**June 2022**

**Executive Directors Report**

**Community Connections:**

RRCI has been named Business of the month by the Hurricane Valley Chamber of Commerce! (See letter from the HVCC in attached docs.) If any board members would like to attend the chamber luncheon on Thursday, June 16th please let me know.

**Thoughts for Strategic plan:**

As promised in the last meeting, here are some thoughts for the strategic plan goals. Most are good, ongoing goals but I think there’s more work that could be done in the #3 area of Reaching Underserved Populations and the #5 area of Board membership. I’d like to suggest adding in some goals for diversity trainings in the #3 goal, and in the #5 goal add in action goals to recruit diverse board and staff members. Steps for implementation could be: Make a point to list available positions as bilingual. Go into different target communities to let them know that you’re hiring individuals with disabilities who are reflective of the community. It also might be helpful to add in some solid action plans for ongoing board trainings. (See copy of current strategic plan in attached docs.)

**Work within AILU:**

Last month I traveled up to SLC for a meeting with the other directors, our state monitors, and Department of Workforce Services administration. (DWS is our designated state entity, or DSE: the channel through which we receive our state funding.) The intention was for the directors to have an opportunity to discuss high concern funding issues such as staff shortages and staff turnover caused by low wages due to the lack of ongoing and stagnant funding. A good discussion took place, and the directors were asked to put together a business case addressing staff gaps, current staff wage rates, repercussions of staff turnover and suggested proposals for new funding adjustments. (See RRCI’s business case in attached docs.)

**End of year goal reviews:**

Staff members set two S.M.A.R.T goals each year, the completion of which dictates the percentage of the available merit increase that they will receive at the start of the new funding year. This year to head off more staff turnover and to increase employee retention, as well as address the astronomically high rates of inflation and the subsequent increase in the cost of living in our area, we have navigated room in the budget to offer a max of an 8% merit increase to staff who have completed their goals. Note: We have only allotted a max of a 4% potential increase for the director position to be conditioned upon board review and evaluation. (See director’s 2021-2022SFY goals and year-end review in attached docs.)

**See survey results for May compiled by Sharrie Mora below:**

JUNE 2022===COMMENTS FROM CONSUMERS FOR QUESTIONS

QUESTION #11 =HOW DID STAFF HELP YOU THE MOST?

* With Covid my contact was with Renae through email.
* Being attentive to my needs and desires to better myself and living environment.
* Explain services and access to them.
* Received a wheelchair.
* Barrowed a wheelchair for my mother
* Support, awareness, goals, information
* Rides to programs that might help her
* Listening to my concerns and helping me find solutions

QUESTION #12 HOW CAN RRCI IMPROVE OUR SERVICES TO HELP YOU MORE EFFECTIVELY?

* Nothing at this time
* No real need to improve, they were adequate and through.
* Very good at helping everyway.
* Pair Jessica with a buddy with compatible abilities.
* I can’t think of anything

QUESTION #13 PLEASE SHARE ANY OTHER THOUGHTS YOU MAY HAVE ABOUT YOUR EXPERIENCE WITH RRCI AND STAFF.

* I enjoy my time with Valarie. She is very aware of the wants and needs of the people she serves. Thank you.
* Perhaps a more comprehensive brochure and web site might be good. Thank you
* Live too far away from city activities.
* Very enjoyable.
* Loving, kind, thoughtful, helpful, immediately willing to assist in our needs.
* We appreciated the use of the chair for 3 months. Thank you. She says it isn’t fun. Its hard to get her to go. She needs a good friend to look forward to seeing.