



STATE OF OMO ADDRESS 2022



A LOOK BACK AT 2021

OUR MEMBERS

- 46 individuals supported
- members aged 19 – 65
- evenly split between male + female
- most common disabilities: ADHD, Autism + Down syndrome
- most from Oakland County



OUR IMPACT

- 70% living independently
- 74% working competitive jobs



OUR PROGRAMS



- 300+ activities offered
- 800+ hours of support provided
- 1 session of *Independence Prep*
- 1 family consulting session

OUR VISION FOR THE FUTURE

- for teens + young adults
- quarterly overnight independent living experiences

INDEPENDENCE
PREP



- for students who have completed high school
- two-year residential 'college-like' independent living training program

INDEPENDENCE
COLLEGE



- affordable + inclusive apartment homes
- lifelong independent living support + amenities on-site

INDEPENDENCE
VILLAGE



OUR PROGRESS

- launched *Independence Prep*
- launched one-on-one family consulting
- crafted curriculum for *Independence College*
- crafted assessments for future programs
- evaluated one location for *Independence Village*
- created wish list of services for *Independence Village*





OUR STAFF + BOARD

- sustained by 5 staff
- welcomed new Independent Living Program Coordinator Kayla
- governed by 10 board members + 3 FSO members
- welcomed 2 new board members: Leslie + Monique

OUR FINANCES

- FY 21 revenue: \$577K (49% contributed, 40% earned, 11% PPP)
- FY 21 expenses: \$491K (79% program, 13% fundraising, 8% administration)
- 6.5 months of expenses in reserve fund at end of FY 21
- received \$122K in COVID-19 Payroll Protection Program funds
- applied for \$58K in COVID-19 Employee Retention Credits

OUR COMMITMENT TO EQUITY

We are actively working to...

- ✓ be a culturally-sensitive safe space for diversity to thrive
- ✓ be deeply engaging with diverse populations
- ✓ reflect the demographics of metro Detroit
- ✓ have individuals with lived experience on our staff + board
- ✓ involve members in organizational decisions
- ✓ offer services tailored to the needs within our community
- ✓ be consistently identifying + reducing our implicit bias
- ✓ be accessible to individuals in need, regardless of ability to pay
- ✓ be an inclusive + equitable organization

A FEW LESSONS LEARNED

- business decisions aren't straightforward or easy in a pandemic
- our members are resilient + want to keep our community safe
- our future model will rely heavily on earned revenue income sources
- it's difficult to provide high-quality services affordably without significant philanthropic support



A LOOK FORWARD THROUGH 2022



OUR PROGRAMS

Preparing for Independence

- Independence Prep
- 1-on-1 family consultations

Developing Independence

- Skill Building Program
- Independence College (coming in 2023)

Maintaining Independence

- Independent Living Program
- Independence Village (coming in 2025+)





OUR STRATEGIC PLAN NEXT STEPS

- preparing to host first semester of *Independence College* in Fall 2023
- searching for 2+ acres of affordable land
- continuing to provide high-quality services to individuals + families

OUR STAFF + BOARD

- will begin hiring for Head of Education soon
- recruiting 1 – 3 more board members



OUR FINANCES

- FY 22 (July 2021 – June 2022) budgeted revenue: \$511K
- FY 22 budgeted expenses: \$632K
- FY 22 budgeted investment from reserves: \$121K
- trending better than budget at halfway mark:
 - \$232K in revenue (budget of \$269K)
 - \$279K in expenses (budget of \$354K)
 - \$45K invested from reserves (budget of \$84K)

OUR COMMITMENT TO EQUITY

- DEI Working Group
- conversations with community groups
- learning opportunities for members, staff + board
- diversifying member, staff + board applicant pools
 - 100% of board candidates interviewed
 - 66% of member applicants



HOW YOU CAN HELP

- share your questions, comments + feedback
- recommend us to those looking for services, a new job, to volunteer + to donate
- let us know if you or someone you know has 2+ acres of land to donate or sell
- volunteer
- donate



YOUR QUESTIONS

