

# OK, But How Do You Make Individualized Supports Work Financially?

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# 3 Contexts

Large Community Support Provider  
Converting Group Homes

Small Community Support Provider  
building from the ground up one person at a time

Supports Coordination  
Assisting people moving from state institutions to  
the community

# Large Community Supports Provider

“Company X”

- 160 people
- 95 persons served “residentially”
- 35 Group Homes
- 220 staff
- \$7 million budget

# Small Community Support Provider

Values Into Action (PA)

- Supports 35 people exclusively in their own homes (no congregate services)
- Grew from \$0 budget to \$2.5 million in less than 3 years
- 70 staff in 5 counties in PA

# Supports Coordination

Values Into Action NJ

- Founded in January 2007 in response to the New Jersey Olmstead initiative
- Working with 120 people residing in state centers (6 coordinators)
- Using Person Centered Planning tools (Assessment, Individual Budgets, ELP) to link people to services

# 4 Things

- Know Your People
- Analyze, Analyze, Analyze
- Communicate with Everyone but especially the funders
- Do the Work

# Know Your People

- “Fiscal” and “Program” become one
- Plans are only one source of info
- Assist with developing capacity in the field
- Find out what your costs really are from the people who the money is being spent on

# Analyze

- Group Homes: unbundling the “program”
- ViA PA: Make the organization stealth, fluid, and moveable - manage the chaos
- ViA NJ: enable teams to think beyond the group home model

# Group Homes: unbundling the “program” (1999-2000)

- Starts with the Individual Service Plan
- Pull apart the schedules and make work on an individual basis
- Analyze all other costs in the home
- Put it back together in a new context with individual rates

## Make the organization stealth, fluid, and moveable (ViA PA 2005-present)

- Create a coordinating support team to cover the basics
- Create a business plan and model how it can work
- SELL IT
- Achieve buy in to start out working part time and working direct
- Manage your overhead costs as organizations grows... and grows..and grows!

# Beyond Group Homes

(ViA NJ 2007 - Present)

- Use the budget \$ available to people to show that they can live alone or with perhaps one other person if they want
- Assist the person to pick a community provider who maintains as much choice for the person

# Communicate

- Buy in from organization
  - People accepting support
  - Staff
- Buy in from Funders
  - Make them aware what's coming....

**DO IT!**

Ric Crowley Quote:

Self Advocates have  
spoken and the  
message is loud and  
clear:

We've upped our  
expectations

*Now UP YOURS*

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