHER 2024 MILESTONES INCLUDE:

- We celebrated client anniversaries of two participants who have attended our ADS programs for 40 years!
- Our Kentucky ADS programs surpassed pre-Covid enrollment numbers.
- We hosted the first Kentucky and Ohio ADS Special Olympics.



“WHEN I’M HERE (AT CINCINNATI MUSEUM CENTER), I FEEL THE POWER OF LEADERSHIP. I FEEL THE POWER THAT I CAN MAKE THE WORLD A BETTER PLACE. YOU FEEL LIKE YOU’RE NOT INVISIBLE, YOU’RE A PERSON.”

- STEVEN ANDERSON, BRIGHTER FUTURES HONOREE, SPIRIT OF EASTERSEALS REDWOOD



we served

365

unique clients for a total of
9,000 HOURS
of therapy service

THERAPY SERVICES

Easterseals Redwood offers therapies for all ages and abilities to help individuals develop and thrive. Our team includes early intervention, speech therapy, physical therapy, occupational therapy, and ABA/behavioral supports.

We established nursing in Walnut Hills for the first time for our ADS clients and also dedicated spaces for therapy and a nursing center in Florence.

We enhanced our sensory programming by adding two Tovertafel units for both children and adults. These interactive game systems promote cognitive stimulation, motor skill development, and joyful social engagement—creating meaningful, accessible experiences for our clients.

EARLY CHILDHOOD LEARNING



Our children's services achieved its highest-ever enrollment in Medical Childcare (PPEC) and expanded to serve more families by adding classrooms in both Florence and Ft. Mitchell. These classrooms support children with special needs as well as typically developing children. Our team continues to develop valuable partnerships, including with the Family Learning Center, YMCA, and a senior facility.

PRESCRIBED PEDIATRIC EXTENDED CARE (PPEC)

Prescribed Pediatric Extended Care (PPEC) models (also known as medical childcare) in Kentucky offer specialized nursing services in an all-inclusive, high-quality childcare environment for children with complex medical needs who require more attention and support than can be provided in a traditional classroom. Kentucky is one of less than 20 states that offer this critical service to families.

In 2024, we focused advocacy efforts on bringing this critical care to Ohio families. We are grateful for the partnership of Cincinnati Children's along with State Representatives Jean Schmidt, Rachel Baker, and Cindy Abrams who co-sponsored HB141 in support of PPEC services in Ohio.



“EASTERSEALS REDWOOD IS BRINGING DIGNITY TO PEOPLE WITH DISABILITIES. WHEN WE PUT CHILDREN FIRST, WE ENSURE EVERYONE THRIVES INTO THE FUTURE.” - Ohio House Minority Leader Allison Russo

“CLARK'S INTERACTIONS WITH HIS PEERS HAVE GROWN WITH THERAPY SUPPORTS. HE'S ABLE TO SEE WHAT OTHER KIDS HIS AGE ARE DOING AND TRY TO MIMIC AND INTERACT WITH THEM IN A TYPICAL WAY.” - KONNER, PHYSICAL THERAPIST

- CLARK, BRIGHTER FUTURES HONOREE, GROWING ABILITIES AWARD



KENTUCKY LOCATIONS

Served more meals in Ft. Mitchell and Florence while upgrading the facilities

Expanded space at Florence to add two additional childcare rooms

Created a new childcare room at Ft. Mitchell, allowing us to serve up to 18 additional children

Opened a dedicated therapy space and a nursing center in Florence

ASSISTIVE TECHNOLOGY

We opened our first Assistive Technology Access Center (ATAC) in Ohio, expanding access to essential devices that empower individuals with disabilities. The center features a comprehensive lending library with tools, such as communication aids, smart home devices, and workplace accommodations, allowing people to trial equipment to meet temporary needs or make informed purchasing decisions.

To celebrate and spotlight innovation in the field, we also partnered with the KATS Network to host the inaugural Assistive Technology Expo at Northern Kentucky University, connecting professionals, families, and tech providers with the latest equipment and resources.

ECONOMIC EMPOWERMENT

Helping people find gainful employment and a better quality of life, our employment-based programs support youth and adults, with and without disabilities.

PROJECT SEARCH

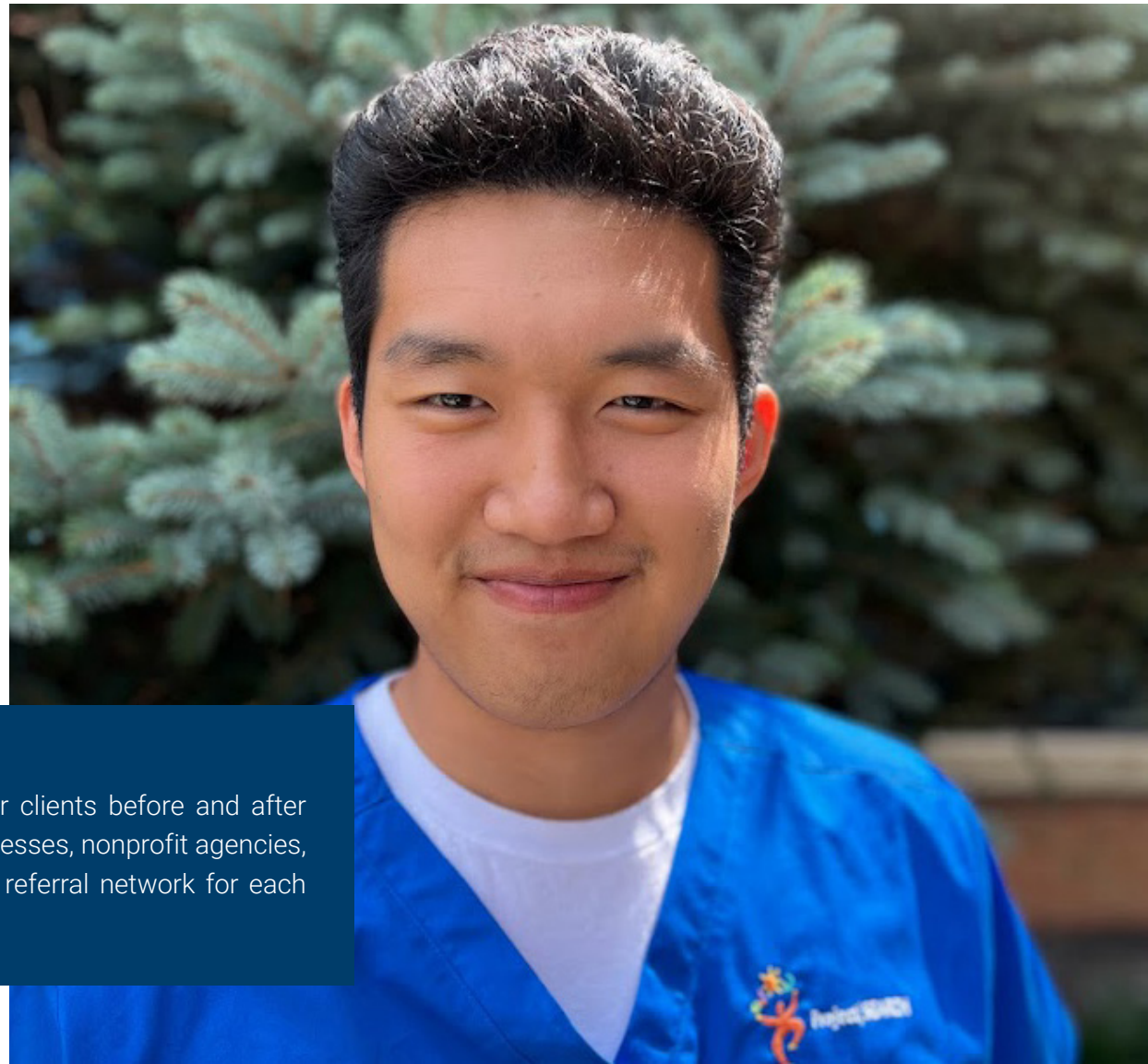
Project SEARCH is a national school-to-work program that provides entry-level work experience for high school students with disabilities who are nearing graduation. Participants learn transferrable skills, participate in field trips, and get real-life job experience through internships at local businesses. Easterseals Redwood has served as a Project SEARCH provider for more than 10 years.

Project SEARCH was recognized at the National Conference for outstanding placements:

- 90% West Chester Hospital
- 90% Warren Co. Government
- 90% Atrium Medical
- 70% Miami University

HOLISTIC SUPPORT FOR EMPLOYMENT SUCCESS

We continue to provide wraparound services and supports for clients before and after obtaining employment. Thanks to our network of over 300 businesses, nonprofit agencies, workforce councils, and local governments, we have a strong referral network for each client's unique needs.



“THEY KNEW I NEEDED HELP, SO THEY PUSHED ME TO DO BETTER. I FELT LIKE SOMEBODY WAS ACTUALLY IN MY CORNER. I’M A DIFFERENT PERSON NOW, I LIKE WHO I BECAME.”

- MIA PAWLOWSKY, BRIGHTER FUTURES HONOREE, INDEPENDENCE AWARD



171
construction credentials
EARNED

SIGNING DAY

We hosted our first-ever Signing Day to celebrate In-Demand Jobs Week and the inaugural Youth Apprenticeship Week. Hamilton County Commissioner, Alicia Reece, issued a proclamation of National Apprenticeship Week, and 16 graduates from Easterseals Redwood's construction programs signed to secure apprenticeships with local companies for positions in electrical, plumbing, carpentry, welding, iron work, and more. We also hosted a career and apprenticeship fair, partnering with Supply Chain OKI, following the signing event with more than 20 employers offering in-demand, entry-level apprenticeship positions.

CONSTRUCTION PLACEMENTS

25%
increase in
placements in Ohio

360%
increase in
placements in KY

SOCIAL ENTERPRISES

Easterseals Redwood is a pioneer in operating businesses to advance our mission in a financially sustainable and profitable way. Our social enterprises produce “double bottom line” positive impact: people and profit. Our businesses create jobs for veterans, people with disabilities, and people facing disadvantages while also meeting the urgent needs of corporations.

BUILDING VALUE

Building Value deconstructed 46 homes and commercial buildings, salvaging 180 tons of material for resale. The Urban Workforce Development Initiative (UWDI) placed its 100th graduate into an apprenticeship and joined Messer on construction projects for UC Health, UC campus dorms, CCHMC Eastgate, Duke Energy Convention Center, Avondale community projects, and the new Farmer Family Foundation Regional Impact Campus.

In 2024:

- Graduate Kenneth Heard received an ACI Skilled Trade Award for Outstanding Craftsperson in the first five years of his career as an aspiring electrician.
- We began offering a six-week Social-Emotional Learning, Mind Elevation, and Goal-setting class, which was completed by 20 participants.
- We worked with a Xavier Executive MBA cohort on a business analysis and strategy.



38

Enrolled in
Building Value

21

Graduated
to UWDI

15

Attached
(employed or
apprenticed)

28

Earned
OSHA-10

05

Earned
OSHA-30

13

Earned a
driver's license

04

Obtained a vehicle
through Wheels
partnership



BUILDING VALUE CELEBRATED ITS 20TH ANNIVERSARY, SENDING OFF DIRECTOR DAVID RICH AND WELCOMING NEW DIRECTOR SHERYL WOODHOUSE DURING THE REUSE-APALOOZA FUNDRAISER.



NEARLY
14%
of our revenue came from
SOCIAL ENTERPRISES

PACKAGING, FULFILLMENT AND LOGISTICS

Our Packaging, Fulfillment and Logistics social enterprise employs more than 80 people in 10,000 square feet of space at our newly renovated Walnut Hills facility. The diverse team, including veterans and people with disabilities, produced and shipped over 475,000 medical testing kits throughout North and South America.

We fully incorporated a large Work and Grow group of adults with disabilities into our Medpace team, and productivity improved with the introduction of a tube labeling machine.

CONSTRUCTION TRAINING

We created a cohort-based Construction Training + Building Value program, combining the best of both programs, to be launched in 2025. We secured several grants, including a \$1.1MM award from the Farmer Family Foundation, to transform the program over the next three years.

MILITARY AND VETERAN SERVICES



In 2024, we connected 29 service members with community mentors to assist them as they returned to civilian life, doubling the number served in 2023. We also served 123 veterans and family members through MVS Plus, a new program assisting veterans with registering for VA benefits and applying for jobs with the VA.



1,636

MILITARY, VETERANS, &
THEIR FAMILIES SERVED
20%+ increase over 2023



533

VETERANS/FAMILY MEMBERS SERVED
THROUGH MVS RESOURCE LINE, WITH
936 SERVICE REQUESTS
More than a 13% increase over 2023



63

VETERANS PLACED IN EMPLOYMENT
WITH AN AVERAGE STARTING WAGE
OF \$19.16/HR
\$2,766,212 projected first-year earnings

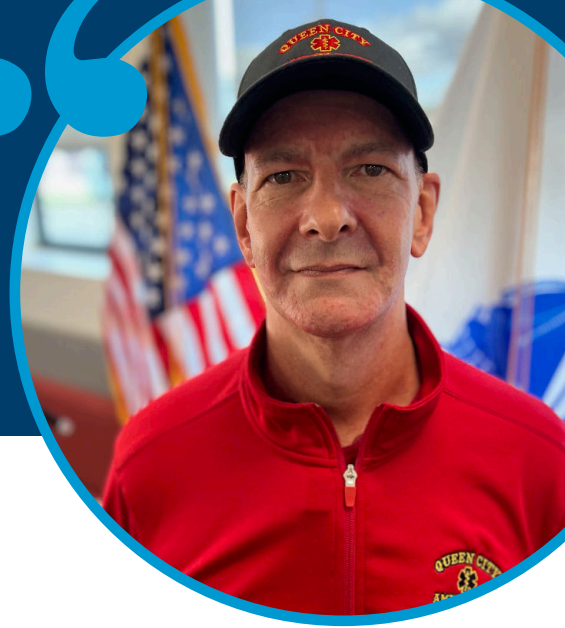
AT EASTERSEALS REDWOOD, WE NEVER TURN A VETERAN AWAY, REGARDLESS OF THEIR DISCHARGE STATUS



Easterseals Redwood Military & Veteran Services (MVS) is supported by the U.S. Department of Labor under the Homeless Veterans' Reintegration Program, an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. This program is subject to the provisions of the Stevens Amendment. Under the Stevens Amendment, 30% of the total cost of the project or program is financed with federal funds, and 70% of the costs are financed by non-governmental sources including Philanthropy.

“I’M A LITTLE TOO PRIDEFUL SOMETIMES. I’M NOT GOING TO ASK FOR HELP. I WAS RELUCTANT TO ACTUALLY MAKE THAT CALL. I’M PROUD OF MY ACCOMPLISHMENT AND APPRECIATIVE, VERY APPRECIATIVE OF EASTERSEALS REDWOOD.”

- DON RICARDO, BRIGHTER FUTURES HONOREE, UPWARD MOBILITY AWARD



7000ft²
**DESIGNED BY VETERANS
FOR VETERANS**

KLEKAMP FAMILY MILITARY & VETERAN CENTER

Easterseals Redwood opened the region’s first-of-its-kind Military & Veteran Center to serve veterans, military, and their families. This state-of-the-art facility provides one location for services, support, and resources – eliminating “navigation frustration.”

Visitors have access to a kitchen, computer lab, gaming room, gym, showers, locker room, community center, resource provider offices, job development offices, community cafe, and food pantry.



Our Military and Veteran Services team received a \$25,000 grant from MLB Charities on the field during a Cincinnati Reds game.

THANK YOU TO OUR WONDERFUL SUPPORTERS

CORPORATE & FOUNDATION DONORS

\$100,000+

Farmer Family Foundation
H.B., E.W. & F.R. Luther Charitable
Foundation
H.C.S. Foundation
Ohio Department of Developmental
Disabilities
Opportunities for Ohioans with Disabilities
Redwood Foundation
United Way of Greater Cincinnati

\$50,000+

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NBC Comcast Universal
PNC Foundation
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\$20,000+

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The Yung Family Foundation

\$10,000+

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Boone County Early Childhood Fund
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Christ Church Cathedral/Episcopal Society
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Commonwealth of Kentucky
Duke Energy Foundation
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Heritage Bank
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The John Hauck Foundation
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Zalla Companies

\$5,000+

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Decal Impressions

Ettlinger Trust Fund
Focus on Success
General Electric Credit Union
Gorilla Glue Company
Hamilton County Veterans Service
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Kraft Electrical Contracting
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OK Interiors
Paycor
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TruCraft Roofing LLC
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Valmark Global Gift Fund
Vitis Technologies
Wohlgemuth Herschede Foundation
Wyoming Ohio Cycling Foundation
Zumbiel

\$2,500+

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Johnson Investment Counsel, Inc.
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Charitable Fund of the
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Levi Strauss & Co. Hebron
Community Team
Maximum Homecare LLC
Nelson Stark Co.
O'Rourke Wrecking Company
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POWER OF WORK, POWER OF PURPOSE DONORS

\$5 MILLION+

Anonymous
Farmer Family Foundation

\$1 MILLION+

Anonymous
Dee & Dave Dillon
The Carol Ann and Ralph V. Haile, Jr.
Foundation
Paul Heldman & Deborah Kirshner
The Klekamp Family

\$250,000+

The Dougherty Family
James A. & Joan Gardner Family Foundation
Greenacres Foundation
Hixson Architecture Engineering Interiors
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The Kroger Co. Foundation
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Jacob G. Schmidlapp Trusts, Fifth Third
Bank, Trustee

\$100,000+

Jody & Debbie Brant
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David and Jennifer Powell & Family
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Spirit of Construction Foundation

\$50,000+

Anonymous
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Stephen & Joan Guttman
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Messer Construction Co.
Dov & Amanda Rosenberg
Annie & Fritz X. Shadley
Bernie & Kathy Suer
The Gary Thompson Family
Craig and Diane Todd & Family
Pam and Warren Weber & Family

\$20,000+

Anonymous
John & Laurie Acklen

Tom & Shelley Berndsen
The Betagole Family Foundation
Randal & Peter Bloch
The Brownlee Family
The Castenson Family
The Gary & Carman Dent Family
Dave Giles & Ellen Katz
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In 2024, we celebrated the successful completion of our \$30 million capital campaign. Thank you to our individual and corporate donors whose gifts fueled the renovation of our Walnut Hills campus as a destination for veterans, people with disabilities, and our community to connect with the services and jobs they need. Visit us at our newly opened Farmer Family Foundation Regional Impact Campus.



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