RVI

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.

IN 2008, WE BRANCHED INTO RESIDENTIAL SERVICES

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

THIS WAS OUR MAIN FOCUS UNTIL.....

WE OFFER VOCATIONAL HABILITATION, ADULT DAY SERVICES, TRANSPORTATION, EMPLOYMENT, RESIDENTIAL CARE, HPC, CES, ADS, VR, NMT, STEPS WAIVER NURSING

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We still believe in working
We also believe in belonging
The direction of the future is meaningful community membership
Everyone has something to offer
The value that people bring to the community & the importance of community interdependence
Every person is worthy of belonging
In the future, we aim to improve the quality of waiver services currently offered
Expand into community mental health services & making our waiver nursing services more sustainable
Coming to our building in Oak Harbor
Volunteering in 10 yrs.
Now
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**Business Goals**

**April 2021 - April 2022**

- **Assist people to be active members of the community**
- **The community understands how & why inclusion makes everyone stronger**
- **People served by RVI will decrease the amount of time spent with professional supports & increase the amount of time spent with community connections**

**Hey Jim**

- It's great to see you, how ya been?
- We are committed to supporting people to have rich, full lives.
- All staff know their role in implementing inclusion.
- All staff have a clear understanding of why inclusion is critical.
- We get it.

**Support**

- OT
- MD
- PT

**Coordinator**

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**Zumba**
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 RUI’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

GOOD INFO FOR PARENTS 101

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GOALS & OBJECTIVES FOR 2021

AROUND ATTRACTION AND KEEPING THE RIGHT STAFF

☐ IMPLEMENT INNOVATIVE STRATEGIES OVER THE NEXT YEAR TO ATTRACT THE RIGHT STAFF.

☐ RV1 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.

☐ CREATE A TASKFORCE OF RV1 MANAGERS & ONE BOARD MEMBER TO CREATE RECOMMENDATIONS ON HIRING STRATEGIES FOR RV1 BY JUNE 2021

☐ THE TASKFORCE 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

☐ 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 RV1 IS A GREAT PLACE TO WORK JULY 9, 2021

☐ PRESENT THE STRATEGIES TO THE FULL BOARD & E.D. BY OCTOBER 2021 WITH AN IMPLEMENTATION DATE OF NOVEMBER 1, 2021
**Technology Goal:** RV1 will pay attention to technology that will help people be more independent.

**Objectives:**

- RV1 will take part in the technology training provided by the state. **ONGOING**

- Quarterly, RV1 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: RV1 will have started two more focus groups in **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**.

**Objectives:**

- RV1 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**

- RV1 will conduct at least one **Lunch & Learn** related to focus groups **by JUNE 2021**

- RV1 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 $200K 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 ($230,916.40).

**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.

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