



Spring 2021



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How Much Do You Know About ROI?

Since 1978, ROI has provided residential and support services in southwest Michigan for individuals with intellectual and developmental disabilities. We offer a unique person and family-centered philosophy that creates a strong connection with the community for the individuals we serve.

An accredited health and human services non-profit organization, ROI serves more than 400 adults with disabilities through the operation of residential group homes, supported living, affordable rental housing, payee services and autism treatment.

Here's a highlight of the services we provide:

Members

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Specialized Residential

Services offered have expanded over the years, but our original service is still at the core of what we do: providing group homes for individuals with intellectual and developmental disabilities. Our licensed group homes are designed to help adults with developmental, mental, or physical disabilities live in beautiful home settings, in safe neighborhoods, where they can enjoy the community, receive assistance with day-to-day needs, and build relationships with their peers. Whether we are coordinating medical appointments, teaching an individual new skills, or providing transportation to a sporting event, we are here to serve. The typical individual we serve is someone who needs 24-hour staffing support, and benefits from the structure and personal support that a licensed setting provides.



Supported Living Alternatives

In ROI's Supported Living Alternatives (SLA) program, individuals with intellectual and development disabilities live more independently within the community and in the homes they choose to own or rent. Trained, qualified ROI staff provide assistance where needed to ensure the greatest degree of independence possible. Whether providing medication, assisting with a bath, arranging a doctor's appointment, or helping with simple housework, ROI's staff are there to help. ROI's SLA program is well-known for its level of quality, safety, and compassion. ROI staff are more than just people who 'stop by,' we are well-trained, direct support professionals.



Affordable Rental Housing

Finding safe, affordable housing can be a daunting task for low-income households and individuals with disabilities. Our rental housing consists primarily of apartment communities throughout Kalamazoo County, located in clean, safe, quiet residential neighborhoods with easy access to public transportation. Individuals and families with modest incomes may be eligible for our rental housing. Some of our apartments are reserved for individuals with disabilities or families with very low income as defined by the U.S. Department of Housing and Urban Development (HUD). We strive for inclusive communities that welcome people from all backgrounds.



Representative Payee

For most people, paying bills and maintaining a budget is a necessary inconvenience. For some, especially people with intellectual and developmental disabilities, additions or mental illness, it may be a huge barrier to the necessities and comforts of life. Representative Payees help overcome this barrier. Representative Payees help individuals create a budget that works with the money they receive each month and helps ensure they are compliant with government regulations. ROI's Representative Payees manage the finances of over 200 people, helping individuals and their families every day. Responsible budgeting and timely payments means fewer worries and more peace of mind.



Great Lakes Center for Autism Treatment and Research

The Great Lakes Center for Autism Treatment and Research (GLC) offers a variety of programs and services to meet the needs of children with autism and their families, including services for individuals with a diagnosis of autism from 15 months to age 21. Through the use of Applied Behavior Analysis (ABA), children are taught academic, adaptive, and social skills to prepare them to lead full and successful lives. GLC offers intensive treatment and outpatient services.



CEO NOTES

Thank You Legislators and Governor!



This may be the first time since Don Gilmer was in the Michigan House of Representatives and serving as Chair of Appropriations that I have felt pretty darn optimistic Direct Support Professionals will get a significant wage increase that is supportive of their responsibilities.

Our legislature passed and the Governor signed a supplemental budget bill giving direct care staff a wage supplement of \$2.25 per hour. All of the Kalamazoo based legislators were strongly supportive of this increase. The increase will remain in place until September 30, 2021.

The Governor has proposed in her draft budget for NEXT fiscal year that \$2.00 per hour of this temporary increase be continued and be permanent. There seems to be pretty strong bipartisan

support for this funding - but we do have to wait and see. Rather than just wait though, ROI will maintain involvement in a Statewide coalition focused solely on this funding for Direct Support Professionals.

ROI also thanks the leadership of Integrated Services for Kalamazoo (ISK) for their advocacy and financial support, especially when it was unclear that the State was going to adopt these increases. ISK recognizes the funding and pay challenges of its provider network and stepped forward during the pandemic to ensure a more stable workforce to provide the necessary supports for those who rely upon ISK services.

We also thank United Way of the Battle Creek and Kalamazoo Region, as well as ROI's donors, for the financial support to supplement the wage increases just

mentioned. They provided significant assistance to allow ROI to "fill in the gaps" for positions for which the funding did not reach.

Our work is not done. Even with these funding increases, this workforce is underpaid, overworked, and often lacking benefits packages. We are getting back to work to continue our advocacy to alleviate these challenges. But now is a great time to take pause, appreciate the funding everyone has provided for this workforce and say thank you to everyone who provided this critical funding.

Scott Schrum
Chief Executive Officer

CEO Search Update

As you may already know, ROI is in the process of conducting a search for a new CEO due to Scott's planned retirement at the end of September. ROI's CEO Search Committee is made up of a combination of current and former ROI board members, ROI staff, and a family member of someone we serve. Early in the search process, the Committee held several engagement sessions to get input from families, staff, and community stakeholders to help guide their work. Below are some of the updates that have occurred since those engagement sessions:

- The Search Committee has begun meeting on a bi-weekly basis.
 - Three members of the Anti-Racism Committee are members of the Search Committee.
 - The Search Committee has gone through Implicit Bias Training.
 - The posting for the CEO position was advertised nationally in a variety of different venues and has received a strong response.
 - The Search Committee did a blind review of all the candidates who applied (names and other identifying information were removed) and rated each to determine which candidates to move forward in the process.
 - Initial first-round video interviews are in the process of being scheduled with a subgroup of the Search Committee and will be recorded for the entire Committee to review.
 - The first-round video interview questions have been developed with consideration of the feedback from the family, staff, and community stakeholder engagement sessions.
 - Second-round interviews will be scheduled for the top candidates selected following the first-round interviews.
 - Following the second-round interviews, the Search Committee's top recommendations for final candidates will be sent to the ROI Executive Committee and the ROI Board of Directors for further interviews and planning.
- We will continue to keep you updated as the interview process continues.



HERITAGE GLEN
GOLF CLUB

ROI HOLE STROLL 2021

SAVE THE DATE!

Friday, June 11, 2021

www.holestroll.com

Partnership Opportunities

2021 ROI Hole Stroll Benefits

Presenting
\$5,000



Includes 8 golfers on day of event or at a later date of your choice by November 1, 2021. Company banner at clubhouse. Company signage on tee. Speaking opportunity at dinner event. Acknowledgement plaque. Recognition in all promotional literature. Logo on website.

Platinum
\$3,000



Includes 4 golfers on day of event or at a later date of your choice by November 1, 2021. Company signage on tee. Recognition at dinner event and in promotional literature. Logo on website.

Gold
\$1,000



Includes 4 golfers. Company signage on tee. Logo on website.

Silver
\$750



Includes 2 golfers. Company signage on tee. Logo on website.

Bronze
\$500

Logo on website.

Tee Sponsor
\$100

Individual name or company logo listed on a sign at one of the tee boxes.

Foursome
\$400



Individual
\$100



Join the fun and support a great cause! Form a team, join a team that needs another player, or create your own team with three other friends.

8:30 a.m. Shotgun Start

Lunch | Live & Silent Auction | Prizes & Raffle

Heritage Glen Golf Club

29795 Heritage Lane | Paw Paw, MI | 49079

Mission

ROI partners with children and adults with disabilities and their families so they may live more meaningful, healthy and independent lives in their homes and communities.

Your financial support of the 2021 ROI Hole Stroll impacts over 500 individuals whom ROI serves through the ROI Independence Fund. This fund provides financial assistance for quality-of-life items such as medical co-pays, prescription assistance, dental care, eye glasses, furniture, clothing, moving expenses, concerts, festivals and much more!

Accepting Sponsorships and Individual Golfers through June 4, 2021:

Contact

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Kalamazoo, MI 49001
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F 269.343.2940
269.250.8234
ddeluca@resopp.org

DID YOU KNOW?

Last year, ROI served over 700 individuals and provided over 67,000 days of care in the following areas: Group Homes, Supported Living, Affordable Rental Housing, Representative Payee Services, and Intensive and Outpatient Autism Services.



All golfers receive: 18 holes of golf, light breakfast and buffet dinner, gift bag

WISH LIST

Art Supplies

- Coloring Books and crayons
- Play-Doh
- Play-Doh accessories

Toys & Puzzles

- Pop-up toys
- Shape and color sort board
- Wooden puzzle sets
- Wooden peg puzzles

Outdoor Play

- Squishy stress ball toys
- Soccer balls
- Basketballs

Board Games

- Monopoly Junior
- Boggle Junior
- The Game of Life Junior
- Battleship
- Trouble
- Kerplunk
- Sorry!
- Don't Break the Ice
- Snug as a Bug in a Rug
- Feed the Woozle
- Dino Escape
- Ladder Toss
- Cornhole



Harding's Friendly Markets Support Autism Awareness Month



During the month of April, our friends at Harding's Friendly Markets are generously partnering with ROI once again to raise funds for the Great Lakes Center for Autism Treatment and Research (GLC) via their in-store promotions. Harding's Friendly Markets secured commitments from vendors to join this year's fundraiser by donating a percentage of their sales to GLC. Since 2012, our mission partners at Harding's Friendly Markets have raised over \$50,000 to benefit the children served at GLC. We are grateful to Harding's Friendly Markets for their continued support!

Hockey Fundraiser Supports Autism

On February 13, the Great Lakes Center for Autism Treatment and Research (GLC) partnered with the Kalamazoo Optimist Hockey Association (KOHA) and the South Central High School Hockey League (SCHSHL) to host the 9th annual *Youth Hockey Fights for Kids with Autism* event. Although the event looked different



this year due to safety protocols limiting spectators, approximately 250 hockey players from kindergarten through high school played throughout the day to raise funds and increase autism awareness in our community. Event sponsors included DTE Energy, Greenleaf Hospitality Group/Wings West, Kalamazoo Optimist Hockey Association (KOHA), South Central High School Hockey League (SCHSHL) and Kingscott. Since 2013, over \$71,000 has been raised to benefit children served at GLC. Proceeds from the event will help fund program materials and scholarships for families served in our autism programs.

Autism Awareness Events

■ Dress Down Fridays

The Cole Automotive Group will designate all Dress Down Fridays donations in April to the Great Lakes Center for Autism Treatment and Research to benefit children diagnosed with autism.

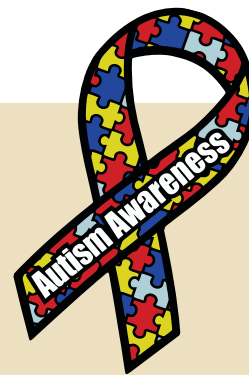
■ Kid's Carnival Eggstravaganza



In an effort to continue to keep staff and the individuals and families we serve safe, the annual Kid's Carnival Eggstravaganza has been canceled. We hope to be able to host the event in-person in 2022.

■ Walk About Talk About Autism

Typically held in April each year, the Autism Support Center of SW Michigan will host the 2021 **Walk About Talk About Autism** at Celery Flats in Portage on Sunday, October 10 from 9:30-2:00 pm. The event focuses on promoting autism awareness in Southwest Michigan. For more information, contact Trina at 269.271.4948.





Work gives us a sense of purpose and self-worth and for many, it defines who we are and is a source of justifiable pride. Work helps us maintain social connections and allows us to be part of a team. All individuals, regardless of disability, deserve the opportunity to be full members of their community where they can live, learn, work, and play through all stages of life. JJ lives in one of our group homes. He understands the pride that comes with finding a job you genuinely enjoy. He recently shared with us the things he likes about his job as a Host at Buddy's Pizza.

Q. Congratulations on your new job at Buddy's! Tell me a bit about the interview process.

A. I had a job coach who helped me find the position.

Q. What is involved in your role as a host at Buddy's?

A. I greet the customers as they arrive and say "Welcome to Buddy's," and then I ask them how many are in their party and then assign them to a table.

Q. What things do you like about the job?

A. I adore the job. I assign servers to their table sections and determine who works where. Everyone is nice and they are team players. If I need a break, people are flexible with me.

Q. How many hours a week do you work?

A. We open at 11 am and I start my shift at 10:45, but I will be on a different schedule soon when I move to second shift. A typical shift varies, but I usually work two to three hours at a time.

Q. What challenges does the job present?

A. Some days are slower than others. Due to COVID, they only have limited capacity right now. Trying to figure out who the servers are and who opens can be a bit confusing. Customers wanting take-out sometimes come in through the single side door, so I direct them to the take-out area. If they are eating in, then I seat them.

Q. What have you learned about yourself through this process?

A. I hate being bored. Either it's super busy or there are large chunks of time when it's slow. I like to stay busy.

Q. Is there anything else you'd like to share or that you'd like people to know about Buddy's?

A. Everyone should try the food there. It's so good. My favorite things on the menu are salad, pepperoni pizza and Buddy Bread!

IN THE NEWS

People with Disabilities Often Left Behind in Push to Overcome Pandemic

Millions of Americans with disabilities are being overlooked during the pandemic recovery, stuck at home without therapy or social programs, and struggling to book COVID-19 vaccinations. In Connecticut, a switch to an age-based inoculation system angered advocates, who said the decision bumped residents with special needs. Disability rights groups in Arizona are pushing for swifter access to shots, citing a higher COVID-19 death risk. Coast to coast, vaccination-booking websites that lack adaptive software are confounding people with vision problems. About 1 in 4 adult Americans, or 61 million people, have a disability that can affect mobility, cognitive function, or hearing and sight, according to the Centers for Disease Control and Prevention. Thirty years after the Americans with Disabilities Act fundamentally changed how public and private entities must treat them, the pandemic is demonstrating once again how people with disabilities can be left behind.

While some states, including Alabama and Washington, have recently expanded vaccine appointments to those with special needs, others don't give them priority access. "People think that with the Americans with Disabilities Act, all disability-related issues have been magically fixed, but that is not the case," said Sey In, an attorney for the Arizona Center for Disability Law, which is trying to bump up appointments. He cited Thomas Jefferson University research showing that people with intellectual disabilities are almost six times more likely to die of COVID-19 than people without such a condition. "I should have the same options that anyone else has, said Chris Danielson, spokesperson for Federation of the Blind, a Baltimore group that advocates for more than 7 million Americans with a visual disability. "Booking a shot is frustrating for everybody, with most people trying several times. We're not asking for special treatment - we just want the same barriers, not more."

Excerpted from www.disabilitycoop.com/2021/3/21



Mission

ROI partners with children and adults with disabilities and their families so they may live more meaningful, healthy, and independent lives in their homes and communities.

Vision

ROI will be recognized as the regional provider of choice for people with disabilities and a model of excellence for improving quality-of-life outcomes.

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www.residentialopportunities.org
www.autismtreatmentresearch.org

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KALAMAZOO, MI
PERMIT #313

community • home • independence



MAKE AN IMPACT with Planned Giving

We are making a profound difference in the lives of the individuals we serve in our community. Through planned giving, you can create a lasting impact and make a difference for future generations to come. Contact Dana DeLuca at 269.250.8234 for more information.

Donate online at www.residentialopportunities.org/how-help