A Journey
MISSION

Oak Hill sets the standard, partnering with people with disabilities, to provide services and solutions promoting independence, education, health and dignity.
A Letter of Gratitude for Your Support

You are a reflection of our journey…

It is fair to say that 2020 was a year like no other. It was a pivotal moment in time, that will never be forgotten. At the start, we were eager to embark on a journey fueled by optimism. We were hopeful for new beginnings, exciting adventures, and the promise of resolutions. Instead, the journey of 2020, for most, brought sadness, injustice, and confusion.

The unknown of a pandemic was certainly enough to unnerv e us all. However, even with its pitfalls, 2020 helped us do something powerful. It allowed us to refocus our journey. It provided moments of pause and reflection. We navigated through uncharted waters, to a place of hope. 2020 reminded us that we are in an unforgettable moment in time, together.

It was 127 years ago, that our founder Emily Wells Foster launched her own personal journey. A journey powered by compassion, empathy, fierceness, and determination. She followed her intuition and believed so deeply in her commitment to the community, that others joined her on her journey; inevitably creating a foundation for the largest provider of disability services in Connecticut: Oak Hill. Today, you are part of her journey, continuing to set the standard and raise the bar for the most vulnerable population.

(Continued on page 2)
Collectively, your efforts continue to empower the people who need you the most. Amid one of the most unforgettable moments in time, you found a way to open your minds and hearts. Rising above the unknown to celebrate the milestones and moments of joy that still shine through with each passing day. You are part of a community that has remained united to overcome challenges and establish remarkable outcomes.

YOU are a reflection of our successful journey. A journey that will continue because of your investment, bravery, and perseverance. We look forward to a future re-imagined, we look forward to remaining connected. With you. And with one another.

Our hope is that you will use this journal as a tool. A tool that will enable you to set goals and tell your story. Enhancing strengths, reflecting on the past and embracing the future. This tool is our gift of gratitude to you.

Thank you for continuing to blaze a trail for those of us who are here now and those who have yet to come.

We look forward to our voyage together.

David Hadden
Oak Hill Board Chair

Barry Simon
Oak Hill President & CEO
A COMPASS FOR THE JOURNEY

Let’s set our course for success by using tools along our journey.

Author Hal Elrod said: “Writing in a journal, with a structured, strategic process allows you to direct your focus to what you did accomplish, what you’re grateful for, and what you’re committed to doing better tomorrow. Thus, you more deeply enjoy your journey, feel good about any forward progress you made, and use a heightened level of clarity to accelerate your results.”

We all come from different backgrounds and have different qualities, strengths, difficulties and goals; but with simple steps, we can all manifest incredible changes in our lives and move forward greatly inspired and more grateful than ever. We hope the experience will help you shed light on what really matters...to gain clarity around your true values. To better realize your goals and intentions. To consciously connect with yourself, your family and your community through simple suggestions, reminders, prompts during the year. All you have to do is show up, one entry at a time, one intention after the other.

Looking back on past entries, you will see how far you have come and realize wins along the way. Celebrate your accomplishments like we do at Oak Hill with each success story.

Change is not always easy, but it all starts within you, where you will find happiness too. Wake up the hero inside...one step at a time, one dream at a time. The dreams wouldn’t have come to you unless there was a way to bring them to reality. Follow your own compass and enjoy the journey.

What are the goals you want to achieve, short or long-term? Limit them so it’s not overwhelming. Write them down. Read them out loud. Work towards them methodically and consistently.

GOALS

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“The ultimate reason for setting goals is to entice you to become the person it takes to achieve them.” – Jim Rohn, speaker
Imagine yourself one year from now. What does your life look like? What dreams have you achieved and crossed off the list? How does it make you feel? How has it impacted your life... and others?

“A hero is an ordinary individual who finds the strength to persevere and endure in spite of all his/her overwhelming obstacles.” – Christopher Reeve

Oak Hill Family

During 2020, when the world came to a halt, and everything changed: You were our joy amid moments of hardship. You were the light in our darkness. You kept us moving forward. And you continue to keep us inspired. We continue to be amazed and overwhelmed by the unquestionable strength and character you have shown for our team. Your messages of gratitude, acts of heroism, generosity, and compassion are powerful declarations of how strong the Oak Hill family is.
What I am Grateful For

It’s easier to focus on what we wish we had, than what we already have. Take time out and remember all of the things to be thankful for. Take nothing for granted. Gratitude unlocks the fullness of life and turns what we have into enough, and more. Start and end your day by counting your blessings.

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<th>Basic Needs</th>
<th>People in your Life</th>
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My unique challenges have opened up unique opportunities to reach so many in need.
If we are what we think, let’s translate thoughts into words, into actions to eventually manifest our intentions. Write your very own affirmations.

1. I am the architect of my life; I build its foundation and all content.
2. 

Author Hal Elrod said, great-result affirmations are:
1. WHAT you are really committed to;
2. WHY it’s deeply meaningful to you;
3. WHICH actions will ensure success; and
4. WHEN you are committed to those actions.
Books to read. Classes to take.

Never stop learning. Whether you are aiming to improve your health, wealth, or personal achievement, the difference between success or failure lies in the degree of your commitment. Author Jim Rohn said: “Each of us has two distinct choices to make about what we will do with our lives. The first choice we can make is to be less than we have the capacity to be. And the second choice? To do it all! To become all that we can possibly be. To read every book that we possibly can. To give and share as much as we possibly can. To strive and produce and accomplish as much as we possibly can.”

“Your success and happiness lies in you. Resolve to keep happy, and your joy and you shall form an invincible host against difficulties.” – Helen Keller
If disabled people were truly heard, an explosion of knowledge of the human body and psyche would take place.

Explore where or how you can do less of what you don’t love. We don’t always have a choice, but try when you can. As you clear some clutter, you make more time and space for that which truly does light you up.

The secret to living a joyful, fulfilling life is to do more of what you love every day. Do more of what makes you happy.
2020 was an epic year that truly calls for us to put the spotlight on our local heroes. The Oak Hill staff have made the ultimate personal and professional sacrifices to our organization. As we continue to navigate these uncharted waters, please know we are eternally grateful for the support from:
YOU the donor.
YOU the parent.
YOU the guardian.
YOU the volunteer.
And YOU the staff. Thank you and stay safe.

“I can’t change the direction of the wind, but I can adjust my sails to always reach my destination.”
~ Jimmy Dean
My bucket list

Write a list of things that you want to do and would love to do. Hold yourself accountable for making it happen for yourself or your close ones. Remember, bucket lists don’t just apply to life, you can apply them to business too. If you are an entrepreneur, use it to help break out of a rut. Let your list help you get what you truly desire out of life. Whether it’s material items, experiences, or relationships. Just really, really know what you want. Think big, visualize it vividly and start making magic happen.

The challenges in our lives are there to STRENGTHEN our CONVICTIONS. They are NOT there to run us over.
PAY IT FORWARD

Get inspired and inspire others to perform acts of kindness among peers or perfect strangers. Generate ripple effect. From one person to the next, from one community to the one after, from one cause to another. Be a catalyst to inspire growth and change. Share your time, your knowledge, your means.

Community Involvement

1. How can I give back to missions that matter?

Family or Neighbor

1. Offer to pick up groceries.

Peers or Friends

1. Call a friend to check in.

“Abled does not mean enabled. Disabled does not mean less abled.”
~Kijarro Nguyen
I don't have a dis-ability, I have a different-ability.

~Robert M. Hensel

61 million adults in the United States live with a disability.

Date: ____________

My Journey

Goals for today or for the week

... ...

Habits I would like to practice or improve

☆ ..........................................................

☆ ..........................................................

☆ ..........................................................

Rituals to widen my comfort zone

This week, donate to a new organization. Give of your time, commitment, talent, resources. Do good. Touch someone’s heart.

SuccesR Rituals

- Affirmations
- Visualization
- Exercise/Stretch
- Do Yoga/Meditate
- Journaling
- Read for Enjoyment
- Connect with Nature
- Organize/Purge
- Plan/Set Goals
- Text Someone
- Write a Letter/Poem
- Have Family Time
- Play
- Make Art/Music
- Forgive/Let Go
- Buy/Pick Flowers
- Do Something for You
- Do Good for Others
- Cook/Eat Healthy
- Take a Tech Break
- Call a Friend/Relative
- Express Gratitude
- Share Something
- Go Somewhere New

One thing I did, even when I thought I couldn’t

... ...

“"I don't have a dis-ability, I have a different-ability.”

~Robert M. Hensel
**My Journey**

**Goals for Today or for the Week**

- [ ]
- [ ]
- [ ]

**Habits I Would Like to Practice or Improve**

- [ ]
- [ ]
- [ ]

**Rituals to Widen My Comfort Zone**

This week, go out of your way to beautify your surrounding. Hang something on the wall, put flowers in a room, paint a room, clean your car or go through a pile of mail.

**People I Love to Be Surrounded by and Reasons Why:**

- [ ]
- [ ]
- [ ]

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**The only disability is when people cannot see human potential.**

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**Oak Hill Impact**

**100%**

of Oak Hill School families in need have been receiving meals and necessary supplies in 2020.

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**Oak Hill School**

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**Oak Hill Impact**
Focus not on the differences of people with disabilities but the talent of the individual.

There is power in simple things & ideas. And there is nothing more powerful than continuous successes.

SUCCESS RITUALS
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HABITS I WOULD LIKE TO PRACTICE OR IMPROVE

RITUALS TO WIDEN MY COMFORT ZONE
This week, visit a gallery. Many places offer online virtual tours. Find a way-your way-to support the arts in your community.

WINS FROM LAST WEEK, LAST MONTH...

Focus not on the differences of people with disabilities but the talent of the individual.
My Journey

Date: __________

Goals for today or for the week

________________________________________________________________________

________________________________________________________________________

Habits I would like to practice or improve

☆ ______________________________________________________________________

☆ ______________________________________________________________________

☆ ______________________________________________________________________

Rituals to widen my comfort zone

This week, turn your internal optimism button up. Do not let the negativity of others touch you. Observe what you attract.

SUCCESS RITUALS

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What time/energy waster did I challenge lately?

________________________________________________________________________

________________________________________________________________________

Adaptive Sports and Fitness

We continue to expand our service area and are virtually training clients across the country, including California, Colorado, New Jersey and Florida.

“There once we accept our limits, we go beyond them.”
- Albert Einstein
Oak Hill School provided a platform for 6 resident artists to virtually support our students through the Arts for Learning CT Grant program.

There is power in simple things & ideas. And there is nothing more powerful than continuous successes.

SUCCESS RITUALS
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HABITS I WOULD LIKE TO PRACTICE OR IMPROVE

RITUALS TO WIDEN MY COMFORT ZONE
This week, reduce your connection to technology. Re-imagine. Find new ways to spend an evening than to look at a screen.

LIST OF BARRIERS/CHALLENGES I HAVE OVERCOME:

“Disability is not a brave struggle or courage in the face of adversity. Disability is an art. It’s an ingenious way to live.”
~Neil Marcus
“I don’t need easy. I just need possible.”
—Bethany Hamilton
My Journey

Goals for Today or for the Week

There is power in simple things & ideas. And there is nothing more powerful than continuous successes.

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Habits I Would Like to Practice or Improve

Rituals to Widen My Comfort Zone

This week, start a seed or buy a new plant. Plants clean the air, so make a commitment to take good care of it. Add energy to your surroundings. Take care of the environment.

Successes or Wins from Last Week (Growth/Realization)

Hard things are put in our way, not to stop us, but to call out our courage and strength.
Disability isn't contagious... Ignorance is!

HABITS I WOULD LIKE TO PRACTICE OR IMPROVE

RITUALS TO WIDEN MY COMFORT ZONE
This week, invite someone to share a moment with you. Invite a friend, a neighbor, a family member, someone who could use it. Extra points if it involves physical activity.

I FEEL EMPOWERED WHEN...

There is power in simple things & ideas. And there is nothing more powerful than continuous successes.

SUCCESS RITUALS
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Since March 2020, 1,500 hand-sewn masks were donated to Oak Hill (most made by staff).

24,000 surgical face masks were donated from Webster Bank.
If you're an underdog, with a mental or physical disability, if you don’t fit in, if you’re not as pretty as the others, you can still be a hero.

HABITS I WOULD LIKE TO PRACTICE OR IMPROVE

RITUALS TO WIDEN MY COMFORT ZONE
Personal stories of how such services and benefits change lives is a powerful motivator. Be a hero for someone.

MOMENT(S) I REALLY STOPPED TO LOOK FEAR IN THE FACE

There is power in simple things & ideas. And there is nothing more powerful than continuous successes.

SUCCESS RITUALS
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Oak Hill Impact

Operations

Monthly donations from DDS (Department of Developmental Services) – since September 2020:

5,000 surgical masks
3,000 pairs of gloves
50 infrared thermometers

If you’re an underdog, with a mental or physical disability, if you don’t fit in, if you’re not as pretty as the others, you can still be a hero.
**My Journey**

**Goals for today or for the week**

There is power in simple things & ideas. And there is nothing more powerful than continuous successes.

**SUCCESS RITUALS**

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**Habits I would like to practice or improve**

- Star
- Star
- Star

**Rituals to widen my comfort zone**

Every day, forgive yourself for something. Practice the five-minute rule to complain about something that happened, then let it go forever knowing you really can’t change it.

**List of barriers/challenges I have overcome:**

- Date:
- "However difficult life may seem, there is always something you can do and succeed at."
- ~Stephen Hawking

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**Oak Hill Camps & Recreation**

15,665 meals were delivered to Oak Hill Group Homes during the initial stages of the COVID-19 pandemic, April to June 2020.
Focus not on the differences of people with disabilities but the talent of the individual.

~Neil Milliken

10.8% of people with a disability have a cognition disability with serious difficulty concentrating, remembering, or making decisions.

There is power in simple things & ideas. And there is nothing more powerful than continuous successes.

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HABITS I WOULD LIKE TO PRACTICE OR IMPROVE

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- [ ]
- [ ]

RITUALS TO WIDEN MY COMFORT ZONE

This week, be mindful of resources and landfill. Generate as little garbage as possible. Recycle, compost and be grateful.

ONE THING I DID, EVEN WHEN I THOUGHT I COULDN’T

- [ ]
- [ ]
- [ ]
To say I am thankful to be a part of the Bruns Road team is an understatement...I am indeed blessed and humbled to be in the presence of such amazing humans.

~Andrea Arseneau, Program Manager

The definition of teamwork is “the combined action of a group of people, especially when effective and efficient”. Our staff have gone above and beyond what is expected of them as direct care workers. Caring for individuals who tested positive for COVID-19, they have never worked so hard, both physically and emotionally. Bravery, dedication, and commitment are but a few words that come to mind watching them work day in and day out.

My Journey

Date: __________________________

Goals for today or for the week

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HABITS I WOULD LIKE TO PRACTICE OR IMPROVE

RITUALS TO WIDEN MY COMFORT ZONE

This week, do something adventurous. Go somewhere new. Listen to new music. Try a new ethnic food.

I FEEL EMPOWERED WHEN...

Heartfelt thanks

There is power in simple things & ideas. And there is nothing more powerful than continuous successes.

“To say I am thankful to be a part of the Bruns Road team is an understatement...I am indeed blessed and humbled to be in the presence of such amazing humans.”

~Andrea Arseneau, Program Manager
**My Journey**

**Date:**  

**Goals for Today or for the Week**  

There is power in simple things & ideas. And there is nothing more powerful than continuous successes.

**Success Rituals**  
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**Habits I Would Like to Practice or Improve**

-  
-  
-  

**Rituals to Widen My Comfort Zone**

This week, light a candle in memory of someone. Think about the gifts left behind. Keep him/her alive sharing their stories.

**One Thing I Did, Even When I Thought I Couldn’t**  

“Enjoy the little things in life, for one day you may look back and realize they were the big things.”  
- Robert Brault

6.8% of people with a disability have an independent living disability with difficulty doing errands alone.

5.9% of people with a disability are deaf or have serious difficulty hearing.
My Journey

Date: __________

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There is power in simple things & ideas. And there is nothing more powerful than continuous successes.

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Habits I would like to practice or improve

Rituals to widen my comfort zone

This week, read a little more, learn a little more, share a little more. Open a recipe book and be adventuresome.

People I love to be surrounded by and reasons why:

Center for Relationships and Sexuality Education (CRSE)

CRSE has a series of seven workbooks that provide detailed sexual health information for adults with intellectual and developmental disabilities. Each workbook has been downloaded over 300 times. Our materials reach 47 US states and 7 countries (including the US, Australia, Canada, Chile, Ireland, UK, and New Zealand).

“Kindness is a language the blind can see, and the deaf can hear.”
- Mark Twain
Courage doesn’t mean you don’t get afraid. Courage means you don’t let fear stop you.

**My Journey**

**Goal for Today or for the Week**

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<th>SUCCESSES OR WINS FROM LAST WEEK (GROWTH/REALIZATION)</th>
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**Oak Hill Impact**

**Community Programs**

85% of our Community Program participants actively engaged in “Virtually Virtual” to stay connected via yoga, bingo, workouts with Oak Hill Adaptive Sports & Fitness as well as Thursday night virtual concerts.
I am different but not less.

Oak Hill Impact

Human Resources

In 2020 Oak Hill hired and welcomed a total of 226 individuals to the Oak Hill team.

My Journey

Date:

GOALS FOR TODAY OR FOR THE WEEK

HABITS I WOULD LIKE TO PRACTICE OR IMPROVE

RITUALS TO WIDEN MY COMFORT ZONE

This week, call someone you have not heard from in a while: an old friend, a distant relative or someone who helped you in the past.

SUCCESS RITUALS

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- Forgive/Let Go
- Buy/Pick Flowers
- Do Something for You
- Do Good for Others
- Cook/Eat Healthy
- Take a Tech Break
- Call a Friend/Relative
- Express Gratitude
- Share Something
- Go Somewhere New

THREE THINGS I AM THANKFUL FOR TODAY/THIS WEEK:

There is power in simple things & ideas. And there is nothing more powerful than continuous successes.

I am different but not less.
4.6% of people with a disability have a vision disability with blindness or serious difficulty seeing even when wearing glasses.

26% (1 in 4) of adults in the United States have some type of disability.

There is power in simple things & ideas. And there is nothing more powerful than continuous successes.

SUCCESS RITUALS
- Affirmations
- Visualization
- Exercise/Stretch
- Do Yoga/Meditate
- Journaling
- Read for Enjoyment
- Connect with Nature
- Organize/Purge
- Plan/Set Goals
- Text Someone
- Write a Letter/Poem
- Have Family Time
- Play
- Make Art/Music
- Forgive/Let Go
- Buy/Pick Flowers
- Do Something for You
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RITUALS TO WIDEN MY COMFORT ZONE
This week, take a break from caffeine, sugar or junk food. Don’t let them rob your energy or tell you what to do. Take charge.

HABITS I WOULD LIKE TO PRACTICE OR IMPROVE

SUCCESSES OR WINS FROM LAST WEEK (GROWTH/REALIZATION)
**My Journey**

**Date:**

---

**Goals for today or for the week**

---

**Habits I would like to practice or improve**

---

**Rituals to widen my comfort zone**

This week, and as often as you can, allow the light to penetrate even when things seem dark. Always aim to be light and hopeful.

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**People I love to be surrounded by and reasons why:**

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There is power in simple things & ideas. And there is nothing more powerful than continuous successes.

**Success Rituals**

- Affirmations
- Visualization
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- Do Yoga/Meditate
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**Oak Hill Impact**

85% of the families were engaged in school based activities this year. This includes progress report meetings, Planning and Placement Team meetings, parent meetings, therapeutic consultations, virtual school plays and concerts, and holiday gatherings.

“*A journey of a thousand miles begins with one step.*” – Lao Tzu
My Journey

Date: ____________________

Goals for today or for the week


Habits I would like to practice or improve

☆

☆

☆

Rituals to widen my comfort zone

This week, donate some time to a local shelter, help a neighbor with their chores, offer to do something for family members.

What did I take off my procrastination list last week?


There is power in simple things & ideas. And there is nothing more powerful than continuous successes.

Success Rituals

- Affirmations
- Visualization
- Exercise/Stretch
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Nobody’s good in everything. Advantages and disadvantages come in many forms.
MILESTONES AND BIRTHDAYS

Celebrate those special milestones and how they changed your trajectory. Remember those who add meaning to your life and their special day. Stay connected. Give them a call. Send a card, a text. Be compassionate and caring. Practice acts of kindness on those special days and every day.

January

February

March

April

May

June

July

August

September

October

November

December

Oak Hill celebrated its 127th birthday in 2020. Oak Hill’s mission and all its many programs and services have never been stronger. Thank you for your continuous and generous support.
“I have had this desire my whole life to prove people wrong, to show them I could do things they didn’t think I could do.”
~ David A. Paterson
"Being disabled should not mean being disqualified from having access to every aspect of life." - Emma Thompson
100% of students were provided with the required technology to complete necessary virtual coursework at Oak Hill School.
My own journey

“Just because a man lacks the use of his eyes doesn’t mean he lacks vision.” – Stevie Wonder
“People with disabilities not only have to learn how to deal with their physical issues. They also need to cope with some forms of mental illness such as depression because of frustrations over being unable to move as freely as most other people.”

—Dana Albrecht
Fina and Jackie from Oak Hill Community Programs, Residential Program Workers
**STAY CONNECTED**

With the coronavirus pandemic in 2020, we quickly learned our new reality: staying connected, yet socially distanced. At a time when we so desperately want to be together, let’s embrace the new technologies but remember how a simple call can touch someone. Stay in touch and connected.

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<th>Family and Friends</th>
<th>Phone Number</th>
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**Report of the Oak Hill Foundation**

Christopher J. Hanlon, Chairman

- The assets held by the Oak Hill Foundation Fund grew substantially during the calendar year and provided $4.8 million in support of our mission.

- Despite the impact of the pandemic on global markets, the Fund performed well during the fiscal year, providing returns after fees of 4.22%, outperforming the custom benchmark which returned 2.57%.

- Over time the Foundation has been wise stewards of the capital that donors have entrusted to it, returning 8.3% per year after fees for the last 10 years, more than doubling the assets before distributions.

Thank you for the generous community support.

**FINANCIAL HIGHLIGHTS** July 1, 2019 – June 30, 2020

The financial results presented below have been excerpted from Oak Hill’s consolidated financial statements for the fiscal year, which ended June 30, 2020. Contributions from generous donors and prudent investing of donations continue to subsidize the services provided by Oak Hill. Without the generous support of current and prior donors, the individuals Oak Hill provides services to would be unable to benefit from the innovative programs that are the hallmark of Oak Hill. Audited financial statements are available to interested parties by contacting Christine Leiby at christine.leiby@oakhillct.org.

**Revenues**

Group Home Services ............................................................ $59,557,505  
Adult Day Programs .............................................................. $3,571,606  
Oak Hill School ................................................................. $13,778,009  
Behavioral Health Services ................................................ $13,944,465  
Easterseals Camp ................................................................. $387,824  
Oak Hill Centers ................................................................. $1,140,475  
General Program and Other ............................................... $686,262  
Total Revenues ........................................................... $93,066,146

**Expenses**

Group Home Services ........................................................... $64,517,970  
Adult Day Programs ................................................................ $4,170,912  
Oak Hill School .................................................................. $13,010,605  
Behavioral Health Services ................................................... $13,654,351  
Easterseals Camp ................................................................ $1,041,485  
Oak Hill Centers ................................................................ $2,688,576  
General Program and Other ................................................... $1,932,421  
Total Expenses .......................................................... $101,016,320  

Operating Deficit ....................................................... $(7,950,174)

**Contributions and Investment Income**

Investment Income, Net* ............................................................ $3,650,076  
Income as Beneficiary of External Trusts ................................. $2,231,311  
Fundraising ........................................................................ $1,952,301  
Addition & Transfer of Companies, Net ...................................... $938,055  
State Grants for Capital Projects .............................................. $199,447  

Total Fundraising and Investment Income .................. $8,971,190

Surplus after Fundraising and Investment Income ........ $1,021,016

* Excludes realized and unrealized capital gains and losses on investments, which the Board of Directors of Oak Hill has directed be added to the investment pool. See “Report of the Oak Hill Foundation Investment Committee” for information on growth and management of the investment pool.