As the year comes to a close, I would like to take this opportunity to reflect on some of our major accomplishments over the past year. The demand for our services continues to grow. Many county boards of developmental disabilities have begun, or have already divested themselves from providing direct services. This was done in order to meet new Federal CMS regulations for conflict free case management.

Although there is exponential ability for MRSI and other private providers to grow and fill service gaps from county boards transitioning their programs, there remains a critical staffing shortage in our industry. Our turnover rate remains very high and the starting wage of $10.00 per hour is not competitive in this region.

The Ohio State Legislature provided a 6% increase for our rate of services in their last biennium budget that was targeted to Direct Support Professionals. This increase was passed to our Direct Support Staff this year. This was only our second rate increase since 2005 and was not sufficient to keep pace with inflation over that time period.

The Legislature is starting work on their next biennium budget. The legislature has proposed that direct support staff with two years’ experience and 60 hours of training will be eligible to receive up to a six percent wage increase. This will assist us in retaining direct support professionals who provide the hands-on direct care. Without question the number one crisis facing our system is the ability of providers to recruit and retain staff at the direct care level. This affects everything from the quality of care delivered to the ability to expand services to those in need.

There are still many challenges ahead. We are not able to offer competitive health insurance to our employees. Most rely on either Medicaid or participate in the Affordable Care Act Health Exchange. There are questions if those two health insurance options will remain for our employees who need health insurance coverage.

On behalf of the staff, consumers, and their families, I would like to thank you for your time and your commitment that you have made on behalf of people with developmental disabilities, mental illness, and drug addiction. Your leadership and guidance have been invaluable. Through your efforts, MRSI has made a positive impact in the lives of many people in West Central Ohio.

The following are some of MRSI’s highlights over the past year:

- We are providing services for a total of 70 individuals with developmental disabilities in 3 Counties. This was a net decrease of 1 from the previous year.

- MRSI is providing Adult Day Services in Mercer County for 8 of our Wayne Street Residents and 7 additional individuals with Medicaid waivers. This is an increase of 2 from last year. We have 9 consumers employed in community jobs in which we assist them with a job coach. This is an increase of 2 from last year.

- We are providing ADS and Non-medical transportation services for 24 individuals. This is an increase of 3 from last year.

- We continue to provide safe affordable housing for 18 individuals and 2 families with mental illness or drug addiction. We have subcontracted some of our apartment units to Foundations Behavioral Health for

Continued on Page 2
their Drug Court program. Our occupancy rate for the year was 97.5%. This was a slight increase from the previous year.

- MRSI now employs 44 full-time employees. This is an increase of 6 from the past year. We currently employ 23 part-time employees. This was a decrease of 8 from the previous year. We subcontract with 6 LPN’s, 1 maintenance staff, and 1 Housing Coordinator.

- MRSI had an annual operating budget of $2,418,467 dollars in 2016. This was an increase of $343,767 dollars from 2015.

- MRSI received $4,822.99 from the Celina Combined Service Appeal. This was an increase of $3676.20 from last year.

- We received $860.75 for our combined fundraising events. This was a decrease of $3785.50 from last year.

- We are testing in one region an electronic documentation system and plan to go live with all documentation being web based by April of 2017.

- We are testing a web-based staff scheduling system in one region. We hope to implement this in 2017.

- Our services have had many compliance reviews and surveys from various State and local sources and are in compliance with all reviews.

- MRSI remains the second largest by revenue, locally based not for profit 501(C) (3) in Mercer County.

None of these accomplishments would have been possible without the dedication and efforts of the many outstanding employees that have made MRSI a leader in developmental disability services and mental health housing in West Central Ohio. I would like to express my sincere gratitude to each and every one you. I hope everyone has a joyous new year.

Garry Mosier CEO

Thank You For Your 24/7

As 2016 ends and 2017 appears on the horizon, I wanted to recognize the kindnesses and assistance of all of the MRSI staff members. I have just arrived as a Board member in 2016. Not normally known as being slow to learn my tasks, I’ve found the year a significant effort to try to reach the functional level I am comfortable with, to bring support and assistance to the MRSI Board. While there remains lessons to be learned, thanks to all the MRSI staff, I have made significant strides in understanding the mission these past months of 2016. I hope you will feel that I care for and support the mission of our organization. But enough about me...

The performance, innovation and personal desire to assist is the true pumping heart of MRSI. Many deserving souls throughout our geographical area have and will benefit from the personal generosity engendered in your sharing of individual professional talents, emotions, personalities and friendships. This is true for your impact not only with the clients, but also their families, your co-workers and the community at large. While it is not reported in the media nor is it displayed on billboards, it does not go un-noticed or un-appreciated.

I thank you for realizing the importance to our world, be it small or large, of “paying some rent” for our spot on this earth. Your personal attitude and spirit is commendable, heartwarming, and inspires me and many members of our community!

Have a wonderful holiday, and thank you again. I appreciate you and your professional spirit immensely. Thank you for enriching my life in 2016 and I personally wish for you a very happy New Year in 2017!

J.R. (Jim) Mustard
MRSI Board Member

We wanted to share a kind message from one of our newest MRSI Board Members, J.R. Mustard—his thoughtfulness is appreciated. Thank you J.R.!
Mercer County has a new Supported Living Client named Miles. Miles works at Mercer Savings Bank and CA Group. He likes to draw, play cards, word games and building trains in his free time. Miles enjoys community outings, shopping, garage sales and fast food. Welcome Miles! We are so glad to have you

On January 8th Jan turned the big 50! TEGH staff had a party for Jan at the workshop with family and friends! If you see Jan make sure and wish him a Happy 50th!

MRSI’s CEO, Garry Mosier and Tracy are in the holiday spirit—during MRSI’s Holiday Party games... look like snowmen to us!

Celina and Van Wert ADS’s combined to meet with New Knoxville Police Chief Chris McKinney. Chief McKinney explained many important things to all of us including stranger danger, 911 guidelines, how to ask for help when we need it, seat belt safety, vehicle safety, internet safety, and more!!! The clients had some outstanding questions for him!! Several clients that were very afraid of police officers have better understanding of what they do, while others who felt they can do whatever they can do, also have a better understanding of what police officers do.

MRSI hosted a Holiday Party for the 2016 holiday season, there was a great turn out between clients and staff even with inclement weather. There were games, festive attire, music, staff recognition, LOTS of delicious food and prizes! We can’t wait for our next party!
Huge thank you to everyone who was able to attend the MRSI Christmas Party!!! Despite the weather not cooperating it was a huge success and we look forward to continuing this annual party!! One of the biggest goals with this year’s party was to make sure everyone realized how much they were truly appreciated in this company. We all know it is very easy to get busy and get wrapped up in the day to day chaos of our jobs. However we want everyone to know they truly are appreciated by everyone. Some of the recognition statements shared at the party were filled with true emotion and feelings. When you are feeling stressed, please understand you have a huge support system within MRSI. We are truly lucky to work with the people we do. If you are interested in being on the Christmas Party Committee please contact Monica Drewes. We will be meeting in February to get started!!

Both Celina and Van Wert had very fun Christmas parties at the ADS’s!!! The clients are always so thankful for their gifts. There really is no better way to start the Christmas Holiday than to watch the faces of our clients opening their gifts. Thank you to all who help with various fundraisers throughout the year to ensure the clients all receive gifts.

Van Wert took full advantage of one the cold days and enjoyed a pajama party!!! I am not sure who had more fun, the clients or the employees! Either way it was a huge success!! The day was filled with laughter and smiles!!!

Spring is not far away!!! Which means we can FINALLY get back to our normal routine of being out all the time!! Cabin fever is not our friend. Please keep in mind that when we start getting out in early spring that you will need dress in layers. It may be chilly in the morning!

Both Celina and Van Wert are always looking at ways to raise money for the Day Programs!!! We sell client made artwork, gift baskets and handmade wood cutting boards! If you would like information on any of these please contact Monica Drewes at 419-586-4709 or 419-217-3484.

Celina ADS is still collecting cans!!! We thank everyone who continues to drop them off!!! This money is used for client activities!!

We are looking for places that we can help by paying it forward and volunteering!!! If you know of places, or a family that we could help, let us know. The clients love helping others!!

I want to thank my staff in both Celina and Van Wert for everything they do. Unfortunately many people know my name when it comes to the Day Programs, however they don’t have the pleasure to know everyone else. Francie Carmain, Jake Delgado, Alexis Kirk, Mike Roth, Caleb Rodriguez, Kristy Eischen, Jennifer Bishop, Angel Eisenhut, Dan Jones and Gene Goodwin are some of the most dedicated, and caring people I know. Thank you for everything you all do, every single day!!!

Sincerely, Monica McKinney (Drewes)
EMPLOYEE CORNER

END OF 2016

All staff should have received their W2 tax forms, all contract employees should have also received their 1099 tax forms. If you have not please contact the home office, or if you have any questions/concerns contact the home office as well. We look forward to 2017 with our MRSI family!

CAUTION

COLD & FLU SEASON

COLD & FLU TIPS

It’s that time of year… cold and flu season! Here are some tips for you and your home to try and stay healthy this season!

1. Wash your hands
2. Be prepared! Make sure and have tissues, soap, hand sanitizers, etc.
3. Use throwaways to curb germs - when someone in the home is sick, use disposable products as much as possible: paper towels in the bathroom instead of a cloth hand towel, paper cups/plates/silverware instead of normal dishes.
4. Use natural treatments - try a spoonful of honey to soothe your cough (try it in a cup of hot tea), and vitamin C may help to cut down on how long your cold lasts.
5. Drink extra fluids! If you have sick kids that won’t take in the extra fluids, offer them popsicles, or offer fluids with a straw to make it seem fun!
6. Go to the doctor if necessary! Don’t allow the cold and flu season to bring your down! See a doctor if you are ill for more than 2 days!

(WebMD)

CONGRATULATIONS ARE IN ORDER!

- Doug Ashbaugh (TEGH DSP) became a grandpa again January 9th to Alexandra Jane Roehm - Congrats!!
- Monica Drewes (ADS Coordinator) got married January 26th to Chris McKinney! Congrats to them—we wish them many years of wedded bliss!
- Kelly Smith (Finance Coordinator) has a new granddaughter! Riley Rae Bjerke born November 14th! Congratulations!

Mr. & Mrs. McKinney

Riley Bjerke

VAN WERT PART-TIME ATTENDANCE WINNERS DECEMBER 2016...

- Deb Hitchcock (TEGH DSP)
- Jake Delgado (VW ADS Driver)

These two received $50 gift cards to Wal-Mart! Thank you for your diligence!!

EMLOYEE REMINDERS:

- Self-Evaluations for your Performance Appraisals are sent via email now. Please make sure and complete those when your Performance Appraisal approaches.
- Please make sure and provide the home office with a copy of your auto insurance every time your policy renews.

COLD & FLU TIPS

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(WebMD)
Please remember, if you would like to receive the newsletter via email please email Michelle at: mbrancaleone@mrsinc.org or call our home office: (419) 586-4709 to have that updated! Thanks!