DEAR FRIENDS, COLLEAGUES, AND SUPPORTERS

2021 proved to be another year that tested all of our reserves. And, once again, everyone at WIHD showed their resilience, creativity, and resolve. WIHD has continued to thrive despite the obstacles in our path. This past year we engaged in a strategic planning process to position WIHD to respond to whatever scenarios may arise over the coming years. Our plan, A Roadmap to Recovery and Resilience, outlines the areas on which we need to focus to flexibly respond to an ever-evolving environment and to proactively seek new opportunities.

In the midst of these challenges, WIHD was named one of the Best Places to Work in Westchester County which reflects our ongoing commitment to creating an engaged, family-friendly, and welcoming workplace. While I have long felt WIHD is the best place to work, it is rewarding to be publicly recognized for our efforts. In addition to our work to enhance diversity, equity and inclusion; this year we embarked on an initiative to imbed the principles of Trauma Informed Care across the organization. These efforts are strengthening our commitments to the values that guide WIHD.

I hope you enjoy this report, which reflects the important work happening across all of our programs to support those who rely on WIHD for our critical services. Thank you for your continued support, friendship, and partnership. It means everything to us.

Best,

Susan W. Fox
President & CEO • WIHD

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Westchester Institute for Human Development complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex.
WIHD was named one of the Best Places to Work in Westchester by 914INC. This regional survey and awards program was designed to identify, recognize and honor the best places of employment in Westchester, benefiting the region’s economy, workforce and businesses. WIHD was recognized for its flexible schedules; benefit package; institutionalized support of personal and professional growth; and welcoming, inclusive culture.

WIHD WELCOMED THREE NEW BOARD MEMBERS IN 2021

All three bring exceptional talent and expertise to the Board.

Dr. Jennifer Chan is a practicing dentist and Clinical Assistant Professor of Dental Medicine at the Touro College of Dental Medicine. Her many charitable endeavors include a company she founded that supports breast cancer research.

Marie Houston is currently employed by New York City Health and Hospitals as a SharePoint Administrator. She is a member Alpha Kappa Alpha Sorority, Inc., Pi Iota Omega Chapter which has generously donated backpacks and coats to children in WIHD’s Child Welfare Services over many years.

Jean Lucasey is an attorney who has been helping children in public schools since 2006. She is certified by the New York State Education Department as an Impartial Hearing Officer for Special Education matters. Jean also serves as a trial judge of the Mashantucket Pequot Tribal Court in Connecticut.
Health Services is the umbrella that covers our array of integrated clinical programs. All of our providers are trained and experienced in working with individuals with disabilities and their caregivers. Our team of highly skilled primary care providers serves as the gateway to a wide range of in-house specialty services. We are the one stop shop for the health care needs of individuals with disabilities.

Dental Clinic

The Dental Clinic boasts a specialized team of dentists, dental hygienists, and dental students, with an adapted clinic environment and a mobile dental clinic to best meet the oral health needs of children and adults with disabilities.
INTEGRATED BEHAVIORAL HEALTH SERVICES

Integrated Behavioral Health Services provide the highest level of psychiatry and psychology support for the management of all mental health and behavioral needs for individuals with intellectual and developmental disabilities.

SPEECH AND HEARING SERVICES

WIHD has been providing Speech and Hearing Services for more than 5 decades. Our audiologists test hearing, help select the most appropriate hearing aids, and ensure the best possible solutions for each person’s listening needs. Speech-language pathologists evaluate, diagnose and treat impairments in speech, language, social-communication, and swallowing for both children and adults to improve their quality of life.

ASSISTIVE TECHNOLOGY PROGRAM

Our Assistive Technology Program provides services across the lifespan. In addition to individual evaluations and consultations, we run a technology loan library, which allows individuals to borrow and test devices before needing to buy.
152 community trainings attended by 3,052 parents and community members

108 professional trainings to 2044 teachers and community service providers

COMMUNITY SUPPORT NETWORK

The Community Support Network (CSN) provides support and technical assistance to more than 8,000 individuals with disabilities and family members, from early intervention to the transition into adult services. CSN also provides resources, training, direct services, and guidance to professionals, schools, and agencies. Our innovative programs promote self-advocacy and community inclusion; train professionals in best practices; and educate families so that they have the tools to help children, youth, and adults with disabilities live their best lives.

Virtual platforms proved very beneficial for the delivery of our education, training and technical assistance programs. Attendance at our family, community, and educational workshops soared; nearly doubling both the number of offerings and attendees from 2020.

HEAR OUR VOCES: LEADERSHIP AND SELF-ADVOCACY

Hear Our Voices, WIHD’s self-advocacy program, has developed a Speaker’s Network of self-advocates who present at local, state, and national conferences. The Speaker’s Network offers individualized coaching to young adults with disabilities who want to share their story. The program empowers self-advocates to use their lived experiences to increase disability awareness. They have presented at local colleges and various statewide and national conferences.

2,697 responses to requests for information and referral

60 faculty and trainees participated in research projects
INCLUSIVE COMMUNITIES PROJECT

Dan Habib, renowned film maker, public speaker, and disability rights advocate, joined WIHD in July as the Inclusive Communities Project Director. Dan has produced several award-winning documentary films on disability-related topics. His films include Including Samuel, Intelligent Lives, Who Cares About Kelsey?, Mr. Connolly Has ALS, as well as a number of short films. Dan, along with his son, Samuel, are working on their latest feature-length film, My Disability Roadmap, which follows Samuel, a young adult who wants to date, leave home, and go to college.

RESEARCH DEPARTMENT

As an academic institution, WIHD conducts innovative research and uses what we are learning to educate current and future professionals. Each year, hundreds of students from affiliated universities and colleges participate in fellowships, internships, research and clinical rotations at WIHD.

The Research Department conducts projects on a variety of topics in the areas of clinical, educational, and social-behavioral research. Our findings are shared with the broader community of disability professionals through presentations and publications to promote systems change and effective programs and strategies.

LEND PROGRAM

WIHD’s Leadership Education in Neurodevelopmental Disorders (LEND) Program is an interdisciplinary leadership training program focusing on development across the lifespan, disability policy and advocacy, research methodology, cultural competency, and family-centered practices. LEND trainees include graduate students and post-doctoral fellows; self-advocates; and family members of children and adults with disabilities.

Graduated 19 LEND trainees
For over 35 years, WIHD has provided innovative and comprehensive services and supports to children and families involved with the child welfare system in Westchester County. Everything we do is designed to improve overall health and well-being of the children we serve and our therapeutic and educational services are delivered using trauma-informed care principles. We provide trainings for parents whose children came into foster care as a result of neglect or abuse and our Aftercare program provides support to ensure the successful reunification of children who return home. Project Impact is a unique and specialized program that supports parents with an intellectual disability whose children are at risk of entering foster care.

The Children’s Advocacy Center (CAC) at WIHD provides coordination for the multi-disciplinary assessment of children with suspected sexual and/or physical abuse. The CAC is integrated with our Child Abuse Pediatrics Program, the largest forensic medical practice in the state of New York. The program is viewed as a model for state-of-the-art forensic medicine presented in a compassionate manner.
FAMILY CONNECTION: EARLY INTERVENTION SERVICE COORDINATION PROGRAM

WIHD’s Early Intervention Service Coordination Program, or Family Connection, is exclusively staffed by parents of children with disabilities. Our multicultural staff provides true family centered care, in navigating often confusing systems, serving as a link to community resources and opportunities, and giving families empowerment and support.

2,000 therapeutic and educational sessions provided to 347 children

170 birth, foster, and adoptive families supported

296 evaluations of suspected physical and/or sexual abuse of children conducted

2,453 children age birth to three and their families received early intervention service coordination

RESPONSE TO COVID AND VACCINE CLINIC

Through extensive advocacy, and in partnership with the Westchester County Department of Health, WIHD was able to establish a COVID-19 vaccine clinic; turning our lobby into a state of the art vaccination site. With the support of many WIHD staff and volunteers, we were able to provide life-saving vaccines to over 450 individuals with disabilities, staff, and family members.
STATEMENT OF REVENUE AND EXPENSES

Revenue Total
$25,944,134

Expense Total
$22,862,708

STATEMENT OF FINANCIAL POSITION
As of December 31, 2021

ASSETS

Current Assets

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
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<tr>
<td>Cash</td>
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<tr>
<td>Investments</td>
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<td>Medical Accounts Receivable</td>
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<td>Other Accounts Receivable</td>
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<tr>
<td>Prepaid Expenses</td>
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<td><strong>Total Current Assets</strong></td>
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<td>Fixed Assets</td>
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<td><strong>Total Assets</strong></td>
<td><strong>$16,841,739</strong></td>
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LIABILITIES AND NET ASSETS

Current Liabilities

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<tr>
<td>Accounts Payable and Accrued Expenses</td>
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<tr>
<td>Accrued Payroll and Compensated Absences</td>
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<tr>
<td>Due to Third Party</td>
<td>$929,768</td>
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<td>Deferred Revenue</td>
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<td><strong>Total Current Liabilities</strong></td>
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<tr>
<td>Paycheck Protection Program Loan</td>
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<td><strong>Total Liabilities</strong></td>
<td><strong>$4,833,215</strong></td>
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</table>

Net Assets

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Without Donor Restrictions</td>
<td>$8,508,996</td>
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<tr>
<td>With Donor Restrictions</td>
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<td>Change in Net Assets</td>
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<td><strong>Total Net Assets</strong></td>
<td><strong>$12,008,524</strong></td>
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<tr>
<td><strong>Total Liabilities and Net Assets</strong></td>
<td><strong>$16,841,739</strong></td>
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</tbody>
</table>
THANK YOU TO OUR DONORS

WIHD appreciates the generosity of each and every one of our donors. Without your support, we could not carry out the many critical programs at WIHD. Thank you for your dedication to our mission over the years.

The following list acknowledges gifts made to WIHD in 2021. Please let us know if your name or that of your company, foundation, or organization is missing or printed incorrectly.

$10,000–$25,000
Catherine & Thomas Funk
Vanessa Kay & Perry Steiner
Monica & John Sganga

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Kevin Plunkett
Presbyterian Church of Mount Kisco
Molly Richter
Howard Rodman

FOUNDATIONS

We could not do our vital work without the support of the following foundations. Thank you for your support!

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The Thomas and Agnes Carvel Foundation
The Far Fund
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Habermann Koenh Foundation
LEF Foundation
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Anne Newman Charitable Fund
Pfizer Foundation Matching Gifts Program
The Saul Family Charitable Fund
Taft Foundation
The Towle-O'Brien Family Fund
Patricia and Charles Walker Family Fund
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