



# 2025 LCBDD YEAR IN REVIEW



**SUPERINTENDENT/**

**CEO**

**LICKING COUNTY**  
— Board of —  
**DEVELOPMENTAL DISABILITIES**

**2025 Year in Review**  
**Superintendent/CEO**

*Setting the Standard!*

As the new Superintendent, I've had the pleasure of spending the last part of 2025 getting familiar with our organization and partnerships. It is no light task getting familiar with roughly 100 staff members, dozens of processes and procedures, and the countless local and regional organizations that support Licking County Board of Developmental Disabilities (LCBDD) and our mission of serving people with developmental disabilities to discover, pursue, and achieve what is important to them. However, in just a few months I have already discovered that LCBDD and the greater Licking County community sets the standard across Ohio for inclusion and organizational stewardship.

Throughout my career, I have worked with nearly half of Ohio's County Boards of Developmental Disabilities (CBDDs) and numerous school districts throughout Ohio. I feel confident stating LCBDD's internal practices, knowledgeable leadership team, high-quality staff, and supportive community partners and elected officials create one of the best performing CBDDs in the state. We are financially stable to support over 2,000 people with disabilities and their families. We are structurally designed to meet the needs of the various ages and stages from early childhood, to transition age youth finishing school, to adults looking to explore careers and communities. Our additional administrative services and supports for providers, technology, community engagement and advocacy set us apart and allows our entire system of stakeholders to improve their practices and support inclusion and independence for the people we serve.

These organizational practices and priorities do not happen by chance. I want to thank my predecessor, Jason Umstot, for his ability to build a strong LCBDD during his tenure. I also want to thank our interim Superintendent, Wendy Gorrell, for her ability to navigate LCBDD through the majority of 2025. Wendy's commitment to LCBDD, even as an interim leader, was felt at all layers of our organization. It is not easy leading as an interim leader, but Wendy proved it can be done in the highest regard. Thank you for your onboarding and mentorship to me throughout 2025 and beyond.

There will undoubtedly be changes to our system through state or federal changes to rule, law, and reimbursement. However, we are prepared as an organization and community to continue setting high expectations for the people we serve and leveraging all of our available resources, partnerships, and evidence-based practices to navigate these changes. I am excited at these opportunities to improve our system knowing there are always advancements to be made for the families and people we serve.

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### Priorities Moving Forward

I am excited to join LCBDD as our 3-year strategic plan comes to an end with the calendar year 2026. Throughout the upcoming year, we will build a variety of opportunities and feedback loops for our people and families served, partners, and staff to provide input into LCBDD's priorities for 2027 through 2029. Our focuses will include building an inclusive Licking County through education, housing, and hiring practices; supporting advocacy skill development and opportunities for self-advocates to be heard; and connecting families with each other for peer support and mentorship. Regardless of how you support or are supported by LCBDD, please feel empowered to share your story and vision for an inclusive Licking County. Stay connected with LCBDD through social media, our website, and your assigned staff member for these opportunities and more!

### Retirements

While I did not have the opportunity to work directly with our 2025 retirees, their daily mottos and strong stewardship practices continue on within the organization. I want to wish these employees a happy and enjoyable retirement.

Teresa Valentino: 19 years of service  
Dorinda Burley: 20 years of service  
Silvia Murrey: 31 years of service  
David McManus: 42 years of service  
Melissa Swearingen: 7 years of service

### In Closing

Our strength is in our community. LCBDD is a crucial component of Licking County to many people served, but also to partners and organizations who join us in serving and supporting people with disabilities and their families. I anticipate LCBDD continuing to lead and set the standard across Ohio in 2026 and the years to come.

To the LCBDD Board members (Mike Crider, Pam Cunningham, David Doney, Phill Kirk, Joe McCoy, Julie Renner, and David Wigginton), I cannot thank you enough for entrusting me with leading this organization into the future. Thank you for joining our organization's responsibility to serve people with disabilities. Thank you to the Licking County Commissioners, who appoint five board members, and to Licking County Probate Judge Lang, who appoints two board members, who provide the support we need to keep LCBDD's mission moving forward.

Sincerely,



Alex J. Corwin  
Superintendent/CEO

**EARLY  
CHILDHOOD**

# LICKING COUNTY

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## DEVELOPMENTAL DISABILITIES

### 2025 Year in Review Early Childhood

#### Referrals

During Calendar Year (CY) 2025, Licking County received a total of 441 referrals for Early Intervention services (EI). Referrals originated from a wide range of community, medical, and family sources, demonstrating strong awareness of EI services across systems.

#### Referral Sources (CY 2025)

The most significant referral sources included:

- Parents: 143 referrals
- Hospital Child Find Specialists: 111 referrals
- Physicians: 73 referrals
- Hospitals: 43 referrals
- EI Internal Referrals: 29
- Public Children Service Agency Forms: 16
- Nonprofit Community Providers: 10

Additional referrals were received from WIC, Ohio Department of Health: Elevated Blood Lead Level, Ohio Connections for Children with Special Needs (OCCSN), the County Board of Developmental Disabilities, child care providers, Head Start, local preschools, the local health department, friends, and other community partners.

#### Eligibility

During the reporting period, the following eligibility outcomes were recorded:

- Number of children referred: 441
- Number of children determined eligible for EI: 201
- Number of evaluations completed: 153
- Number of new referrals with a completed IFSP: 181

Of the children referred during the reporting period, 20 children were found eligible but did not have an IFSP completed within 45 days of referral. The primary reasons for delay included families declining services after eligibility determination or the inability to maintain contact with the family.

#### Individualized Family Service Plans (IFSPs)

A total of 410 IFSPs were completed during Calendar Year 2025:

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- Initial IFSPs: 158
- Initial IFSPs following county transfer: 4
- Annual Reviews: 57
- Periodic Reviews: 191

All IFSPs were completed within required timelines. No IFSPs were delayed due to staff-related reasons.

### **System of Payments (SOP)**

During the reporting period, two (2) SOP submissions were made to the Department of Children and Youth.

- One iPad Submission
- One Occupational Therapy Submission

### **EI Services**

Services Provided by the County Board:

- Special Instruction
- Occupational Therapy
- Speech Therapy
- Physical Therapy

Provider Capacity:

- Occupational Therapy: Capacity of 45
- Physical Therapy: Capacity of 50
- Speech Therapy: Capacity of 62

Therapy capacity fluctuates based on family needs, children aging out of services, or case closures. When a county therapy provider reaches capacity, service coordinators discuss with the family the option of utilizing SOP providers, who may deliver services in-home or virtually, depending on availability. If a family declines SOP services, the service coordinator continues to search for an alternative provider approved by the family.

### **Early Childhood 3-12 Services**

In late 2025, two early childhood service coordination positions were reorganized to information and referral roles due to Early Childhood enrollment numbers increasing significantly over the past few years. The needs of children are of a wide variety, both minimal and significant. In order to better serve those with more significant needs, caseload numbers will be lowered for

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service coordinators supporting those with higher needs. The information and referral specialist will carry higher caseload numbers continuing to meet current levels of need for families.

Procedures, tools and processes are being developed for implementation in 2026. At year's end Early Childhood was serving 707 children.

The Early Childhood team participated and supported many community events each quarter throughout 2025. Service coordinators and developmental specialists were in attendance to promote and educate the public about County Board services, specifically for ages birth through 12.

Sincerely,



Cheree Nelson  
Director of Early Childhood

**SERVICE  
COORDINATION**

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### 2025 Year in Review Service Coordination

#### *The Year of Change and Transition*

2025 went by in a flash with growth in both enrollment and our unit! Transition Supports joined the Service Coordination Unit in January 2025 as a welcomed addition. Multiple rule changes and additional questions and screenings added to the Ohio Individual Service Plan (OISP) kept us busy as we continued to support the people we serve to achieve their outcomes. 2025 was also our first full year with a Board-Certified Behavior Analyst (BCBA) as an additional resource to support individuals and their families. Working together, we made this year successful!

#### **Change, Growth and Waiver Enrollment**

We talk about this each year, but it is so important. The number of people we serve continues to increase, as well as their needs. Waivers can serve as a funding source for some of those unmet needs.

We continue to see an overall increase in the number of people both contacting us and becoming eligible for services. Our Admissions Coordinator continues to be the first contact for most people reaching out for services. Although most pursue eligibility, some are able to have their needs met by the community resources our Admissions Coordinator is able to share. For 2025, our Assessment Specialist completed a total of 222 assessments to determine county board eligibility, while overall enrollment on the Transition Youth and Adult Teams has increased. Below is a breakdown of intake assessments completed:

- 59 Intake Determinations using the Children's Ohio Eligibility Determination Instrument (COEDI)
- 63 Eligibility Redeterminations due to age using the COEDI
- 64 Intake Determinations using the Ohio Eligibility Determination Instrument (OEDI)
- 36 Eligibility Redeterminations due to age using the OEDI

Although we saw an overall decrease in eligibility assessments compared to 2024, we saw a significant increase in the number of completed waiting list assessments. In 2025, LCBDD completed 158 Waiting Lists Assessments, compared to a total of 90 in 2024. In order to meet compliance for initiating the assessment within 15 days of request, we have utilized Mid-East Ohio Regional Council (MEORC) to complete Waiting List Assessments when our Assessment Specialist is at capacity. Waiting List Assessments completed produced the following results:

- 66 individuals had no need or an alternative service can meet their need.
- 11 individuals had an immediate need that resulted in waiver enrollment.

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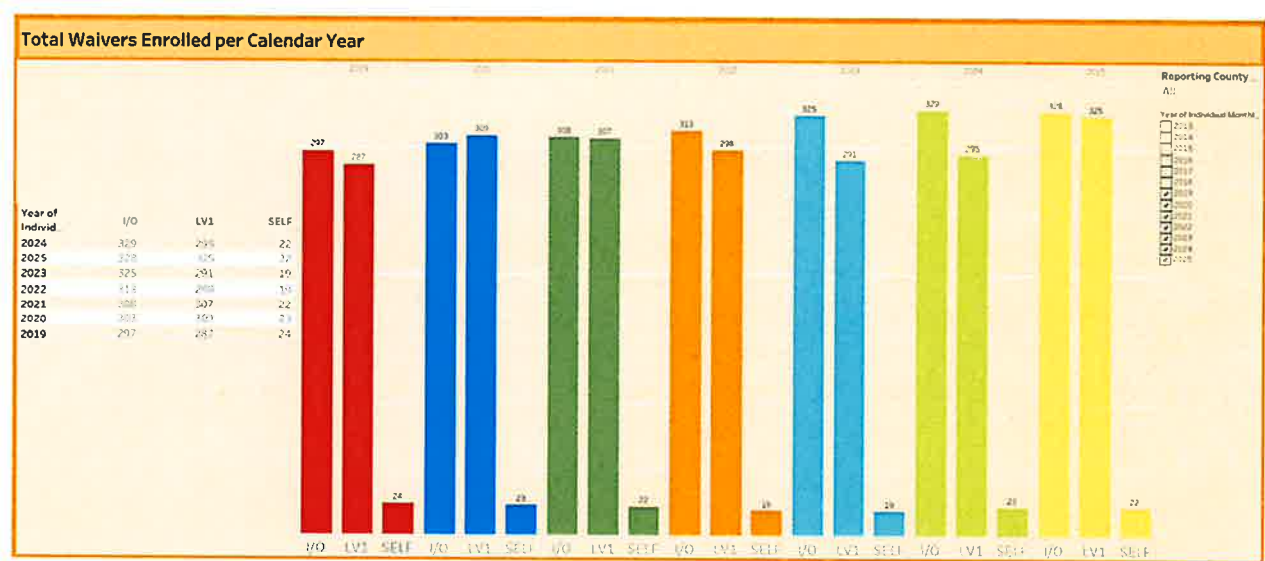
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- 81 individuals had a current need that resulted in waiver enrollment or placement on the waiting list.

Impact for 2025: 70 individuals were allotted waivers for the 2025 calendar year.

- 23 individuals enrolled on the Individual Options Waiver; two of these were state funded Exit Waivers.
- 47 individuals enrolled on the Level One Waiver.



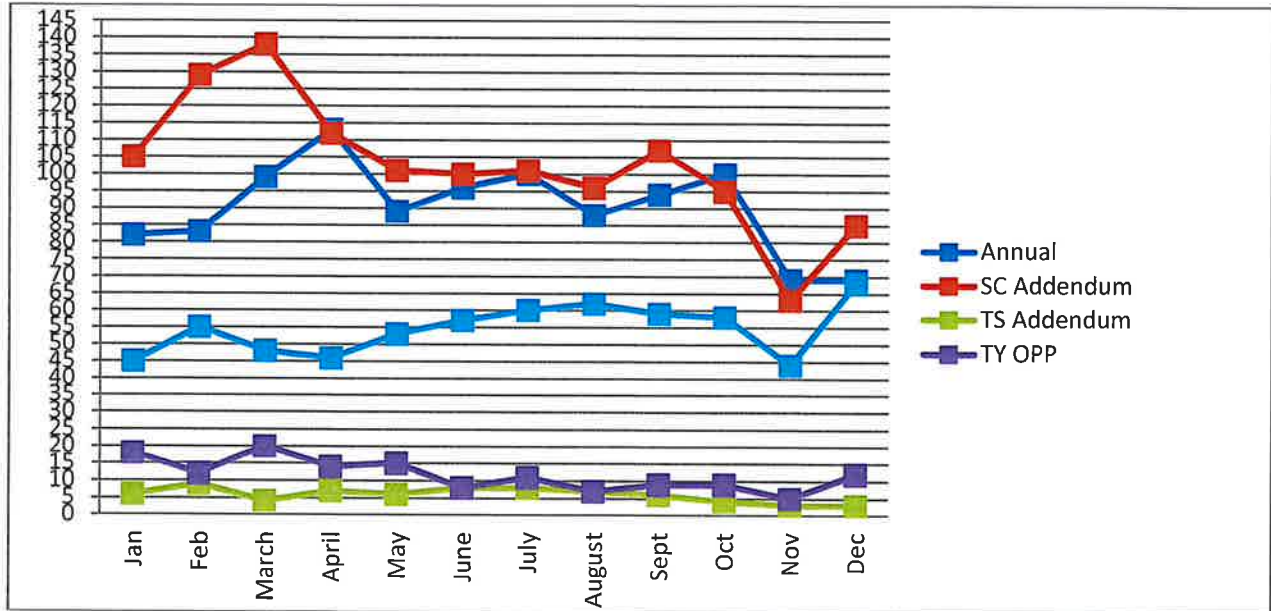
We saw an overall total increase of 29 additional waiver enrollments this year. We currently have 675 people enrolled on waivers — 328 enrolled on the Individual Options, 325 on Level One, and 22 on a SELF. We have 26 individuals on our waiting list; 19 of these individuals have been allotted a waiver and are working through the enrollment process.

The increase in waiver enrollment included more waivers for youth. While we work with families to utilize community resources and our locally funded youth respite program, there are times when waiver funding is needed. We are seeing an ongoing need for limited/intermittent support, which is the most common unmet need identified in Waiting List Assessments. Families often utilize waiver funding to fund respite so they can have a much needed break.

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The unit also drafted 1,082 annual Ohio Individual Service Plans, as well as, 1,303 addendums. This is an additional 265 addendums compared to 2025.

### Board Certified Behavior Analyst (BCBA)

Increased youth enrollment brought an increase need for BCBA services. In our first complete year of having a BCBA on our team, we saw 74 individuals utilize those services — 25 youth from the Early Childhood Team, 23 individuals from the Transition Youth Team, and 26 individuals from the Adult Team. This utilization supports LCBDD’s goal to take a more proactive approach when individuals we serve are struggling.

Having a BCBA as a resource has also allowed us to work with providers, most notably providers of youth with intensive needs, to provide quality services. Our BCBA was able to work alongside a team of a youth we serve to identify strategies that were successful. In one example, the team worked through strategies that were not successful and offered feedback so a young man could get the support he needed and the provider felt supported in providing these services. This model has been successful for multiple youth we serve.

### Technology

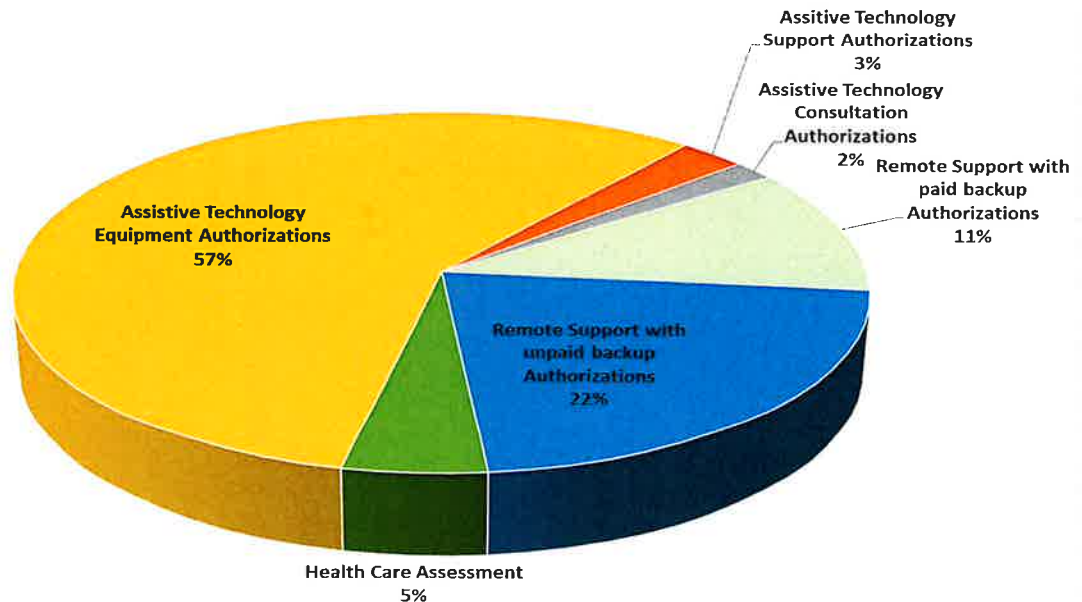
The expansion of the use of technology continues to be a focus for our board. We continue to learn as we try different initiatives to see what works best to expand the use of technology. The good news is — that as we continue to try different ways to educate people we serve, families, providers, and stakeholders — the use of technology continues to increase. Amanda Brehm, Remote Support Assistive Technology Service Coordinator, continues to work with our team to increase awareness and use of technology.

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We continue to see an increase in people utilizing remote support. LCBDD currently has 95 authorizations of remote support, an overall increase of almost 20 people we served in 2025, and 165 authorizations for Assistive Technology. People we serve don't need to be enrolled on a waiver to access funding for technology with 24 individuals accessing local funding for technology and many more using their Family Support Services funding for this need.



We continue to have our Techsploration Hub, as well as the MEORC tech kit, that allow for a hands-on approach to tech. Virtual Lunch and Learns gave us another opportunity to successfully share information. These trainings are virtual and available for future viewings and focus on a specialized area of technology such as wearable technology or safety around water. We look forward to additional Lunch and Learns, as well as other initiatives to expand technology in 2026.

### Transition Supports

On January 1, 2025, the Transition Supports Team moved to the Service Coordination Unit. This has been a great addition as the team continues to work with people we serve, providers, educators, and other stakeholders in our community. The age range the Transition Support Team supports was moved to 14-22 in order to adjust to the decrease in positions on the team. The team continued to strengthen community connections through tours of Ohio Means Jobs and employment sites, and participation in resource fairs. The team worked with people we serve and achieved many successes, including working with three Project Search graduates, multiple people receiving driver's training to obtain their license, 32 students participating in the summer work program, and the creation of a summer work program for 13-year-olds facilitated by

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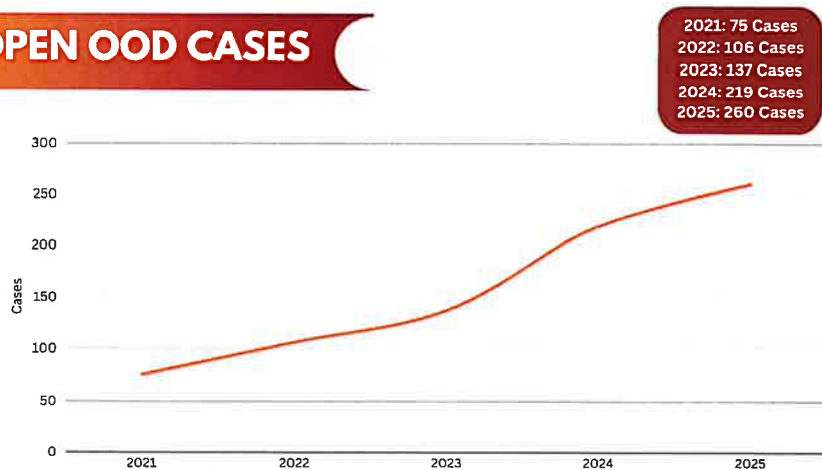
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## DEVELOPMENTAL DISABILITIES

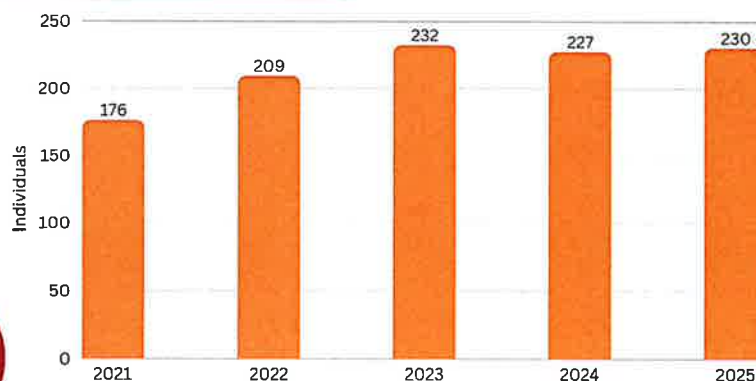
Goodwill. The Transition Support Team was also recognized as a valued community partner at Goodwill's 2025 Awards of Excellence.

Lisa Miller, Transition Supports Manager, continues to lead a monthly Provider and Stakeholder Meeting bringing representatives from the Ohio Department of Developmental Disabilities, Opportunities for Ohioans with Disabilities providers, educators, and county board staff together to discuss barriers to employment, updates in the field and job leads. We continue to have a contract with Ohio Means Jobs that also offers providers a space to meet with people we serve, information on job leads, as well as assistance to providers in reaching out to companies looking to hire. Lisa has also spearheaded getting the "school roadshow" back in front of local educators. LCBDD/OOD going out to schools and presenting information has helped build connection with schools who may have experienced turnover and increased Transition Youth referrals.

### OPEN OOD CASES



### EMPLOYMENT GROWTH



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Our team works hard to serve the individuals of Licking County and we look forward to 2026!

Thank You,



Abby Spear  
Chief Administrative Officer

# **PROVIDER RELATIONS**

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## DEVELOPMENTAL DISABILITIES

### 2025 Year in Review Provider Relations

This year was marked by change. In addition to the transition to a new Superintendent, the Provider Relations team also celebrated the well-deserved retirement of Provider Support Coordinator David McManus after over forty-two years of serving the County Board in various roles. His replacement, Samuel Clark, was an internal hire with Transition Support and Service Coordination experience. These changes sparked us to assess our current efforts from a new perspective and adjust future plans accordingly.

#### Provider Capacity

Our DSP Eligibility Specialist, Hannah Tucker, has continued to build relationships with recruiting partners to include COTC/OSU-Newark, C-Tec, Ohio Means Jobs, Newark City Schools, Heath City Schools, Granville City Schools, Southwest Licking Schools, Licking Heights Schools, Licking Valley Schools, Denison University, United Way of Licking County, St. Vincent's, 4H Animal Adventures program, and the Hartford Fair. This year, the DSP Eligibility Specialist received 687 applications with 646 through Indeed. A majority of applicants through Indeed submitted their application but did not respond to Hannah's immediate contact ("ghosting"). The recruitment landscape for provider agencies continues to be shaped by a number of factors including the short supply of applicants, competition with other employers, skills gaps, and employer brand recognition. After analyzing the data, Hannah has been making plans to re-prioritize the efforts of the DSP Employment Connections program to focus on local DSP recruitment, retention, and professional development opportunities. As part of those efforts, Hannah Tucker facilitated a new DSP-U site for the 2025-2026 school year at Watkins High School with the SPARKS and Licking-Knox Goodwill serving as internship sites. DSP-U is a one-year program for high school seniors to help identify promising DSP candidates, train them through a combination of classroom lessons and internship experiences, and expedite their entry into the field of developmental disabilities. Unfortunately, Newark High School determined they were unable to support their DSP-U site this year.

The independent provider respite program utilizes independent providers with specialized training to provide respite services to multi-system youth. We are pleased this program continues to experience steady growth in participation and positive outcomes. This year the program started with ten independent providers serving eleven youth and ended with fifteen independent providers serving twenty youth. Two more independent providers are in the process of obtaining their certification and completing the required specialized training with thirty-seven youth waiting to be matched to a provider. The intention of this program is to offer respite for youth to allow families time to have a break and/or handle other obligations. That healthy balance contributes to the family being able to continue to care for their children in the family home. Keeping Families Together (KFT) grant funding in the amount of \$70,000 was secured to contribute toward the cost of this program for fiscal year 26-27.

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One of the primary objectives of the Provider Relations team is ensuring sufficient provider capacity to meet the service needs of the individuals served. Based on the tables below, Licking County is very fortunate to have such a large provider pool with interest in satisfying new requests for services.

### Provider Response Summary

	2025
“Interested” Responses	2,066
“Not Interested” Responses	374
<b>TOTAL RESPONSES</b>	<b>2,440</b>
# Unduplicated Providers Responding	166

### Requests for Providers by Service

Service	Active Referrals	Provider Identified	No Provider Found	Total Referrals
Adaptive & Assistive Equipment	0	3	0	3
Adult Day Support	0	0	1	1
Assistive Technology Equipment & Supports	0	0	1	1
Community Respite	1	0	0	1
Homemaker Personal Care	12	61	12	104
Homemaker Personal Care (HPC) Transportation	4	35	4	51
HPC Transportation (Commercial)	0	0	0	1
Intermediate Care Facility	0	1	0	1
Non-Medical Transportation (NMT)	1	5	1	10
Non-Medical Transportation--Mileage	0	2	2	4
Non-Medical Transportation--Trip	0	3	1	4
Other	0	2	0	2
Participant Directed HPC	0	2	0	2
Remote Supports	0	7	0	8
Residential Respite	1	4	1	7
Waiver Nursing Delegation (WND)	0	1	0	1
<b>TOTAL</b>	<b>19</b>	<b>126</b>	<b>23</b>	<b>201</b>

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### **Networking and Professional Development**

Departmental staff participated in various workgroups and committees to include our regional provider support group and regional transition support group coordinated by MEORC, statewide provider compliance workgroup, Regional Employment Support Workgroup, Southeast Regional Community of Practice workgroup, Children and Families First Council's Leadership Cohort, Licking County Transit Advisory Group, Licking County Chamber of Commerce's Women's Leadership Network, Regional Ohio Health Care Association's (OHCA) workforce committee, Major Unusual Incident (MUI) Stakeholders, Ohio Alliance for Direct Support Professionals (OADSP) board of directors, Central Ohio Technical College's Social Work Program Advisory Committee, and Ohio Provider Resource Association's (OPRA) day service, human resources, and marketing committees. Provider Support Coordinators attended several provider compliance review preparation sessions to keep their skills sharp as they assist providers throughout the year.

Our team funded the following trainings for our independent and agency providers: quarterly in-person initial medication administration training, online recertification medication administration training, First Aid and Cardiopulmonary Resuscitation (CPR) training, Crisis Prevention Institute (CPI) training, Certified Employment Support Professional (CESP) credential, Empowering Life Skills, and Cooking Matters. These trainings are in addition to the one-on-one meetings with independent and agency providers to assist them with specific needs to include the initial and annual provider certification process, billing, documentation, reports, and unusual incident reporting. Free training supports our providers' efforts to provide quality services and allows more of their funding to put towards investing in their staff in other ways. LCBDD also entered into an agreement with Brittco to offer Brittco Pro, a provider software system, to twenty of Licking County's independent providers. This software helps providers automate the creation of rule-compliant documentation and streamline the Electronic Visit Verification (EVV) process. Licking County is the first county in Ohio to implement this sub-license agreement in order to offer this software at no cost to independent providers.

### **Self-Advocacy**

An increasing number of people can be observed participating in discussion at their team meetings, presenting to larger groups, and participating in the planning of their life. LCBDD has awarded contracts to the Newark, Heath/Moundbuilders, and Granville Kiwanis clubs to support their efforts related to the Kiwanis Aktion Club, as well as, Mental Health America for youth self-advocacy services in the schools and the YMCA summer day camp. The Kiwanis Aktion Club members can be seen selecting fundraising and community service projects that are meaningful to them. This year, those projects included a food drive in memorial of a past member, Newark and Granville's Pancake Days, Heath Kiwanis' Easter egg hunt, Mother's Day flower sale, Aktion Club C-Tec/I-Tec student scholarship award, Newark Kiwanis' Strawberry Festival, and Heath and Granville's Fourth of July Events. Aktion Club members also attended the Kiwanis Mid-Year Education Day, Annual Kiwanis Convention, and state-wide Aktion Club Convention. LCBDD also funded educational activities from We Thrive Together, which supports self-advocacy and healthy relationships, as well as, offered grants for self-advocates and DSPs to attend regional and statewide self-advocacy events.

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**Housing**

Provider Relations staff maintain regular contact with our housing corporations, which include Red Heart Homes (formerly Center for Disability Services), Licking County Coalition for Housing, and Summit Housing, to discuss current housing and future development opportunities. The two parcels on Palmer Road, Etna were sold this year. Construction is underway on the home located on Schaffner Drive, Newark with completion expected by March 2026. This home was funded through Community Capital Assistance (CCA) funds from the Ohio Department of Developmental Disabilities and a family's donation. The demolition of the home located on N. Gay Street, Newark was completed with construction of a two-unit apartment building starting in early 2026. This apartment building will be outfitted with assistive technology to allow individuals and families to more fully experience it through short-term stays. The N. Gay Street apartment building will be funded through CCA and local funding. In 2025, LCBDD supported \$206,487 in CCA funding requests for housing renovations, \$389,584.50 for home purchases, and \$372,738 for home construction for Red Heart Homes. The Board's master housing plan was also updated this year based on consensus from the leadership team and Board of Directors.

Amidst all of the changes this year, LCBDD staff and the Provider Relations department remain diligent in our commitment to supporting individuals, providers, and community partners. We are proud of our many accomplishments in 2025 and look forward to implementing our ambitious plans for 2026.

Thanks so much for your continued support!



Angie Finck  
Chief Operations Officer

# **FINANCE**

# LICKING COUNTY

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## DEVELOPMENTAL DISABILITIES

### 2025 Year in Review

#### Finance

In 2025, we experienced a variety of leadership change and therefore, the theme of the business office became stability. Moving through the year, the largest goal was to complete the overhaul of our outdated finance system. The new software, Sage Inacct, has been fully transitioned and is streamlining many processes. Statewide, waiver and rate changes were minimal compared to years past. Waivers continue to grow steadily, with Level One Waivers (LV1) outpacing the need compared to Individual Option Waivers (IO). An IO is about three times the cost of a LV1, so we saw a higher number of waivers allocated, for a similar financial obligation. Our highest growing demographic in terms of waiver allocation is the IO for children aged 0-17. The level of funding for IOs for children aged 0-18 had not exceeded \$10,000 until the end of 2022. It is now averaging about \$22,000 per waiver.

This year there also were many movements to change regulations around collecting property tax. This is our largest source of revenue, so monitoring these items has been pivotal to future planning and long-range projections. At this time, the new laws around property tax are not predicted to have a significant change on the Licking County Board of DD (LCBDD). These movements will continue to be monitored in order to adequately prepare for any changes.

#### **Financial Operations Activities**

Teresa McCullough, Fiscal Specialist, coordinates our end-of-year activities internally and with the county auditor's office. She has successfully closed the year and enabled LCBDD to enter purchase orders and process payments in early 2026. In addition to these tasks, she has done an outstanding job maintaining all of our day-to-day account payables and receivables.

Hannah Goodwin, Director of Finance, worked on the 2026 operating budget and it was approved by the Board in November. This included all four board funds: Fund 1011 Board Operating Fund; Fund 1010 Residential Operating Fund; Fund 1100 Medicaid Reserve Fund; and Fund 3048 Capital Fund. The 2025 County Board Cost Projection and 2024 County Board Cost Report were completed and filed in accordance with DODD. As part of the county government, LCBDD was also subject to the Licking County audits this year, performed by a third party and the Auditor of State (AOS). In addition, we provided information that the AOS requested related to the annual Mid-East Ohio Regional Council (MEORC) audit and the 2023 Cost Report.

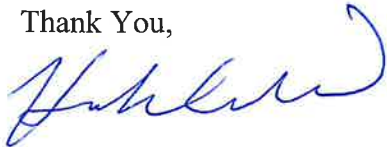
#### **Levy and Long-Term Financial Outlook**

The Board's financial position remains on target for the planned levy cycle. The amount of local tax revenue is currently enough to support Board operations and more importantly, waiver match obligations. We ended the year with 92.71% of the budget expensed (94.50% when including encumbrances). The cash balance of our operating fund as of 12/30/2025 was \$21,545,835.30.

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This means that we will be able to support approximately 90% of our 2026 operating budget with carryover. Considering that we anticipate to collect approximately \$18 million in 2026, the Board is in a strong position to open with a healthy cash balance in 2027. LCBDD continues to monitor the external events occurring not only in Licking County but statewide as well to best position the Board for its future.

Thank You,

A handwritten signature in blue ink, appearing to read 'Hannah Goodwin', with a large, sweeping flourish at the end.

Hannah Goodwin  
Director of Finance

**PUBLIC  
INFORMATION  
OFFICER**

# LICKING COUNTY

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## DEVELOPMENTAL DISABILITIES

### 2025 Year in Review Public Information Officer

Looking back on this year, it is remarkable to think how much we squeezed into 12 months. From the Groundhog Breakfast to our first year offering our sensory room and accessible restroom at the Hartford Fair, to welcoming our new Superintendent — 2025 felt fast and furious. I am very proud of the work of my team and appreciate the support of our staff members. Without them, the accomplishments below would not be possible.

#### **Increase in Events**

As we continued working toward our Strategic Goal of increasing community outreach and event participation, we received a lot of support from our staff and community partners.

In 2024, Licking County Board of DD (LCBDD) participated in 35 events throughout Licking County. In 2025, we were able to participate in 42. Many of the new events we participated in focused on the Pataskala and Johnstown area, including an event at Learning 4 Life Farm, a Halloween parade and a Homecoming festival. We also increased our presence at local farmers markets throughout the county.

In 2025 we also introduced a new event organized by LCBDD, our Family Fall Festival. Inspired by one of our Early Intervention Service Coordinators, Laura Elliott, we wanted to create a fall version of our Summer Kickoff event that not only engaged our partners on the western side of the county but also engaged western Licking County families — including those in the Bhutanese Nepali community. Despite unseasonably hot temperatures, the event was a huge hit! More than 220 people came to the event in Freedom Park to enjoy the playground, games, food trucks, popcorn and animals from Slater Family Farm Outreach. We have already booked the date for next year and look forward to the event growing even more.

#### **Momentum Refresh**

As our participation in events has increased, awareness of the partnership we have with Momentum Refresh has also grown. This year, we received numerous asks from community partners who were interested in having the vehicle at their event. A few times we had to decline, because the vehicle was already scheduled for another event! In 2024, the Momentum Refresh vehicle attended 9 events, supporting 678 people and providing 241 tours. In 2025, that number increased to 15 events, supporting 853 people and providing 206 tours. We are expecting usage to continue to climb in 2026, which will be the final year of our ARPA-funded contract with Momentum. We are working on a plan to develop a sustainable plan for this accessibility option going forward.

# LICKING COUNTY

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## DEVELOPMENTAL DISABILITIES

### **Parent Engagement**

We entered 2025 with a goal of offering a quarterly opportunity for parents and caregivers to engage with LCBDD and participate in free training sessions. Building on the lessons we learned from COVID, we knew we wanted to offer hybrid sessions that gave families the opportunity to participate via Zoom or in-person. After launching a survey to collect data about topics families were interested in, we offered sessions on future planning with Attorney Derek Graham of Philipps & Graham, Alternative and Augmentative Communication (AAC) devices in collaboration with Southwest Licking Schools and two sessions about caregiver burnout with Alisa Klepser, Executive Director of Re-Wellness Center. Planning and hosting these sessions gave us the ability to be nimble when a tragic drowning situation in western Licking County prompted us to provide several, additional, virtual Lunch and Learns on GPS wearables and the Y's Safety Around Water classes. We are proud of the opportunities that were created by these sessions and are thankful that many of our presenters allowed us to record them, so they can be shared with other parents who were not able to attend. We have already planned a series of Assistive Tech Lunch and Learns in 2026 that we are looking forward to.

### **Community Connections**

Another aspect of community engagement has been bringing some of the amazing community partners we get to work with, into our building to meet with our staff. Our monthly All Staff meetings have proved to be a great vehicle to do this. Thanks to Leann Shafer, our Community Outreach Coordinator, we were able to bring in fourteen different community partners to present trainings and overviews of their offerings. Leann was also instrumental in organizing quarterly opportunities for staff to volunteer in the community at the Licking Park District, the Look Up Center and the Salvation Army. We look forward to continuing both of these initiatives in 2026.

### **Hartford Fair**

This year was the second year for our LCBDD Family Resource Center at the Hartford Fair and our first year offering an accessible restroom with a universal changing table and a sensory room. We had a great week and great support from our staff and community partners. We averaged 246 people a day engaging with us in the Family Resource Center and 317 interacting with us under the Grandstand! Visitors could enjoy games, giveaways and we had some great conversations. We also had 96 people use the sensory room, 58 people use the accessible restroom and 77 people take tours of the spaces. Seeing and hearing how these amenities impacted peoples' fair experiences was a true example of the importance of accessible spaces. Seeing all our plans and hard work come together was certainly the highlight of my year.

### **Website Accessibility**

In April of 2024, the Department of Justice updated regulations for Title II of the Americans with Disabilities Act that focuses on digital content found on the websites and mobile apps of state and local government agencies. This includes LCBDD and other Boards of Developmental

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Disabilities. By April 24, 2026, LCBDD's websites (lcountydd.org and DSPcareers.com) must meet the Web Content Accessibility Guidelines (WCAG) Version 2.1, Level AA and we are in the process of achieving this goal. In 2025 we focused on getting the training we need to complete some of this work.

We reached out to the team at Kane Learning, and they were willing to design trainings to help us create accessible PDFs and identify basic accessibility issues on our sites. They were great to work with and with their support we were able to train six staff members and apply for TechCred Ohio reimbursement for these trainings. Our website efforts will continue into the first quarter of 2026, and we are grateful that we have a strong foundation going forward.

Despite the changes and transitions of the past year, I have been constantly proud of everything our team has accomplished this year and grateful for all the support we receive from the greater agency. I truly appreciate Leann and all her hard work, the members of Leadership Team who stepped up to help with projects and presentations during the hiring of our Superintendent as well as our interim Superintendent, Wendy Gorrell, for going out of her way to attend and support our events. We are so excited that our new Superintendent, Alex Corwin, is here and are looking forward to a great 2026.

With Gratitude,



Anna Jeffries  
Public Information Officer

# **INFORMATION TECHNOLOGY**

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## DEVELOPMENTAL DISABILITIES

### 2025 Year in Review

#### Information Technology and Facilities

This past year provided a great opportunity for our team to take a step back from larger projects of the past few years and to focus on how we can operate more efficiently in our existing environment. Throughout the year we focused on further cultivating our facilities and systems to help create an environment that allows Licking County Board of DD (LCBDD) staff to best support our community.

#### **Compliance and Network Security**

Compliance with industry standards remained a high priority in 2025. Systems, put in place in the previous year, were updated to reflect this year's changes to ensure our policies and practices were still in-line with best practices. The passing of House Bill 96 mandated the implementation of several new security focused initiatives for local government entities. I am proud to say that we were already ahead of the game at LCBDD. Of these new requirements, many were already common practice in our environment. The exceptions to this were only the newly created reporting mandates which were also adopted in policy by year's end. This shows how well supported our security initiatives are at all levels of our organization.

The security of our networks and data continued to evolve throughout the year. Changes were made in how often we actively run scans to probe our networks for vulnerabilities. This increase in frequency helps to stay on top of the quicker pace that vulnerabilities are being detected and patched within the multitude of systems we use. This change, along with several other systems we have in place that actively sense for mitigation opportunities, provide the data needed to make decisions on how to best ensure our data's security. Along with this change we also introduced new software that helps to manage our growing number of laptop computers. As we began to see a shift away from iPads in some sections of our workforce, the decision was made to implement a system to remotely manage these devices. This system allows for automated scheduling of patches, logs needed for security information and remote access to the devices so a staff person out of the office isn't out of reach if a problem arises.

#### **Facilities**

One of the focuses of the past year with our facilities was to focus on more efficiently using the space that we currently have. Based upon feedback from staff we created a meeting room specifically set up for meetings that would have children attending. The seating arrangement was changed to allow space for several items to be installed to help the kiddos stay entertained during the longer meetings. Further feedback from staff led to another of our meetings rooms being changed into a spillover room of sorts. We rearranged the meeting tables to facilitate four stations for staff to utilize in the event they needed a more secluded area for virtual meetings or trainings they may be attending. The largest of these projects entailed repurposing a large portion of our exterior shed to accommodate Early Intervention's (EI) growing inventory of items. The shed was waterproofed and a dehumidifier was installed within it to help control the

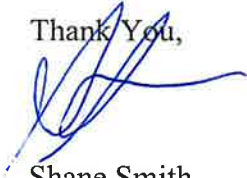
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**DEVELOPMENTAL DISABILITIES**

climate of the area to best protect the equipment that was moved out there. A walking path will be added once winter breaks in 2026 to better allow EI staff to move the equipment in and out of the area as needed. Grant funding was applied for and received to pay for these renovations and much needed space was opened up in the area that now functions as our Facilities Maintenance Specialist's office.

In 2025 the decision was also made to extend our existing contract with the Buckeye Valley YMCA for our satellite office at their Pataskala location. This location provides staff with an alternative office environment or meeting space when working in the western part of our county and has become a vital resource for several of our teams. We are very excited to have come to an agreement on the further three-year lease to keep this resource available to staff.

Looking back on the past year it was hard not to be thankful for the great team that has been assembled at LCBDD. There was a lot of change and uncertainty thrown our way this year and through it all we never lost sight of our mission. I am very proud to be part of this team and very excited to see what we do in 2026.

Thank You,



Shane Smith  
Director of Information Technology

# **HUMAN RESOURCES**

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**DEVELOPMENTAL DISABILITIES**

**2025 Year in Review**  
**Human Resources**

**Hiring & Turnover**

We filled 19 total positions in 2025. Three of those positions were filled by internal candidates and we had 16 new hires to fill the remainder. We continue to attract highly qualified, highly capable candidates to our organization.

Rate of turnover was 20% for the year. We had a total of 20 separations. However, five of those were planned retirements and three of those were staff members relocating to other states. Typically, our turnover rate hovers in the 10%-15% range, which is healthy for an organization of our size. We constantly look at what we can do to offer an employee experience that makes people want to continue to work at LCBDD.

Alex Corwin was hired on 10/27/2025 as the next Superintendent to succeed Jason Umstot, who resigned in April after almost ten years in the role. Our Board of Directors conducted a very extensive search and Alex was the obvious choice to be Jason's successor. We thank Jason for everything he did while Superintendent and look forward to Alex leading us into our next chapter.

**Wellness and Safety**

We experienced no recordable incidents and no lost time accidents in 2025. The safety of our staff, as well as the health and safety of the people we support, remains a top priority.

The Wellness Team hosted at least one event every quarter. In the first quarter of 2025, the team held a Wellness Week that focused on both the mental and physical health of staff. The second quarter event was a month-long wellness challenge that revolved around physical activity. 31 staff members completed it, which is outstanding. The third quarter event was participation in the Licking Memorial Hospital 5k / 1 Mile Fun Walk. LCBDD was the winner of the "Medium Sized Business Award" for the number of participants we had. Finally, in the fourth quarter, staff members submitted their favorite soup recipes for inclusion in a cookbook that was sent out to all staff. We also had a day where staff members brought in their soup for others to taste. All four events were very well received.

**Fundraising**

We continue to participate in both an Operation Feed campaign and a United Way campaign. This year, staff donated \$1251.20 to the Food Pantry Network through their contributions to Operation Feed and \$2028.00 to the Licking County United Way. Staff were also given time to volunteer in the community at such organizations as Big Brothers / Big Sisters, Salvation Army, The Main Place and during the United Way Week of Caring at the Licking County Park District.

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In addition, we continued our Angel Tree Program to provide gifts for those who may not otherwise receive them around Christmas and held an additional fundraiser in the fall to benefit our local food pantry.

### **Training & Staff Development**

Each month, an all staff meeting was held where information was shared regarding the current happenings at the Board. In 2025, our meetings had a heavy focus on bringing in a community partner and having them present to staff about what they can do to help the people we support. Presenters in 2025 included:

- Licking County Coalition of Housing
- Ohio DD Council
- Licking County Health Department
- Licking County United Way
- The Lookup Center
- Central Ohio Alzheimer's Association
- Ohio Association of County Boards
- The Center for Disability Empowerment
- Licking County Sheriff's Office
- Bhutanese Community of Central Ohio
- The Woodlands
- Kane Learning

These presentations from our partners were very educational and will continue in 2026.

### **Summary**

2025 was a trying year with a lot of uncertainty due to the transition to a new Superintendent and all the changes at the local, state and federal levels regarding the work we do. However, like they always do, our staff stepped up to the plate and continued to do what they do best, which is provide outstanding service and support to people with developmental disabilities in Licking County.

Sincerely,



Luke Pintz  
Director of Human Resources

# **ADMINISTRATIVE SUPPORTS**

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## DEVELOPMENTAL DISABILITIES

### 2025 Year in Review

### Administrative Support

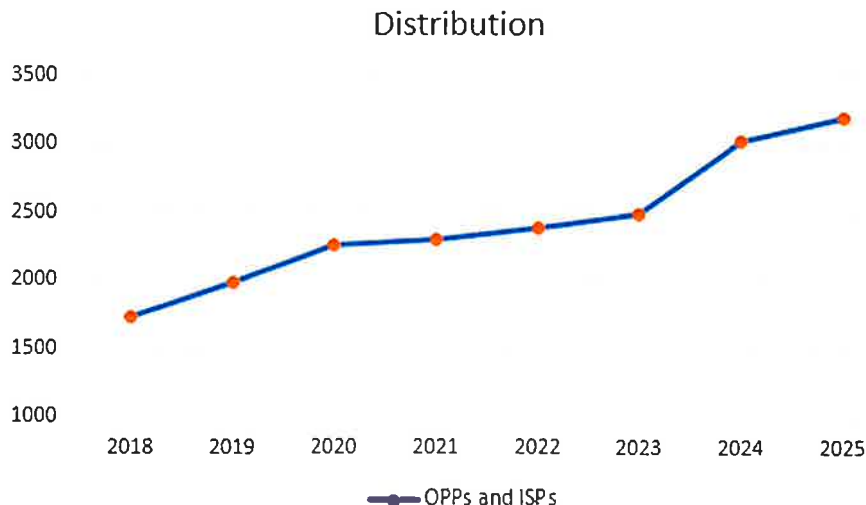
Great teamwork makes anything possible and this year the Administrative Support team showed up with their strengths and supported one another through many changes. In 2025, we celebrated the retirement of Administrative Specialist, Melissa Swearingen, after seven years at the Licking County Board of DD, and welcomed Angel Luke to our team.

The Administrative Supports department provided support to all agency departments. In our reception area, we have two team members that helped greet over 6,500 visitors and answer 15,000 telephone calls. They provide the first point of contact for anyone entering or calling the office and always maintain a professional and inviting atmosphere.

The team assisted the Service Coordination department with tracking; enrollment data; demographic information; creating and updating forms in Brittco; pulling numerous reports for planning; distributing Ohio Individual Service Plans and other correspondence; caseload changes; researching billing reports; Early Intervention reports; and Brittco training for all new hires. We worked to streamline processes and create workflows in Brittco allowing us to utilize additional system capabilities.

0-2 Intakes, Referrals and Closures	1004
3+ Intakes, Referrals and Closures	862
Notifications Distributed: Assessments, Determinations and Caseload Changes	2653

Distribution of the Ohio Individual Service Plans continues to climb each year, as shown in the graph below.

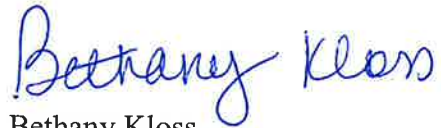


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We continued to assist Human Resources by tracking certifications and insurance; assisting with annual performance evaluations; creating new hire packets; providing building tours to new staff; updating phone lists, building maps and business cards. We performed numerous activities for staff that were hired, transferring positions or leaving.

We are fortunate to have such an exceptional Administrative Support team at the Board. I am truly grateful for their dedication, collaboration and unwavering support throughout the year. They consistently go above and beyond for staff, providers, individuals and families we serve and are genuinely committed to making a meaningful difference.

Thank you,



Bethany Kloss  
Administrative Team Lead