



STATE OF OMO ADDRESS 2021



OUR AGENDA

- welcome (5 minutes)
- a look back at 2020 (20 minutes)
- a look forward through 2021 (20 minutes)
- your questions (15 minutes)



A LOOK BACK AT 2020



OUR PROGRAMS

- worked alongside 56 individuals with developmental disabilities
- hosted 322 skill-building workshops and social activities
- provided 830 hours of one-on-one support
- celebrated 66% of members living independently

OUR FINANCES

- revenue: \$467,061.05 (56% earned, 44% contributed)
- expenses: \$488,795.50 (74% programs, 20% fundraising, 7% administration)
- 5.1 months of expenses in reserve fund
- received \$61K in COVID-19 Payroll Protection Program funds
- supported by 5 major donors (\$10K+)

OUR STAFF

- sustained by 6 staff
 - hired new Independent Living Program Coordinator Martha!
 - said goodbye to ILPC Natalie and ILPA Michaela
- governed by 10 board members
 - welcomed 3 new board members, said goodbye to 1 board member
 - passed torch between board presidents

OUR STRUGGLES

- mourned 1 member death
- saw most members experience increased isolation, anxiety, depression and layoffs
- lost 12 members
- faced financial uncertainty

OUR TRIUMPHS

- celebrated member resilience and increased independence
- helped share member story with metro Detroit on WDIV
- stayed connected through new virtual programming
- avoided layoffs and cuts to programs
- finalist in *Crain's* Best Managed Nonprofit award program



A LOOK FORWARD THROUGH 2021



OUR PROGRAMS

- working alongside 44 individuals with developmental disabilities
 - 52% male, 48% female
 - average age of members = 42 (range 21 – 64)
 - average length of time at OMO = 14 years (45% at 20+)
- supporting 68% of members with independent living services
- celebrating 73% of members living independently
- providing in-person independent living services February 1, in-person skill building activities April 1

OUR FINANCES

- FY 21 (July 2020 – June 2021) budgeted revenue: \$411,826
- FY 21 budgeted expenses: \$516,624
- FY 21 budgeted investment from reserves: \$105,260
- trending above revenue and below expenses currently
 - \$309,976.52 in revenue
 - \$287,316.00 in expenses
- 5.1 months of expenses still in reserve fund
- applying for second round of PPP funding

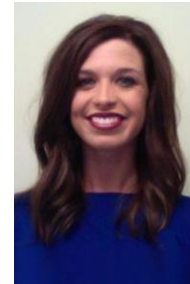
OUR STAFF



Jennifer Roccanti, MBA
Executive Director
(FT)



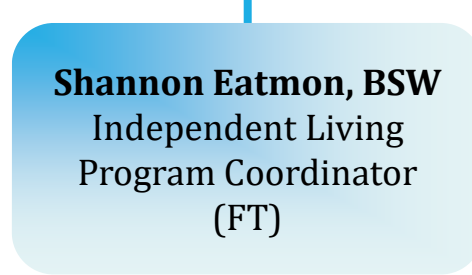
Rachel Newbill, LLBSW
Independent Living
Program Manager
(FT)



Alexa Cotter, M.Ed
Skill-Building
Program Manager
(FT)



Martha Goldberg, MSW
Independent Living
Program Coordinator
(FT)



Shannon Eatmon, BSW
Independent Living
Program Coordinator
(FT)



OUR STRATEGIC PLAN

Priority #1:
Refine our financial model.

Goal:
Achieve long-term financial sustainability.

Strategies:

- Define and implement optimal earned revenue model.
- Define and implement optimal fundraising model.
- Explore other revenue options, including impact capital.

Timeline: 1/20 to 12/20

Priority #2:
Refine our program model.

Goal:
Create and sustain unique value-added services for our target market.

Strategies:

- Identify target market.
- Define and implement optimal program model to meet needs of target market.
- Explore and decide on offering housing to target market.
- Explore and decide on offering transportation to target market.
- Explore and decide on offering aging-in-place services to target market.

Timeline: 1/20 to 12/20

Priority #3:
Build our human capital.

Goal:
Recruit and retain diverse talent.

Strategies:

- Define and implement optimal talent structure needed to support program and financial models.
- Refine organizational policies and culture to be inclusive and equitable.
- Refine compensation, benefit and professional development packages to attract top talent.

Timeline: 1/20 to 12/20

Priority #4:
Evaluate our impact.

Goal:
Prove and strengthen the efficacy of our program model.

Strategies:

- Create theory of change.
- Conduct ongoing and long-term evaluation of program model and theory of change.
- Refine program model and theory of change based on evaluation results.

Timeline: 1/21 to 12/22

Priority #5:
Replicate our model.

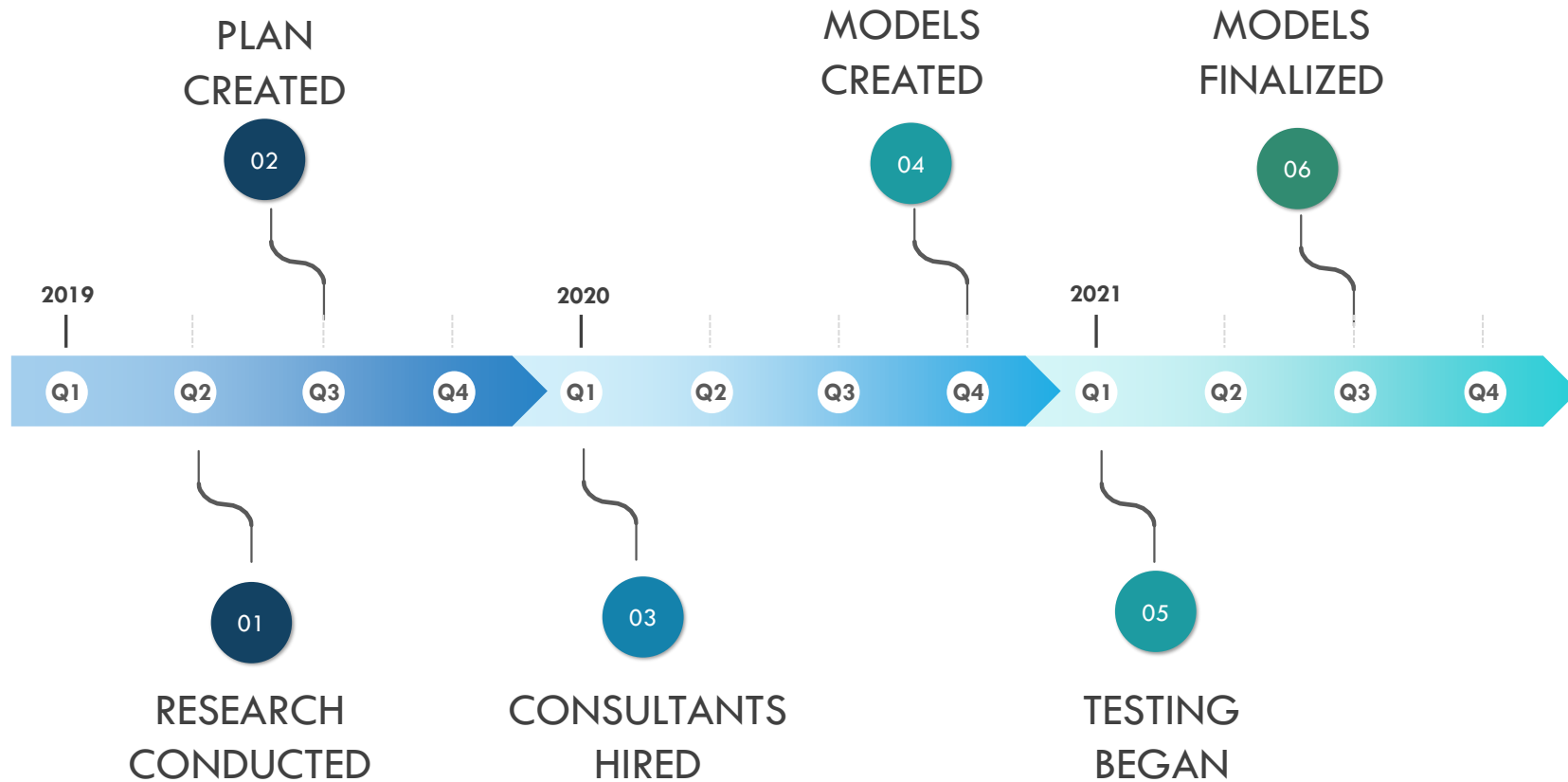
Goal:
Provide high-quality independent living options throughout metro Detroit.

Strategies:

- Determine opportunities to build small On My Own communities throughout metro Detroit.
- Determine acquisition and alliance opportunities to further expand our unique value and footprint.

Timeline: 1/21 to 12/22

WHAT WE'VE BEEN DOING



OUR VISION FOR THE FUTURE

- for high school students
- quarterly independent living training sessions
- students live on-campus during weekend sessions

INDEPENDENCE
PREP



- for students who have completed high school
- two-year independent living training program
- students live on-campus for two years

INDEPENDENCE
COLLEGE

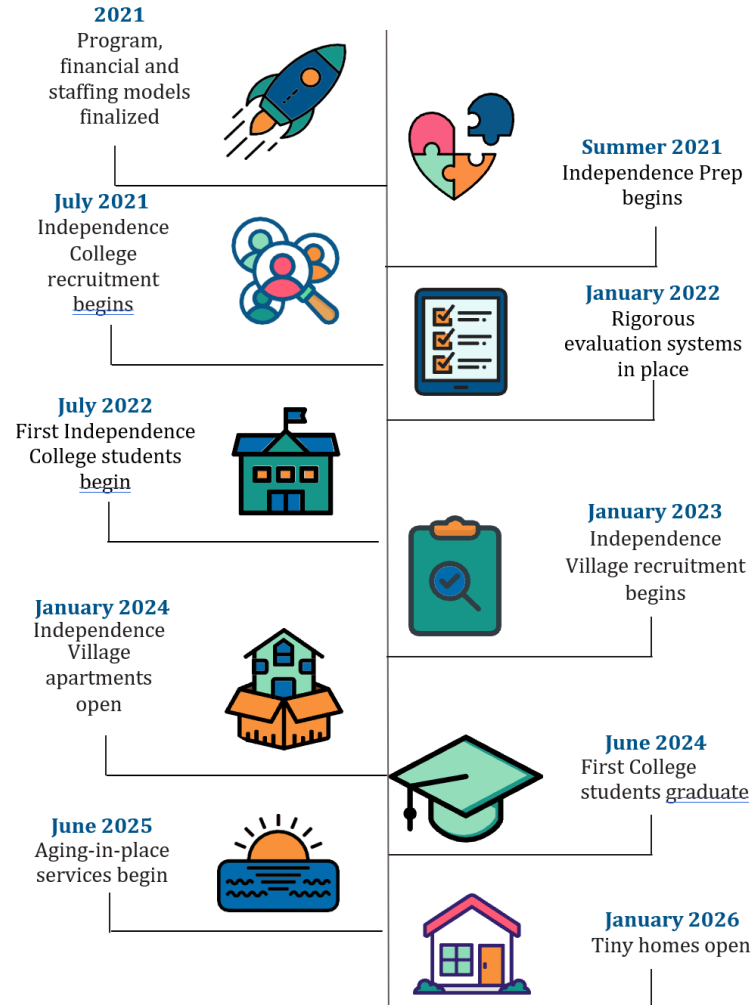


- 150 affordable apartment homes + 20 tiny homes
- independent living + aging-in-place support
- transportation + healthcare on-site

INDEPENDENCE
VILLAGE



PROPOSED TIMELINE



WHAT YOU WILL SEE FROM US THIS YEAR

- strong current programs
- testing within broader community
- program, curriculum, financial + staffing models finalized
- program qualification criteria + assessments finalized
- location for Village found
- recruitment for Independence Prep + College
- new program partnerships for Prep + College created
- Independence Prep launched
- staff for new model hired
- fundraising for new model

HOW WE'LL COMMUNICATE PROGRESS WITH YOU

- members
 - weekly check-in this Friday
 - monthly emails from Leadership Team
 - quarterly Town Halls
- families
 - FSO meeting on Monday
 - monthly emails from Leadership Team
 - quarterly FSO meetings
- supporters
 - monthly emails
 - update letters twice each year



YOUR QUESTIONS



FREQUENTLY ASKED QUESTIONS

- Will *Independence College* be a ‘real’ college?
 - *Independence College* will not be a degree-granting institution. The goal of *Independence College* is to successfully prepare students to live on their own post-graduation and to gain employment in a field of the student’s choosing.
- Can students of any age join *Independence College*?
 - *Independence College* is best for students just after leaving high school, whether after their 12th grade year or after attending some or all of their transition program years. However, it is likely that *Independence College* will be open to older students as well.
- Why are you opening *Independence Prep* and *Independence College* before opening *Independence Village*?
 - Building affordable housing takes at least three years and we don’t want to wait to begin offering our other services! While we wait for the *Village* to be constructed, we’ll be offering other housing for students in *Prep* and *College*.
- Will social activities be offered for students in the *College* and residents of the *Village*?
 - Yes! Though the activities will look different than those currently being offered through our Skill Building Program. Our goal is to offer 1 – 2 social activities (like movie nights and community dinners) each week for students and residents.

FREQUENTLY ASKED QUESTIONS

- How much will these new programs cost?
 - We aren't yet sure, though our goal is to offer affordable housing options through the *Village*.
- If I'm already a member of *On My Own*, do I have to join these new programs? Can I receive services if I'm not taking classes at the *College* or living in the *Village*?
 - You only have to join our new programs if you want to! We will be discontinuing our current programs once our new programs begin (the *College* will replace our current Skill Building Program and the *Village* will replace our current Independent Living Program), but we don't yet know if we'll be providing services to those living outside of the *Village*.
- How will I know if I'm eligible for these new programs?
 - We're currently working with experts to design the qualification criteria for each of our three new programs. Once that is finalized, we'll inform our current members of the programs they may qualify for. No current member will be left without services as we transition between our current programs and new programs. For those not continuing on to our new programs, we'll develop and help implement a transition plan for accessing services.