

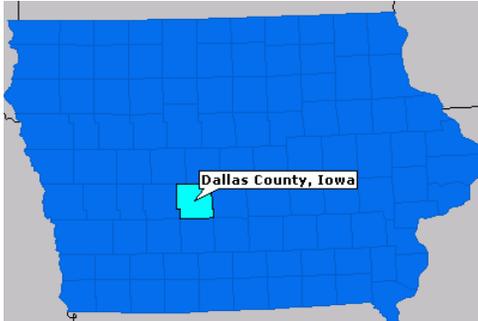
THE VOICE

Volume 15, Issue 9

A VODEC Publication

Nov/Dec 2015

SERVICES EXPANDING TO CENTRAL IOWA



VODEC is processing new applications for services in Central Iowa. If all goes according to plan, we will bring our brand of pre-vocational and community employment training, residential support and supervised community living to Dallas County in the next few months.

The expansion idea started with an interview for a potential VODEC host home in the County just West of Des Moines. As that process came to a close, referring

agencies noted that the provider landscape has changed over recent months in Dallas County. The result has been a shortage of services for people with disabilities among the 60,000 County residents.

This round of standing up operations represents the first major geographic expansion for VODEC since 2001, when the first Nebraska facility opened. Of course, there are still a few details to hammer out.

At the top of that list is hiring the right local Human Services Supervisor to manage the staff and programs in the new location. Right now VODEC is accepting resumes and conducting interviews for the position. If you are interested or have a lead on a services professional who might fit the bill, you can check the qualifications by typing VODEC into the CareerLink.com search bar, and navigating to the listing for this position.

Once the new Supervisor is on-boarded,

they will oversee filling out the rest of the staffing requirements, and starting the residential and home services.

In time, those will be reinforced with prevocational and community work training programs, as needed.

There is no decision yet on which town will house any facilities. VODEC CEO Steve Hodapp says that choice — and a string of others — will be determined by consumer needs: "Our commitment is to the people we serve. Every decision we make, every interaction we are part of, and every dollar we spend is focused on how to provide the right mix of services to meet the needs of a population that is often overlooked or underserved."

To apply for services with VODEC, or for more information, contact Daryn Richardson at (712) 328-2638.

IOWA MEDICAID MODERNIZATION UNDERWAY



Iowa Governor Terry Branstad announces Medicaid Modernization.

Buckle your seat belts, Iowa's Medicaid Modernization has entered its implementation phase. Starting January 1st, the four Managed Care Organizations (MCO) the State has selected begin administrative oversight for Medicaid services and payment.

This is a significant change for many of our consumers and families. Our goal is the smoothest possible transition in the fastest possible time.

By now, if you are an Iowa Medicaid subscriber, you should have received an enrollment packet in the mail from Iowa's Department of Human Services. It identifies your MCO assignment, and gives you the

steps and documentation to request a change. You have until December 16th to submit those forms. If you have not received your packet in the mail, or if you have questions about your case, Iowa's DHS has a very informative website (dhs.iowa.gov) that may provide answers. You can also call Iowa Medicaid Member Services at (800) 338-8366.

VODEC has completed the requirements to participate in all four MCO offerings. If you do not see us listed as a provider in your selection materials; contact our Director of Services Development, Daryn Richardson (driehardson@vodec.org). For questions specific to your VODEC services, feel free to contact your MCO directly, ask your case manager, or contact our Director of Iowa Operations, Mark Stromer.

You can e-mail (mstromer@vodec.org) or reach him by telephone, (712) 328-2638.

You may have seen newspaper reports detailing some provider concerns about fee cuts or other behind-the-scenes details. VODEC's position on these worries is to double down on the response that has seen us through transitions in the past. We are carefully planning, and remain re-

sponsive and optimistic.

Since the plan was announced, we have known overhauling a system half a million people rely on for daily care was a massive undertaking. We anticipate a few rough patches as things move into place. We are confident that all of these concerns will have a positive resolution for everyone involved.

Rest assured you will have access to all of your services after January 1st and going forward.

Our mission is to provide services to persons with disabilities so they can live, work, and participate in the community in the least restrictive environment to achieve their full potential. That's our focus today, even as we discuss and negotiate details with the State and our new MCO partners.

Our commitment to the consumers and families we serve is to keep you informed throughout this process. We will make adjustments as we move forward, and remain ready to respond to opportunities as they emerge.

From the CEO's Desk:

Happy Holidays to All! I wish each of you wonderful times this season with family and friends as you make new memories to talk about in years to come. In November, December and January we need to make the most of the multiple opportunities to share company with people who mean the most to us.

We started this season with a thanksgiving for all the good things and people in our lives. The season goes out by

bringing in a new year and for some that means a do-over with hope for better (you fill in the blank).

My hope is that 2015 was good for you and that 2016 holds even more promise for you.

With that said I relinquish the rest of the space my article would normally occupy and I direct you to the FY15 Annual Report which is included in this issue.



Steve Hodapp, CEO



Jose M. recently started his new position with the Salvation Army as a bell ringer. This is Jose's 2nd year being employed with the Salvation Army during the holiday season. He loves his job as it lets him interact with others in the community and enjoys being outside, he doesn't mind the cold one bit. Photo: VODEC Staff Karly Brentlinger

VODEC Thanksgiving Dinners

Nebraska Residential



Iowa Residential



Iowa CARES





Christmas Card Printing

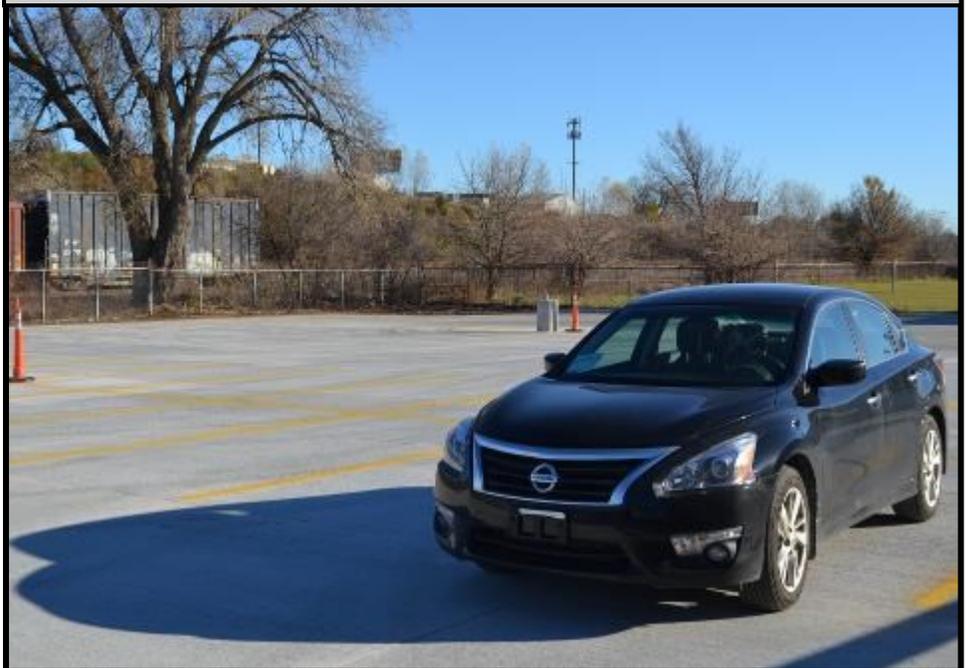


The search is on for VODEC's annual Christmas Card design. This year, consumers from Nebraska and Iowa CARES inked and blocked their favorite holiday visions as part of the Why Arts Tuesday morning sessions. Here's a peek inside the Nebraska CARES session.



VODEC staff Jamie (l) and April (r) pose after decorating the VODEC Christmas tree in Council Bluffs.

We are CELEBRATING in Omaha! Say Good-bye to "I can't find a parking space at the 'F Street' facility." Here's a sneak peek. Join us at 7110 "F" Street for the ribbon cutting on our new surface improvements, Tuesday, December 15th at 10:00 AM.



VODEC'S ANNUAL REPORT FY15: JULY 1, 2014 - JUNE 30, 2015

Our FY15 seemed to be a hectic year with things happening which we embraced (or simply held on for the ride). I've been telling people for months that I haven't seen so many plates spinning at once in this business since I started in 1987. As this is getting closer to being published some of the plates are turning into platters.

I want to be clear about this, though. At VODEC we embrace changes to see what we can learn from them, how we can improve from them, and how we can put into practice those things which seem helpful to our consumers and to our organization. They do not shake our belief in our mission or our purpose.

Following is our attempt to summarize some of the highlights of FY15.

VODEC CHOSEN FOR RE-BRANDING PROJECT BY DAVID DAY & ASSOCIATES

The prestigious brand specialist firm David Day & Associates (DDA) selected VODEC as its second non-profit BrandKind project. DDA accepted applications from about 140 non-profit organizations in the Omaha metro area in 2014. Brandkind will help VODEC positively be rebranded through development of a new logo, and design of new marketing and communication tools including social media, print material and their use. The Brandkind project is expected to be completed in 2016. VODEC thanks the dda Brandkind team for selecting us and is excited for the expected outcomes.

EXTERNAL IMPACT ON VODEC SERVICES AND CONSUMERS: MCO, CMS, FLSA, WIOA AND OTHER LETTERS

There were a number of external factors either becoming apparent in or continuing through FY15. So in FY15 we worked strategically to be in sync with expectations of the various external entities.

The State of Iowa in early 2015 put out a Request for Proposals (RFP) with intention of subcontracting its \$4 billion of Medicaid money. This is called Medicaid Modernization in Iowa. In July four managed care organizations (MCO's) were selected by Iowa Dept of Human Services to begin administering the Medicaid funds on January 1, 2016. VODEC will have agreements with all four so there will be no or minimal disruption to services for our consumers. Impact on VODEC is still being discerned.

For example the Centers for Medicaid and Medicare Services (CMS) rolled out rules in early 2015 which got lots of attention. The rules lead service providers including VODEC towards service provision with more community integration and less facility-based. Impact on VODEC is the increase of our integration activities into consumers' communities, including through employment and day habilitation services.

The U.S. Dept of Labor's FLSA - Fair Labor Standards Act - has rules in Section 14(c) about how employers may pay a subminimum wage to persons with disabilities. There are advocates who are promoting elimination of Sec 14(c). Typically an employer who is certified under Sec 14(c) is a sheltered workshop such as operated by VODEC. Elimination of FLSA Sec 14(c) would effectively force the shutdown of sheltered workshops. Impact on VODEC will be elimination of our sheltered work service. Activities have already begun to seamlessly transition consumers from sheltered work into other employment services and day habilitation services.

The Workforce Innovation and Opportunity Act (WIOA) supersedes the Workforce Investment Act of 1998 and amends the Adult Education and Family Literacy Act, the Wagner-Peyser Act, and the Rehabilitation Act of

VODEC

REACH FULL POTENTIAL



Staff focus group begins branding development work



AmeriHealth Caritas



Iowa's four new managed care organizations begin administration Jan 1, 2016.



Sheltered work faces elimination

1973. WIOA took effect July 1, 2015; the performance accountability provisions kick in on July 1, 2016. Impact on VODEC is mostly going to be how we have relationships with high schools and how VODEC may be of service to their students with disabilities. Our hope is to continue being a partner local high schools can rely upon in their delivery of quality of service to students.

The U.S. DOL is considering an update to one of its benchmarks determining what is an exempt (salaried) employee. Currently the benchmark being reconsidered is the annual wage of \$23,600, or \$455 weekly. As this report is written the proposed update may be to an annual wage of \$50,440, or \$970 weekly. Impact on VODEC is there will likely be a large number of employees who are exempt today but would become non-exempt with an increase in the annual wage benchmark. The impact will carry through to an increase in overtime wages for which to budget. There is no movement afoot to provide additional funding for the expected additional expense to non-profits such as us so in essence this would become an unfunded mandate.

BUILDING IMPROVEMENTS

Building improvements either completed or started in FY15 include projects at our duplex at 715 South 4th Street in Council Bluffs and at our 7110 F Street, Omaha and 612 South Main Street, Council Bluffs development centers.

The duplex is a Home and Community Based Services (HCBS) site for eight consumers, four on each side. Improvements started in FY14 with replacement of the HVAC systems and the sewer piping. Next was remodeling nine bathrooms; three more are slated to be remodeled in 2016. In summer of 2015 the exterior decks and doors were replaced and a concrete patio and sidewalk was added.

As one might expect none of these projects have been cheap. We have been extremely fortunate to have received funding from Iowa West Foundation and a series of grants from the Council Bluffs Housing Trust Fund and Council Bluffs Community Development Block Grants.

In Council Bluffs we met the needs of our growing Cares day habilitation program at 612 South Main Street by converting two offices into one large multi-purpose area with another accessible bathroom, and laundry and changing areas. For Cares and our Adult Transition Program (ATP) we expanded and modernized an existing kitchen which had become too small. The latter project received funding from the Iowa West Foundation and the Dickinson Ride for Full Potential.

At 7110 F Street we have a work center and two day habilitation programs - Elm and Cares - as well as a number of admin and services offices. It is a busy place with many visitors generating high demand on our parking stalls. At the north end of the property we removed two out-buildings formerly used for leased storage. The surface left was not suitable for parking as it had concrete risers where the buildings had been. In FY15 we started the bid process for renovating this space into parking lot, adding 74 stalls. We also added an exterior wheel chair accessible concrete ramp there. This ramp replaces another ramp at the building. Both projects are complete as this is written.

RIDE FOR FULL POTENTIAL

This was the idea of avid bikers Ron Dickinson and his son Matt. Ron owns Dickinson Investment Advisors and is a partner in Dickinson & Clark CPAs, PC. Matt, then a senior at Iowa State University suggested he and Ron ride their bikes on the Trans America Trail which crosses the United States, ocean to ocean, for some good father and son bonding time. Ron said OK and to use the ride to raise awareness about persons with disabilities and to raise money for VODEC's planned kitchen remodel. They started at Yorktown,



4th Street Duplex has undergone major renovations



ATP Kitchen renovation ribbon-cutting



Surface improvements at "F" Street location



Bikers ride 4000 miles for renovations

Virginia in May 2014 and ended 72 days and 4,018.77 miles later at Seaside, Oregon in July.

FINANCIAL REPORT

The Summary of Statement of Financial Position and the Summary of Statement of Activities are pulled from the Audited Financial Statements for FY15 prepared by Schroer & Associates of Council Bluffs, Iowa. It shows the outcome of strong financial guidance from VODEC's Board of Directors and the sense of fiscal responsibility felt by our employees.

Monthly financial reports are reviewed by the Board of Director's Finance Committee and approved by the Board of Directors. Each report is also presented by the CFO who generates discussion at monthly open-book meetings with supervisory, management and director-level personnel.

The Audited Financial Statements are reviewed by the Board's Audit Committee and approved by the Board of Directors.

All this review is part of our fiscal accountability process and is compliant with our internal fiscal policies and procedures, and has been praised by licensing and accreditation surveyors.

Overall revenue increased 15 percent in FY15. There were several reasons for this. First there was a 17 percent increase in service fees in FY15 because of the following factors.

1. There was a four percent increase in number of consumers served, 669 in FY15.
2. There was a two percent increase on service rates paid through Nebraska Division of Developmental Disabilities (DDD).
3. The method DDD uses to determine the reimbursement rate to providers per service unit any consumer gets based on ICAP scores changed in FY15 and had a positive impact on our DDD-funded census. More of our DDD-funded consumers had an increase in reimbursement rates rather than a decrease resulting in a substantial net gain of reimbursement rates paid to us overall.

Workshop Fees fell eleven percent in FY15. This is primarily due to being replaced by automation at a major off-site worksite. Letting one customer get to be this significant in the line-up is a calculated risk. We hate to turn away work and its opportunities for training and employment for our consumers. But there is some truth in the adage about too many eggs in one basket. This was a case of a customer having too many eggs in our basket, and the loss of the work was certainly felt.

Summary of Statement of Financial Position

	<u>FY15</u>	<u>FY14</u>
Assets		
Total Current Assets	3,808,749	2,739,650
Property & Equipment	4,718,847	4,342,932
Less Accumulated Depreciation	<u>(1,889,535)</u>	<u>(1,675,606)</u>
	2,829,312	2,667,326
Other Assets		
Security Deposits	<u>6,899</u>	<u>6,899</u>
Total Assets	<u>6,644,960</u>	<u>5,413,875</u>
Liabilities and Net Assets		
Current Liabilities	1,099,255	1,052,520
Long Term Liabilities	868,083	935,015
Net Assets		
Unrestricted	4,677,622	3,417,823
Temporarily Restricted	0	<u>8,517</u>
Total Net Assets	<u>4,677,622</u>	<u>3,426,340</u>
Total Liabilities & Net Assets	<u>6,644,960</u>	<u>5,413,875</u>

Summary of Statement of Activities

	<u>FY15</u>	<u>FY14</u>
Unrestricted Net Assets		
Program & Contribution Rev	12,647,630	10,700,047
Workshop Fees, Net	920,130	1,037,850
Other	127,249	141,427
Net Assets Released from Restriction	<u>8,517</u>	<u>24,483</u>
Total Support & Revenue	13,703,526	11,903,807
Expense		
Program Services	11,133,810	10,193,131
Supporting Services	<u>1,309,917</u>	<u>1,242,657</u>
Total Expenses	12,443,727	11,435,788
Increase in Unrestricted Net Assets	1,259,799	468,019
Temporarily Restricted Net Assets, Grant Income	0	6,000
Net Assets Released from Restriction	<u>(8,517)</u>	<u>(24,483)</u>
Change in Net Assets	1,251,282	449,536
Net Assets, Beginning of Year	<u>3,426,340</u>	<u>2,976,804</u>
Net Assets, End of Year	<u>4,677,622</u>	<u>3,426,340</u>

Thank you!
Steve Hodapp, CEO

Thank You...

To ALL of our valued supporters:
 (Donations received 11/1/15—12/1/15)

Dr. William Hughes
 Stan & Laurie Thies
 John Jerkovich
 Lisa Myers
 Set Point Controls
 Women of Emanuel ELCA
 Winifred Seaman
 Steve Hodapp
 Terry Howell

Mark Stromer
 Chado Carrillo
 Jamie Brown
 Chantel LeMaster
 Joe Bosco
 Jeremy Dunkirk
 Andrea Smith



Allison A. Is a VODEC Project Search graduate. She's worked as a LaQuinta housekeeper since June, and still attends VODEC twice each week.

Photo: VODEC Staff Karly Brintlinger

**VODEC
 Entrance Criteria**

1. Be at least 16 years old for any employment training program.
2. Have behavioral needs within VODEC's scope of service.
3. Have medical needs within VODEC's scope of service.
4. Have transportation needs within VODEC's capability to provide.
5. Have adequate funding in place (including service hours' authorization or private payment in place) for services being requested.
6. If applying for an in-home service, the applicant's home must meet basic health and safety requirements.

For more information or to apply contact Daryn Richardson at daryn@vodec.org

Accreditations and Affiliations



612 S. Main Street
Council Bluffs, IA 51503

Return Service Requested

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Help us “go green”
And sign up for
the *Voice* online at
www.vodec.org

The mission of VODEC is to provide services to persons with disabilities in order that those persons may live, work and participate in the community in the least restrictive environment to achieve their full potential.



Last Call for Jim’s Sleigh

There are still a few days to participate in our annual Jim’s Sleigh gift drive. Pick up a card at our Omaha (7110 F Street) or Council Bluffs (612 South Main Street) location. The card will have the gender and interests of one of our consumers. If you can’t make it in person, e-mail nkillion@vodec.org and request the number of gifts you’d like to sponsor. Simply purchase a gift valued up to \$25 for each card, wrap and return it to VODEC by **December 11th**.

Our goal is to make sure each of our consumers knows that someone remembered them, and thought enough of them to make sure they had a present under the tree to open on Christmas morning.

