

Every minute. Every day. Every life.



Curative
CARE
NETWORK®

2012 Annual Report

Our Mission:

Curative Care Network improves the function and quality of life for persons with disabilities or limiting conditions through high quality care and services.

Our Vision:

To be the premier provider of comprehensive, efficient and effective services to children, adults and seniors with disabilities or other limiting conditions in Milwaukee and surrounding counties.

Our Values:

Quality • Cost • Service



Curative Welcomes a New CEO

Curative Care Network welcomed a new President and Chief Executive Officer on January 23, 2013. Following a rigorous national search, Candace Hennessy PhD, RN was selected by the Curative Board of Directors to replace Robert H. Coons, Jr., who announced his plans to retire as President and CEO in 2012.

“We certainly thank Bob for his many years of valued leadership,” Curative Board of Directors Chair, Wayne Morgan, said. “He has positioned Curative to achieve continued success for years to come.”

Morgan added, “We were impressed with the candidates interested in joining Curative due to its excellent reputation. We were even more impressed that we were able to attract a candidate of Candace’s background and experience as well as someone already vested and involved in our community.”

Candace joined Curative with 35 years of experience in health care and a reputation for successfully leading large teams of health care professionals with a focus on excellent care and outcomes.

“We were not only impressed with Candace’s credentials, but more importantly, her passion for delivering care with the highest quality and touch,” Morgan said. “Candace is passionate about what we do and the mission of Curative.”

My initial weeks and months at Curative Care Network have been a series of strong first impressions.

I was struck immediately by Curative's rich 94-year history of rehabilitative care and human service. For nearly a century, Curative has quietly gone about the business of improving the function and quality of life for individuals with disabilities or limiting conditions. I was even more impressed when I read our Board of Directors' vision for our future: "To be the **premier** provider of comprehensive, efficient and effective services." I have encouraged every Curative employee to join me in embracing that vision.

I am grateful to Curative's Board of Directors for giving me the opportunity to lead Curative into its next century of community service. Their ongoing commitment of time and talent is invaluable.


I also am grateful to Curative's Senior Leadership and the many community experts who met with me during my first 100 days at Curative to offer their insight into often complex issues. I look forward to strengthening our long-term partnerships and forging new relationships that will enhance our ability to serve individuals with disabilities.

Curative's talented, multi-disciplinary team of professionals provides a broad spectrum of programs and services for persons with disabilities. As you read through the pages of the 2012 Curative Annual Report, you will see that we strive to provide a continuum of services that are unique to different age groups, to an often progressive need for support, and most importantly to the unlimited goals of individuals with disabilities and their families. Many of my most favorable first impressions of Curative are personified in the stories of Camille, Alex, Tony, Patrick, Deb and Marion. I am proud to know that Curative is supporting their common desire for independence.

Because my professional roots are in nursing, I encourage a holistic view of supportive care that includes families and caregivers. My goal is to make certain we seek input and fully respond to issues identified by parents, siblings, adult children and all of the other family caregivers who manage the needs of those with disabilities every minute and every day.

Curative's vision to become the "premier" service provider for individuals with disabilities or limiting conditions is strengthened by our partnerships with families, medical professionals, funders, referral sources, collaborating organizations, volunteers and all those who make charitable contributions to our programs. We are especially honored and grateful to be a recipient of generous United Way of Greater Milwaukee funding for our programs.

Every one of our community partners carefully scrutinizes the work we do and holds us to the highest standards of quality service and appropriate outcomes. Be assured, that I hold myself and the entire Curative organization to those same high standards.



Candace Hennessy PhD, RN
President/CEO

Camille has made great strides through



Arica Jacobs and Camille make a “Pinky Promise” to stay focused on therapy.

Every Day Counts:

In 2012 Child & Youth Services therapists and teachers provided 9,173 Natural Environment visits. Children were seen in their homes, day care centers or other community sites that were convenient for families.

Each month, Child & Youth Services staff travel approximately 11,108 miles to serve children and their families.

At 3 years of age, Camille has already graduated from one Curative program and successfully transitioned to another.

The brown-eyed, curly haired dynamo was referred to Curative for services when she was just 14 months old because of significant mobility delays.

During the past two years, Camille’s successful journey to increased mobility has been supported collaboratively by her family, multiple medical specialists and Curative’s Child & Youth Services team. With the help of surgery, consistent therapy, orthotic devices, braces and a child-sized walker, Camille is able to stand, walk and – most importantly to her – explore the world around her despite a diagnosis of cerebral palsy.

Camille was admitted to Curative’s Birth-To-Three program in May 2011. A care plan calling for twice-weekly therapy sessions in her home,

hard work and play

provided by a Curative Physical Therapist, was immediately implemented to improve her leg tendon flexibility and muscle strength. Occupational Therapy sessions were briefly added in August 2011 to improve Camille's fine motor skills. Camille progressed steadily through therapy goals set by her family, first by successfully sitting, then pulling herself into a standing position and ultimately to walking with support.

In accordance with Federal guidelines, Camille graduated from Birth-to-Three services when she celebrated her third birthday in January 2013. Recognizing that Camille would continue to benefit from Physical Therapy, Camille's parents immediately admitted her to Curative's Pediatric Outpatient Therapy program. Camille's Physical Therapist, Arica Jacobs, continues to work with Camille for up to an hour each week in the Curative - 92nd Street outpatient therapy facility. Camille and Arica are making steady progress in goals established by Camille's parents, including positioning her feet properly when standing and safely walking down steps with assistance.

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During a February therapy session at Curative, a private vendor consulted with Camille's family about a new walker for the growing child. In March, one of Camille's physicians walked across the street from Children's Hospital of Wisconsin to Curative to gauge the child's progress and consult with Arica. Camille had no interest in the adult conversations. She simply wanted to "play" with Arica by climbing the steps to a slide and coasting down with her legs extended straight in front of her.

"Therapeutic play is the most effective way to achieve successful outcomes with someone as young as Camille," Kim Maggiori, Curative's Vice President of Child & Youth Services, said. "Curative's staff members creatively approach every child at an age-appropriate level."

Arica demonstrated the effectiveness of therapeutic play by making a "pinky promise" with Camille to keep her focused on therapy. Arica stooped down to Camille's level and said, "You can go down the slide one more time, but then we have to move over to the trampoline." Arica held out her little finger and Camille grasped it with her own tiny pinky. "Pinky Promise," they said in unison.

Curative Child & Youth Services:

A multi-disciplinary Child & Youth Services team provides medical-based therapies and Birth-to-Three services, including Physical, Occupational and Speech Therapy, Early Childhood Education, Social Services, and Family Service Coordination, to children and their families.



Curative has supported Alex's goals



Curative has had an impact on Alex's life since he was a toddler, in need of assistance because of multiple developmental delays.

First as a toddler and now as an adult, 32-year-old Alex has relied on the diverse programs offered by Curative Care Network to support his development, independence and personal goals.

Curative was at his side when he learned to walk, as a young high school graduate seeking ongoing community engagement opportunities, and most recently, when he moved away from his family home for the first time.

Alex's Curative team helped him successfully transition to the public school system when he was three years old, with the recommendation that he continue to receive Physical, Occupational and Speech Therapy through his school.

Alex was described as "small for his age" when he was referred to Curative just before his second birthday for assessment of multiple developmental delays. His mother hoped that Curative's experienced pediatric team could help Alex improve his ability to stand, walk and interact with the world around him. Curative provided Physical, Occupational and Speech Therapy, as well as Early Childhood Education for Alex twice weekly for about a year. During that time, Alex did learn to walk and even run. He also increased his comprehension of words describing objects and actions, but continued to have difficulty speaking. Alex made the greatest strides with hand coordination and other fine motor skills.

Alex's Curative team helped him successfully transition to the public school system when he was 3 years old, with the recommendation that he continue to receive Physical, Occupational and Speech Therapy through his school. Ultimately, with a diagnosis of a developmental disability, Alex attended special education classes throughout his grade school and high school years. On the day Alex graduated from high school, however, the supportive school services available to him for nearly two decades abruptly ended. Familiar with the help Alex had received from Curative as a child, Alex and his mother investigated Curative's adult programming options.

In September 2001, as a 20-year-old, Alex enrolled in the Curative - 101st Street Adult Day Services program. It was immediately clear to Curative's staff that Alex wanted to retain what he had learned in school and have an opportunity to learn new skills. With the guidance of staff, he identified goals he wanted to achieve so he could continue to live at home and remain active in community life.

Every Day Counts:

In 2012, there were 2,325 in-house program visits from entertainers, music therapists, pet therapists and community educators offering specialized activities for Adult Day Services clients.

In 2012, there were 3,967 community integration trips outside of Curative's facilities.

as a toddler and adult



Alex, who especially enjoys arts and crafts projects, gets a helping hand from Adult Day Services staff member Darnell Washington.

Those goals included practicing money management skills during outings to restaurants with Curative staff and fellow Adult Day Services clients. He also wanted to explore creative opportunities,

especially art and music therapy. Alex did particularly well with reading and writing activities. As a member of the Pen Friends Group, Alex wrote letters in his neat penmanship to fellow Adult Day Services clients at other Curative sites, sharing news and responding to questions. It was a comfortable way for the shy young man to make friends. Over the course of several years, he also pursued new interests, including nutrition, photography, computer activities and sign language.

Continued on page 6

Curative Adult Day Services:

Ten community-based Adult Day Services programs provide engaging and meaningful activities based on interests, abilities and goals that promote independence and community engagement opportunities for adults with developmental disabilities.

Alex has expanded his independence

Scott Hall plays a pre-dinner card game with Alex.



Continued from page 5

Every Day Counts:

Curative provided a combined 406 hours of training to the current Residential Services team before they could even begin working in Curative's group homes. Within their first 90 days, staff received a combined 551 hours of additional training.

During 2012, Curative Residential Services staff members accompanied and/or drove residents to 457 medical appointments.

In early 2012, Alex reached another independence milestone when he moved from his mother's house to a Curative group home on the northwest side of Milwaukee.

Alex shares his home with five men who also have developmental disabilities. Specially trained Curative staff members provide supervision, household management and meal preparation, and facilitate activities in the home and community.

Alex's first order of business was to decorate his private bedroom with a Spider-Man motif and arrange his extensive movie and music collections. Before long, he joined his housemates in Nintendo Wii matches and other "game night" activities. As soon as the weather cooperated, Alex headed for the basketball hoop at the end of the driveway to shoot baskets. He also discovered a cabinet of art supplies that allowed him to pursue his creative interests.

Alex discussed his goals for increased independence in his new home with Curative staff. He expressed an interest in helping to cook meals, doing his own laundry and even learning to iron his clothes.

with move to group home

Scott Hall, the Curative 117th Street Group Home Lead staff member, is helping Alex achieve these goals.

“After several months of one-on-one work, Alex is completely independent with washing and drying his clothes,” Scott said. “He knows Wednesday is his day to do laundry.”

Alex’s eagerness to iron his own clothes was approached with caution because of safety concerns. After consultation with staff, his case manager and guardian, Alex was able to purchase an iron. He can only use the iron, however, during times when Scott can be at his side without interruption from other residents.

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Alex continues to attend Curative’s Adult Day Services programming on weekdays, but he has transferred to the Curative - Menomonee Falls location because it is closer to his new home. Many of the goals Alex has set at his group home overlap his day program goals. Cooking skills Alex is learning in his Adult Day Services program are useful when he is assisting with meal preparation at the group home. He also is able to maintain money management skills and practice making appropriate purchasing decisions during outings organized by his day program and group home staff.

Alex also is enjoying opportunities to help others in the community now that he attends the Curative - Menomonee Falls Adult Day Services program.

He has joined the Curative AKTION Club, an internationally chartered service group for adults with developmental disabilities. Under the guidance of the Kiwanis Club of Milwaukee, Alex and his fellow AKTION Club members are engaged in multiple volunteer service projects. Like all of his fellow AKTION Club members, Alex is honored to give back to the community that has offered him a helping hand since he was a toddler.

Curative Residential Services:

Seven group homes located in residential neighborhoods throughout Milwaukee and Waukesha counties provide a family-like setting for adults with developmental disabilities. Curative’s specially trained Residential Services staff members maintain a safe environment, provide household management and facilitate activities.



Tony has returned to what he knows best:



Tony excels in customer service at his neighborhood Pick'n Save store.

Tony prefers plastic to paper. The 44-year-old, award-winning grocery store bagger said he can package groceries for Pick'n Save customers much more quickly when using plastic bags.

Tony, who has a cognitive disability, obtained his job at the Hales Corners Pick'n Save in the spring of 2012 with support from Curative's Community Employment staff. There was no question that Tony had the skills to do the job. He had worked as a grocery bagger for more than 17 years while he lived in Albuquerque, NM. He also finished with the second-fastest time in a 1997 national bagging competition held in Las Vegas.

His former Albuquerque boss had this to say about Tony's skills: "He was always on time and did his job very well. He also won several awards for excellent customer service. I feel that he would be a great asset to any company."

Every Day Counts:

The retail clothing store Gap has been employing Curative clients since 1999.

Retailer T.J. Maxx and Milwaukee not-for-profit agency the House of Peace offer the most opportunities for job training and placement for Curative clients.

great customer service

When Tony and his family returned to his native Milwaukee in 2010, however, he did need help to get his foot in the door of another grocery store. Tony was referred to Curative by the Wisconsin Division of Vocational Rehabilitation in January 2012 for assistance with his job search and placement. Curative's Community Employment staff helped Tony prepare a resume and list of references. A Curative Placement Specialist also helped Tony search job postings at area grocery stores and made contacts for him at the stores listing openings for baggers.

In late March 2012, Tony was invited to interview at his neighborhood Pick'n Save store. He practiced interviewing at Curative before he met with the hiring manager. He was offered the bagger job in April and successfully completed an orientation process. Curative provided job coaching assistance for a short time after Tony was hired to make sure he could perform well on every aspect of his job description. By July 2012 it was clear he could be discharged from Curative's Community Employment program and work independently.



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"We are grateful to the staff at the Hales Corners Pick'n Save for recognizing Tony's work and customer service skills and giving him an opportunity to earn a paycheck," Curative Vocational Services Manager, Susan Rasinske, said. "My staff reach out to community employers on a daily basis to seek work opportunities for individuals with disabilities who come to us for job placement services. Every job search is customized, depending on the skills level and interests of clients. We help individuals with entry level skills as well as professional skills. The key is partnering with employers who either do not perceive the disability as a barrier to work, or who are willing to accommodate individual disabilities."

Curative Vocational Services:

Curative's Vocational Services provides training, placement and follow-up services for adults with disabilities who are seeking paid employment in the community or at Curative's Industrial Services facility.

Veteran team has brightened Milwaukee's

For nearly 20 years, Curative Industrial Services has employed a team of adults with disabilities to brighten the Milwaukee area landscape.



Melissa tidies up a newly planted bed of bushes and flowers.

The veteran of the group – 39-year-old Patrick – has been part of the Curative Landscape Maintenance team since 1994, when Curative first signed a contract to participate in the Wisconsin Department of Transportation Rest Area Maintenance (RAM) Program.

Curative's Landscape Maintenance employees currently provide clean-up and landscaping services for 11 Park and Ride Lots located in Milwaukee County as part of the RAM Program. Rehabilitation For Wisconsin, a not-for-profit organization that oversees the State of Wisconsin contract, requires 75% of those working at the Park and Ride lots to have a disability. Team members with disabilities are initially assigned to help pick up debris, pull weeds and some tasks that may involve machinery operation. With ongoing training and supervision,

many of the workers are promoted to jobs that include the use of sophisticated equipment.

“Regardless of disability, every one of our employees identifies annual goals to learn new skills and gain more experience.”

Since the initial contract for Rest Area Maintenance properties was signed, Curative has steadily expanded its landscape maintenance operations to include all of Interstate-794, all Milwaukee Department of Motor Vehicle buildings, the Milwaukee Airport Rail Station, Department of Natural Resources buildings and a number of privately owned businesses. The crews also maintain the landscapes of six community-based Curative facilities and seven Curative Group Homes. Work responsibilities may include mowing; planting and maintaining flower beds, bushes and trees; weed control and custom design work. A majority of the work is done during the Wisconsin growing season, extending from April through October. Work begins with spring cleanup of debris discovered under melting banks of snow.

“We have expanded from one crew of four workers to three crews since 2001,” Curative Vice President of Industrial Services, Jeff Kaminski, said. “Even when we are not required to by contract, we have an employee

Every Day Counts:

For 34 weeks per year, the Curative Landscape Maintenance team maintains a section of I-794 that is 3 miles long by 50 yards wide. Total miles maintained by the team in 2012 equaled 5,100.

Curative Industrial Services employees punched 1,367,500 gaskets in 2012. Laid end-to-end, the gaskets would stretch from West Allis to Madison.

landscape for many years

ratio of 75% workers with disabilities for a majority of the properties we maintain. Regardless of disability, every one of our employees identifies annual goals to learn new skills and gain more experience.”

Five-year-veteran Bob, for example, has become well qualified to operate sophisticated mowing equipment, including stand-on and zero-turn mowers. Melissa, a seven-year-veteran, has become proficient with gas powered weed trimming equipment. Patrick typically operates push mowers and weed trimming equipment on properties with smaller lots.

Earlier this year, the Curative Landscape Maintenance team received the prestigious 2012 Inspector’s Award for “high standards in site care and landscaping services, for responsiveness to inspector’s corrective requests and for overall positive team attitude.” The award was presented by the Rehabilitation For Wisconsin Rest Area Maintenance Program Manager. Every single member of the Landscape Maintenance group attended the award ceremony at the Curative - 101st Street Industrial Services facility.

Curative Industrial Services:

Hands-on industrial subcontract work provides paid employment opportunities and valuable work experience to persons with disabilities who work side-by-side with non-disabled persons.



Bob mows large properties with the aid of stand-on and zero-turn mowers.

Deb and Lou have looked to the future



Lou routinely escorts Deb into the Curative Senior Care Center and wishes her a good day.

Every Day Counts:

Curative's Senior Care Center clients include veterans from every branch of military service, including the Army, Air Force, Marines, Merchant Marines and Navy. Three of the Senior Care Center clients served in World War II.

Curative's Senior Services staff of 11 employees has a combined total of 180 years of experience in services for older adults.

Although Deb is just 66 years old, she and her husband, Lou, have been proactively coping with her diagnosis of Fronto Temporal Dementia for more than six years.

They were already knowledgeable about the impact of dementia when she was diagnosed in 2006, having provided care for Deb's parents as their dementia symptoms progressed.

"I am realistic about what will happen," Lou said. "I just want to make sure I stay ahead of it when planning her care."

Deb and Lou, who have been married for 47 years, have two sons and four grandchildren. Although Deb worked as an office administrator for much of her career, she considers parenting to be her favorite job.

Lou is grateful for the valuable information and guidance he and Deb received from her physician's staff and the Waukesha Aging

when planning supportive care

and Disability Resource Center after her diagnosis. That information led them to Curative's early memory loss program in February 2010. Located in Menomonee Falls, the Memory Program offers activities, resources and peer support for those who are in the early stages of memory loss.

By August 2010, Lou and Deb realized that Curative's Senior Care Center in Waukesha would be better suited to her needs. Staff at the Senior Care Center offer engaging activities and supportive services for individuals in the moderate to advanced stages of dementia, as well as to older adults with health concerns or disabilities.

“Together we will continue to partner with Lou to develop strategies that ensure Deb’s quality of life and help her live in the community with her family.”

Deb has fully engaged in Senior Care Center activities since her arrival. She has especially enjoyed opportunities for physical exercise as well as music, singing and dance. Lou has partnered with Senior Care Center staff to establish goals for Deb as her disease progresses. Current goals include engaging in activities with her peers, maintaining nutritional balance and staying safe.

Lou drives Deb to the Center four or five days each week and escorts her into the building. He exchanges greetings with the staff, speaks softly with Deb for a moment and then heads out the door for some much needed respite from his role as caregiver. While Lou has retired from a career in computer sales and from a post-retirement job as a tour bus driver, he remains active in the community. He volunteers as a driver for a senior living community and also delivers Meals on Wheels to New Berlin area residents.

“I wouldn’t be able to do this alone,” Lou said. “I know she is safe at Curative when I drop her off. And she feels safe here when I leave her.”

“Together we will continue to partner with Lou to develop strategies that ensure Deb’s quality of life and help her live in the community with her family,” Curative Senior Services Director, Kendall Nelson, said.



Curative Senior Services:

Specialized Senior Services programming provides community engagement and supports the independence of older adults with dementia, disabilities and/or health concerns. Services include an adult day program and an early memory loss program.



Deb dances to one of her favorite Herbie Hancock songs with Curative employee Kelsey Webster.

Support team inspired by Marion's

Curative Case Manager Kathie Nye and Registered Nurse Annette Jensen look forward to their appointments with Marion, an 86-year-old Family Care client.



Marion's witty, warm personality makes for lively conversation and plenty of opportunities for laughter. One look at her walker – with its faux leopard-skin padding – and it is clear that Marion approaches life with a sense of humor.

With additional care coordination from Curative, Marion's family is assured that her medical needs are being met and she has a safe living environment.

Curative has teamed up with Marion and her family since 2005 to make sure she has the resources and support she needs to continue living independently in her St. Francis

apartment. The Milwaukee County Family Care Program contracts with Curative Care Network to provide Case Management services to Marion and nearly 600 other individuals who are identified as frail older adults or adults with disabilities. The county allocates funding for services ranging from supportive home care and home medical equipment to enrollment in adult day programs and group homes. Each of 26 Curative Case Management employees is assigned a caseload of clients in need of supportive services.

Marion's children check in on her regularly and her granddaughter helps with grocery shopping. With additional care coordination from Curative, Marion's family is assured that her medical needs are being met and she has a safe living environment. For example, Curative has helped Marion arrange for supportive home care, transportation for health care visits, and an electronic system that reaches emergency resources at the touch of a button Marion wears as a necklace. The Case Management team also has responded to Marion's needs for medical equipment and supplies, including her walker and compression stockings she wears to prevent blood clots in her legs.

Kathie and Annette spent time with Marion during a March visit to her cozy apartment, where she has lived for 15 years. They sat near her and spoke loudly and clearly to accommodate her hearing loss. Marion assured them that she was healthy and getting all the help she needed.

Registered Nurse Annette Jensen (left) and Case Manager Kathie Nye visit with Marion in her St. Francis apartment.

Every Day Counts:

Staff members travelled 82,500 miles in 2012 to provide home visits for 585 clients residing in 10 counties in Wisconsin.

At a minimum each client is required to be seen quarterly but some are seen monthly, resulting in approximately 2,800 home visits annually.

zest for life and laughter



Kathie and Marion share a laugh over Marion's leopard-skin walker.

She demonstrated her ability to get up and down from her plush couch and walk around her home with the support of her walker. Their conversation was punctuated with frequent jokes and laughter.

“We check in regularly with Marion by telephone in addition to visiting her home to make sure her need for support isn’t progressing,” Kathie said. “Truthfully, Marion is very self-sufficient. If she needs our help, she calls and asks for it.”

Marion doesn’t just contact her Curative Case Management Team when she needs assistance. She calls or sends them greeting cards for birthdays and holidays. Marion said she enjoys keeping track of special events in the lives of those she encounters. Even her mailman gets a birthday greeting.

Curative Case Management Services:

Professional Case Managers and Registered Nurses provide assistance to adults with disabilities or age-related concerns and their families in locating, managing, coordinating and monitoring all proposed services and informal community support.

2012 Achievement Highlights

Curative's commitment to providing high quality, innovative programming for persons with disabilities or limiting conditions was demonstrated repeatedly in 2012. Highlights of 2012 include:



CARF Accreditation

The Commission on Accreditation of Rehabilitation Facilities (CARF) awarded full accreditation through March 2015 to Curative's Adult

Day Services and Child & Youth

Services programs. The three-year accreditation means that Curative conforms to nationally and internationally recognized service standards for rehabilitation and human services programs. The rigorous accreditation process, which took place in March 2012, involved an examination of Curative operations, facilities, documents, policies and procedures by a national CARF survey team.

"Curative has invited CARF to rigorously examine our operations every three years since 1968," Jill Van Calster, Curative Executive Vice President and Chief Operating Officer, said. "We value the ongoing opportunity to examine our programs and receive objective feedback and recommendations from respected national experts on what we are doing well and what we could be doing better."

Specialized Adult Day Services Programs

The CARF surveyors were particularly impressed with Club Curative, a new Adult Day Services program introduced by Curative for recent high school graduates with developmental disabilities. Curative was "commended" for quickly responding to a request from parents to create a specialized program that would allow younger adults aged 18-29 to maintain and expand independent living skills and engage in technology-based activities

after graduation. Club Curative staff members worked closely with high school special education teachers to ensure that the curriculum these students were following while in school would continue when they enrolled in Curative's program.

"When we introduced Club Curative in November 2011, we had three enrollees," Van Calster said. "By the end of 2012, that number had grown to 12. We are currently developing additional Club Curative programs at other Curative locations for young adults who will graduate in June. Prior to the expansion of the Wisconsin Family Care program, many young adults with developmental disabilities were placed on long-term waiting lists to receive funding for community programs. When additional funding became available for young adults, we were happy to step in and create programming targeted specifically for them."

Another newly developed Adult Day Services program – Curative Individualized Day – saw significant growth in 2012, increasing enrollment from 8 clients to 26. This program is specially designed to accommodate the needs of adults with developmental disabilities who find it difficult and stressful to participate in structured, group activities.

"Each program participant directs his or her own day and engages in often spontaneous activities – facilitated by staff – that are personally meaningful," Van Calster said. "A specially decorated and equipped room that provides opportunities for sensory stimulation is particularly engaging."



Curative's Adult Day Services clients were thrilled to perform improvisation with a ComedySportz team in March.

Award-winning Programming

Carroll University and the Curative Senior Care Center were recipients of the 2012 Esther Letven Campus-Community Partnership Award from Wisconsin Campus Compact. The Curative-Carroll project, introduced in 2007, provides regular physical activity for Curative Senior Care Center clients who have dementia, disabilities and/or health concerns. Carroll physical therapy students and faculty work with clients to provide exercise and customized therapeutic activities, such as bowling, swimming, use of exercise equipment or video gaming. The partnership, which also involves exercise science and recreation management programs, provides invaluable experience for students.

The Curative Landscape Maintenance Program received the prestigious 2012 Inspector's Award for "high standards in site care and landscaping services, for responsiveness to inspector's corrective requests and for overall positive team attitude." The award was presented by the Rehabilitation For Wisconsin Rest Area Maintenance Program. Curative's Landscape Maintenance employees currently provide clean-up and landscaping services for 11 Park and Ride Lots located in Milwaukee County. The Rest Area

Maintenance contract specifies that 75% of those hired by Curative to work at the Park and Ride Lots must have a disability.

Significant Employee Achievement

For the third consecutive year, 100 percent of Curative's employees pledged their support for the United Way of Greater Milwaukee Campaign. During the first two weeks in October 2012, a total of 274 employees pledged donations totaling \$57,415 for United Way of Greater Milwaukee. Employees raised an additional \$1,515 for United Way through special fundraising events, for a total donation of \$58,930.

"I am honored to be part of an organization that shows such tremendous support for service to the community," Van Calster said. "Because Curative receives generous funding from United Way for our Adult Day Services and Child & Youth Services programs, our employees have an opportunity every day to witness first-hand the benefits of United Way support. Curative employees are committed to partnering with United Way to make greater Milwaukee a healthier and stronger community."

Curative's Commitment to Quality

Curative Care Network is committed to providing Southeast Wisconsin communities with outstanding human service and outpatient rehabilitation care. In an effort to remain accountable to all persons receiving services and to all funding sources, Curative uses an ongoing Program Evaluation System.

Curative is able to demonstrate the value of programs offered by continuously evaluating their quality/effectiveness, cost/efficiency and service/satisfaction. Curative also measures the outcomes of specific goals each of its programs is designed to achieve. This Program Evaluation System is used for planning, modifying and improving the quality of services offered.

A formal survey of Curative programs also is conducted by CARF (the Commission on Accreditation of Rehabilitation Facilities) every three years to make certain Curative follows nationally accepted standards of care.



Edna, who has a hearing impairment and is legally blind, is committed to quality work for Curative's Industrial Services team.

Quality Outcomes reported by Curative in 2012 include:

Child & Youth Services

78% of children's short-term goals were achieved.

89% of families' long-term goals were achieved.

Adult Day Services

86% of short-term goals were achieved by adults with developmental disabilities served in the program.

97% of adults served said they are being helped by the Adult Day Services program.

Senior Services

91% of short-term goals were achieved by older adults served at the Curative Senior Care Center.

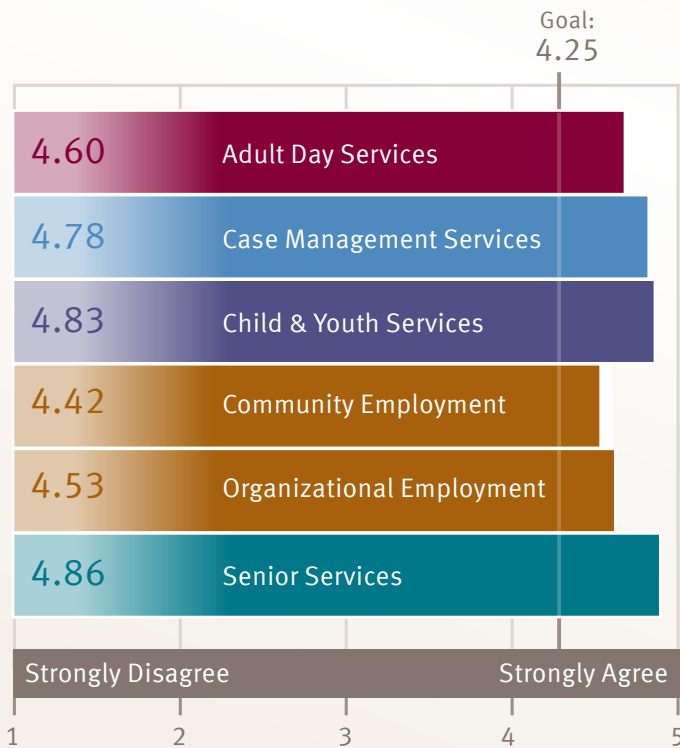
98% of older adults served said they were actively involved in life.

Community Employment

70% of persons hired retained their jobs for at least 90 days.

6.61 months was the average amount of time needed to find a job with Curative's assistance.

Customer Satisfaction Outcomes – 2012

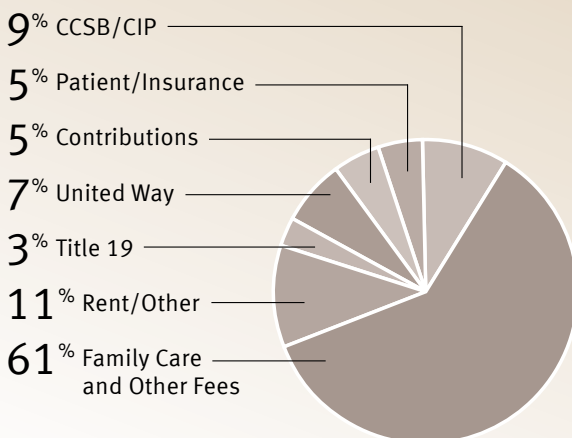


Customer Satisfaction is another component of Curative’s Program Evaluation System. Customer Satisfaction information is gathered from individuals currently enrolled in Curative programs as well as from those who have been discharged. Individuals are asked program-specific and organizational questions.

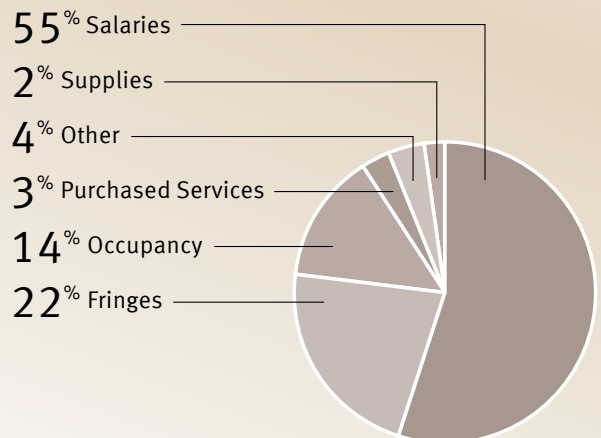
A 5-point scale, ranging from 5 being “strongly agree” to 1 being “strongly disagree,” is used. Curative’s target Customer Satisfaction goal is an average of 4.25 or better. This graph represents the combined responses during the second half of 2012 and demonstrates consistent customer satisfaction with Curative’s services.

As of December 31, 2012, the assets were \$26,546,684. Liabilities were \$9,315,227 with total Net Assets of \$17,231,457.

Operating Revenues



Operating Expenses



Officers and Board Members 2012-2013

Curative Senior Leadership

Candace L. Hennessy PhD, RN
President and CEO

Jill B. Van Calster
*Executive Vice President &
Chief Operating Officer*

Dina T. Buszkiewicz
Chief Financial Officer

Susan E. Dlouhy
Director of Community Relations

Denise J. Hahn
Assistant to the President

Jeffrey L. Kaminski
*Vice President of Industrial
Services*

Kimberly A. Maggiori
*Vice President of Child & Youth
Services*

Jayne L. Moker
*Vice President of Case
Management and Vocational
Services*

N. Muni Reddy, MD
Medical Director

Melissa L. Wiza
*Vice President of Human
Resource Services*

Curative Care Network Board

Wayne T. Morgan, *Chairperson*

Paul Ayers, *First Vice Chairperson*

Kristofor L. Hanson, *Second Vice
Chairperson*

Richard M. Woods, *Treasurer*

Jennifer L. Rathburn, *Secretary*

Candace L. Hennessy PhD, RN,
President

Kristine M. Bachmann, *Member*

Tracey Berg, *Member*

Julie M. Butsch, *Member*

Chukuka S. Enwemeka PhD,
Member

Peter A. Glaser, *Member*

Pardeep Gupta, *Member*

Steven L. Kass, *Member*

James E. Maslowski, *Member*

Curative Foundation Board

C. Frederick Geilfuss, *President*

John A. Stocking, *Vice President*

Candace L. Hennessy PhD, RN,
Executive Vice President

Robert O. Schlytter, *Treasurer*

Elizabeth M. Lierk, *Secretary*

Carol K. Wythes, *Ex-Officio*

Donald H. Benson, *Member*

Carolyn S. Bolton, *Member*

Peter W. Bruce, *Member*

Craig E. Coursin, *Member*

F.R. Dengel, *Member*

Kenton W. Fritz, *Member*

Gwen T. Jackson, *Member*

Thomas W. Kosler, *Member*

Randall S. Lambrecht PhD,
Member

Robert J. Morgan, *Member*

Frederick W. Pairent PhD, *Member*

Julie W. Petri, *Member*

Jay R. Radmer, *Member*

William J. Starr, *Member*

Steven P. Swanson, *Member*

Carmen W. Witt, *Member*

Richard M. Woods, *Member*

Lynette M. Zigman, *Member*

Directors Emeritus

Donald Bell*

Peter W. Bruce

Eugene M. Cox*

Eric G. Erickson*

Michael W. Grebe

Melita R. Lane Harkness

Gwen T. Jackson

Lawrence F. Madland*

Dorothy Pain*

John R. Petersen, MD*

Richard L. Schmidt*

Robert F. Sinclair

John A. Stocking

Allen M. Taylor*

Carol K. Wythes

*deceased



Curative Locations

Community-Based Service Locations

Curative Care Network provides services to children, adults and senior citizens with disabilities at seven community-based sites in Milwaukee and Waukesha Counties.

- A** Curative - Menomonee Falls
- B** Curative - Central City
- C** Curative - 92nd Street
- D** Curative - 101st Street
- E** Curative - Waukesha
- F** Curative - Forest Home
- G** Curative - Cudahy

Residential Group Homes

Curative provides services at seven group homes for adults with disabilities in Milwaukee and Waukesha Counties.

- 1** Water Street Group Home
- 2** Maple Road Group Home
- 3** Menomonee Avenue Group Home
- 4** 117th Street Group Home
- 5** Fountain View Group Home
- 6** Crestwood Group Home
- 7** Coventry Group Home

Curative
CARE
NETWORK®

**1000 North 92nd Street
Milwaukee, WI 53226
414-259-1414
www.curative.org**

Curative Care Network
Curative Rehabilitation Services
Curative Rehabilitation Center
Milwaukee Rehabilitation Center

