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

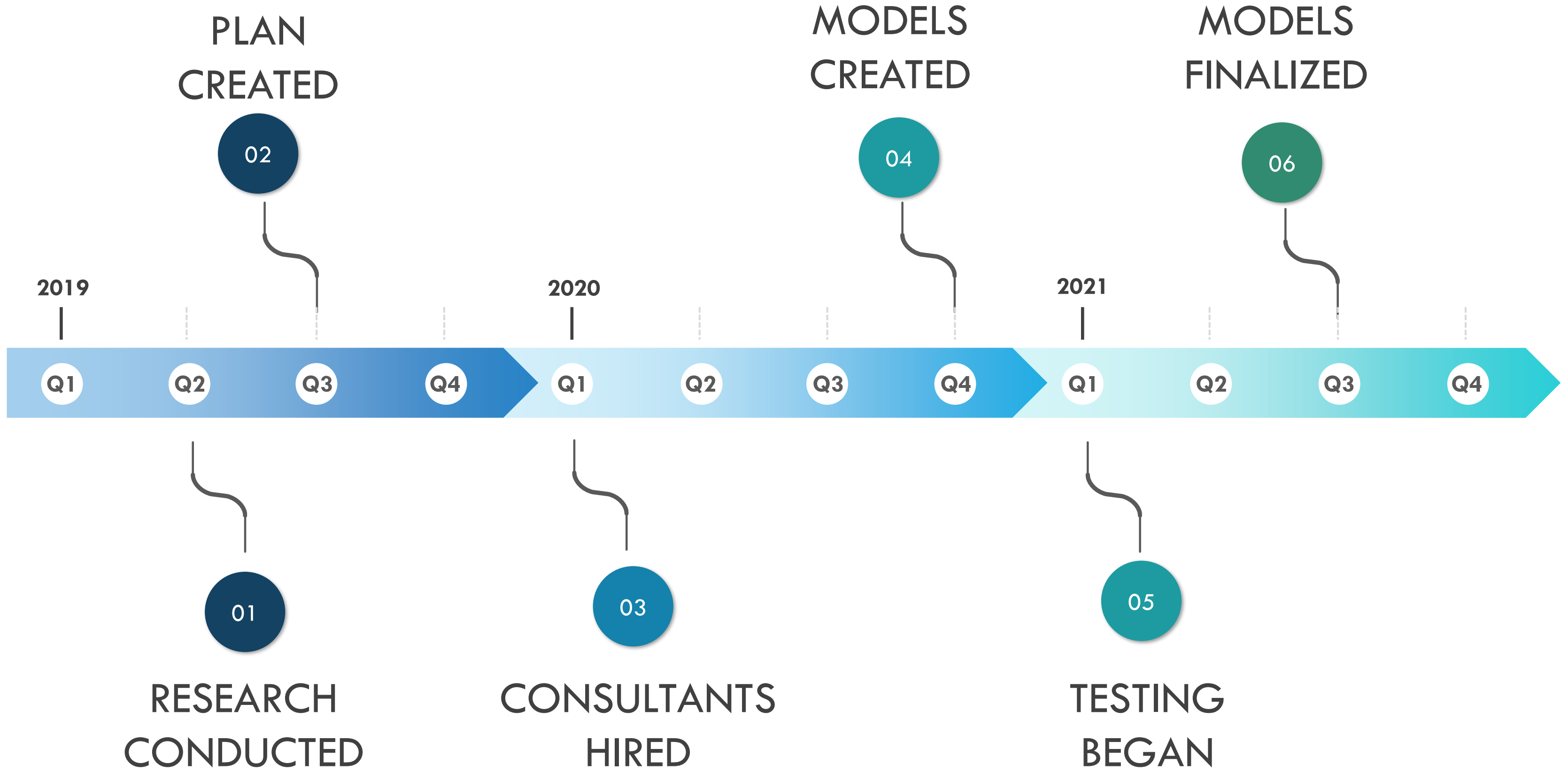
Priority #5:
Replicate our model.

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

2021
Program, financial and staffing models finalized

Summer 2021
Independence Prep begins

July 2021
Independence College recruitment begins

January 2022
Rigorous evaluation systems in place

July 2022
First Independence College students begin

January 2023
Independence Village recruitment begins

January 2024
Independence Village apartments open

June 2024
First College students graduate

June 2025
Aging-in-place services begin

January 2026
Tiny homes open

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