Annandale Village...a special place where individuals with intellectual disabilities and acquired brain injuries lead lives that reflect quality, independence, self-worth and achievement.
The mission of Annandale Village is to provide progressive life assistance to adults with developmental disabilities and acquired brain injuries so that they can maximize their abilities and maintain their independence in the least restrictive environment.

**OUR CORE VALUES**

- People with intellectual and developmental disabilities and their families come first in everything we do.
- Commitment to excellence and professionalism are key tenets at all levels of our organization.
- We are one team with one vision and one mission working together.
- Collaboration and partnership within our organization, and with others who share our vision and values, are keys to our sustained success.
- Integrity, honesty and ethical behavior guide all our endeavors.
- Diversity of ideas, cultures, ethnicity and backgrounds strengthen our efforts.
- Financial strength enables us to accomplish our goals.
PREFACE

All families want their loved ones to lead active, productive, and healthy lives.

Moving from adolescence into adulthood and transitioning from one life setting to another are complicated events for most people. But, when an individual has an intellectual or developmental disability, exploring options and making lifetime decisions are often much more difficult.

• What will happen to my child or sibling when they age into adulthood?
• Will he or she discover and develop interests and talents, take pride in accomplishments, gain purpose and direction?
• Who will take care of their health and social needs when I am no longer able to care for them myself?

For families in search of options concerning their loved one’s future, Annandale Village may be the dynamic environment they are looking for.
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ORGANIZATIONAL OVERVIEW

Tucked away on a beautiful 55-acre wooded campus located 30 miles north of downtown Atlanta, Annandale Village is a special place where men and women with developmental disabilities and acquired brain injuries lead lives that reflect quality, independence, self-worth, and achievement with the utmost care and compassion.

Characteristically, individuals served at Annandale Village are 18 years of age or older with a primary diagnosis of autism, cerebral palsy, Down syndrome, or other developmental or intellectual disabilities, and/or those that have experienced an acquired brain injury.

Annandale Village offers a comprehensive array of both residential and non-residential programs designed to improve the quality of life of each individual served, according to his or her own unique needs and abilities. As a community where people can age in place, Annandale offers families the security of knowing their loved one will be provided a well-rounded life experience – with opportunities for success and growth in all areas, – daily living, life skills, work, socialization, leisure activities, health and wellness, and the creative and performing arts.

The organization’s ability to provide exceptional care and meet the unique needs throughout an individual’s lifetime is a primary reason why families from across the United States choose Annandale to care for their loved one.

OUR COMPREHENSIVE SERVICES INCLUDE:

- Life-long continuum of residential services
- 24-hour home-based support
- Whole life planning
- Life skills development
- Activities of daily living management
- Case management
- Family support
- Transportation
- Medication management oversight
- Diagnostic assessment of functional abilities
- Individual service planning
- Structured activities
- Community integration
- Program evaluation and continuous quality improvement
- Advocacy services
- Respite services
Founded in 1969, Annandale Village began as one family’s quest to create a better life for their developmentally disabled daughter, Libba. Dr. and Mrs. Maxwell Berry, a dedicated mother and father, traveled the world in search of options that were not readily available, or even considered realistic for people with developmental disabilities.

In their travels, they discovered the program design of the Canfield Villages in Europe was closest to their ideal vision. By building on the village concept and adding their personal criteria, Annandale Village soon became a reality. The Berrys purchased 100 acres of land in what was then rural Gwinnett County. Soon thereafter, Libba and other adults with intellectual and developmental disabilities came to call Annandale Village “home”.

In the early years, Annandale was a working farm. The Villagers, as they came to be known, worked on the farm, growing and producing their own food sourced from vegetable gardens and farm-raised animals. Since its humble beginnings, Annandale Village has become an award-winning, nationally recognized nonprofit organization, and is the only nonprofit organization in the state of Georgia to offer men and women with intellectual and developmental disabilities a life-long continuum of service and care.
At Annandale Village, we believe that it is our responsibility and privilege to deliver exceptional, quality-of-life enhancing services for adults of all abilities. Our commitment to quality is more than a promise; it is the foundation of our organization and the cornerstone in its ability to provide optimal care to meet the highest level of standards expected by our clients and their families. For this reason, we are passionate and dedicated to making a measurable impact and delivering lifelong results.

Employees of Annandale Village are as diverse as the services we offer and the individuals we support, but we are united by the shared mission of building relationships and enhancing lives. Together, we are one organization working to deliver meaningful outcomes for those we serve - which, in turn, creates energizing and rewarding experiences for our employees. We promote a culture of shared respect and believe that each employee and each role contributes to our mission and our collective success.

While those who work in direct care - whether as direct support professionals, clinical coordinators, or life enrichment specialists - have daily interaction with those we serve, every member of our workforce plays a vital role in helping the individuals we serve live life to the fullest in a community they call “home”. Members of our development team, for instance, secure the philanthropic resources necessary to strengthen the organization’s ability to expand programs and services, while our human resources team is constantly recruiting talented individuals who can ensure that we provide the highest level of service available.
Ideally located 30 miles north from the heart of downtown Atlanta, the campus of Annandale Village is as beautiful as it is safe and welcoming. Often described by visitors as a wooded oasis, the picturesque campus offers 55 acres of billowing trees, lush landscaping, and a variety of natural wildlife in a park-like setting.

Annandale’s architecturally distinctive buildings and well-maintained facilities offers all the amenities required for a vibrant self-contained community. While the harmonious grouping of buildings encourages natural social interactions, the openness of the Village gives rise to independence and a sense of freedom to explore those special places for moments of solitude.

Set only a short walking distance from one another alongside shaded pedestrian pathways, the campus features ten charmingly appointed residences, including two newly constructed centers for assisted living, and the D. Scott Hudgens Center for Skilled Nursing. In addition, the campus comprises outdoor walking trails and recreational facilities, social and event centers, a health clinic, dining facilities, the Holland-Corley Chapel, and the Patricia M. Brown Center for Programs.
Serving as the centerpiece for academic, social, cultural, and wellness enrichment, the 25,000 square foot Patricia M. Brown Center for Programs boasts a full sized gymnasium, indoor pool, game room, vocational workshop, art gallery, computer lab, educational classrooms, and multi-purpose meeting rooms.

Several deer and horses make their home on our campus which includes a traditional red barn. Residents and participants of our day programs enjoy the therapeutic benefit of interacting with the horses – reminders of the original farm that was the focus of our campus in the early 1970s.

Our goal is for each resident to feel not only safe and comfortable on our campus, but have the freedom to explore those special places that will provide them solace when needed. It may be in the orchard picking apples, at the Holland-Corley Chapel singing along with a Sunday service, walking the nature trail with a friend, or at Jackson House sipping a smoothie at the day program’s café on a Friday afternoon – the Annandale campus offers endless possibilities.
RESIDENTIAL SERVICES

Ten beautifully appointed and maintained homes serve as the centerpiece of the Annandale Village campus. As a community where people can age in place, Annandale Village offers an array of residential settings designed to allow residents the ability to live as independently as possible, while providing assistance, when necessary, to create an environment that is comfortable, attractive, familiar and secure.

Residential options range from community-based independent living to on-campus independent apartments, cottage homes, two assisted living centers and the D. Scott Hudgens Center for Skilled Nursing for individuals who require intensive medical care and nursing services.

The men and women of Annandale share more than a living space – they share a clear sense of belonging, of home. These attractive apartments give residents an opportunity for greater independence while having the security of direct access to a 24-hour staffed home. Our residential campus is supervised with on-site, awake, overnight staff and management staff who oversee the entire campus.

Our residential staff are special people who are dedicated to seeing that each person receives quality supports with dignity and respect. At Annandale Village, we utilize a coaching model of management, focusing on lifelong learning and teamwork. Each home has a Residential Service Provider who supports and guides each resident, organizing resident activities, implementing service plans and advocating for the individuals who live in each home.
COTTAGES
For individuals with moderate support needs, our cottages provide residents the opportunity to live independently while providing necessary supports to assist them with activities of daily living. Residents have a private or shared bedroom and access to dormitory style restroom facilities.

SEMI-INDEPENDENT APARTMENTS
Semi-independent apartments are occupied by residents who need minimal assistance with activities of daily living. Residents have a private bedroom and jack-and-jill style kitchen and bathroom. The clients that live in this setting are expected to be able to do their own laundry, keep their room clean and wake up independently to get ready for the day.

INDEPENDENT APARTMENTS
Our independent apartments allow residents the ability to live in their own apartment, while remaining part of the Annandale community. Clients who live in these apartments need limited supervision. The apartment has a living/bedroom area and its own kitchen and bathroom.
ASSISTED LIVING

For individuals experiencing a decline in health or decrease in independent living skills due to aging and/or characteristics of his or her disability, Annandale’s two assisted living environments, The Amy Somers Center for Continued Care and The Keith Keadle Center for Continued Care, bridge the gap between our independent living options and the D. Scott Hudgens Center for Skilled Nursing.

A long-term care option that provides a combination of private room housing, supportive services and health care, the centers for continued care are the ideal solution for individuals who value their independence, yet can no longer live entirely independently and need assistance with daily activities such as bathing, eating and dressing.

Working closely with families and personal physicians, our specially trained staff develops a personal life plan that respects each resident’s needs, abilities, and wealth of experiences. To best serve each resident, a comprehensive range of programs and services is provided, including:

• 24-hour supervised care and security
• Medical monitoring and access to health services
• Medication assistance/supervision
• Assistance with activities of daily living (i.e. dressing, mobility, and hygiene)
• Emergency call systems
• Chef-prepared meals
• Housekeeping and laundry service
• Life enrichment programs and social activities
• Complimentary transportation

For individuals unable to care for him or herself due to dementia or progressive cognitive impairment, the memory care unit of The Keith Keadle Center for Continued Care serves as an excellent alternative. In addition to providing assistance with activities of daily living, the physical layout and security of the center’s memory care unit is designed to easily navigate, minimizing wandering behaviors, and providing a safe, familiar, yet stimulating environment.
SKILLED NURSING

Recognized as one of the premier skilled nursing centers in the United States, the D. Scott Hudgens Center for Skilled Nursing serves as the only skilled nursing center in the southeastern United States whose staff is specifically trained to care for individuals facing increasing limitations due to aging or features of their developmental disability or acquired brain injury.

Annandale’s D. Scott Hudgens Center for Skilled Nursing is designed for individuals who require 24-hour personal nursing care and significant assistance with the activities of daily life. By following a universal care model, our professional staff works together to provide residents state-of-the-art care in a warm and compassionate environment to help individuals meet their daily physical, social and psychological needs. A licensed physician supervises each resident’s care and on-site rehabilitation professionals offer physical, occupational and speech therapy to help residents enhance or regain their independence.

Whether in need of a short-term or long-term care stay, our skilled nursing center offers a variety of conveniences and amenities designed to enhance comfort, and improve convalescence and recovery. From special therapeutic diets to comprehensive rehabilitation, your care, comfort and convenience are of paramount importance to us. We help residents live with dignity while receiving compassionate care, personal attention and professional services.

OUR SKILLED NURSING SERVICES INCLUDE:

- 24-hour nursing care
- Rehabilitative therapies
- Respiratory care
- GU/GI care
- Musculoskeletal & skin care
- Medication management
- Treatment for medical conditions
- Pharmacy services
- Assistance with activities of daily living (i.e. dressing, mobility, and hygiene)
- Emergency call systems
- Chef-prepared meals
- Housekeeping and laundry service
- Life enrichment programs and social activities
Designed for adults with mild intellectual disabilities and those that have experienced an acquired brain injury, Annandale Village’s Independent Living Program provides a comprehensive range of residential, vocational, recreational, and social supportive services in an off-campus environment that fosters lifelong skills acquisition, community integration, and independence.

**INDEPENDENT LIVING PROGRAM**

**INDIVIDUALS SERVED THROUGH ANNANDALE’S INDEPENDENT LIVING PROGRAM RECEIVE THE FOLLOWING PROVISION OF SERVICES:**

- **Community-based residential living:** The opportunity to choose their place of residence and where and with whom they live on an equal basis with others.
- **Person-centered planning and service delivery:** Services that reflect the individual’s preferences, goals and unique needs, and that maximize opportunities for success.
- **Integration of health care services:** Comprehensive mental and physical health and dental care necessary to maintain optimal health.
- **Coordination of services:** Assistance in coordinating services and establishing partnerships to optimize the ability to prosper in the community.
- **Personal safety:** Safety and security in home and community settings.
- **Individual rights and dignity of risk:** Support to exercise rights, make informed choices, and to accept personal responsibility.
- **Community inclusion and socialization:** Support in developing and maintaining family connections and friendships, and assistance in accessing resources and participating in the community.
- **Vocational & educational supports:** Meaningful work, productive activity or appropriate educational opportunities.
- **Advocacy:** Training and support for living in the community and navigating the service-providing system.
Specifically designed for individuals who reside with loved ones in the local area or with other service providers, the day programs allow for each individual’s experience to be uniquely designed around their hopes and needs. Annandale’s modern facilities provide areas for large group activities, as well as smaller classrooms equipped with specialized technology and materials where individuals can work on their personalized goals. As a Community Access Program, participants have many opportunities to attend community events and to experience museums, parks and other venues in the local area.

SERVICES PROVIDED BY OUR DAY PROGRAMS THAT ASSIST INDIVIDUALS IN ACHIEVING PERSONAL GOALS INCLUDE:

- Meaningful life experiences that enhance a participant’s independence and encourage full participation in the community.
- Improving independent living skills through dynamic community and classroom-based services.
- Enabling contribution to the community through volunteering and participation in community organizations.
- Encouraging participants to gain greater independence, improve communication skills, develop self-advocacy skills, make choices and direct actions.
- Offering job development, exploration and coaching to ensure that each individual desiring to work in the community has that opportunity, thus contributing to a meaningful day and a meaningful life.
- Offering prevocational services that encourage and enable personal and social growth through specialized community-based services engaging participants in the development of employment-readiness skills.
At Annandale Village, we are proud to offer Vocational Programs that help individuals find, prepare for and achieve success at the jobs they choose. Our continuum of services for individuals with intellectual and developmental disabilities helps those who want meaningful work to access the tools that can help them be successful. This includes skill development, job coaching, job training and on-site support. Our staff is passionate about helping people find meaningful employment and is dedicated to helping them achieve success in the workplace.

To help individuals successfully hold jobs of their choice within their communities, we provide a full range of training and support services. Our job development team analyzes the interests and capabilities of each person, suggesting technical or social-skills training that enables a successful job experience - for both the employee and the employer. Program participants also have the opportunity to be matched with a job coach who provides customized on-site support, including transportation, job training and oversight.

We also focus on building partnerships with community employers. These partnerships expand opportunities for those we serve and help businesses grow by hiring workers who are well trained and motivated to succeed. In addition, participants employed through Annandale’s on-campus work program receive personal assistance, as well as, the ability to work at their own pace either individually or with a group of their fellow Villagers.
Annandale Village offers families the security of knowing their loved one will be provided a well-rounded life experience – with opportunities for success and growth in all areas: daily living, life skills, work, socialization, leisure activities, health and wellness, and the creative and performing arts.

Our Life Enrichment Programs focus on personal choice while recognizing the strengths, skills, interests, abilities, and often complex needs of the individuals we serve. Our vision is to encourage and fully support residents in living happier, healthier lifestyles by becoming personally involved and engaged in taking ownership of their own goals and well-being.

At Annandale Village, we pride ourselves on offering a wealth of activities and life enrichment programs that encourage life-long learning, new life experiences, and lasting friendships.
THE SEVEN DIMENSIONS AND GUIDING PRINCIPLES OF OUR LIFE ENRICHMENT PROGRAMS INCLUDE:

• **Emotional**: Having a strong sense of self-worth, being aware of and accepting feelings, and coping with challenges in a positive way.

• **Environmental**: Respecting resources, choosing green options, and finding ways to appreciate nature.

• **Intellectual**: Engaging in new and challenging activities, participating in lifelong learning pursuits, and sharing ideas with others.

• **Occupational**: Living a life of purpose, utilizing unique skills and passions, and cultivating personal satisfaction.

• **Physical**: Making healthy lifestyle choices to maintain or improve health and function through physical activity, good nutrition, adequate sleep, and stress management.

• **Social**: Creating and maintaining healthy relationships, engaging in positive interactions, and feeling connected to the Annandale and surrounding community.

• **Spiritual**: Living with a sense of purpose, being guided by personal values, and finding a connection to the world and others.
HEALTH & WELLNESS

Annandale Village is committed to promoting an active, healthy lifestyle and regular exercise is a key component of daily programming. Our recreation and wellness classes focus on maintaining or improving cardiovascular endurance, balance, strength and flexibility through a variety of creative mediums. Each day, our residents are actively involved in a wide range of activities, including gardening, swimming, intramural sports, Special Olympics, and other exercise classes utilizing state-of-the-art fitness equipment specifically chosen to safely meet their unique fitness goals.

LEISURE & COMMUNITY ACTIVITIES

Annandale Village helps adults with intellectual and developmental disabilities become active participants in their community. We believe that being involved in the community promotes independence and enhances the quality of life for all people with disabilities. Our highly skilled staff helps each person served reach greater levels of self-sufficiency by developing specific skills needed to participate in activities and events that help them integrate with others. We provide opportunities to develop relationships both inside and outside of the campus setting to ensure our residents can learn, practice and apply life skills that promote greater independence.
CREATIVE & PERFORMING ARTS
Annandale Village has a rich tradition of offering quality instruction and opportunities in the areas of music, theatre performance, and the visual arts. Annandale believes that each individual should have the opportunity to express themselves by learning and developing new talents and skills, while displaying their individuality and creativity. Our daily Creative & Performing Arts Program offerings help to develop a sense of independence, self-confidence, and pride in their accomplishments while also promoting teamwork and the importance of collaboration and cooperation among peers.

ACTIVITIES INCLUDE:
• Painting
• Drawing
• Sculpture
• Knitting and Needlework
• Art History
• Music
• Dance
• Theatre Production
• Photography
• Talent Shows and Pageants
HEALTH SERVICES

At Annandale Village, we recognize and prioritize the fact that on-site health services and skilled nursing care offers peace of mind to the families and loved ones of our residents. As a result, Annandale’s Health Services Department is committed to ensuring the highest level of quality care to meet the changing health and medical needs of individuals served across his or her life span.

Health Services is involved in all program and residential support levels of Annandale Village, offering a skilled, professional team of Registered Nurses, Licensed Practical Nurses, Certified Nurse Assistants and Certified Medication Aides who provide a comprehensive array of healthcare services. This team of professionals ensures continuity of care, clarity of information and comfort for each resident by serving as healthcare advocates, providing direct and consultation services, managing routine and acute health needs, monitoring medications, and promoting healthy behaviors and lifestyle choices. The Health Services Team also acts as a liaison between physicians, parents or guardians, and residents, and coordinates physical, occupational and speech therapy if needed.
At Annandale Village, we believe that everyone is capable of reaching new heights and thriving in our community. Our services for adults with intellectual and developmental disabilities (I/DD) focus on personal choice while recognizing the specialized, and often complex, needs of the individuals we serve.

On a day-to-day basis, our Social Services Team works together to develop appropriate supports for our residents that allow him or her to live, work, and play in the most independent environment possible. Working in partnership with each person served, our highly skilled, professional team of case managers provide compassionate guidance and counseling to help our residents achieve a balanced and integrated life perspective according to their dreams, desires and individual service plans. Our staff also advocates on behalf of the individuals we serve, as well as their families, to ensure that their voices are heard in selecting services and other community supports. We use a personalized approach and create Individualized Service Plans (ISP) for each person served in collaboration with all members of their circle of support. Each individual receives a formal assessment by a professionally trained coordinator. The assessment is used to develop an ISP, which includes the individual’s lifestyle preferences within a full range of residential, work, social and other community-based services and supports. The plan is assessed and altered on an ongoing basis, according to the individual’s needs and aspirations.
The Dining Services of Annandale Village is a hallmark of our commitment to champion quality of life for our residents. We take pride in providing flavorful, well-balanced meals in a friendly and inviting atmosphere. Our residents enjoy three delicious, well-balanced meals served daily that feature a variety of menu choices, with snacks available throughout the day.

Good friends, good food and excellent service create a truly enjoyable dining experience at Annandale Village.

**OUR DAILY NUTRITION PLANNING INCLUDES:**

- Reduced-fat, low-calorie, high-fiber and low-sodium choices
- Seasonal ingredients chosen at the peak of freshness and prepared by our trained culinary staff
- A selection of classic favorites, regional dishes, resident-suggested selections and healthy flavors from around the world
- Attention to individual residents’ specific, doctor-prescribed diabetic and other dietary plans
- Accommodation of residents’ religious and cultural preferences
- Seasonal and holiday events, and other special occasions
- Menu updates based on the preferences and feedback of residents
- Purees made with whole ingredients for residents who require the ease of a pureed diet
At Annandale Village, we believe that it is our responsibility and privilege to deliver exceptional quality of life-enhancing services for adults of all abilities. Our commitment to quality is more than a promise; it is the foundation of our organization and a cornerstone of our continued success.

Our quality of care standards support our ability to translate vision into action and deliver on the promises we make to the adults we serve, as well as their families and collaborative partners. Developed based on best practices, industry standards, and customer survey data, these standards are designed to improve outcomes for the individuals we serve - all in an effort to ensure a level of consistency in our service delivery, regardless of age, complexity of condition, service type or setting - and to help drive innovation across the Annandale campus.
Annandale Village recognizes that parents, siblings, and other loved ones are often the sole caregivers for adults with intellectual disabilities. While love never rests, occasionally the body and mind need a healthy change in routine for both the adult receiving services and the family or caregiver. As a result, 24-hour respite care is provided on an as-needed basis and when space is available in residential settings. The individual receiving respite services joins the residents in existing schedules and planned activities of the campus, providing socialization opportunities with residents of Annandale. Respite services are also in place for emergency support or when family members of the individual plan to be away for an extended period of time. A respite visit can be as short as an overnight stay to 30 days.
At Annandale Village, we are privileged to have a committed core of volunteers who share their time, talents, and energy through a broad spectrum of volunteer opportunities and activities. Whether serving as an individual volunteer or alongside as a member of a corporate, civic or faith-based organization, the contributions of our volunteers are invaluable in expanding and strengthening the programmatic priorities of Annandale Village, and invariably bringing new and creative ideas, special skills and a genuine concern for those we serve.

As a result of the comprehensive collection of volunteer opportunities available, Annandale Village is able to tailor one’s volunteer experience to fit his or her availability, skills and desires. Volunteers are able to select meaningful volunteer projects based on their interests – from a one-time campus improvement project to an ongoing commitment to assist an individual in maximizing his or her skills and abilities, support our creative and performing arts program, coach an Annandale athletic team, or offer professional skills and expertise on various organizational committees or task forces.
Annandale Village

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"Their Community with our Help"