

ANNUAL REPORT



koinonia

Today's Everyday Heroes: Building a "Better Normal" for Tomorrow



2020-2021

Cover art,
"A Sea of Jellyfish"
was created by the
people we serve

MISSION

To partner with people who have developmental disabilities and other complex conditions, resulting in the highest possible quality of life through integrated, whole-person care.

VISION

Collaborative communities that accept, support, and optimize quality of life for people with developmental disabilities and other complex conditions, while continuously seeking new and innovative ways to improve.



CORE VALUES

RESPECT

We lead with compassion, appreciate our differences, and maintain unconditional positive regard for all people.

ACCOUNTABILITY

We hold ourselves personally responsible for upholding our mission; we value our commitment to people served and each other.

INTEGRITY

We demonstrate a high level of truthfulness and honesty in everything we do.

TRUST

We build and nurture relationships through inclusive and transparent communication.

A MESSAGE FROM THE CEO



“What I am most proud of is the way that Koinonia continued to grow and expand during the enormous challenges faced by the pandemic.”

It's difficult to fathom it has been more than two years since the first reported COVID-19 case in Ohio and rapid spread worldwide. The past 24+ months have challenged us and changed us. We have lost loved ones. We have missed precious time with family and friends. Individuals and families have faced economic hardships.

And, as it often happens in times of challenge, we have experienced incredible acts of resiliency and strength from everyday heroes, who have worked to create a **Better Normal** for everyone at Koinonia.

Our dedicated Direct Support Professionals (DSPs) worked tirelessly to fight a disease they had never seen before while managing PPE shortages and the need to adapt to new processes for client care that changed almost daily. They exemplified our core values of respect, accountability, integrity, and trust every day as they performed their essential job duties. They were, and still are, relentless in their work to support people with intellectual and developmental disabilities (IDD) and their families.

Despite the challenges of the past 24+ months, we have demonstrated that while we are physically apart, the power of community has never been stronger.

In 2020 and 2021, our COVID-19 response efforts included:

- Keeping 300 residential clients safe in their homes while still engaging them with family zoom calls, in-house adult day services, while celebrating birthday and other mile stones whenever we could. There were many instances of our staff making personal sacrifices when managing a COVID positive home, including sheltering in place with our clients.
- Developing virtual programming that included current events, career exploration, exercise, and skill development.

We also expanded our community programming and in-house adult day programming.

- Advocating to raise awareness of the challenges faced and the huge financial impact of the pandemic to agencies like Koinonia that serve people with intellectual and developmental disabilities.

While navigating this crisis, our organization also launched a new service model and branding, which emphasizes our commitment to Whole-Person Integrated Care.

Whole-Person Integrated Care addresses the pressing need to treat every individual as a whole person. This includes not only mental and behavioral health care, but also an understanding of social and environmental issues that need to be considered when treating individuals with IDD. This approach includes all actions needed to keep the person safe and healthy, including health care, nutrition, safety, and personal support.

What we have done and will be doing in the future is possible because of the leadership and commitment of exceptional “champions” who are committed to our success and our mission. I have always been able to count on Koinonia employees to go above and beyond in their service to our clients, and they did not let me down. I also appreciate the leadership of our Board of Directors, led by our Chairman Fred Watkins, for their guidance and whole-hearted support of the people we serve.

Koinonia has always been the organization you can count on when times are tough and we will continue to be here, committed to creating a **Better Normal** by building back stronger and better beyond COVID-19.

DIANE BEASTROM, PRESIDENT & CEO

Koinonia was built on the belief that there is beauty and power in diversity. Our name, Koinonia (coin-o-NEE-yah), is Greek for fellowship, community, and interdependence.

WHY WE EXIST

When Koinonia was founded in 1974, our communities were closed to people with intellectual and developmental disabilities (IDD). Many of them were institutionalized, marginalized by society, or isolated with aging parents and family members. Koinonia was one of the first nonprofit organizations to suggest a different future for people with IDD, a future that ensured people could receive the support and guidance they need to live inclusive lives. A future that believed that people could follow their own life choices to work, volunteer, and engage in activities that are meaningful to them.



Today, Koinonia enriches lives through superior care, extensive programming, and a dedicated person-centered approach to our work. Koinonia operates 20 licensed group homes, over 50 supported and shared living arrangements, day activity, vocational, and career services for people with

IDD and other complex conditions. Our transportation department includes 12 buses and 46 vehicles.

We provide services in six counties: Cuyahoga, Lake, Lorain, Mahoning, Medina, and Summit Counties.

Our key services are:

- Residential Services: Caring homes that enhance the quality of life and provide socialization, supports, and services individuals need to thrive.
- Respite Services: Available to assist with a family emergency or as a planned stay.
- Supported Living: Services to adults with IDD who choose to live in homes they own or lease.
- Shared Living: A residential service option that allows individuals to receive continuous care and support while living in a family home setting.
- Adult Day Services: Helping individuals achieve fulfilling lives by connecting with the community through activities.
- Behavioral Health Services: Our team of caring professionals understand the complex issues people with IDD are challenged with daily. Registered nurses, clinical social workers, psychologists, mental healthcare practitioners, intellectual disability specialists, and clinical trainers will work together, each member understanding the care and support the individual is receiving from a holistic view.
- Remote Supports: To allow individuals to experience autonomy with the security of video monitoring.
- Senior Services: Social, recreational, and personal improvement opportunities and a wide range of services and activities.
- Employment Services: Pathways to meaningful employment through individual-driven career planning designed to achieve long-term goals and help high school students with IDD finish school and find self-sufficiency through meaningful employment.
- Transportation: Providing safe and consistent transportation to encourage socialization and provide access to medical care.

Accreditations:

- Koinonia is accredited by CARF (*Commission on Accreditation of Rehabilitation Facilities*) for the following programs and services:
 - Community Employment Services: Employment Supports
 - Community Employment Services: Job Development
 - Community Integration
 - Community Integration: Integrated IDD/Mental Health (*Autism Spectrum Disorder – Adults*)
 - Outpatient Treatment Integrated: IDD/Mental Health (*Autism Spectrum Disorder – Adults*)
- CQL (*Council on Quality and Leadership*) accreditation
 - CQL accreditation promotes excellence in person-centered services and supports that lead to an increased quality of life. Beyond that, CQL gives us access to philosophies, tools, and practices that enable individuals to achieve their personally defined outcomes.

THE COMPASS PATHFINDER PROGRAM

The Compass Pathfinder Program’s goal is to improve graduation and employment rates among high school students, age 14 to 22, who have intellectual and developmental disabilities. The only program of its kind in Ohio, it is a unique collaboration between Koinonia staff, school districts, county boards of developmental disabilities, and area employers, including Giant Eagle, Goodwill, McDonald’s, Chipotle, Marc’s, Dollar Tree, Chuck E. Cheese, and Drug Mart. These partnerships provide students with the guidance, resources and support they need to pursue a life of independence, community integration, and personal fulfillment.

Our Compass Program pivoted during COVID to create Job Club, a virtual space to connect students with meaningful experiences and opportunities in the community. Now also including in-person sessions, Job Club is designed to build social and interview skills and provide the fundamentals for finding and keeping a job. Our Community Coaches devise innovative activities to help each student attain the skills they need, including conducting mock interviews and creating effective resumes, and cover letters. Each week, students interact with guest speakers from local businesses who provide real-world guidance and insights on available jobs in their community.



Meet Christopher, a Compass Pathfinder Graduate who works at Giant Eagle.



Chris
Giant Eagle Market District Employee
2019west - St. Mary High School Graduate



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HONORING OUR HEALTH CARE HEROES



Core Value: RESPECT

DSP Spotlight: Charlie Hill

Honoring a veteran DSP for his commitment to Koinonia's mission

When reflecting on the many special team members who help bring our mission to life, long-time employee Charlie Hill comes to mind. Charlie joined our team as a Direct Support Professional 16 years ago after a career change driven by the desire to make a difference in others' lives. "One of the things I'm sure of is that the DSP position is more than just a job." To Charlie, it's a "match made in heaven."

After all this time, Charlie still remembers his first days on the job and the advice he received during onboarding. "One of my trainers said, 'the individuals don't care how much you know, until they know how much you care.' All these years later, that's stood out to me. That made a difference in how I approach the position."

Charlie takes Koinonia's whole-person care approach to heart. In his 16 years as a DSP at Koinonia, Charlie has primarily worked with half a dozen clients, giving him

the opportunity to make lasting relationships with these individuals whom he calls his friends. He ensures they have opportunities to explore and serve their communities through outings and service projects. And although much of the work is done in the home, some of their fondest, collective memories have involved once-in-a-lifetime and otherwise unimaginable travel opportunities to events like the Festival of Lights in West Virginia and the Special Olympics in Columbus. It is because Charlie loves to connect with the individuals on a personal level that he is able to uncover mutual interests and bring their dreams to life.

We are grateful for employees like Charlie and the opportunity to support him in bringing to life Koinonia's mission, enabling the highest possible quality of life for the individuals we serve.

The Frontline Caregiver Support Fund

The Frontline Caregiver Support Fund was created to help Direct Support Professionals navigate a financial crisis due to COVID-19 or some other life changing issue. Since it was established in 2020, the Fund has raised over \$60,000 and helped hundreds of employees buy groceries, childcare, or overcome other financial emergencies.



To learn more about The Frontline Caregiver Support Fund, scan this QR code.

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Core Value: INTEGRITY

The critical role of Koinonia nurses

Stacey Wolfe - ICF Nurse Manager

Serving the IDD community is woven into the fabric of Stacey Wolfe's career. Koinonia's Intermediate Care Facilities (ICF) nurse manager has been with the organization for more than 25 years. She began her career as a licensed practical nurse and went on to earn her associate, bachelor's, and master's degrees in nursing all while working full-time at Koinonia.

In nursing school, Stacey was never introduced to a person with IDD. Formal schooling didn't fully prepare her for this professional journey; it was Koinonia that prepared her to embrace and thrive in this field. She, in turn, shared it with her fellow nursing students.

"I grew as a nurse in the IDD field, one steppingstone at a time at Koinonia, and I am still learning," Stacey reflects.

On paper, Stacey's role is oversight of nursing at 20 licensed group homes; in reality, her mission runs deeper.

KOINONIAHOMES.ORG

She describes herself as equal parts: educator, advocate, and problem solver. Her number one priority is to ensure quality and continuity of care for those who can't advocate for themselves.

Stacey encourages her nurses to be a voice for those who do not have one. The nursing team and direct support professionals treat clients from head to toe—mind and body. Koinonia's clients are a vulnerable population in continuous need of support and advocacy. Koinonia nurses provide the healthcare community guidance on how to interact with clients to ensure they are treated as whole individuals.

Stacey shared one memory that exemplifies her commitment. "My client Michael had some medical issues and ended up in the hospital. I heard he was going to have surgery, so I went to the hospital. The doctor wanted to give him a colostomy; he thought it would be best for the Koinonia staff and make it easier for them. I cautioned that doing so take away Michael's independence. He didn't end up having the procedure that day – or ever. Advocacy is a critical for our clients – making sure that they get the care that they deserve."

"Stacey has this sense about her. She knows if I'm having an off day. Out of the blue, I'll get a text, call, or email giving me a virtual pat on the shoulder. It just sets the tone. I'm not sure where I'd be without her," says Carmel Phillips, a member of the nursing team.

"She's an amazing nurse. This aspect of nursing can be difficult because you are on your own as the sole healthcare professional in the home. It's important to know she's there for me."

Core Value:

ACCOUNTABILITY

Program Spotlight:

Koinonia Enterprises

Building Innovative Service Models – Koinonia Enterprises: Roadmap for the Development of a LIFE Adult Day Services Model

Koinonia Enterprises received a \$40,000 Building Innovative Service Models grant from Ohio Department of Developmental Disabilities to develop strategies to align our current business practices to support community-based service delivery. Despite the life-changing benefits of providing programing in the community, the main barrier to implementation is developing a financial model to support it. Koinonia Enterprises Director Sabrina Johnson and Transportation Director Maureen Schroder were able to develop a financially sustainable model that has the potential to achieve break-even within two-years.



To read the complete report scan this QR code.

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Core Value: TRUST

PETER NEBENZAHL CHAMPIONS AWARD



Katie Nebenzahl has lived her whole life with fear and anxiety, but when she feels comfortable, her mother Nancy can see her happiness shine through her eyes.

Currently 35, Katie suffered a cerebral hemorrhage while in utero and during her birth, which led to visual impairment, intellectual and developmental delay (IDD), physical limitations, and some autistic qualities. The traumatic birth could have created the initial fear and anxiety that Katie has exhibited throughout her life, which has led to behavioral issues, and resistance in following basic daily routines such as dressing, sitting down for meals, and showering.

The consistent, structured care that Katie has received since Koinonia took over the management of her home, however, has been a game-changer. “The quality of care and the teamwork in the house has been absolutely amazing,” said Nancy. She has seen a dramatic difference in the way Katie responds to her Koinonia direct support professionals (DSPs).

“Koinonia really strives to place direct support staff in the house who are a good match for the people they care for,” said Nancy. “The DSPs really get to know the individuals they care for, and they truly respect them.”

Nancy believes fully in the trauma-informed care that Koinonia provides, as well as the high quality of its staff.

“Koinonia expects more from their DSPs, they have a high standard, and they, therefore, get more,” said Nancy. “And they take good care of their employees.”

In this same way, Nancy wanted to give back to the Koinonia staff. She worked with the organization to fund a champion award that is dedicated to the memory of her late husband, Peter Nebenzahl, and will be given annually to deserving Koinonia DSPs who are living and applying the principles of trauma-informed care to the people that Koinonia serves. In addition to the award, it funds other costs associated with Koinonia becoming a trauma-informed care agency.

Scan this QR code if you wish to donate to the Peter Nebenzahl Champion Award.



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2021 PETER NEBENZAHL AWARD WINNERS

Charletta McDowell, nominated by Jennifer Rocco

“Charletta strives to provide as many opportunities as possible and options to the ladies who live at McCracken. She truly knows the ladies and listens to what they each want and need. She leads by example and takes ownership on what she is responsible for. Charletta is an integral part of the McCracken team.”

Elizabeth Galarza, nominated by Lisanne Bright & Jennifer Rocco

“Elizabeth is a caring individual, thorough and dedicated to the clients she serves. In my interactions with her, she asks for advice appropriately, follows directives, advocates for her clients at medical appointments, and enriches the lives of those she provides care and services to. She has integrity, commitment, and kindness in all things she does.”



Justin Lambert, nominated by James Frankino

“Justin continues to lead his team to success despite the many obstacles they have faced. His careful approach and ability to think and plan prior to reaction has helped in times of crisis and need. He is able to critically think and maneuver past barriers with one goal in mind, success for the individuals, and his team members. Justin is an asset to Koinonia, as well as the field in which we serve.”

Natalie Cody, nominated by Jennifer Rocco & Renee Dezso

“Natalie epitomizes what you would want in a DSP. She has fully adopted the trauma informed care strategies taught and given to her for the home and in turn has built trusting relationships with the ladies to help them feel connected and safe. These relationships that she has built have helped in the ladies feeling comfortable enough to go to many places outside of the home that they have not been able to go in the past.”

KOINONIA KINDNESS CARD INITIATIVE

The Koinonia Kindness Card Campaign is a grassroots recognition program created by our program team to recognize random acts of kindness and courage at Koinonia. Winners are nominated by their peers and are entered into a drawing for a chance to win individual prizes or a hot meal for their site.

Since launching the campaign in late November of 2021, we have received 421 nominations. Over \$1,000 in prizes have been distributed, and over \$2,500 worth of food has been provided for hot site meals.

Here are some of the nominations we've received:

"Team Player Chanay Bell is always finding a way to help educate her team on the individuals and the site. She goes above and beyond to help one of our new clients feel safe and at home."

"Estella Adoma was on call for another manager who was on PTO. There was a very serious situation involving a staff being injured and Estella jumped in and went to the home to ensure proper protocol was followed. Her quick action and oversight helped immensely."

"I have an individual in Career Exploration, and they are interested in forensics photography. I tapped into Jackie Burgio who was able to link me with 3 potential candidates who will be able to provide the individual with exposure to his field of interest. I can't thank her enough."

"Tylneisha Patterson is a home supervisor. Tylneisha's coworker was out due to COVID, which left Tylneisha to supervise the site alone during the holidays. Tylneisha not only made sure that the house had all they needed to celebrate, but she also ensured that the house was staffed, often coming in on her days off and making changes to her schedule."

To donate to our Koinonia Kindness Card Initiative, please visit: <https://koinoniahomes.org/give-to-koinonia/>. The Koinonia Kindness Card Campaign relies solely on monetary and gift card donations to recognize the important work that is done by everyday heroes that proudly live the Koinonia mission.



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A SPECIAL NOTE OF THANKS DURING UNPRECEDENTED TIMES.

Foundations

- American Family Insurance
- Community West Foundation
- Elisabeth Severance Prentiss Foundation
- First Energy Foundation
- Medical Mutual of Ohio
- NOACA
- PNC Foundation
- Sam J. Frankino Foundation
- Thatcher Family Fund
- The Cleveland Foundation
- The Covid-19 Rapid Response Fund
- The Good Shephard Foundation of Ohio

Special Thanks to

- Christine Piazza
- CrossCountry Mortgage
- Diane Beastro
- Elizabeth Hess
- Fred Major
- Fred Watkins
- Gallagher Benefit Services
- Huntington National Bank
- Julie Johnson
- Lynn Stovarsky
- Nancy Nebenzahl
- Ohio State Council – Knights of Columbus
- Park Synagogue
- Rose Cinovec
- St. Albert the Great Church
- St. Michael's Church
- Swagelok Company
- The Tibaldi Family
- Thomas and Linda Dedrick
- And everyone who donated and supported Koinonia in 2020 & 2021!

Government Partners

- Cuyahoga County Board of DD
- Ohio Department of DD
- Summit County Board of DD

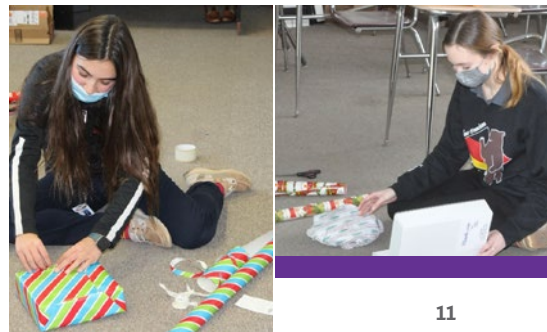
In Memory of

- Arlene Juratovac, from Deanna Hurst
- Bonna Jean Brantley, from Lynn Stovarsky
- Connie and Ace Versace, from Cris Board
- Deano Missirlis, from Jim Galatis, Marian Buzzard
- Doug Hoder, from Doug Hoder, Jr.
- Elaine Sufka, from Stacy Soria
- Grandma Wanda, from Timothy Dardis
- In Memory of Anna and John Kikel, from Mark Kikel
- Irene Lennon, from Fred Major
- John Kikel, from Mark Kikel
- Kenneth Krawczyk and Keith Burton, from Mrs. Christine Piazza
- Mary Ann Stovarsky, from Lynn Stovarsky
- Michael Major, from Kathy Ventura, Margaret Hoban
- Peggy Kilbane, from Hugh Ginley
- Peter Nebenzahl, from Thomas Robrecht
- Sal and Ethel Traina, from Steve Traina
- Salvatore Lupica, from Laura Kennedy
- Sr. Mary Charles Szczecinski of the Sisters of St. Joseph of the Third Order, Founder of Koinonia, from Cheryl Senko and Jill Riegelmayr

In Tribute to

- Adam Nebenzahl, from Nancy Nebenzahl
- Allison Skinner, from Joanne Walder
- Anthony Rinella, from Sal Rinella
- Clint Delafield, from Nancy Nebenzahl
- Diane Delafield, from Nancy Nebenzahl
- Erica Pritchard, from Donna Pritchard, Pat Miller, and Liz Reisinger
- Frank and Wanda Richnavsky, from Rebecca Diwan, Megan Dardis
- Frank S. and Diana Treco, Jr., from Skip Treco

- Fred Watson, from Cheryl Senko
- Jon Day, from Karen Wojtala
- Katie, Nancy, and Peter Nebenzahl, from Clinton Delafield
- Katie Nebenzahl, from Brian Seidner
- Koinonia's Frontline Workers, from Diane Beastro
- Koinonia's Frontline Workers, from Nelson Cook
- Mark and Linda Richnavsky, from Amanda Barrett
- Mary Traina, Steve Traina from Therese Safranek
- Nancy Nebenzahl, from Diane Delafield
- Patty Corbo, from Janet Corbo
- Renee Dezso, Alicia Bonet, Natalie Cody, Tanisa Hammond, and Nadia Mack, from Nancy Nebenzahl
- Rose Cinovec (Richnavsky), from Linda Dillon
- The clients of The Personal Wealth Management Group, from Nicholas Alexander
- The Nebenzahl Family, from Brian and Stefanie Seidner
- Tony Rinella, from Sal Rinella
- Wanda Richnavsky, from Ronald Richnavsky
- William Poling, from Susan Poling
- With appreciation to the Koinonia management and staff, Sharon and Joel Peerless
- Wyleswood Team, from Nancy Nebenzahl



LOOKING FORWARD – KOINONIA’S STRATEGIC VISION

The more things change, the more they stay the same. As we rigorously updated our strategic goals during 2021, our original focus remained the same:

Individuals. Those we serve, and those who serve.

In 2021, we refined our mission to ensure that we support the unique needs and preferences of each person we serve. Looking forward, we will expand and enhance all aspects of our Strategic Plan:

To maintain, enhance, and communicate Koinonia as a **Premier Provider** of services to people with cognitive, developmental disabilities, or other complex conditions. This includes expanding our trauma informed care training and assuring our individuals choose their own path in our Lifelong Inclusion For Everyone program.

To ensure each individual receives **Whole Person Care** that addresses the whole individual, including intellectual and developmental disabilities, mental and behavioral health, and often inexorably linked healthcare conditions, in one accessible location.

To promote Koinonia as an **Employer of Choice**, implementing programs to attract, retain, and develop the skilled staff necessary to achieve our mission. We will continue to assess our Organizational Culture, and Equity, Diversity, and Inclusion priorities and act on staff recommendations. As our Work Life Project progresses, we will track the success of centralized scheduling, and restructuring the workweek to include three 12 hour shifts.

To diversify and significantly **Grow** our life-affirming services while ensuring the financial performance of Koinonia for long-term financial sustainability.

To make significant investments in **Infrastructure**; technology and administrative operations to support our strategic initiatives and ensure long-term success in fulfilling our mission.

Spotlight on Whole-Person Integrated Care

The Whole-Person Integrated Care plan incorporates medical and behavioral health care with preventative and wellness services to support each person with dignity and integrity.

Our team of caring professionals understand the complex issues people with IDD are challenged with daily. Registered nurses, clinical social workers, psychologists, mental healthcare practitioners, intellectual disability specialists, and clinical trainers will work together, each member understanding the care and support the individual is receiving from a holistic view. Social and environmental issues will also be considered. All actions needed to keep the person safe and healthy, including health care, nutrition, safety and personal support will always be considered.

We are proud to have successfully been accredited by the Commission on the Accreditation of Rehabilitation Facilities in May 2022. The next phase of our WPIC program includes the expansion of these critical services to additional clients in 2022, with the goal of further expansion in the community in 2023.

Learn more about Koinonia's Behavioral Health Services.



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2021 FINANCIAL STATEMENT – COMMUNITY INVESTMENT RESULTS

REVENUE \$39,623,920

.8%

GRANTS & DONATIONS
\$305,401

1.9%

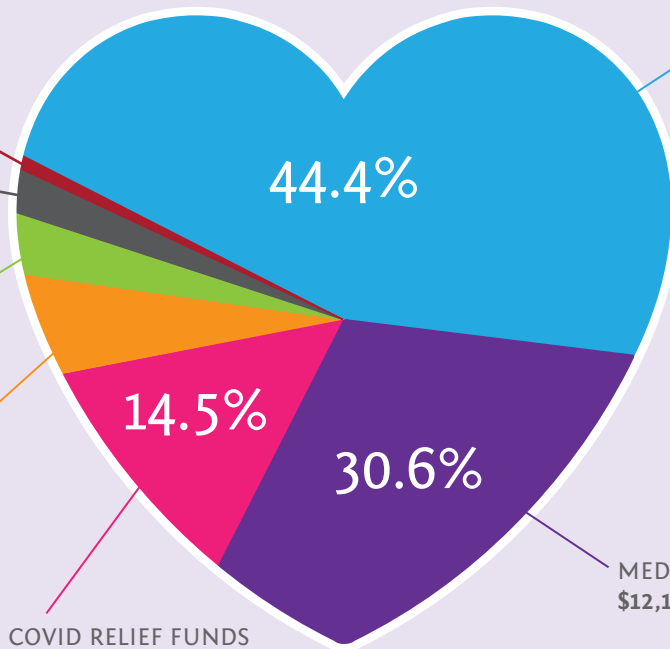
MEDICAID:
TRANSPORTATION
SERVICES
\$751,471

2.7%

MISCELLANEOUS
INCOME
\$1,050,447

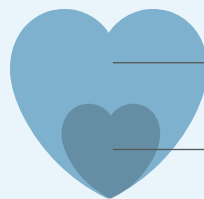
5.2%

MEDICAID: KOINONIA
ENTERPRISES DAY
PROGRAMS
\$2,061,860



MEDICAID: ICF/DD
GROUP HOMES
\$17,608,062

EXPENSES
\$36,623,807



97% PROGRAMING

3% ADMINISTRATIVE

A LOOK AT THE LEADERSHIP TEAM DRIVING THIS VISION FORWARD

Executive Cabinet

Diane Beastrom, President and CEO, has spent 35 years refining the vision of quality of life for adults with intellectual and developmental disabilities. She has succeeded in creating the region's leading service provider for this underserved population, including the development of Koinonia's Intermediate Care Facilities (ICFs), supported living programs, day and vocational services, and employment training for students.



Through the implementation of Koinonia's strategic plan, Diane sees, "a great opportunity to increase communication among and between services, and to integrate them." Diane's leadership continues to forward the natural progression of the mission of the organization, to address the needs of the whole individual to provide the highest possible quality of life.

Named a Woman of Note by Crain's Cleveland Business in 2021, Diane contributes her talents to organizations that share her passion. She is a Board Member for the Ohio Provider Resource Association (OPRA), as well as Vice President and President Elect of the American Network of Community Options and Resources (ANCOR).

Howard Pincham, Koinonia's Chief Information Officer, enables our staff to better serve our clients by leading the effort to implement Koinonia's digital transformation. Howard's philosophy, "As the world changes, so do the needs of our individuals, so we are changing with it," has led to the implementation of systems including Electronic Health Record, Financial Management and HRIS. An Intranet was also introduced as an engagement tool to encourage communication between Administrative Staff and Direct Service Professionals.



Chief Clinical and Program Officer, **Jeanne Greene** oversees all aspects of Koinonia's intake, shared living, adult day services, employment services, behavioral support, transportation, and nursing. Passionate about providing preventative and holistic care, Jeanne is a hands-on administrator; analyzing the changing roles our staff take on as we provide the highest quality, whole-person care for the individuals we serve.

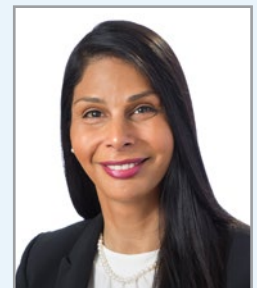


At the forefront of our recent program assessment, Jeanne is actively involved in integrating trauma informed care into the culture over the next five years.

Coordinating our vision for future growth is **Ryan Wood**, Vice President of Business Development. Ryan plans, cultivates, and executes new business development to align with Koinonia's strategic plan, ensuring a synchronized healthcare strategy with all initiatives, services, and new programs. Ryan collaborates with internal and external stakeholders, aligning our strategic plan with clinical growth, direction, and to ensure the success of Koinonia and the individuals we serve.



Chief Strategy and People Officer **Stacy Soria** brings enthusiasm, experience and a broad base of knowledge to Koinonia's senior leadership team. In promoting Koinonia's strategic vision, Stacy strives to ensure that Koinonia, "Wrap our resources around the individuals we serve to make sure we are meeting their needs holistically."



In moving our vision forward, Stacy encourages quality and compliance initiatives to ensure Koinonia is recognized as the employer and provider of choice. Her areas of focus within the organization bring together HR, Strategy, Communications, Development, Organizational Learning, and Business Intelligence, helping to align our systems to provide the best possible services to our clients.

Vice President of Programs **Stacey Rokoff** coordinates Koinonia's healthcare strategy with all organizational initiatives, services, and programs, applying the strategic objectives to program growth, direction, and the overall success of the organization. She is responsible for implementing programing and activities that ensure effectiveness, productivity, compliance, profitability, program utilization, and access.



As our Whole Person Care approach expands, Stacey will continue to design and develop expansive programs that model best practice in holistic, integrated, trauma-informed care for populations with coexisting conditions.

Scan this QR code to hear what the Leadership team has to say!



SCAN TO WATCHVIDEOS

Koinonia Directors

- Brian Hoyer, *Director of Quality and Compliance*
- Cheryl Senko, *Director of Communications and Community Engagement*
- Cris Board, *Director of Human Resources*
- Dan Burke, *Director of Finance*
- Gabe Santacreu, *Director of Technology Services – IT*
- James Frankino, *Director of ICF*
- Jennifer Rocco, *Director of Waiver Services*
- Lisanne Bright, *Director of Healthcare Services*
- Maureen Schroder, *Director of Transportation*
- Nelson Cook, *Director of Facilities Maintenance*
- Sabrina Johnson, *Director of Koinonia Enterprises*

BOARD MEMBERS

Fred Watkins, Chairman
Executive Vice President, National Telephone Supply Co.

Jacqueline Sherry
Sr. Director, Integration and Change Management

Jeffrey D. Minnick, Vice Chair
Operations Management, Swagelok

Julie M. Johnson
CEO, Hunger Network

Kristian Barr
Senior Manager, Bober Markey Fedorovich

Samuel V. Butcher, Esq. RPh
Butcher Elder Law

Sarah Truman
Senior Product Director, MRI Software

Fred Watkins Historic Gift

Fred Watkins has always been a big supporter of Koinonia. Since 2005, he has contributed his time, money, and creativity to support the mission of Koinonia. In 2021, Fred matched donations received on Giving Tuesday, helping us raise over \$32,000.



KOINONIA

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