

2014 Annual Report



President's Message

In reviewing our performance for this past year compared to the goals set forth in our Business Performance Plan, the results are as follows:

Overall I feel that we have achieved most of our goals. Next year we will continue to expand our existing programs.

	Financial	Accessibility	Diversity	Satisfaction	Vehicle Accidents	Staff Retention	Technology	Safety	HCBS Growth	Needed Service Provided
Goal	100%	100%	100%	100%	100%	85%	80%	100%	15%	100%
Actual	100%	50%	100%	98%	88%	87%	63%	97%	17%	100%

I would like to sincerely thank the Board of Directors for their support and service throughout the past year.

Sincerely,

James K. Musick, President/CEO

Mission

AFH's mission is to provide quality individualized services to people with physical or intellectual challenges in the least restrictive environment. AFH fosters community partnerships to promote options, opportunities and outcomes.

Belief Statement

AFH believes that people with disabilities...

...possess the same inherent dignity and self-worth as any citizen and deserve the same rights and respect.

...must be allowed to make choices and take reasonable chances and risks that are common to the growth of any person.

...should have the opportunity to live, work, and be participating citizens in the community.

...deserve optimum freedom to develop a quality of life consistent with their abilities.

AFH believes in an individual's right to choose services most suited to his or her needs. AFH will provide a wide range of services to accommodate the needs of those served.

Our Strengths...



- Options → Creativity, variety of flexible, person-centered programs always changing to meet needs
- Diversity → Sign and Spanish speaking staff, culturally sensitive
- Community → Art, families, volunteerism, business partnerships
- Staff Retention → Training, benefits, longevity, communication
- Meeting Customer Needs → Promoting personal growth, quality work for community businesses, self advocacy

Some Customer Service Comments...

‘We are just so pleased with the staff you chose to help our daughters. She is perfect...we never want to lose her.’
HCBS Parents

‘The job was completed above and beyond what we called for. We are excited to work with you in the future!’
Sun Tree

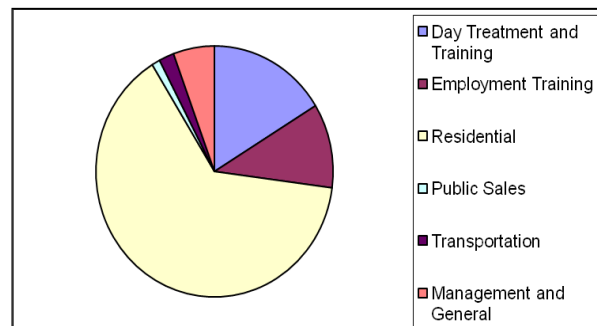
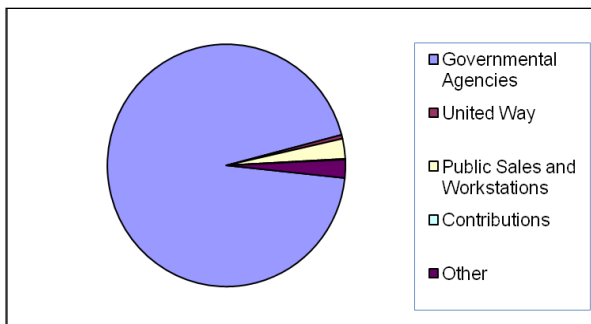
‘Her caring heart has been especially evident that past few years as my brother has had some medical issues. She is at the forefront of his care. We are thankful...’
Sister

‘All of your staff are great. I can tell you care about your people and know them well.’
Alzheimer’s Medical Professional

Challenges for the Future...

- Continuing to adapt to changes with DDD
- Maintaining sufficient funding levels
- Providing innovative services for people with dementia

Financial Resources



Thank you to our Board of Directors...

Terry Kelman, Chairman

Ann Scott Timmer, 1st Vice Chairman

Robert Beckett, 2nd Vice Chairman

Jim Kreisman, 3rd Vice Chairman

Bob Silver, Secretary/Treasurer

Elizabeth Clark

Cathy Evenson

Rebecca Flowers

Colleen French

Bridget French Peacock

Marge Jantz

Annalisa Kirchhoff

Raymond Pepper

Lenn Pritchard

Paul Skornik

And our Dedicated Professional Staff...

James K. Musick
President/Ceo

Nancy Fisk
Controller

Robyn Ratcliff
Center Director

Tracy Muller
Center Director

Sandra Bustos
Manager of Program Services

Christine Poteete
Training Coordinator

Les Butler
Manager of Production

Gayle Reynolds
Manager of Program Services

Shelly Alexander
Community Services Manager

Sharon Young
Program Coordinator

Michelle Gauvin
Program Coordinator

Ramon Lopez
Program Coordinator

Cindy Clark
Program Coordinator

Stephanie Marz
Program Coordinator

Nancy Tobey
Program Coordinator

Tracy Eshelman
Program Coordinator

Regina Felker
Work Adjustment Specialist

Maria Jimenez
Program Assistant

Amber Pickens
Program Coordinator

Monica De Leon
Secretary

Lesley Roberts
Administrative Assistant

Marilyn Green
Administrative Assistant

Diana Casillas
Payroll

Anna Cano
Bookkeeper

