

**Redwood Coast Developmental Services Corporation
Board of Directors Meeting, January 11, 2020**

Executive Director's Report

I wish the Board of Directors, our clients, families, staff, service providers, and community partners a happy and healthy new year. This past year was eventful, and I will attempt to summarize in this report some of the significant accomplishments and continuing efforts underway at RCRC. 2020 will be a year of change in executive leadership at RCRC, and although change is always hard, I believe it brings with it new opportunities. I also believe that the management team at our Regional Center is strong and that this team will support the new executive leadership to ensure our progress continues.

At our January meeting, I will provide a summary of our outcomes related to our 2019 Performance Contract with the Department of Developmental Services. I do not yet have all of the data to provide in this report, so will share what I know as of this writing.

Family Support and Empowerment

We currently are conducting family support groups in all four counties, including groups for Spanish speaking family members. We have begun to provide childcare at some sites, and will work to offer this support at all family support group meetings and educational events. We provide respite to families attending support groups, educational activities and public meetings. We are working with parent groups and underserved communities to improve the amount and quality of respite services to families. We continue to increase the number and variety of training options for families receiving behavioral support services. We are intensifying our focus on early intervention to address the needs of young children at risk of developing emotional/behavioral problems.

Services for Adults in Independent Living

We continue to provide self advocacy supports through our support of people first groups, and providing education and training in response to the expressed needs of adults living in the community and the people who support them. We have partnered with the Warmline parent education center to provide training in all four counties on the topics of special education law and transition, and have provided several trainings/orientation meetings regarding self determination.

Supported Living

We continue our Partnership with Rural Communities Housing Development Corporation to assist RCRC clients to access existing affordable housing, and to develop new affordable housing units. At our January meeting, Kim Nash will discuss the March groundbreaking event for the Orr Creek Housing Project in Ukiah. Board members, clients and community members are invited to attend. The housing project in Lake County continues to progress.

Employment

RCRC Employment Specialists continue to work with SELPAs and Department of Rehabilitation districts in each of our 4 counties to develop collaborative relationships to support the development of

competitive, integrated employment. Employment Fairs and educational events were held in each of our four counties to introduce clients and family members to employers and employment support services.

Community Safety

In response to the Community Safety Training conducted by the We Care A Lot foundation, the President of Ukiah People First, met with me to express his interest in establishing a peer-to-peer community safety training in our four counties. The intent would be to recruit We Care A Lot as a RCRC vendor. The Foundation could then recruit, hire and train RCRC clients as peer safety trainers and advocates. This approach has the benefit of empowering RCRC clients, providing employment for peer trainers, and providing an effective and sustainable on-going service to promote community safety.

Diversity Outreach to Underserved Communities

During the past year, RCRC participated in over 30 community outreach events in our four counties. As you know, outreach is important because it allows us to increase community awareness, recognition and trust. We completed the out-stationing of RCRC Office Days project in Hoopa and Covelo where we brought RCRC to these two communities once a month to eliminate transportation barriers. We are currently working with five Parent Mentors who support and provide guidance to Spanish-speaking and Native American families in their communities. We are also working on creating a support group for both, English and Spanish speaking families in Lake County. We will be kicking off the new year with two staff trainings: *Avoiding Implicit Bias to Promote Equity and Diversity* by Stepping Stone Diversity Consulting and *Cultural Competency Training: Working with Native Americans* provided by Mike Duncan from Native Dads Network.

On November 22, Steve Perez, Mike Sawyer, Mayra Ochoa and I met with leadership of the Yurok Nation in Klamath. The purpose of the meeting was to learn about Tribal organization, culture and service needs. It was a very productive meeting and I hope the beginning of a sustained effort by RCRC to provide culturally responsive services to the largest tribal community in the state of California.

Human Resources

At years end, we are recruiting for two positions across the agency. We have experienced significant vacancies in our Lake County office. Thanks to the effective recruiting efforts of our Human Resources Manager, Community Services Manager, and the hard work of interview teams, we have filled all vacancies in Lake County and have, or are in the final stages of hiring for other vacant positions. We have hired our first two Associate Service Coordinators in the Lakeport office. We have successfully completed the process of securing a new package of employee benefits for 2020. We have adjusted pay rates across the agency in response to changes in the minimum wage that take place on January 1, 2020.

I look forward to seeing you all at our January meeting.

Happy New Year,

Rick