



*Ohio Network for Innovation*

*2021 REPORT*



## *To our stakeholders...*

We are proud to share the second annual report for the Ohio Network for Innovation (ONI). This report will focus on the activities and progress towards the initiatives in the 2020-2022 strategic plan.

2021 was a year of significant growth and change for ONI. We look very different now than we did even one year ago, not to mention when we first formed in 2018. ONI has been enthusiastic about exploring new ventures, many of which will be detailed in this report. Our mission, vision, and values continue to guide us through new opportunities and challenges, and we are building a reputation based on integrity, creativity, honesty, and kindness.

We hope you will share in our excitement as we review our accomplishments over the past year. We are grateful for your support, and we recognize that our success depends on it.

With sincere appreciation,



Josh Young, Director of Operations



*"Progress is impossible without change..."*

*Bernard Shaw*

# FINANCIAL

## Improve ONI Brand

*In 2021, ONI extended its reach to new audiences and gained a reputation for being an innovator. People and organizations invited us to present about our services, and expressed interest in learning more about us and how we might be able to help them. We created several videos to introduce ONI to our communities and potential customers, and we created a LinkedIn page to grow our online presence and increase our opportunities to connect with others.*

**3,618**

**Facebook page reach in 2021 - up 7.8% from 2020**

**130+**

**Audience reached through Clearwater COG presentation**



Ohio Network for Innovation

**165**

**Followers on our Facebook page - 55 more than last year. 81.4% are women, and 18.6% are men.**

**5**

**New organizations outside of the I/DD field which have contacted ONI for services**

# FINANCIAL

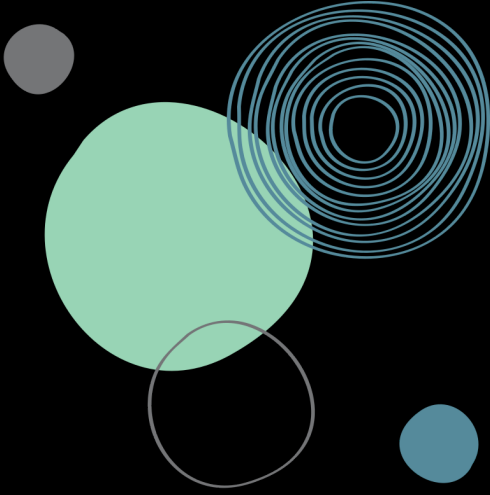
## Improve Knowledge of Nonprofit Opportunities

*ONI continued to explore nonprofit opportunities by renewing our membership with the Ohio Association of Nonprofit Organizations (OANO), attending their educational webinars, and reaching out to them for support as we grow. We also connected with one of the largest fraternal benefit societies in the United States - Modern Woodmen of America - and discussed ways we can partner in the future.*



# FINANCIAL

## Implement Funding Model



*In 2021, ONI researched funding models and identified three sources of funding for its future. Our primary source of revenue is Fee for Service, but we are actively pursuing grants and working on a plan to implement fundraising in 2022.*

*Fee for Service - Grants - Fundraising*



# FINANCIAL MEASURES

## Increase Funding Streams

### 3 NEW FUNDING STREAMS

*Waiver Services*

*Guardianship*

*DSP Network*



## Clean Audit Reports

*ONI continues to use an external CPA firm to review and complete the annual 990.*



# *CUSTOMERS* Supported Decision-Making

*12 counties renewed their partnership in the Supported Decision-Making Project in 2021. ONI worked with them to help people learn about and practice Supported Decision-Making in real life. We heard from a number of parents who, after hearing our presentations, had reconsidered guardianship and were exploring less-restrictive alternatives for their loved ones instead.*



*ONI received invitations to present about Supported Decision-Making from:*

- The Ohio Association of County Boards*
- Advocacy and Protective Services, Inc.*
- Clearwater COG*
- Advocates for Success, LLC*
- School to Adult Life Transition (S.A.L.T.)*

*We also worked directly with more than 80 people to help them practice Supported Decision-Making.*

# CUSTOMERS

## Guardianship

*ONI's partnership with counties in the Supported Decision-Making Project grew into conversations about the need for new and better guardianship models. Late in 2021, ONI launched its unique model for guardianship services and had immediate buy-in from Perry, Hocking, and Licking Counties. Once the word got out, it didn't take long for us to hear from other organizations who were interested in this service including those outside of the I/DD field.*

**30**

Number of guardianship slots "reserved" or purchased by customers

**8**

Number of referrals for guardianship received since launching the service



**3**

Number of emergency referrals for guardianship we have received since launch

**4**

Number of ONI employees providing guardianship services

**100%**

Increase in customers for guardianship services since launch - from 3 to 6



# CUSTOMERS

## DSP Network

*The Knox and Coshocton County Boards of DD collaborated with ONI to address the DSP workforce shortage. Together, we developed the DSP Network - a network of Direct Support Professionals who can be available on short-notice to meet immediate and emergency needs. The network is in its early stages, but we believe it's a model we can expand to other regions of the state.*

## DSP NETWORK PART 2



- ✓ A network of DSPs who can respond to immediate and emergent needs as they occur.
- ✓ DSPs are notified of those needs and opportunities in real time, so they can respond to the ones that are a good fit for them.
- ✓ Short-term needs may turn into long-term opportunities.

Come learn about an opportunity to become part of a new and creative idea that can benefit DSPs, the County Board, and people who receive services - the DSP Network!

What is it?

Why should you join?

How do you join?

**FEBRUARY 22, 2022**

**10 AM - 11 AM**



**zoom**



**JOSH YOUNG,  
OHIO NETWORK  
FOR INNOVATION**

Director of Operations



**SHERRIE SIMMONS,  
KNOX & COSHOCTON  
BOARDS OF DD**

Provider Relations Manager

**JOIN AT ADDRESS BELOW**

<https://us02web.zoom.us/j/82327868342?pwd=ODk5WmI5ejNtRTlpeEhFbEtSdWNDUT09>

# CUSTOMERS *Housing & Employer of Record*

*ONI began working with Carroll County and added 5 new houses.*

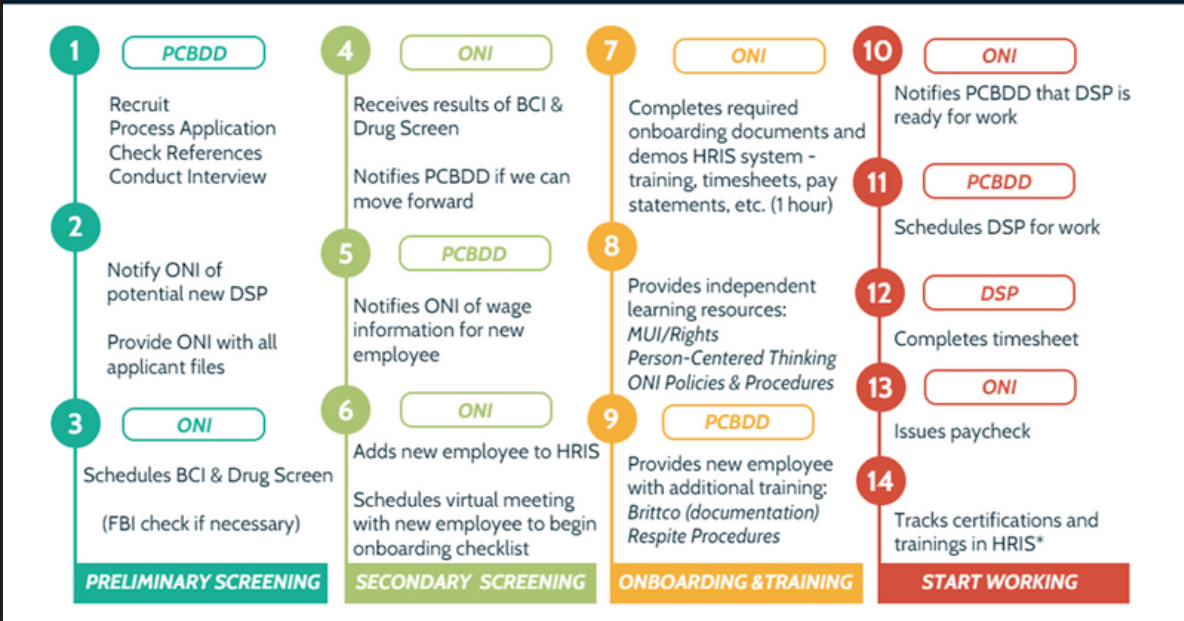


*Perry County requested Employment Services from ONI. We worked together to develop an onboarding process, and have hired 4 respite employees from Perry County.*



ONI + PCBDD

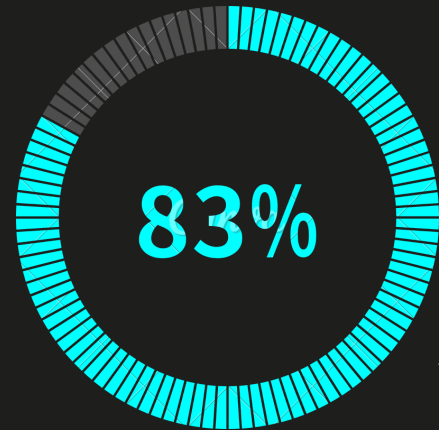
## Respite Employment Process



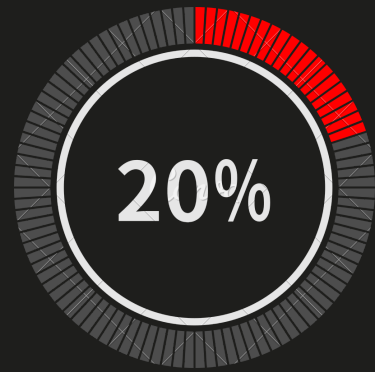
# CUSTOMER MEASURES

## Maintain Customer Levels

*12 counties (83%) renewed Supported Decision-Making Services. Of those 12 counties, 20% of them also chose to purchase guardianship services.*



*SDM*



*GUARDIANSHIP*



*ONI added a total of 5 new customers: 1 under Housing, 1 under Employer of Record, and 4 under Guardianship. We also began providing waiver services in 2021.*

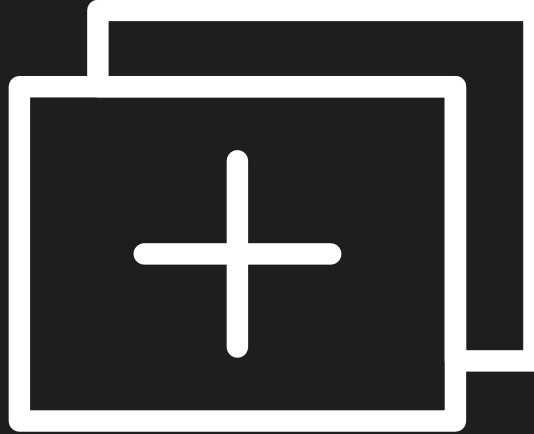


# Internal Processes

## New Product Development

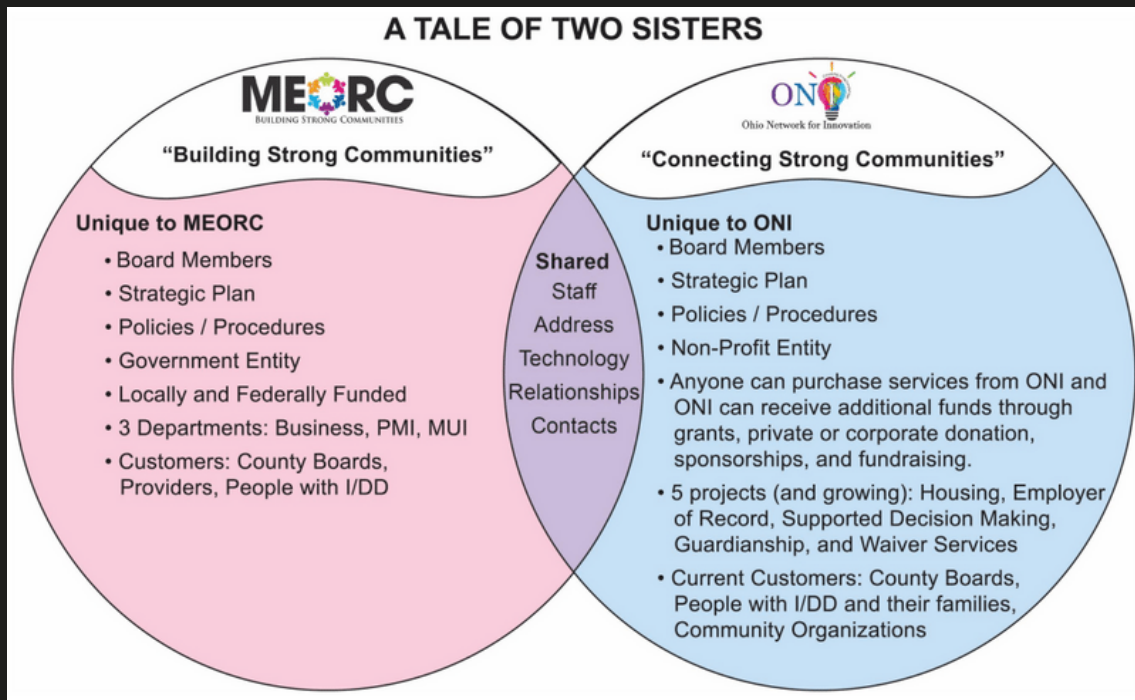
2

**New services -  
Guardianship  
and Waiver  
Services**



## MEORC/ONI Product Guidelines

*We updated the "Two Sisters" document to reflect ONI's growth and to illustrate the relationship between MEORC & ONI. The MEORC/ONI Guideline Questions Tool has also become the new standardized approach for exploring product offerings, and we used it to determine the best fit for nursing services, employer of record/respice services, and guardianship. MEORC is also using the tool in its Baldrige application.*



# Internal Processes Measures

Increase 1 new product annually.



## Guardianship

## Waiver Services



# 100%

Amount by which  
we exceeded our  
goal - we added 2  
new products in  
2021

# Internal Processes Measures

But wait...there's more.

*We had conversations in 2021 about the need for nursing delegation across the state. After multiple brainstorming sessions, applying the MEORC/ONI Guideline Questions Tool, and some outreach and research ONI launched Delegated Nursing Services in 2022! We currently have 2 Registered Nurses on staff.*



## NURSING DELEGATION



**NOW AVAILABLE!**

**TALK TO US!**

740.485.5869

[jyoung@ohionetworkforinnovation.com](mailto:jyoung@ohionetworkforinnovation.com)

\*Currently in Sandusky & Surrounding Counties

# LEARNING & GROWTH

## Develop Workforce Capabilities & Capacity

*2021 was a year of significant growth for ONI. We hired 3 new waiver team members, 2 (1/2 FT) guardians, and contracted with another person for guardianship. Altogether, this is the equivalent of 4 FT employees. MEORC also added Shannon Winnings to take the lead with ONI's HR needs. We continued to refine our onboarding and training process, and we began using predictive index during the hiring process. ONI also developed a new Table of Organization with Josh Young as the Director of Operations.*

**4**

**Equivalent  
number of FT  
employees hired**

**6,240**

**Hours added for  
capacity - a  
300% increase**



# LEARNING & GROWTH

## Board Member Engagement

*ONI had a quorum and participation from the board at each meeting. Board members were also involved in connecting ONI to new opportunities. President, Noah Trembly, invited ONI to present on Supported Decision-Making to the Southeastern Ohio Disability Equity Coalition, and Diana Fairclough brought a housing opportunity with the Carroll County Board of DD to us.*





# LEARNING & GROWTH

## Employee Development

*ONI has benefited from its relationship with MEORC, through which Josh has been able to participate in Leadership Development Trainings, LEAN Trainings, and instructor-led courses with New Horizons. These opportunities have been vital to ONI's development and the development of its individual team members.*



# LEARNING & GROWTH MEASURES

## Quorums for Board Meetings

100%

Percentage of  
board meetings  
where we had a  
quorum



## Increase Employee Engagement

- *Josh attends weekly tactical meetings where he gets support from MEORC staff*
- *ONI held quarterly Strategic Planning meetings in 2021*
- *Josh attended MEORC all-staff meetings*
- *ONI developed and refined its onboarding and training process so new team members have a better understanding of ONI*

