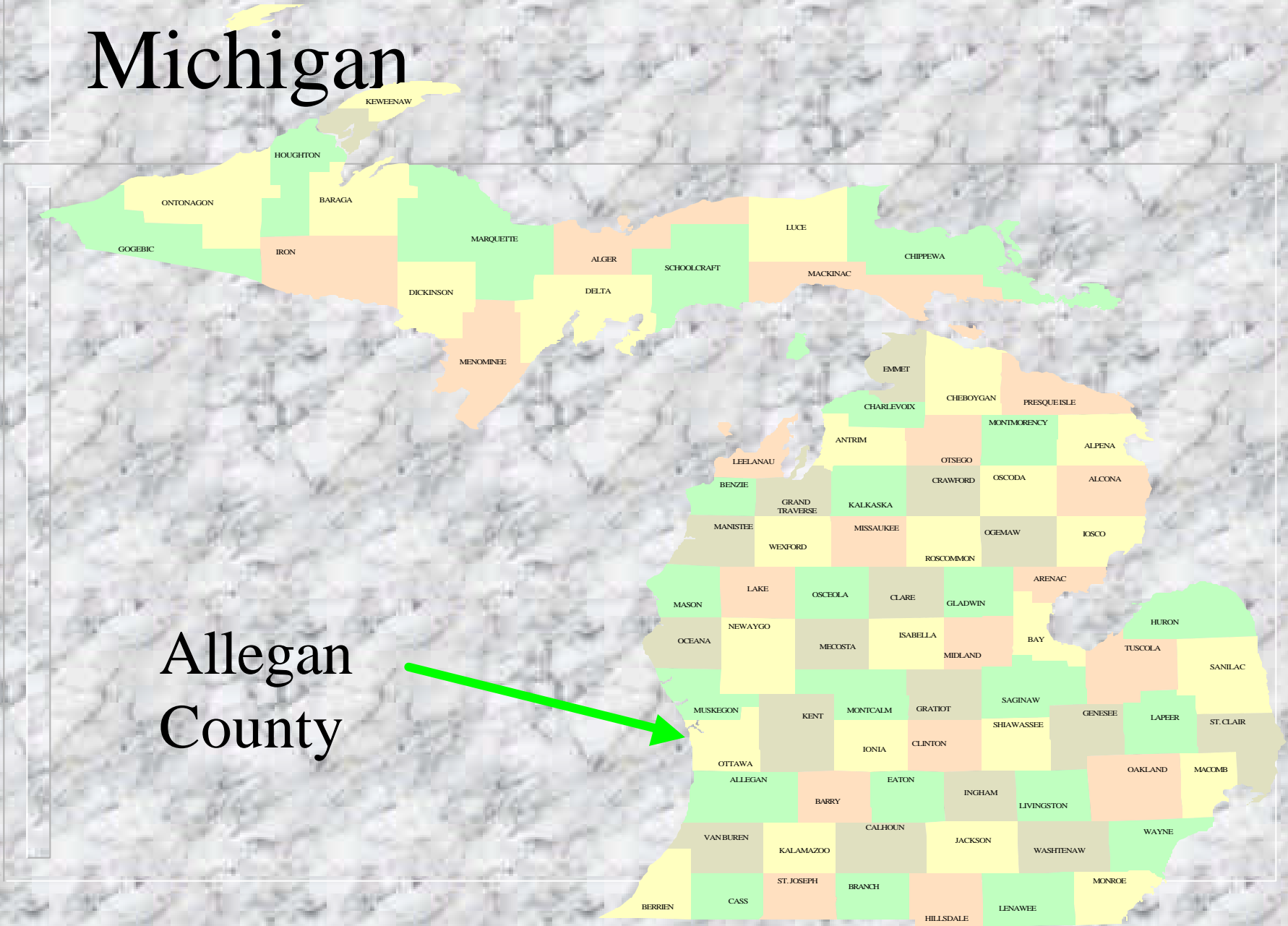


Organizational Transitions Deconstructing Workshops February 13, 2006

VISION STATEMENT

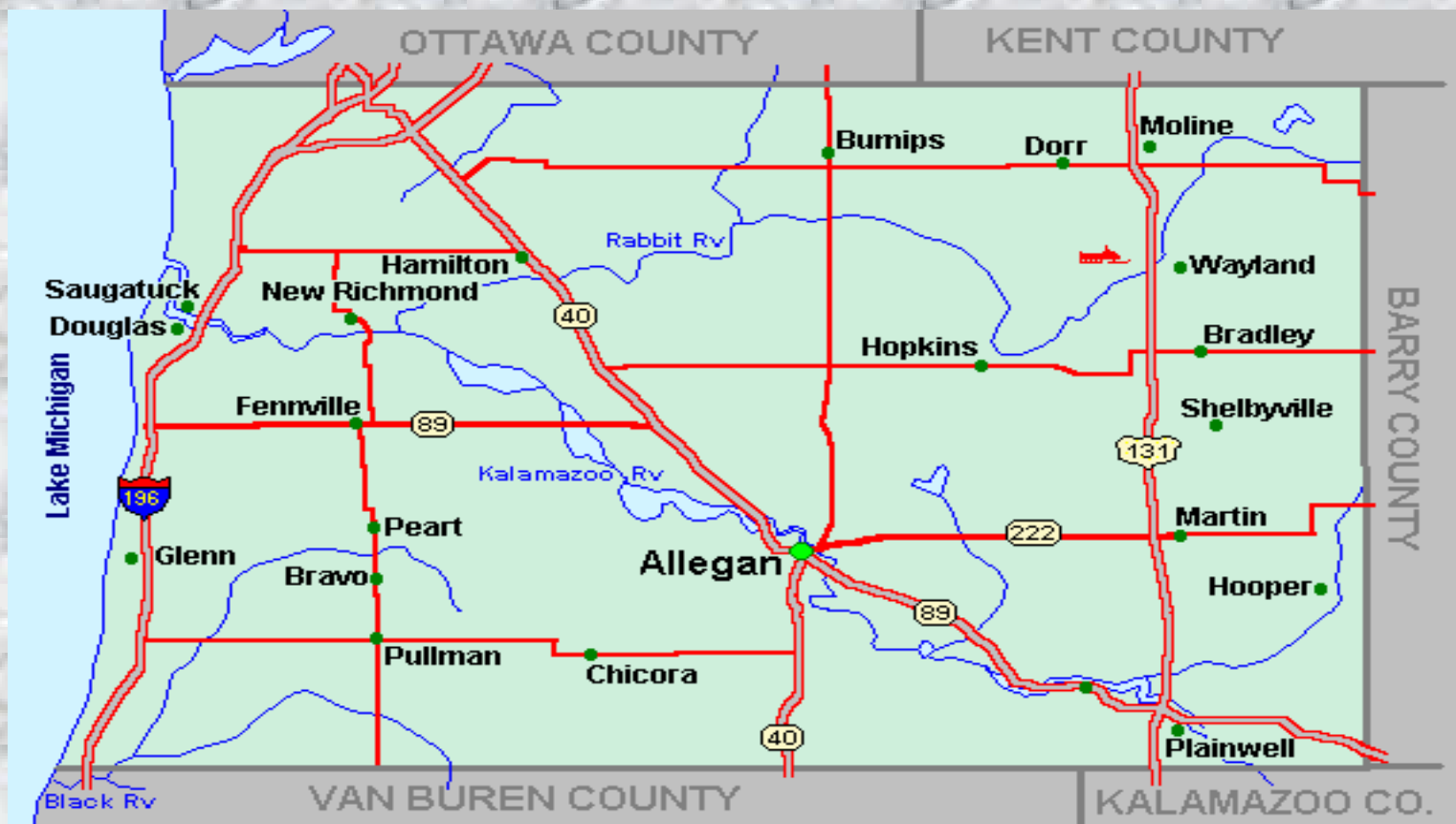
We see a world of complete inclusion, free from injustice, segregation, and oppression. In this world, the life of everyone has meaning and each person is understood and treated with dignity and respect.

Michigan



Allegan
County

Allegan County Community Mental Health Services



Adults Served: 217

	1987	Now
■ Working in community jobs	6	107
■ Attending Sheltered Workshop	120	0
■ Working on crews	6	13
■ Working on micro-enterprises	0	22
■ People in the day program	60	22
■ People who are volunteering	0	70

System Change Process

- Create a Common Vision
- Develop a Strategic Plan
- Train, Train, Train
- Set Obtainable Goals with Staff
- Continually Revisit Goals/Strategic Plan
- Evaluate

Vision Statement

We see a world of complete inclusion, free from injustice, segregation, and oppression. In this world, the life of everyone has meaning and each person is understood and treated with dignity and respect.

Guiding Principles

- **Freedom** to have a life.
- **Authority** to decide how support dollars are spent.
- **Support** to organize resources in ways that are life enhancing and meaningful.
- **Responsibility** of everyone to use public funds wisely and give back to their communities.
- **Confirmation** of the important role of self-advocates.

Guiding Philosophies

- Presume competence.
- Behavior is communication.
- Help people find their strengths and interests.
- One Person at a time.

Goals for the system

- Define the purpose of public dollars used in community Mental Health
- What do people do during the day when they receive mental health dollars
- Help people get community jobs

System Goals continued

- Expand training efforts
- Update Job Descriptions
- Restructure Policy and Procedure
- Redefine quality. Satisfaction is not necessarily a good measure of quality.
- Develop additional support models.

Training

- Philosophy
- Individual Budgeting
- Micro-Enterprise Development
- Community Building
- Customized Employment
- Transition/Special Education Law
- Self-Advocacy

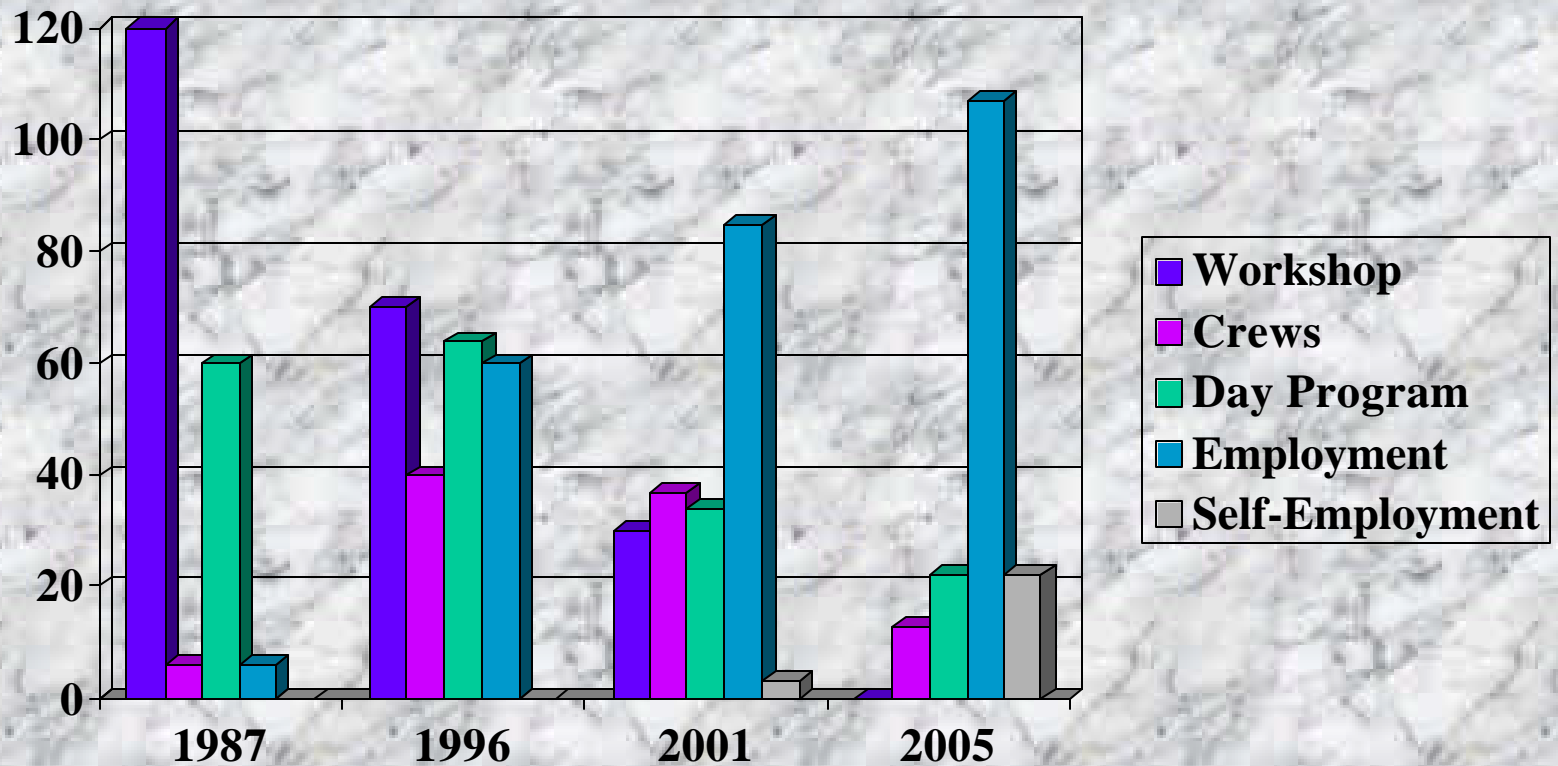
Training Continued

- Person Centered Planning
- Marketing
- Benefits Management and Work Incentives
- Employment Law

Goals for Staff

- Individual Outcomes for People
- Specific Training Plan

Numbers in Day Services



Wages Earned

	<u>1997 ACW</u>	<u>2003 ACW</u>	<u>2005 SE</u>
■ Average Number of Hours Working	10	4	18
■ Average Hourly Wage	1.97	\$5.15	\$6.52
■ Number of People Getting Benefits	0	0	18

Cost per Person Served

	<u>FY 1996</u>	<u>FY 2002</u>	<u>FY 2004</u>
■ Total Cost	\$7,041,789	\$8,698,952	\$8,814,902
■ Numbers Served	311	368	380
■ Cost Per Person	\$22,642	\$23,638	\$23,197

Allegan County Community Mental Health Evaluation

■ People Reported:

- Increase choices in the type of work or day program.
- Increase in the amount of time spent working.
- Increase in choice and control.
- Increase in quality of life.

Employers

- Allegan County Courthouse
- Allegan County Development Center
- Allegan County Historical Society
- Allegan County Resource Group
- Allegan County United Way & Volunteer Center
- Allegan General Hospital
- Allegan Street Elementary, Otsego Public Schools
- Allegan Public Schools
- A.R.C.
- Big Boy, Plainwell

Employers

- Big Top Market
- Brann's Steakhouse
- Burger King, Allegan, Holland, Kentwood, Plainwell, Wayland
- Burnett, Kastran, Klein
- City of Allegan
- Dick's Market, Dorr
- Ditto Inc, Holland Christian Schools
- Dorr Industries
- Electro Heat, Inc.
- Family Farm & Home
- Girl Scouts of America
- Gobles Academy
- Goodwill Industries

Employers

- Grill House
- Harding's Friendly Markets, Otsego, Plainwell, Wayland
- Harold Zeigler Chrysler
- Haworth Conference Center
- Haworth, Inc., Holland
- Hinkle's Bakery
- Kentucky Fried Chicken, Plainwell
- K-Mart, Holland
- Lakeside Entertainment Center
- Life Care Center
- Little Caesar's, Wayland
- McDonald's Allegan, Byron Center, Plainwell

Employers

- Meijer, Plainwell
- Metron of Allegan
- Oil Can, Holland
- Ottawa County Community Mental Health
- Pamida
- Pizza Hut, Plainwell
- Project Hope
- Ransom District Library, Plainwell
- Resthaven Care Center, Holland
- Rhino's Hometown Pub, Plainwell
- Roger's Food Land, Fennville
- Russo's Pizzeria, Hopkins
- Safari, Ltd.

Employers

- Saugatuck Drugs
- Secretary of State
- Shell Food Mart
- South Haven Memorial Library
- Spencer's Restaurant, Otsego
- St. Peter's Christian Neighbors
- Steak & Shake
- Sunset Motel
- Tennant Corporation
- Wendy's
- Wieland's Flowers
- U-Store, Allegan
- Village Inn, Holland

Employers

- Village Market, Allegan
- Wal-Mart, Plainwell & South Haven
- Wayland Union Schools