

- 'The Hallmark of a truly successful organization is the willingness to abandon what made it successful and start fresh'

–Thomas Friedman, *The World is Flat*

- We have begun a **DEATH WATCH** of our System of Care/County Boards..... And there is **NO TURNING BACK!!!!!!!!!!**

- The current model is **UNSUSTAINABLE!**
- Eventually .....we will **OUT CONSUME** OUR RESOURCES...
- *It is inevitable!*

### LIFE TIME COST OF SERVICES

- If we begin to examine the 'LIFE TIME' cost of services, we begin to see some unsustainable numbers!
  - Services in a Workshop (Day Services Only)/Transportation.....
    - Life time cost = \$3.0 million dollars !!!!!
  - Autism care/Transportation
    - 15 Year Cost = \$1.5 million dollars !!!!!

### LIFE TIME COST OF CARE

- Residential Care – Life in a Group Home
  - 30 years of care = \$1.8 - \$2.0 Million \$\$\$\$\$
- School-Age Services
  - 17 years of education = \$1.3 - \$1.5 Million \$\$\$\$
- State Developmental Center
  - 50 years of care = \$10.6 Million dollars

### WHAT DO WE COMPARE THESE NUMBERS TO?

- Health Care is usually capped today at **\$1.5-2.5 million dollars.**
  - And this is only a recent change.
  - Historically, health care has been capped at \$1.0 million \$\$\$\$\$\$ per individual/ per lifetime
  - And 'WE' believe health care is an 'OUT OF CONTROL SYSTEM'!

- IF YOU.....were planning to spend \$3.0 million, \$4.0 million or even \$5.0 million dollars **ON EVERYONE THAT BECOMES PART OF YOUR SYSTEM.....**
- Wouldn't you expect more for your dollars!

### OUTCOMES

- What are our usual outcomes????
  - Health and Safety
  - 'Good Care'
  - Person is 'Happy'
  - Maybe some skill building
  - Family feels good about the care they receive
  - Respite – Family
  - Stimulus
  - What Else?????

- **STILL DON'T BELIEVE?????**
- Lets begin to look at the growth rate of our organizations!

- In the 90's we were growing at a 8-9% Growth Rate
- In the early 2000's.....3% to 4%
- Now (late 2000's) we are close to 0% GROWTH.....while cost continue to rise and 'folks keep coming' to our doors for care.
- Many/most of us are beginning to see declining budgets.

- The BEST Projection between NOW and 2012 is ZERO Growth.....!
- .....THE BEST!

### IMPACT of GROWTH on a BUDGET

• <u>9% = Doubles Every 8 years!</u>	• <u>4.5% = Doubles Every 16 Years!</u>
• Yr 1 = \$200 million	• Yr 1 = \$200 million
• Yr 9 = \$400 million	• Yr 17 = \$400 million
• Yr 17 = \$800 million	• Yr 32 = \$800 million
• Yr 25 = \$1.6 billion	
• Yr 32 = \$3.2 billion	

## 1Year Old – Receiving Services over the next 60-70 Years:

- 9% = Doubles Every 8 years!
- 4.9% = Doubles Every 18 years!
- Yr 1 = \$200 million
- Yr 10 = \$800 million
- Yr 32 = \$3.2 billion
- Yr 64 = \$51.2 billion
- This is ONE County Board!
- Yr 1 = \$200 million
- Yr 18 = \$800 million
- Yr 32 = \$1.6 billion
- Yr 48 = \$3.2 billion
- Yr 64 = \$6.4 billion

- SO....if I have your attention....and you believe ME....where do we go from here?
- We are not talking about 'TWEAKING' the System.....
- At the same time, we have a responsibility to those tens of thousands of folks we serve, not to scare them to death.

- We have 40 YEARS of History at this.....
- We created the system that we have.....
- NOW....we have to move it in another direction and hopefully let folks become more in control of their own lives....self determined.

- THIS IS NOT ABOUT COUNTY BOARDS...or their relationship to Providers...or to the department. It is about a way of doing business that is UNSUSTAINABLE...
- .....and WE must begin to change!

- Maybe today you will hear ideas that begin to change the paradigm.
- Maybe just a glimpse!
- Will we look different in 5 years? YES!

- 'Confront the Brutal Facts' – Jim Collins 'Good to Great'
  - It is impossible to make good decisions w/out using the whole process w/ an honest confrontation of the brutal facts.
  - Create a culture wherein people have a tremendous opportunity to be heard and ultimately, for the truth to be heard
  - Build a 'red flag' mechanism that turns information into 'information that cannot be ignored'

• YOU must be the CHANGE  
you wish to see in the WORLD!

-gandhi