

**2024 IMPACT REPORT**



**HEARING  
SPEECH + DEAF  
CENTER**

# 2024 By the Numbers

2024

1925

ESTABLISHED AS THE  
CINCINNATI LEAGUE FOR  
THE HARD OF HEARING

1950s

BROUGHT THE FIRST  
AUDIOLOGIST AND SLP TO  
CINCINNATI

1976

ESTABLISHED COMMUNITY  
SERVICES FOR THE DEAF

IMPACT REPORT

1,546

INTERPRETING  
APPOINTMENTS IN 2024

9,651

CLINIC  
APPOINTMENTS  
IN 2024

2,732

CLIENTS SERVED  
IN 2024

HEARING SPEECH + DEAF CENTER

2,194

AUDIOLOGY PATIENTS  
IN 2024

155

DEAF SERVICES  
CLIENTS IN 2024

176

SPEECH &  
OCCUPATIONAL  
THERAPY CLIENTS IN  
2024

65

MEDIAN AGE OF  
AUDIOLOGY PATIENTS  
IN 2024

15

MEDIAN AGE OF SPEECH  
& OCCUPATIONAL  
THERAPY PATIENTS IN  
2024

39

MEDIAN AGE OF DEAF  
SERVICES CLIENTS IN  
2024

# Dear Friends



Looking back on 2024, I'm exceptionally proud of the incredible work our team has accomplished in serving our community. Our mission continues to transform lives through Audiology, Speech and Occupational Therapy services, as well as support for the Deaf community. These services provide access to the tools and resources necessary to improve communication and promote communication equity for all.

This year has been filled with moments that touched our hearts and reminded us why we do what we do. We've seen the pure joy of a grandparent hearing their loved one's voice again. We've watched a child find their voice, opening a new world of connection and confidence. We've celebrated the accomplishment of a Deaf individual landing a life-changing job that helps them care for their family. We've felt the strength of community as those we serve discovered a safe, welcoming space in our programs. These stories aren't just milestones, they're livelihoods.

As we approach our 100th anniversary in April 2025, we've kicked off and have advanced our endowment campaign. This campaign is crucial to ensure that our services remain accessible and sustainable for generations to come. With your support, we can secure the future of Hearing Speech + Deaf Center and continue to offer life-changing services well into the next century.

Ninety-nine years of history have shaped a distinctive journey, and I truly believe our greatest achievements lie ahead. As we prepare to celebrate our 100th anniversary, I want to extend my sincere appreciation to our dedicated staff, board members, generous donors, committed partners, and every member of our community. Your support makes everything we do possible.

Working together, we're making a real difference, and we'll keep changing lives for years to come.

With sincere appreciation,

Sally Quilligan  
Interim CEO

## Values, Vision, Mission

### Values:

- Promote self-reliance and self-sufficiency
- Provide client-centered and family-centered state-of-the-art services and products
- Provide equal access to our service for all members of the community
- Conduct ourselves with integrity, a high degree of professionalism, and business ethics
- Embrace diversity
- Support and respect an individual's choice of communication mode

**Vision:** To be the community leader in providing access to all people to realize their full communication potential.

**Mission:** To empower individuals and families with successful communication tools and opportunities through advocacy, excellence, and inclusion.

# Board and Staff

## Board Officers

Robert Shank, Board Chair

Kevin Murray, Board Vice Chair

Wayne Scott, Board Treasurer

## Board Members

Kevin Arey

Amber Burley Munnerlyn

Robert Dehner

Shayla Kendricks, Esq.

Roy Kulick, MD, MBA

Jody Lazarow

Kathleen Luhn, MA, F-AAA

JR Shank

David Skidmore

Carolyn (Carney) Sotto, PhD

Jack Wyant

## Leadership

Sally Quilligan, Interim CEO

## Audiology

Anne Rolfert, MS, CCC-A, Lead Audiologist

Kerry Havens, AuD

Kristen Hyden, AuD, F-AAA

Ian Martin, BA, HAS

Janice H. Warner, MA, CCC-A

## Community Services for the Deaf (CSD)

Elizabeth Whelpdale, CSD Manager

Renee Alsip

Katie Dean

Tahnya McCloud

Kat Mills

Michelle Schreffler

Julia Williams

## Speech-Language Pathology

Megan Venezia, MA, CCC-SLP, Lead Therapist

Megan Mulvaney, MA CF-SLP

Sydney Murphy, MA, CCC-SLP

## Occupational Therapy

Alison Yeggy, MOT, OTR/L

## Administration and Office Management

Roxanna Howard, Lead Office Manager

Jennifer Brown

Sophia Cooney

Cheyenne Danchisen

Amanda Revercomb

Sandy Stewart-Laine

# Mission Moment

This Mission Moment was shared by a dedicated member of our audiology staff, reflecting on a powerful experience that highlights the impact of compassionate, patient-centered care.



2024

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“During a routine day in our audiology clinic, I had an experience that reminded me why our work matters so deeply. A patient, who hadn’t been seen since her initial hearing aid fitting over a year ago, came in for a hearing aid clean and check. I had never met her before, and she was accompanied by her daughter. While no one explicitly mentioned memory issues, there were subtle signs that suggested some cognitive challenges.

From the moment she arrived, the patient was very quiet. Though it was clear she could hear and understand me, she seemed distant- almost defeated. Her daughter did most of the talking, explaining that the hearing aids didn’t seem to be working well and that her mother had become increasingly withdrawn from conversation.

When I inspected the hearing aids, I discovered they were completely blocked with cerumen, and the microphones were in serious need of cleaning. After a thorough cleaning, the devices appeared to be functioning properly. I expected we might still need to make programming adjustments, but when I returned and reinserted the hearing aids, something remarkable happened. Her face lit up.

In an instant, her demeanor changed- from withdrawn to engaged, from quiet to joyful. Her personality returned with full warmth and clarity. No adjustments were needed. What seemed like a minor maintenance task had resolved a significant issue that had deeply affected her quality of life. Her daughter’s eyes welled with gratitude. “I haven’t seen that light in her eyes in so long,” she said. We scheduled regular follow-up appointments to keep her hearing aids clean and ensure continued success.

In my five years working in the clinic, this was the first time I truly felt I had been part of a moment that embodied our mission so completely. It was a powerful reminder: even the smallest actions can restore connection, dignity, and joy.”

# Financial Highlights

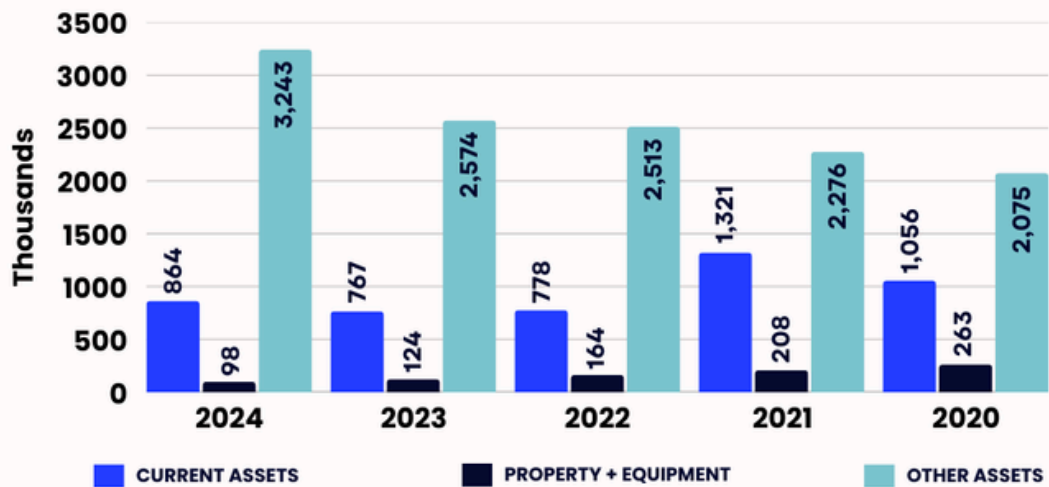
Flynn and Company Inc. conducted an independent audit of our financial statements as of December 31, 2024, and issued an unqualified opinion, affirming that the financials "present fairly, in all material respects, the assets, liabilities, and net assets of [Hearing Speech + Deaf Center]." This positive outcome reflects our continued financial strength and unwavering commitment to our mission of empowering communication across Greater Cincinnati — a legacy we've proudly upheld since 1925.

2024

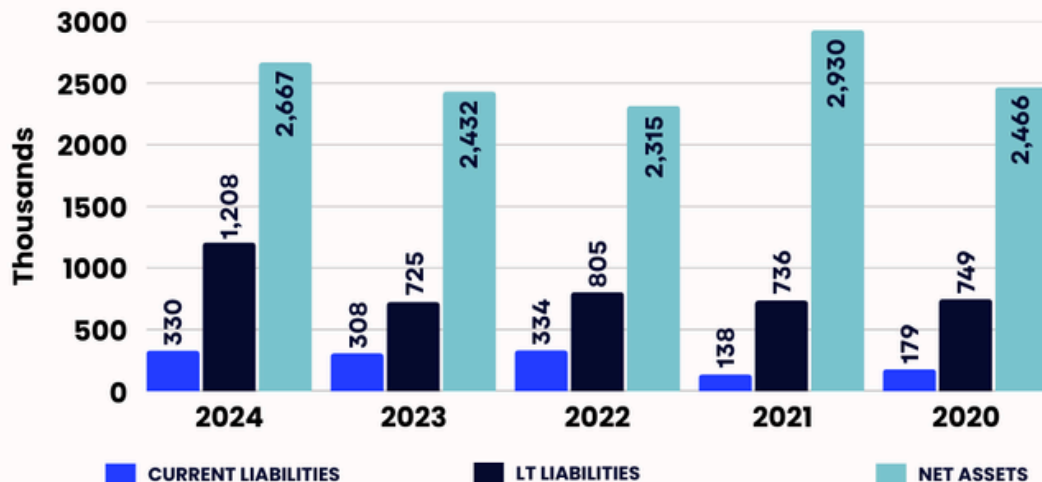
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## ASSETS



## LIABILITIES + NET ASSETS



# Financial Highlights

2024

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HEARING SPEECH + DEAF CENTER

The graph below illustrates our expenses from 2020 through 2024. Industry standards for nonprofit organizations typically recommend that 75%–80% of total expenses be allocated to program services. At Hearing Speech + Deaf Center, we remain committed to maximizing the resources directed toward our mission-driven programs. The red line in the graph represents the ratio of Program Expenses to Total Expenses over the past five years. We are proud to report that program spending exceeded 80% in four of those five years, with 2022 being a close exception at 79%. In 2024, our Total Revenue and Other Support reached \$2,277,713.



## GRANTS

- Advocates for Kids
- Anonymous
- Bahmann Foundation
- Edelweiss Foundation
- Jack J Smith Jr Charitable Trust
- Greater Cincinnati Foundation
- SC Ministry Foundation
- Jacob G Schmidlapp Trusts
- Unnewehr Foundation
- Huenefeld Trust Foundation
- Ladislav & Vilma Segoe Family Foundation
- Robert and Christine Steinmann Family Foundation

# Clinical Services

## Audiology

Effective communication is fundamental to human connection, personal growth, and overall well-being. At the heart of our mission is the belief that everyone deserves the opportunity to hear clearly and live life to its fullest.

Our team of clinical audiologists, supported by skilled staff, empowers patients to make informed decisions about their hearing health. While many of our patients experience age-related hearing loss (presbycusis), our specialists are experienced in diagnosing and treating individuals across the lifespan—from young children to centenarians.

In early 2024, we expanded our services by launching a new Cochlear Implant program in partnership with UC Health's ear, nose, and throat surgeons, enhancing access to advanced hearing solutions for patients with more complex needs.

## Speech-Language Pathology

Our speech-language pathologists offer comprehensive support to help children build or restore effective communication skills.

We work closely with caregivers, providing tools and strategies that support the development of strong listening, speaking, reading, and writing abilities throughout a child's growth. Our team of three experienced speech professionals evaluates each patient's speech, language, cognitive abilities, and overall communication needs.

While many of our patients are children and adolescents, we also regularly support adults navigating speech and articulation difficulties following strokes or other medical events that impact their ability to communicate.

## Occupational Therapy

Our occupational therapists support patients in building the essential life skills they need to thrive.

Many of the individuals we serve are children and adolescents, and our therapists work closely with them to develop task-specific abilities that help them reach personal goals and navigate physical, sensory, or cognitive challenges.

Whether it's improving fine motor skills, enhancing emotional regulation, or addressing sensory sensitivities, occupational therapy plays a vital role in helping patients achieve greater independence and confidence in their daily lives.



# Deaf Services

## Community Services for the Deaf

Effective communication is foundational to access, opportunity and community. Our Community Services for the Deaf (CSD) team provides critical resources such as ASL interpreting, access to free video phones, and everyday support for navigating life with communication barriers.

Through our Community Employment Services program, we also assist Deaf and hard-of-hearing individuals who are unemployed or underemployed in finding meaningful, sustainable work. Many members of our CSD team bring personal, lived experience to their roles, which strengthens our ability to advocate for and respond to the real-world needs of the Deaf Community.



# 2024 Events

2024

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In 2024, communication remained the most vital need for the neighbors we serve- it's the foundation of how we connect, grow, and thrive together. Throughout the year, we hosted a variety of recreational and social events designed to foster inclusion and community for those facing communication barriers. These included two summer day camps, a festive winter holiday celebration, and trips to local sporting events- highlighted by Deaf Days at the Cincinnati Reds and the Cincinnati Cyclones games. Our dedicated volunteer ASL interpreters helped make the Ohio Renaissance Festival accessible and inclusive for the Deaf community, creating space for both connection and fun. We also celebrated the fourth annual Chili Cook-Off, held at St. Rita's School for the Deaf, bringing people together through good food and great company.



(1) and (2) ASL Interpreters at Renaissance Festival performances (3) Staff and Volunteers at the Fourth Annual Chili Cook-Off (4) Campers play a card game at ASL Junior Explorer Camp (5) A child enjoys a visit with our Signing Santa Claus

# 2024 Events

2024

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(1) ASL Jr. Explorers work on tie-dye tee shirts (2) and (3) HSDC staff members and volunteers greet visitors at ASL Weekend at the Ohio Renaissance Festival (4) A child enjoys a visit with Signing Santa Claus at our Winter Wonderland Event

# 2024 Gala

2024

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1



2

The May 2024 Laura and Richard Kretschmer Service Award Gala was a night to remember- celebrating not only our ongoing commitment to breaking down communication barriers, but also the individuals whose contributions are helping lead the way. We were proud to honor Dr. Roy M. Kulick with the Volunteer Service Award and Isaiah Williams as our 2024 Shining Star.



3

Dr. Kulick, a pediatric emergency medicine physician and MBA-trained leader, has dedicated over 40 years to healthcare and medical innovation. For more than a decade, he has been a steadfast advocate for Hearing Speech + Deaf Center, serving in several board leadership roles- including as Board Chair. His deep expertise, compassion, and vision have helped shape our organization's direction and impact.

Isaiah Williams, a bright and determined sixth-grade student at Woodland Elementary, truly lives up to the title of Shining Star. Born prematurely, Isaiah began his journey at St. Rita School for the Deaf at just six months old. Today, at 13, he is not only fluent in American Sign Language (ASL), but also shares his knowledge daily by teaching ASL to third graders at his school. His influence reaches far—high school ASL students even visit him for inspiration. Isaiah's story is one of resilience, leadership, and the power of communication.

(1) Attendees participate in the evening's Fund-A-Cause Auction; (2) Honoree Roy Kulick accepts his Award; (3) Shining Star Award recipient Isaiah Williams and his mother

# Thank You

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Accenture  
 Advocates For Kids  
 Agnes Nordloh Charitable Trust  
 altafiber  
 Anonymous  
 Carol N. Aquino  
 Gordon and Sarah Arey  
 Kevin and Melissa Arey  
 Brad Arthur  
 August A. Rendigs, Jr. and Helen Rendigs Foundation  
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 Blanche M. and Herbert A. Metzger Memorial Fund  
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 Philip and Phyllis Breen  
 Amy Brown  
 Jennifer Brown  
 Linda Brown  
 Alfred and Susan Brunner  
 Mary Ann Buchino  
 Thomas Burke  
 Luke Burton  
 James Cameron  
 Cincinnati Association for the Blind and Visually Impaired  
 Cincinnati Children's Hospital Medical Center

Cincinnati Monthly Meeting of the Religious Society of Friends  
 City Club of Cincinnati  
 Zakia Clayton  
 Marc and Julia Colegrove  
 Commonwealth of Kentucky  
 Mary Ida Compton  
 Greg and Lori Connors  
 Dena Conover  
 James P. Constable and Mary E. Wood-Constable  
 Mary L. Corley  
 Amy Crissman  
 Cathy and Jim Cryder  
 Charles Cullen  
 William and Patricia Culp  
 Beth D'Amico  
 Lisa D'Amore  
 Cheyenne Danchisen  
 Jayme Dawson  
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 Jean Dennig  
 Sheila Derman  
 Michael Doll  
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 Episcopal Retirement Services  
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 Evelyn W. Dunn Charitable Trust  
 Sylvie Falk  
 Douglas Ferguson  
 Fevo  
 Nancy and Robert Fluharty  
 Flynn & Company  
 Roger L. and Ruth Foote  
 Lisa Fox  
 Franciscan Sisters of the Poor

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 Dick and Penny Garver  
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 Eleanor Glass  
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 Thomas M. Goldman  
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 Howard Goldsmith  
 Mindy and Tim Goldsmith  
 Steve Goodin  
 Stephen and Cynthia Gorman  
 Gradison Foundation  
 Greater Cincinnati Foundation  
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 Steven Guggenheim  
 Byron and JoLynn Gustin  
 David and Margaret (Randol) Haffner  
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 Kerry Havens  
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 Patti and Don Hinkley  
 Michele Hobbs  
 Daniel J. Hoffheimer  
 David and Debbie Horn  
 Roxanna Howard  
 Huenefeld Memorial Trust Fund  
 Kristen Hyden

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 Interact for Health  
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 Charitable Trust  
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 PNC Bank, Trustee  
 Jacob G. Schmidlapp Trusts, Fifth  
 Third Bank, Trustee  
 Ajit Jadhav  
 Jon L Ransohoff Champe Dzong  
 Foundation  
 Jim and Sue Jones  
 Alissa Lipson Jubelirer  
 Ken and Carol Kabel  
 John Isidor and Sandy Kaltman  
 Mark and Marcy Kanter  
 Robert and Lynne Kanter  
 Rick and Julie Kantor  
 Katie Haumesser Foundation  
 Brian and Donna Keating  
 Shayla Kendricks  
 Michael and Tricia Kennedy  
 Richard Kerstine  
 Thomas and Jan Kiefhaber  
 Alison Kirschner  
 Karen Kmetz  
 Gerald and Sally Korkin  
 Stephanie M. Kovalcik  
 Lynn Krabacher  
 Laura and Richard Kretschmer  
 Bruce and Libby Krone  
 Meg Krsacok  
 Michael and Kathy Krug  
 Daniel and Andrea Kulick  
 Joel and Anita Kulick  
 Neal and Kathy Kulick  
 Roy M. and Susan G. Kulick  
 Angela Kunkel  
 Ladislav & Vilma Segoe Family  
 Foundation  
 Faith Langenkamp  
 Karen Larsen

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 League of Women Voters-Cincinnati Area  
 Jeff and Liza Leland  
 Patricia Leo  
 Julie and Stephen Lerner  
 Carol Leslie  
 Bridgett Lester  
 Susan Lichtenbaum  
 Lynne and Mike Lipson  
 Amy and Scott Litwin  
 Carol and Mitchel Livingston  
 Frank Lopez  
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 Tahnya McCloud  
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 Frederick and Liz McGavran  
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 Bill and Amy Mees  
 Anthony Meier  
 Robert J. Meihaus  
 Fred and Susan Melowsky  
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Susan Brenner and Steven A. Mombach  
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 Megan Mulvaney  
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 Tamara Murphy  
 Tracey and Michael Murphy  
 Kevin and Laure Murray  
 Netcracker Technology  
 New Era Technology  
 Lawrence Newman  
 Kathy Nemann  
 Darlene Nieman  
 Matthew Noe  
 Northeast Ohio Public Energy Council (NOPEC)  
 Northside Bank & Trust  
 Katherine Notley  
 Rose Obert  
 Debbie and Richard D. Oliver  
 Linda S. Pavey  
 PayPal Giving Fund  
 Alice Perlman  
 Jacob Perriman  
 Kara Prince  
 Sally and Karl Quilligan  
 Mary Lee Rechten  
 Lynne and Mark Reckman  
 David Redlich  
 Katie Rehling  
 Gary M. Reich  
 Residential Concepts Inc.  
 Amanda Revercomb  
 Richard D. Hannan Family Foundation  
 Robert A. & Marian K. Kennedy Charitable Trust  
 Robert and Christine Steinmann Family Foundation  
 Scott D. and Jennifer Rodes

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Mark A. Rogoff  
 Anne Rolfert  
 J. David and Dianne Rosenberg  
 Daniel S. and Donna Rouster  
 Basil H. and Diana L. Rowe  
 Barbara and Richard Ruddy  
 Carolyn and John Rudolph  
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 Lynn and Robert Shank  
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 Spino Corporation (Cyclones)  
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 St. Anne Episcopal Church  
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 Naomi Starobin  
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 Donald and Rita Stolper  
 Joan Stonecipher

Michael and Amy Stonecipher  
 Judith Serling-Sturm and Peter Sturm  
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 Karen Wachs  
 Eric Wainscott  
 Marleen Wall  
 Janice Warner  
 Tom Partridge and Michelle Weil  
 Irwin and Barbara Weinberg  
 Ronald and Alice Weitzenkorn  
 Michael and Kim Welty  
 Paul and Rebekah S. Wernsing  
 Steve Wesselkamper  
 Dick and Debbie Westheimer  
 Elizabeth Whelpdale  
 Richard Willer  
 Jeffrey Williams  
 Julia Williams  
 Lois and Richard Williams  
 Stacy Williams  
 Heather Wirthlin  
 Shonda Wise  
 Pamela Woods  
 Ken and Chris Wurtenberger  
 Jack Wyant  
 Kent Wyant  
 Robert Przygoda and Allen Wynn  
 Alison Yeggy  
 Fawen Zhang

# Be a Part of the Change

## Vision 100 Endowment Campaign

Thank you to the generous donors who have already joined us in shaping the future. Through our Vision 100 Endowment Campaign—the first in our organization’s history—we are working to secure the next 100 years of life-changing services with a goal of raising \$1.2 million. This permanent fund will reinforce and expand the critical support we provide to individuals of all ages affected by deafness, communication, and sensory disorders throughout Greater Cincinnati. Your support ensures communication equity, inclusion, and access for generations to come. If you haven’t yet made a gift, we invite you to join us in this transformative effort and help us build a legacy that will last a century and beyond.



**Advocacy**

**Inclusion**

**Empowerment**



**Clifton/Corryville Office**

2825 Burnet Ave  
Cincinnati, OH 45219

**Eastgate Office**

4440 Glen Este Withamsville Rd  
Cincinnati, OH 45245

**West Chester Office**

5900 West Chester Rd  
West Chester, OH 45069



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