



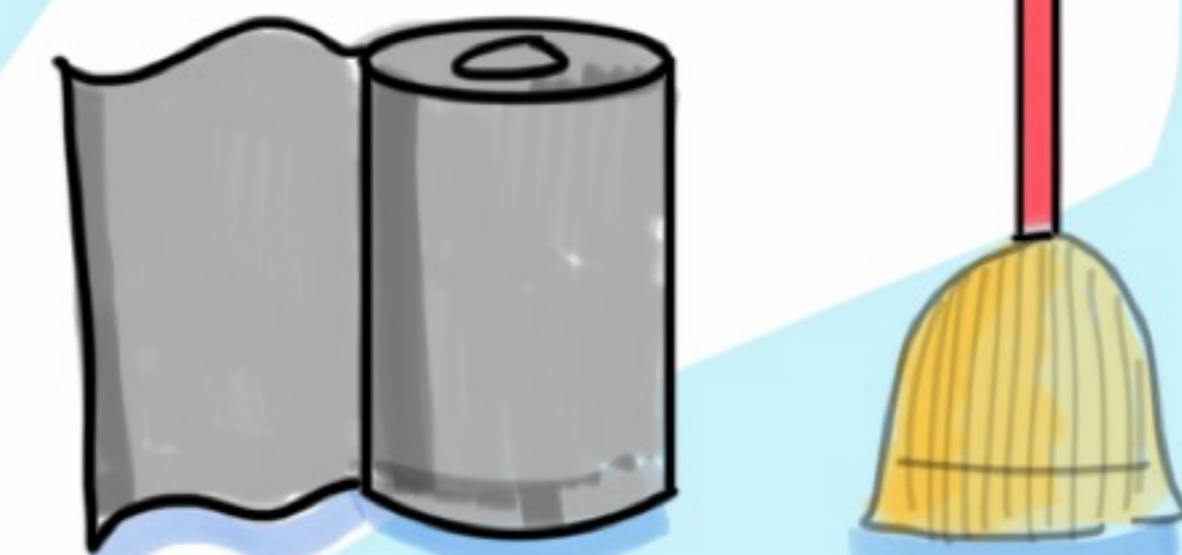
# RVI

WE OFFERED  
**EMPLOYMENT**  
THROUGH THE  
JANITORIAL DEPT.  
IN THE BUILDING

WE WERE STARTED AS  
A **SHELTERED WORKSHOP**  
IN **1973** BY PARENTS &  
ADVOCATES OF  
PEOPLE WITH DISABILITIES

★  
& RUN BY THE  
**OTTAWA**  
COUNTY  
BOARD OF  
DEVELOPMENTAL  
DISABILITIES

IN **1998/1999** RVI  
PRIVATIZED & BECAME **SEPARATE**  
FROM THE COUNTY BOARD.



THIS WAS  
OUR MAIN FOCUS  
**UNTIL**.....

## **CURRENTLY**

VOCATIONAL  
HABILITATION

**ADULT  
DAY SERVICES**



**TRANSPORTATION**



**EMPLOYMENT**



**RESIDENTIAL  
CARE**

HPC  
GES  
ADS  
IES  
VR  
NMT

**STEPS  
WAIVER  
NURSING**

**2008**

WE BRANCHED INTO  
**RESIDENTIAL SERVICES**

WE STILL BELIEVE IN WORKING



WE ALSO BELIEVE IN BELONGING



LEISURE



SMALL GROUPS

COMING TO OUR BUILDING IN OAK HARBOR

THE DIRECTION OF THE

# FUTURE IS MEANINGFUL COMMUNITY MEMBERSHIP

EVERYONE HAS SOMETHING TO OFFER



EVERY PERSON IS

WORTHY OF *Belonging*

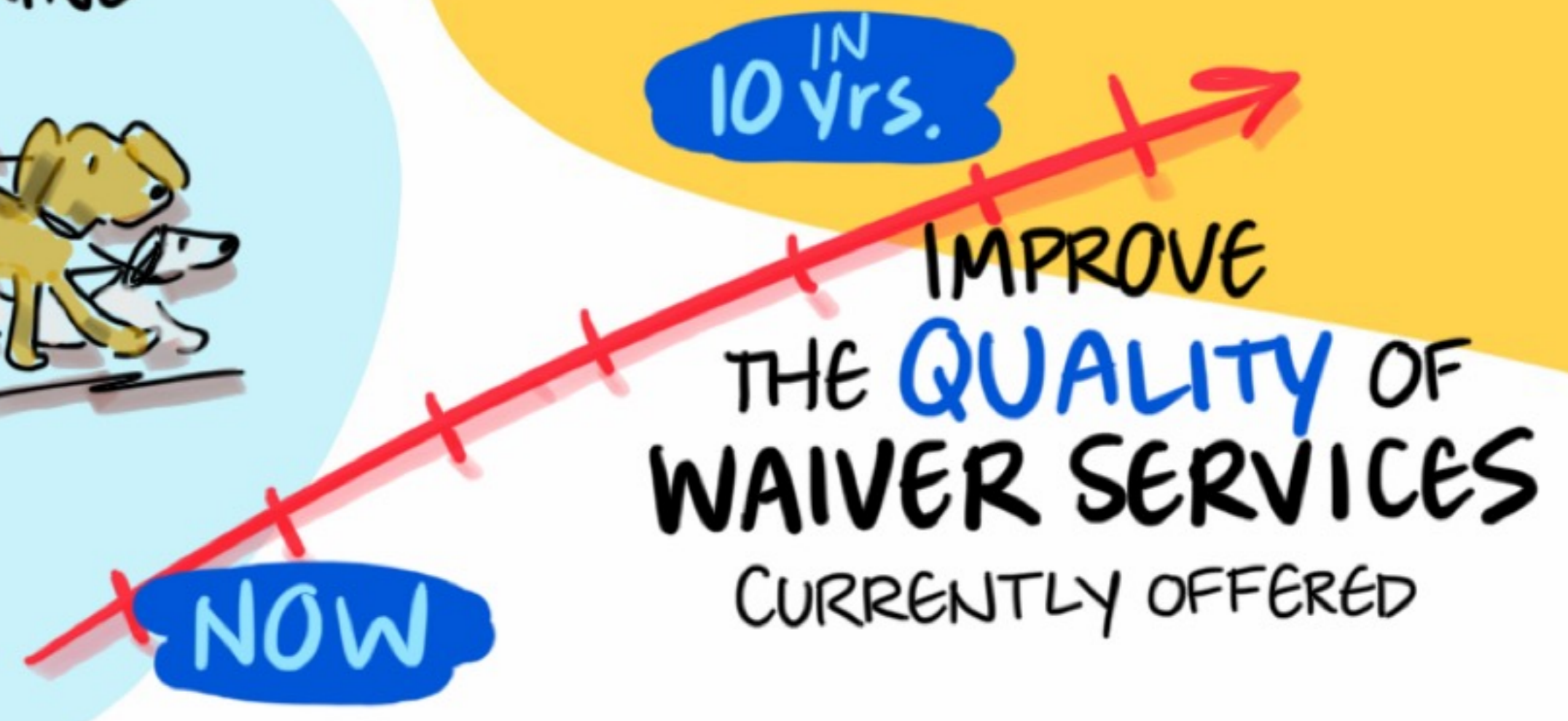
THE VALUE THAT PEOPLE BRING TO THE COMMUNITY

& THE IMPORTANCE OF COMMUNITY INTERDEPENDENCE



VOLUNTEERING

IN THE FUTURE, WE AIM TO



EXPAND INTO COMMUNITY MENTAL HEALTH SERVICES & MAKING OUR WAIVER NURSING SERVICES MORE SUSTAINABLE



# BUSINESS GOALS

APRIL 2021 - APRIL 2022

HEY JIM IT'S GREAT TO SEE YOU, HOW YA BEEN?

ASSIST PEOPLE TO BE ACTIVE MEMBERS OF THE COMMUNITY



WE ARE COMMITTED TO SUPPORTING PEOPLE TO HAVE RICH, FULL LIVES.

ALL STAFF HAVE A CLEAR UNDERSTANDING OF WHY INCLUSION IS CRITICAL



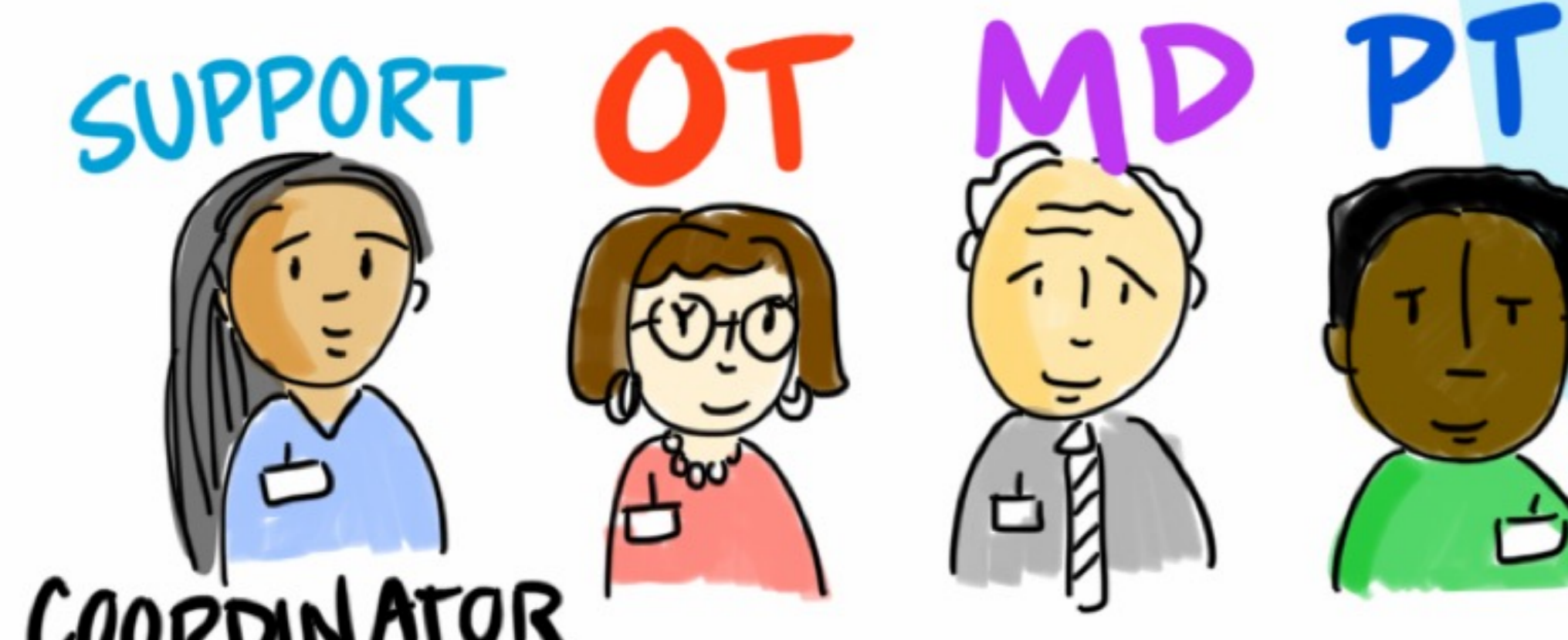
WE GET IT

ALL STAFF KNOW THEIR ROLE IN IMPLEMENTING INCLUSION.

THE COMMUNITY UNDERSTANDS HOW & WHY INCLUSION MAKES EVERYONE STRONGER



ALL THIS GOOD WORK WE'RE DOIN IS GONNA BE INCOMPLETE IF WE LEAVE PEOPLE OUT



PEOPLE SERVED BY RVI WILL DECREASE THE AMOUNT OF TIME SPENT WITH PROFESSIONAL SUPPORTS & INCREASE THE AMOUNT OF TIME SPENT WITH COMMUNITY CONNECTIONS



# & OBJECTIVES

- ☐ CONDUCT A TRAINING ON **RESOURCE MAPPING** W/ ALL STAFF BY **FEBRUARY 2022**

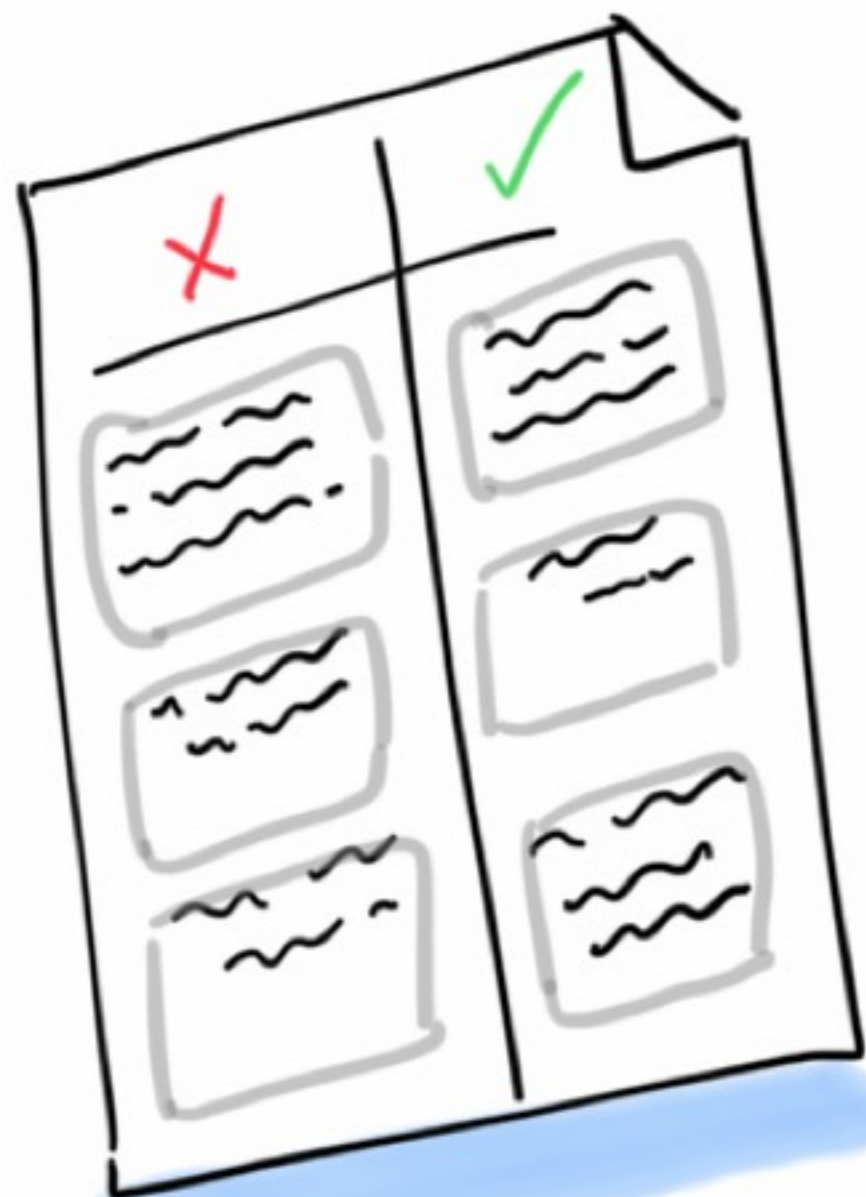
CREATE A **MAP OF THE AGENCY'S CONNECTIONS**

- ☐ WITH POTENTIAL FOR **COMMUNITY BUILDING/ NETWORKING TOWARD INCLUSION** BY **MARCH 2022**

- ☐ PROVIDE **NEW STAFF** WITH KEY INFO ABOUT INCLUSION DURING ORIENTATION **ONGOING**

- ☐ CREATE **EXAMPLES** OF WHAT IS & IS NOT COMMUNITY CONNECTIONS/ INCLUSION BY **AUGUST 2021**

- ☐ **USE** THOSE EXAMPLES STARTING **SEPTEMBER 2021** **ONGOING**



- ☐ BE PRESENT AT **ROTARY CHAMBER OF COMMERCE** & OTHER CIVIC ORGS

**ONGOING**

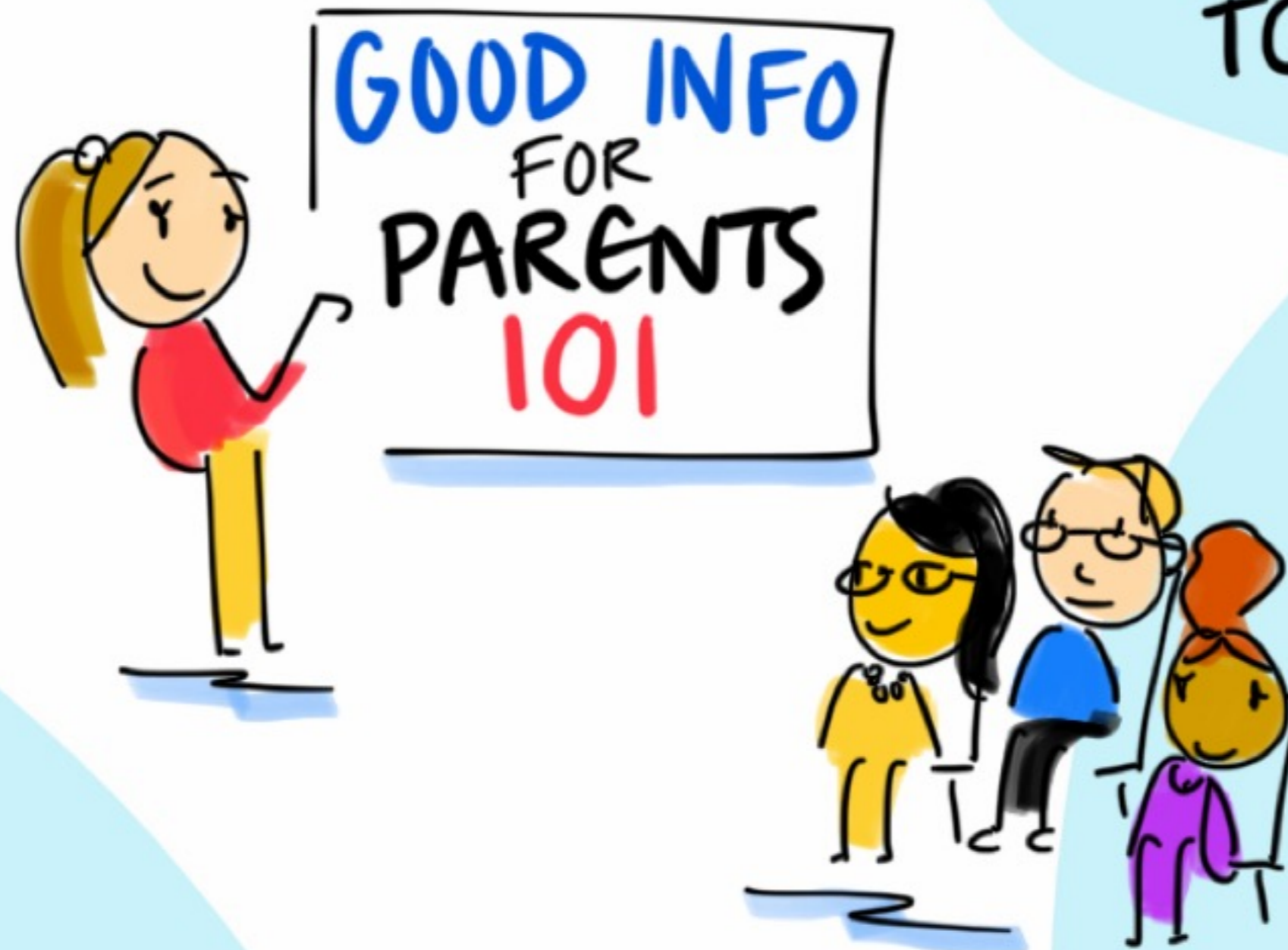


- ☐ HOST ONSITE MEETINGS WITH **LEGISLATORS**, DIRECTOR DAVIS, & OTHER **STAKEHOLDERS** SHARING UPDATES ON RVI'S EFFORTS TOWARD INCLUSIVITY **JULY 2021**

- ☐ DESIGN TRAINING FOR **PARENTS** BY **NOVEMBER 2021**

- ☐ PUBLISH A **BLOG POST** OR **VIDEO** QUARTERLY. BEGINNING **JUNE 2021**

- ☐ **TRACKING SYSTEM** TO COLLECT **DATA** ON THE # OF HOURS PEOPLE HAVE SPENT WITH PROFESSIONAL SUPPORTS VS NATURAL SUPPORTS BY **JANUARY 2022**





# GOALS

## AROUND ATTRACTING KEEPING THE RIGHT STAFF

- IMPLEMENT INNOVATIVE STRATEGIES OVER THE NEXT YEAR TO ATTRACT THE RIGHT STAFF.
- RVI WILL **INCREASE** ITS RETENTION RATE OF STAFF BY 15% OVER THE NEXT 3 YEARS  
**APRIL 2021 - APRIL 2024**
- IMPLEMENT A **FORMAL** SYSTEM OF CONDUCTING, ANALYZING, & TRACKING EXIT INTERVIEWS OF STAFF MEMBERS.

# & OBJECTIVES FOR 2021

- CREATE A **TASK FORCE** OF RVI MANAGERS & ONE BOARD MEMBER TO CREATE RECOMMENDATIONS ON HIRING STRATEGIES FOR RVI BY **JUNE 2021**
- PRESENT THE STRATEGIES TO THE FULL BOARD & E.D. BY **OCTOBER 2021** WITH AN IMPLEMENTATION DATE OF **NOVEMBER 1, 2021**
- THE TASK FORCE WILL EXPLORE INNOVATIVE APPROACHES SUCH AS THE EFFECTIVENESS OF PLACING POSITIONS ON SOCIAL MEDIA SUCH AS SPOTIFY OR REDDIT & COMPLETE THEIR RECOMMENDATIONS BY **SEPTEMBER 1, 2021**  
 SPOTIFY  reddit
- THE EXECUTIVE DIRECTOR WILL CREATE A LIST OF **QUESTIONS** THAT WILL BE ASKED AT EACH **EXIT INTERVIEW** STARTING **JULY 1, 2021**
- THE EXECUTIVE DIRECTOR WILL REVIEW THE RECOMMENDATIONS & MAKE ADJUSTMENTS PRIOR TO PRESENTING INFO TO THE BOARD BY **OCTOBER 2021**
- THE EXECUTIVE DIRECTOR WILL CREATE A VIDEO CLIP ON WHY RVI IS A GREAT PLACE TO WORK  
**JULY 9, 2021**

# TECHNOLOGY GOAL



RVI WILL PAY ATTENTION TO TECHNOLOGY THAT WILL HELP PEOPLE BE MORE **INDEPENDENT**

## OBJECTIVES:

- RVI WILL TAKE PART IN THE **TECHNOLOGY** TRAINING PROVIDED BY THE STATE. **ONGOING**
- QUARTERLY, RVI MANAGERS WILL DISCUSS IDEAS ON HOW TECHNOLOGY CAN BE INTEGRATED INTO SERVICES TO EXPAND INDEPENDENCE. STARTING **JUNE 2021**

## GOALS AROUND THE **EXPANSION** OF FOCUS GROUPS

- FOCUS GROUPS: RVI WILL HAVE STARTED **TWO** MORE FOCUS GROUPS **LUCAS COUNTY & OTTAWA COUNTY**

- By **AUGUST 2021** INFORMATION WILL BE CREATED ABOUT THE FOCUS GROUPS FOR SSAs.
- By **SEPTEMBER 2021**, OUTREACH WILL BEGIN FOR **WOOD COUNTY** FOR STARTING A FOCUS GROUP IN **JANUARY 2022**

## OBJECTIVES:

- RVI WILL CREATE A **WORD OF MOUTH** CAMPAIGN WITH FAMILIES ON THE STARTING OF TWO FOCUS GROUPS & ASK THEM TO SHARE THIS INFO WITH THEIR NETWORK. BY **APRIL 2021**

- RVI WILL CONDUCT AT LEAST ONE **LUNCH & LEARN** RELATED TO FOCUS GROUPS BY **JUNE 2021**

- RVI WILL CONDUCT TARGETED RECRUITMENT FOR A FOCUS GROUP STAFFING POSITION BY **SEPTEMBER 1, 2021**

THANK YOU SO MUCH FOR TAKING THE TIME TO **LUNCH & LEARN** WITH US TODAY



# GOAL RELATED TO ALIGNING THE BUSINESS PLAN & THE STRATEGIC PLAN

- RVI WILL COMPLETE THEIR BUSINESS PLAN BY **APRIL 2021** TO PROVIDE ENOUGH TIME FOR THE BUSINESS TO SUPPORT & INFORM THE STRATEGIC PLAN.

## OBJECTIVES

- RVI WILL PRESENT THEIR BUSINESS PLAN TO THE EXECUTIVE BOARD ON **MARCH 23, 2021** FOR APPROVAL & BUY IN

- THE BOARD WILL USE THE APPROVED BUSINESS PLAN AS THE FOUNDATION FOR THE STRATEGIC PLAN SHARING IT WITH **STAFF & STAKEHOLDERS** TO SOLICIT **IDEAS & FEEDBACK**



## GOALS FOR **APRIL 2022-2023**

WILL ADDRESS:

- YEAR TWO WILL FOCUS ON LAYING THE FOUNDATION FOR EXPANDING FUNDING IN THE AREAS OF:
- SERVING PEOPLE WITH **MENTAL HEALTH** DISABILITIES
  - OBTAINING **CARF** CERTIFICATION IN ORDER TO BE A PROVIDER OF SERVICES FOR OOD
  - **NURSING WAIVER**

## GOALS FOR **APRIL 2023-2024**

YEAR THREE WILL FOCUS ON

- IMPLEMENTING SERVICE FOR PEOPLE WITH **MENTAL HEALTH** DISABILITIES
- IMPLEMENTING SERVICES UNDER THE **NURSING WAIVER** PRE E.T. SERVICES

# FINANCIAL PLAN

WITH THE **HIRING** RECOMMENDATIONS FROM THE TASKFORCE & THE PANDEMIC PASSING, RVI WILL HAVE AT LEAST



IN **SAVINGS** RELATED TO IMPROVING **STAFF RETENTION**

RVI PAID ROUGHLY \$128,000 IN **OVERTIME** DUE TO LOSS OF **STAFF**



**45** OUT OF **75** **STAFF** **LEFT** THEIR POSITIONS

**34** OUT OF THE **35** THAT LEFT HAD WORKED AT RVI FOR AT LEAST **ONE YEAR**.

THE DEPT. OF LABOR PROJECTS THAT EACH STAFF LOSS COST **30%** OF THEIR ANNUAL SALARY TO REPLACE. (\$236,966.40)

AVERAGE STAFF WAGES **\$11/HR**

☐ RVI WILL MONITOR THE **PERSONNEL** SPENDING FOR THE NEXT SIX MONTHS WE EXPECT SOME SAVINGS WHICH WE WILL USE TO CREATE A POSITION FOR SECURING **GRANTS & PRIVATE DOLLARS** TO SUPPORT **RVI** PROGRAMMING.