



# Insights

A biannual newsletter of



New Perceptions

Spring/Summer 2016

**FEATURE STORY**

**IN THIS ISSUE**

**New Perceptions Celebrates 65 Years in 2017**

**REMAINING LOYAL TO ORIGINAL MISSION**

Summer 1952. A local radio station, WZIP, conducted a series of interviews with professionals from the Hamilton County, Louisville Kentucky, and National Councils for Mentally Retarded Children. Parents who were interested in organizing a school in Northern Kentucky for their special needs children were asked to respond. With an overwhelming reply, a meeting was held and a Board of Directors was developed. This was the beginning of a revolution to meet the needs of children and adults in Northern Kentucky with intellectual/developmental disabilities.



From that day forward, our mission has remained the same: to provide quality services and education for individuals with intellectual/developmental disabilities so they may reach the full extent of their capabilities. This doctrine was formally recognized on August 26, 1952 with the approval of the Articles of Incorporation for the establishment

of The Northern Kentucky Council for Retarded Children.

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**What's Been Happening**

We couldn't be more proud of our staff and participants! See more photos from our Annual Dinner, held August 23.

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**All Smiles!**

Another successful year of Bridging the Gap proves this annual program is a benefit to children entering preschool.

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## MISSION

To promote the welfare of children and adults with intellectual and/or developmental disabilities (and their families) by providing opportunities for education, growth and employment in a normalized setting, in order to facilitate each individual's achievement to their maximum potential.

## Words from the Executive Director

BY SHAWN CARROLL



As we prepare to celebrate another big birthday here at New Perceptions, I find myself reflecting on the fastest five years of my life. I am deeply enriched by the children and adults who we serve their wonderful families and caregivers, and the servant-minded staff that care for all of our participants in so many ways.

Every day, our Work Center participants meet me with hugs, high fives and cheers, just like the first time they met me. I have often wondered since being afforded this wonderful opportunity how much the rest of the so-called "able" community is missing out on the unconditional love of the so-called "disabled" community.

With New Perceptions celebrating its 65<sup>th</sup> birthday it is understandable that many of the original organizers and parents have passed on. What I find amazing is the unconditional love of a sibling who takes over the care of their brother or sister once their parent has passed. How beautiful that an individual with a disability has taught a family to love so unconditionally.

I have also been blessed to meet so many willing community partners, donors and friends that have given of their time, talent and treasures to ensure and support New Perceptions mission for a lasting opportunity for those we serve. During a visit from a business man, he was introduced to my co-workers in the Work Center and was so impressed with the positive energy that exuded from all of the participants that he suggested to keep bringing the community in for visits. He wanted others to get the "vibe" and understand why this place is special. That comment became one of our biggest efforts. We have brought many people through since that day four years ago and we are deeply grateful for your support. Without all of you, this mission would be more difficult. As always, you are always welcome for a return visit. As I often say, "if you're having a bad day, come visit, your day will change for the better".

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## Words from the Executive Director cont.

Our entire community is supportive and understanding of the value that New Perceptions brings to the betterment of Northern Kentucky. This community financially supports our Children Service’s staff who aids the child and parent to gain developmentally, knowing that the community will be a better place with a child who is ready at the appropriate developmental stages. It is the same for local employers that give our Supported Employment participants a chance to work alongside the rest of our community. We are thankful for giving us a hand up not a hand out. And to the businesses that help our on-site workers with wonderful jobs that help them have the dignity of working, earning a paycheck and enjoying their friends every day.

I remain the luckiest, most fortunate, blessed guy to be here with my coworkers The New Perceptions family is special and thanks to all of you for helping us continue to serve our community with this wonderful mission. As we prepare to celebrate our 65<sup>th</sup> birthday, we know it will be met with laughs, hugs and tears.

## ANNUAL DINNER 2016

Each year, we recognize the service and dedication of our participants and staff. It’s always a joyful and inspiring evening. A special thanks to our Presenting Sponsor:



## PARTICIPANT EMPLOYEES OF THE MONTH

The David G. Benzinger Employee of the Month award recognizes participants who learn new skills, achieve production goals, or greatly improve attendance or work attitudes. The award was established to honor the memory of David Benzinger, a New Perceptions participant and encourage other participants to adopt David’s positive work attitude and his spirit of self-motivation, persistence, and joy of living.

JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE
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Kraig Goodwin	Katie Bisagno	Nick Burns	Matt Domaschko	Megan Bulmer	Bonnie Howard
Sarah Patterson	Steven Clark	Ryan Day	Darrell Freeman	Nancy Cetrulo	Andy Leinmiller
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## WIOA and It's Affect on New Perceptions Participants

The Workforce Innovation and Opportunity Act (WIOA) was enacted on July 22, 2014, but the topic has recently resurfaced with updates and published articles. To understand how this Act affects New Perceptions participants, here are some facts about WIOA:

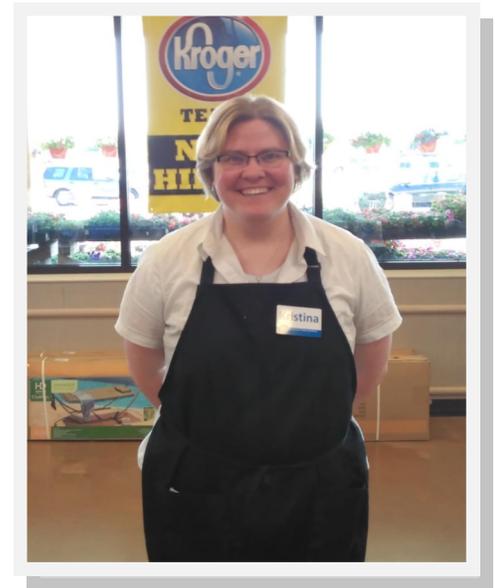


⇒ WIOA prohibits employers from paying a subminimum wage to persons with disabilities under section 14(c) of the Fair Labor Standards Act unless each worker has been regularly provided with career counseling and information about self advocacy, self-determination and peer mentoring training opportunities in the local area.

⇒ WIOA also prevents employers from hiring individuals with disabilities age 24 and younger after July 22, 2016 at a subminimum wage unless the employer obtains, verifies and maintains documentation proving that these individuals have received and completed various services designed to *improve their access to competitive, integrated employment* including transition services, vocational rehabilitation and career counseling services.

Many friends of New Perceptions may be wondering what our plan is with the enforcement of WIOA. Our plan is to continue what we have been doing, as we already meet these standards.

The largest program that New Perceptions offers is Supported Employment. As outlined in the second bullet point above, WIOA requires individuals under the age of 24 to complete various services designed to improve their access to competitive, integrated employment. This is exactly what our program offers! Our team of nine Employment Specialists assist individuals with physical, intellectual and developmental disabilities with one-on-one employment support. Each individual is walked through an assessment process to identify strengths, weaknesses, and employable skills. If the person is identified as capable of competitive employment, the next steps will take place:

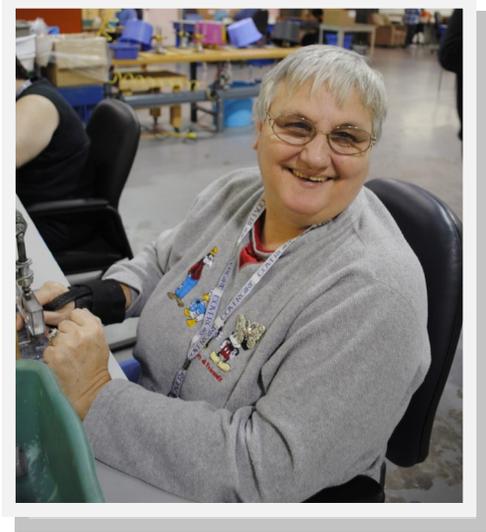


1. Career exploration with a goal of job placement
2. If hired, on the job training and development
3. Ongoing, long-term job related support as their work in the community continues

If an individual is found to be unsuitable for competitive community employment, proper documentation and support from the Office of Vocational Rehabilitation will occur.

Our second largest employment-related program is our on-site Work Center. This is often referred to as a "safety net" for individuals who, as those who are unable to work in the community





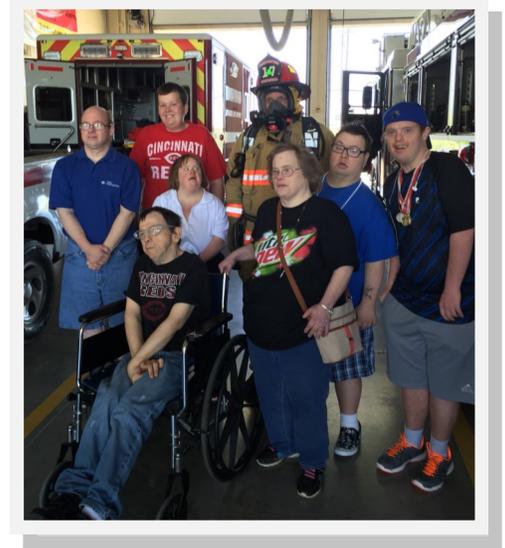
can work here. In this program, New Perceptions offers paid, meaningful work to more than 100 adults with disabilities. Contracted work such as assembly, packaging, and collating from community businesses is completed in a supervised environment. The Work Center is able to pay a subminimum wage by following the requirements listed under our 14(c) certificate. Our participants are proud of their work and their pay check!

It is important to note that the Work Center isn't just about work. The program embeds life lessons into activities throughout the day. Skills such as setting and meeting goals, following a schedule, learning to operate a microwave are some of the small lessons taught. Building relationships with their peers is encouraged as many of our participants have no other social outlet outside of

our program. The tunes blasting from the radio set the mood for each day and occasional dancing is highly encouraged.

Community trips are planned at least four times per week. Small groups of Work Center participants choose where they want to go. While out at local restaurants, stores, putt-putt courses, farms, parks, etc. our participants continue to grow and develop skills. Staff encourage the participants to speak on their own behalf and advocate for themselves while paying, ordering or talking to those they meet along the way.

New Perceptions' Work Center is strong, individualized, and it is ready to grow with the changing times if need be. But for now, we will continue to deliver the onsite and offsite services we have proudly delivered since 1952.



## Bridging the Gap 2016

Children Services' Bridging the Gap summer program was a great success again this year! This program is designed to help children ages 3-5 continue their development over the summer in the following areas: motor, communication, socialization, cognitive and self-help skills. A team of therapists and volunteers plan, organize, provide direct intervention, and advocate the need to the community. We conducted pre- and post-tests for areas of developmental needs for each of the 23 children in attendance. In the area of Personal/Social Skills, children's scores went up an average of 25 points, which is a significant improvement this year! By providing a fun and therapeutic preschool-like setting for children to positively interact with their peers, the families were pleasantly surprised at how well each child performed. We hope to do this again next year, which will be our 9<sup>th</sup> year!



**FEATURE STORY CONT.**

Throughout the 1950's and 60's two separate entities with the same mission formed new opportunities for Northern Kentuckians with intellectual/developmental disabilities. Riverside School, named for its location above the banks of the Licking River, began as a training center and school with classes for school-aged children. Good Counsel School, named for Our Lady of Good Counsel, offered classroom education for children through the Catholic School Board. Nearing the end of the sixties, what is now the United Way, encouraged the two groups to join together. On October 3, 1971, it became official at the new Riverside-Good Counsel Center dedication. The building, located on seven acres in Covington near Ft. Wright, offered services for children, classes, and extra-curricular activities.

The 1970's ushered in a new and exciting era. In 1974, the Kentucky General Assembly passed a law mandating that each school district provide special education for children in their district. Finally, an integrated school system to care for the educational needs of every child began! Riverside-Good Counsel now concentrated their efforts on home-based infant education, therapy, and parent support services. The Counsel's programs for adults continued throughout Northern Kentucky counties.

By the mid-1980's, it was time for Riverside-Good Counsel to change their name to better reflect how far it had come, its expanded services, and overall mission : New Perceptions. The revolution that began with a group of parents wanting more for their children had finally grown into a comprehensive set of programs that fulfilled those needs under one organization.

New programs were added over the next two decades as the needs of our participants changed: Adult Life Skills, Sensory Integration for children, Bridging the Gap for preschool-aged children, Adult Day Activity, Rising Star Studios, and most recently, The Learning Center's Adult Learning classroom.

As we approach our 65th anniversary, we are humbled by the actions of our forefathers. We are excited to tackle challenges and implement growth opportunities that will make way for the participants in the decades to come. \*1950's-1980's pictures below courtesy of Kenton County Library's Faces and Places

**1950's**



The 50's were a time of beginnings with the start of many organizations that wanted to offer special education to children with intellectual/developmental disabilities.

Articles of Incorporation for The Northern Kentucky Council for Retarded Children are signed on August 26, 1952. New Perceptions considers this our founding day.

The Riverside Center for Retarded Children was the first school in N.KY to provide classes for school-aged children.

Above: The opening of Corpus Christi Special School on September 18, 1955.

**1960's**



The 60's were a time of collaboration. Classes from Corpus Christi, St. Aloysius, and St. Patrick combined to form Good Counsel School. By 1966, Riverside and Good Counsel Schools officially began working together as Riverside-Good Counsel, Inc.

Above: Mrs. Don Clare teaches speech at Good Counsel School, May 1, 1964.

**1970's**



In late 1969, the Kenton-Campbell Adult Activity Center was opened for post-school age individuals. On October 3, 1971, a new Riverside-Good Counsel Center was dedicated; school and adult classes moved in, children's services were expanded and preschool and extra-curricular activities were added.

Above: Students learn from Mrs. Sandra Kerlin at the Kenton-Campbell Adult Activity Center, November 13, 1970.

**1980's**



The mid-1970's into the 80's were a time of change.

In 1974, the Kentucky General Assembly passed a law mandating that each school district provide special education for children in their district. Infant/toddler education, therapy, and support services, along with adult services, grew as preschool and school-aged students from Riverside-Good Counsel were transitioned into public school programs.

Above: Sister Wendelin O.S.B., principal of Riverside-Good Counsel, engages with a student in September 1971.

**1990's**



In 1985, Riverside-Good Counsel changed its name to New Perceptions, Inc., reflecting ongoing change and hope that the organization had for those it served. Part of that change was bringing all services under one roof, and in October of 1990, "NPI" moved into its current location in Edgewood. By the end of the decade, two more programs had been added: Adult Life Skills and a Sensory Integration program for children. A unique collaboration with St. Elizabeth Healthcare called "Project Employ" began during this time as well.

Above: Opening day at One Sperti Drive, 1990.

**2000's**



The first decade of the new millennium brought with it several new programs for children and adults and by 2015 New Perceptions' latest program began: The Learning Center. Much like the collaboration of the 60's, the growth of the 70's, and the changes of the 80's, The Learning Center combined two related programs under one umbrella, while creating Adult Learning, a new classroom-style program.

Above: A TLC Adult Classroom participant takes part in a learning session.

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### Wish List

- ⇒ Bingo prizes (small, \$1 items)
- ⇒ Snacks (chips, crackers)
- ⇒ Craft supplies
- ⇒ Games, DVDs

## DEVELOPMENT UPDATE

### Ladies Night Out

Ladies Night Out, held on April 28, 2016, was a success! Thank you to all who attended and sponsored this fun evening.



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