



HOLMES COUNTY
Board of Developmental Disabilities
supporting people in living meaningful lives

2024-2025

Annual Report

Holmes County Board of
Developmental Disabilities

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Holmes County Board of Developmental Disabilities Board Members

Executive Summary



Over the past fiscal year, the Holmes County Board of Developmental Disabilities (Holmes DD) remained steadfast in its commitment to fiscal sustainability and community engagement. With a strategic focus on increasing brand awareness and securing adequate funding, Holmes DD implemented a series of initiatives designed to enhance service delivery, eliminate waitlists, and strengthen relationships with individuals, families, and community partners.

Visibility within the community was significantly enhanced through a variety of inclusive events and outreach efforts. From sensory-friendly holiday events and early childhood playgroups to community fairs and library programs, Holmes DD created numerous opportunities for engagement and awareness. These efforts not only showcased Holmes DD's services but also fostered a more inclusive and informed community.

Educational outreach was another cornerstone of the year's efforts. Presentations to local agencies, schools, and civic organizations, along with regular media coverage and public meetings, helped educate on Holmes DD's role and services. These efforts were complemented by targeted outreach to the Plain community.

On the customer service front, Holmes DD focused on strengthening relationships and improving satisfaction. Collaborative partnerships were expanded with local organizations, including the Holmes County Library, OSU Extension, and various churches and recreational venues. These partnerships enabled a broader range of inclusive activities and services.

The use of assistive technology also grew, with grant-funded tech kits showcased at events and shared through newsletters and social media. Several children in both school and early intervention programs began using or learning to use augmentative and alternative communication (AAC) devices, enhancing their ability to communicate effectively.

In summary, the 2024–2025 fiscal year was marked by meaningful progress in service delivery, community engagement, and financial stewardship. Holmes DD continues to build a strong foundation for the future, guided by its mission to support individuals with developmental disabilities in living meaningful and fulfilling lives.

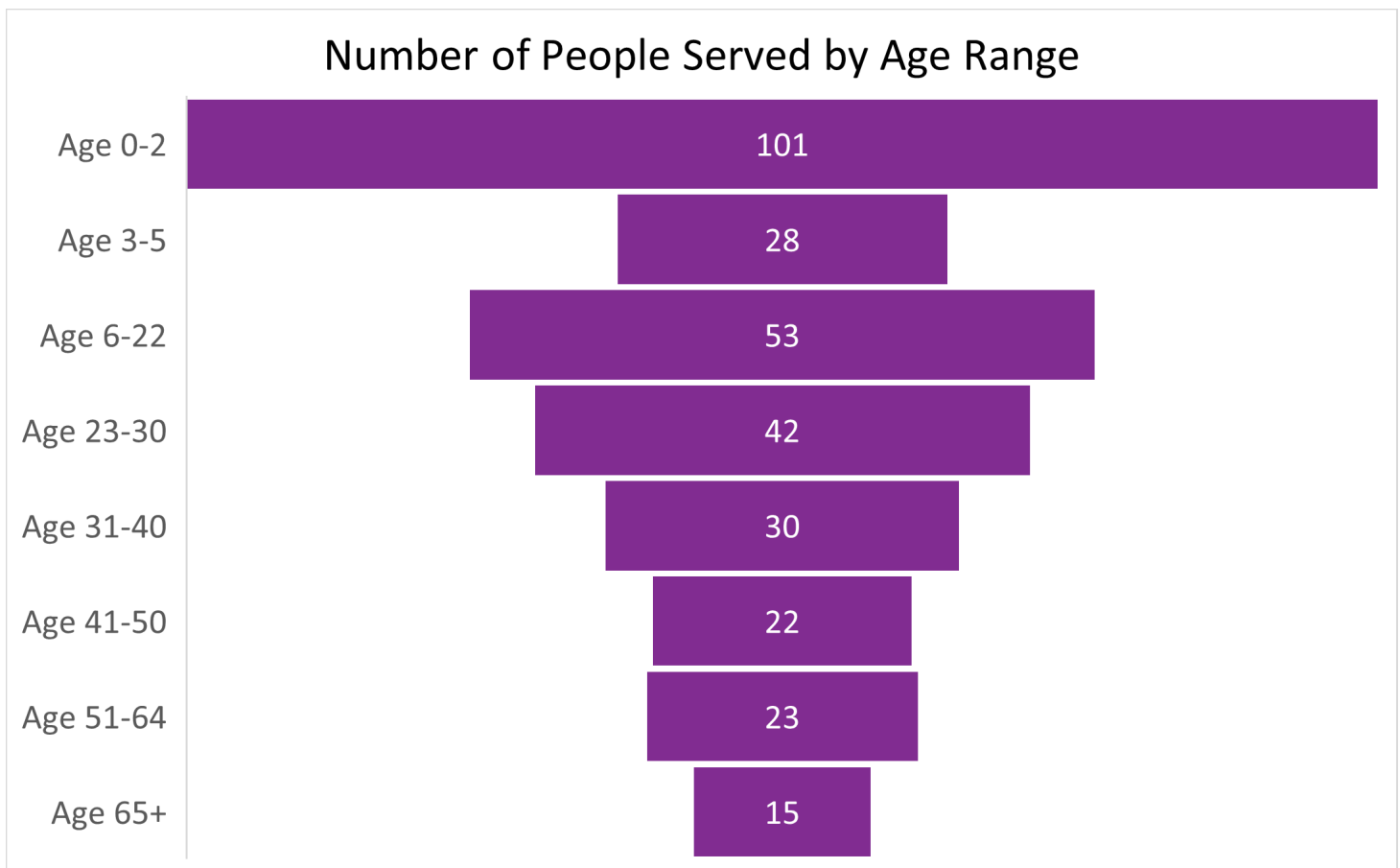
Sincerely,
Marianne M. Mader
Superintendent

Financial Results

A major focus for June 1, 2024 through May 31, 2025 was fiscal sustainability by increasing brand awareness and ensuring adequate funding. To accomplish these objectives, Holmes DD focused on waiver allocation and waitlist, improving visibility in the community, community education about the board's services, and exploring funding stream options. Below are some key action steps that were accomplished.

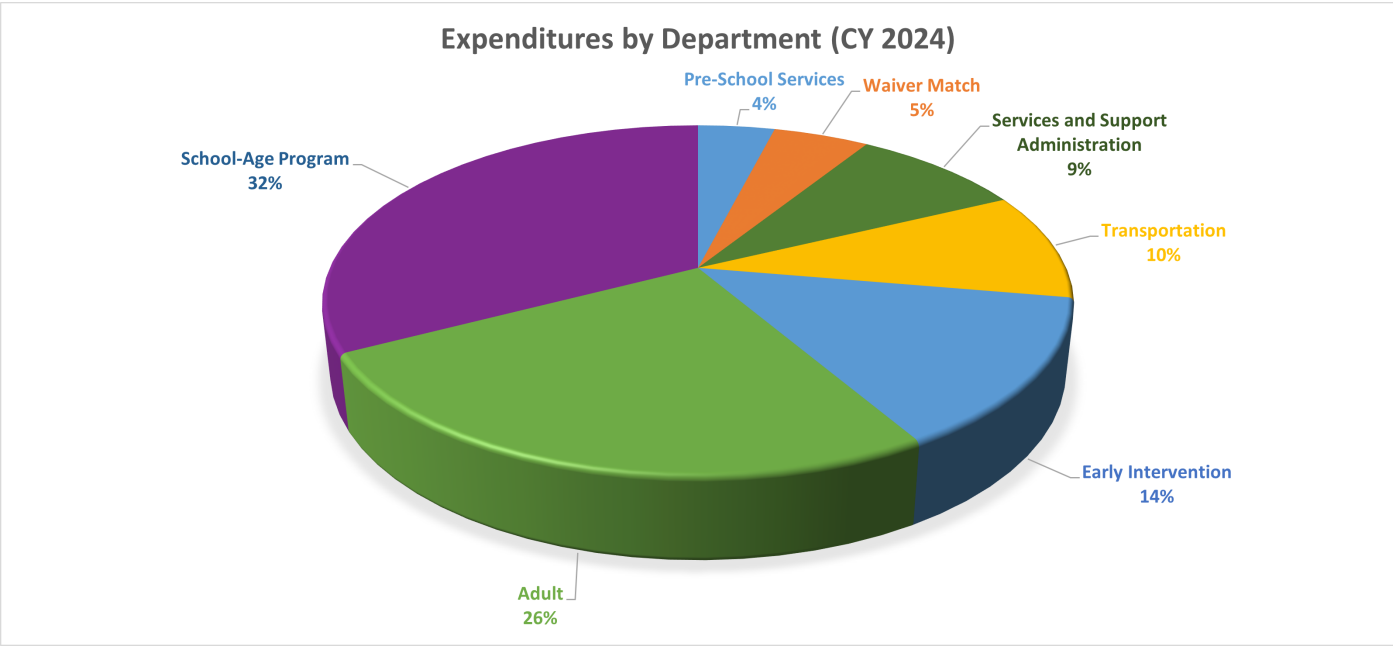
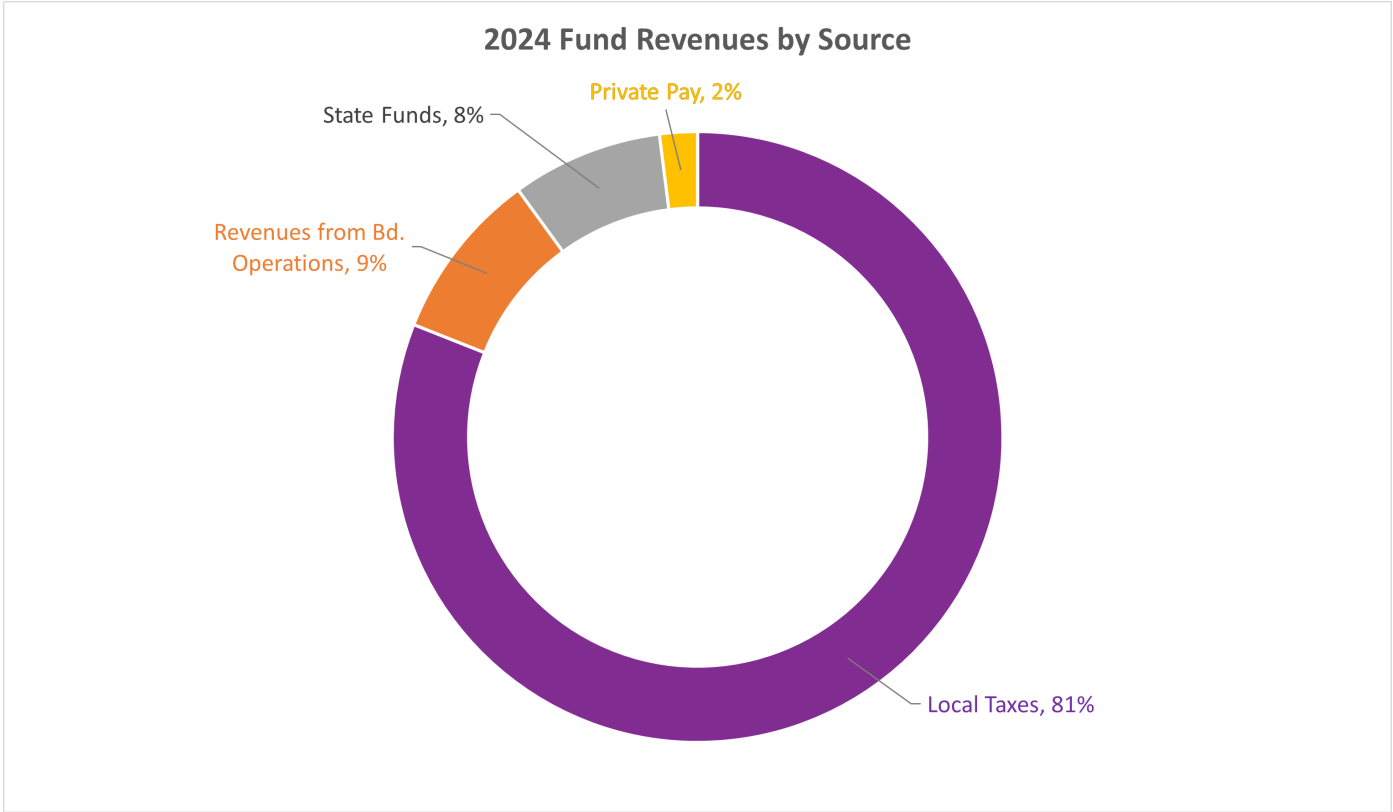
Waiver Allocation and Waitlist

Holmes DD served 314 people last year, using community resources to meet needs when possible. Holmes DD currently has no one waiting for services. During the last fiscal year, Holmes DD had a 60% increase in use of non-waiver, locally funded adult services, 66 individuals are receiving services funded by Medicaid, and Holmes DD completed 18 waitlist assessments with 7 waivers being allocated.



Explore Funding Streams

Holmes DD renewal levy was approved with a continuing term. Below are Holmes DD revenues and expenditures.



Improving Visibility in the Community

- Sensory Friendly Egg Hunt
- Sensory Friendly Santa Experience
- County Fair Sensory Station
- County Fair Kid's Day Activities
- Changing Table at 3 Community Events
- Night To Shine
- Early Intervention Outreach: Kindergarten Screening
- Early Childhood Playgroups
- Integrated Monthly Bowling Sessions
- 4 Events at Holmes County Library: Sign Language classes, summer reading kick off, video game night, storybook walk
- Bucks Basketball Games
- Community All-Stars vs Bucks Basketball
- Provider Fair during DD Awareness Month
- Community Connections at Sunshine Villa and Broken Grounds



Community Education

- Early Intervention Outreach
- Early Intervention Presentation to Job and Family Services and Child Protective Services
- Rotary Presentation
- Family and Children First Council Bimonthly Reports
- Radio Interviews
- Bargain Hunter Articles
- Commissioners Meeting
- Meetings with School District Staff
- Moms Meet Sessions held by Plain Community Liaison
- Hosted Holmes County General Health District Walk

Customer Results

A major focus for June 1, 2024 through May 31, 2025 was strengthening relationships by increasing opportunities and improving customer satisfaction. To accomplish these objectives, Holmes DD focused on the self-advocacy program, customer feedback system, community employment, provider support, increased assistive technology, and expanded collaborative partnerships. Below are some key action steps that were accomplished.

Community Employment

Holmes DD has helped 13 people get community jobs with 4 being in the last year.



Self-Advocacy Expansion

Our primary goal for the advocates this year was to volunteer in a number of Holmes DD events to demonstrate to parents of children and teens with DD what adults with DD can do. Holmes DD has 18 people that participate in the self-advocacy program. This past year the advocates volunteered at 8 events including Open House, Costumes & Candy, 4 Mother's Club events, Family Fun Night, and the Spring Festival.

Kyle Snyder was the first person with a developmental disability appointed to serve on the Holmes DD Board by the Holmes County Commissioners.



Expand Collaborative Partnerships

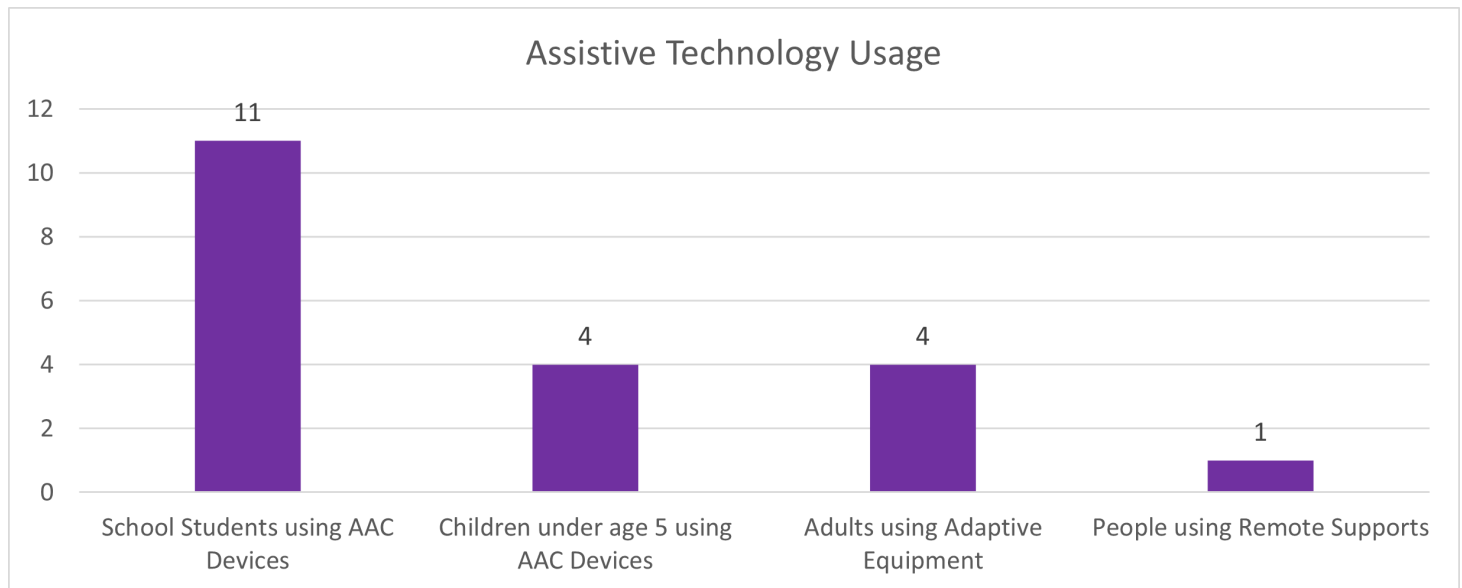
The purpose of expanding collaborative partnerships is to create more opportunities for inclusive and friendly environments for individuals served by the board and their families. Below is list of organizations that partner with Holmes DD.

- Historic Downtown Millersburg
- Holmes Center for the Arts
- OSU Extension
- Sycamore Run
- Holmes County Library
- Crissey Pool
- Spare Time Lanes
- Harvest Ridge
- The Farm at Walnut Creek
- Holmes County General Health District
- Northside Church
- Martin's Creek Church
- Duncan Theater
- East Holmes Local School District
- West Holmes Local Schools
- Waynedale Local Schools



Increase Assistive Technology

Holmes DD offers a grant-funded Technology Kit to individuals. Over 50% of students at Holmes DD use assistive technology.



Provider Support



Holmes County added 3 new independent providers in the past year.

Holmes DD supports 35 providers. Support to agency and independent providers is given at no charge to the providers. Supports included:



Monthly check-in meetings with MEORC's provider support coordinators.



Training on Medication Administration Certification 1 for two providers and Medication Administration Certification 2 for one provider.



Two independent providers received MEORC support for compliance review and certification renewal.



Staff from two provider agencies completed trainings on writing Unusual Incident Reports, social media security awareness, and Medication Administration continuing education courses for certification renewal.

Internal Process Results

A major focus for June 1, 2024 through May 31, 2025 was to focus on change by expanding service offerings and continuous improvement. To accomplish these objectives, Holmes DD focused on developing new service offerings, developing a process improvement system, and assessing the organizational structure. Below are some key action steps that were accomplished.

Develop New Service Offerings

New recreational programs offered by Holmes DD include:

- Costumes and Candy
- Library American Sign Language Program
- Monthly Bowling
- Cooking
- Sensory Friendly Santa
- Egg Hunt at Sycamore
- Cooking/ Art
- Moms Meet
- Video Game Nights



Assess Organizational Structure

Holmes DD added four positions to the table of organization to support succession planning and expand service offerings to individuals and families: Early Intervention Developmental Specialist, Community Supports Director, Plain Community Liaison, and Assistant Superintendent.

To increase operational efficiencies for the school, Holmes DD decreased 4 positions from the table of organization: 2 Teacher Assistants, Music Therapist, and Food Service Manager.

Learning and Growth Results

A major focus for June 1, 2024 through May 31, 2025 was improving operational efficiency by improving infrastructure and improving employee support. To accomplish these objectives, Holmes DD focused on workforce recruitment, succession planning, facility utilization, IT plan, employee performance, and Charting the Life Course training program. Below are some key action steps that were accomplished.

Workforce Recruitment

In efforts to recruit at Holmes DD, we attended the Holmes County Job Expo. Results of our recruitment efforts include the following:

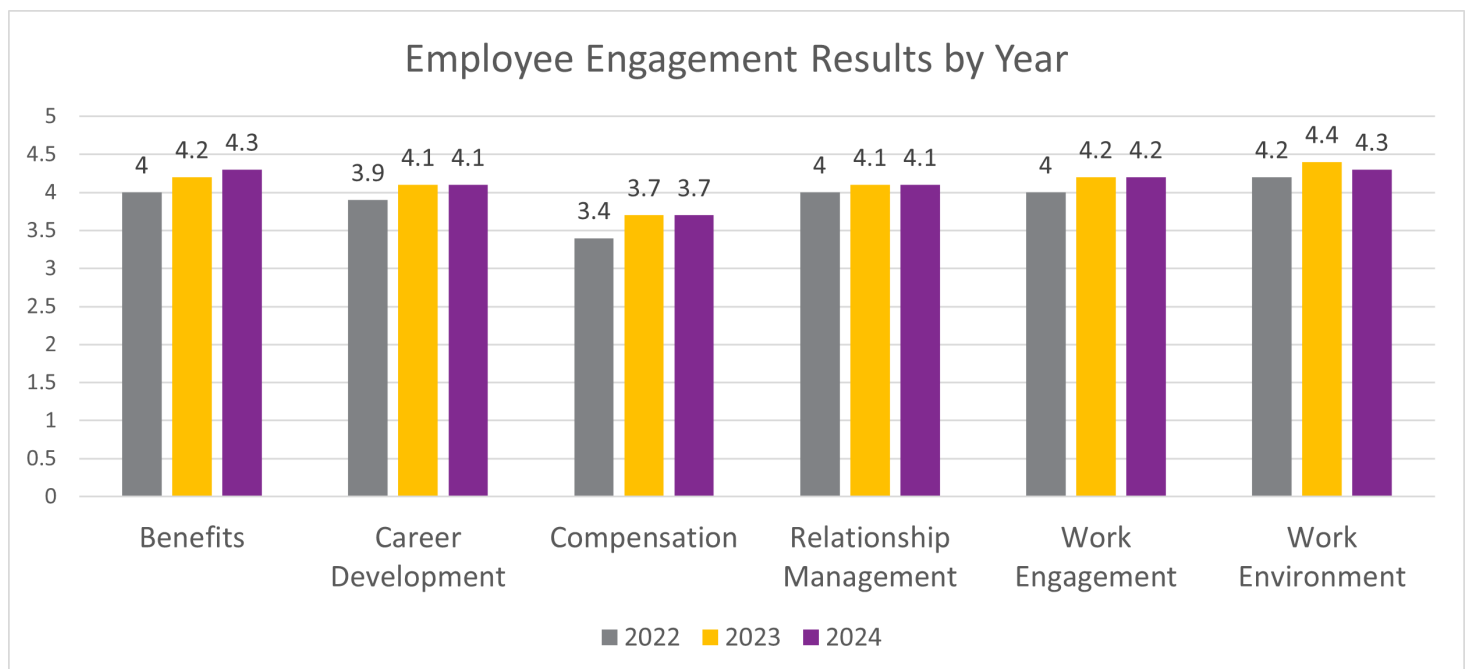


Hired 7 new staff

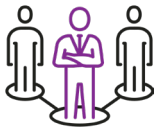


Promoted or transferred 4 internal staff

Part of successfully recruiting includes knowing what our current staff think about our organization. We are pleased to report that 89% of our workforce are satisfied with the culture at Holmes DD. Our scores across all areas of the Employee Engagement Survey are above our goal of 4 and have continued to increase or remain steady in 5 of the 6 areas over the last three years.



Succession Planning



Added Assistant Superintendent position to table of organization.



Implemented new development tool to address leadership and stretch assignments.

Facility Utilization

Facility upgrades and utilization includes:

- Music room renovated to house SSAs
- Old SSA office will be renovated to meet needs of the school
- Replaced nature trail
- Upgraded HVAC system
- Installed 3 water bottle filling stations
- Replaced windows at LHI
- Added additional security cameras
- Carpet replacement in staff offices

IT Plan

- Implemented multi-factor authorization for Microsoft Office and Brittco
- Utilizing local funding billing through Brittco
- Computer inventory completed
- Purchased several new computers
- Implemented VPN for cybersecurity
- Initiated Microsoft 365 backup system
- Implemented cybersecurity protocols

Charting the Life Course Training

Holmes DD had 50 staff members complete the Charting the Life Course training, shared opportunities for families to learn about Charting the Life Course, and assisted Self-Advocates with learning about the course framework and tools.

If you would like to learn more about Charting the Life Course, click on the image to the right to download the infographic.



Employee Performance

Employee performance initiatives implemented include:

- Trained staff on new employee development process
- Instituted an incentive program for staff



We are so proud of Mimi Lawhead, Holmes DD Services and Support Administration (SSA) Director. Mimi received the Ohio Association of County Boards of Developmental Disabilities (OACB) Five-Star Customer Experience Award during OACB's annual convention. Mimi was selected from more than 6,000 County Board of DD employees working throughout the state of Ohio. Mimi was nominated for her outstanding leadership and dedication. She has led the Holmes County Transition Partnership for over seven years, equipping high school students with pre-employment skills and securing paid post-graduation jobs. Mimi has also enhanced SSA onboarding and training, providing innovative tools and support for staff. Her collaborative approach as part of the Holmes DD leadership team has positively impacted colleagues and the community. How lucky we are to have her!

