

**THE SEPARATION
OF THE
MEDINA CO. BD.
OF DD
AND
WINDFALL
INDUSTRIES**

MEDINA COUNTY BOARD OF DEVELOPMENTAL DISABILITIES

ANNETTE DAVIS-KRAMP,
ADULT SERVICES DIRECTOR

AND

PAULA MAJOROS,
INDIVIDUAL SUPPORTS MANAGER

WHAT PROMPTED THE SPLIT?

- 1) THE VISION OF A BIGGER
FUTURE FOR WINDFALL
- 2) THE STATEMENT FROM THE
ATTORNEY GENERAL

WHERE DID WE START?

- Negotiated a financial arrangement
- Hired a new Executive Director
- Revised the By-laws
- Re-trained both Boards – the Medina Co. Bd. members and Windfall Board members
- Re-visited Windfall's mission statement
- Developed an Operating Agreement between the two boards (discontinued the Joint Agreement)

NEGOTIATED A FINANCIAL ARRANGEMENT

- For the first two years of agreement, the MCBDD subsidized Windfall Industries at 100%
- 3rd year was subsidized at 75%, 4th year at 50%, and the 5th and last year was at 25%
- These subsidies covered the salary/pay and benefits of the following staff: Executive Director, Truck Driver/Shipping, Procurement Specialist (Independent Contractor) and Payroll Clerk/Controller (positions were vacated before we moved them to Windfall Industries)
- Provided in-kind support for offices and equipment

HIRED A NEW EXECUTIVE DIRECTOR

- Previously, the Executive Director of Windfall Ind. and the Community Employment Director was the same person.
- Did a job search for a NEW Executive Director for Windfall Industries.
- The Community Employment Director continued as a Board liaison and ex-officio member of the WI Board.

RE-TRAINED BOTH BOARDS

- THIS WAS VERY DIFFICULT!!!!
- Both boards had to be re-trained to act independently.
- Both boards had to be re-trained to act in the interest of their own board.
- The MCBDD had to be trained that they could not “strong-arm” the WI board into taking action.
- The WI Board had to learn to stand on their own two feet. They were no longer a “rubber stamp board” just following the lead of what the Executive Director told them to do.
- As new Bd. members were recruited, we sought out recruits with specialty areas such as accountants, lawyers, entrepreneurs, etc.
- HELPFUL HINT: HOLD JOINT BOARD MEETINGS WITH THE POWER PLAYERS OF EACH BOARD.

RE-VISIT WINDFALL'S MISSION STATEMENT

- The first several years, it was status quo on the mission statement.
- After several years, the mission statement was broadened to include groups outside of the developmental disabilities category, such as welfare-to-work.

DEVELOPING A JOINT AGREEMENT

This agreement consisted of the following:

- Term
- Mandatory Review
- Co. Bd. Responsibilities
- Windfall Industries Responsibilities
- Shared Responsibilities
- Insurance
- Transportation
- Calendar
- Discretionary Funds
- Cancellation And Amendment
- Non-Discrimination Clause
- Savings Clause

EVOLUTION OF WINDFALL INDUSTRIES

- Payment Structure - went from a subsidy to a fee for service
- Procurement payment has changed from overall work procured plus incentive to individual hours worked
- WI now has a community presence as a service provider – not necessarily tied to the Co. Bd.
- WI does their own Fundraising and Social Recreational activities
- We also do collaborative social recreational activities, such as dances, etc.

Windfall Industries, Inc.

CEO/Executive Director,

Jim Brown

Board of Directors

Most important component – approve and offer direction on all actions

- Policies
 - Role and Responsibility of Board
 - Conflict of Interest Statements & Protection for Board Members
- By-laws

**Relationship
with
County Board**

Relationship with County Board

Theories, Declarations, Rules of Engagement

- County Board is a customer.
- Mutual respect, mutual need, mutual benefit.
- You can't go wrong if decisions are always made based on what is best for individuals we serve.
- Teamwork takes teamwork.

A Historical Perspective

- Moved from Co. Bd. space to a rented space of 3,500 sq. ft. and developed Medina Assembly and Packaging or M.A.P. in 1999
- Moved to a 12,000 sq. ft. building and started M.A.P. S.T.A.R.T, Medina Assembly and Packaging Student Transition in 2001
- Deemed as a separate entity of the County by the State Auditor's office in 2002
- Became a waiver provider in 2005
- Became a Non-Medical Transportation Provider in 2006

Challenges and Benefits

CHALLENGES

- Trying to become financially solvent
- Becoming a Waiver Provider
- Educating Board members and Staff that we are two separate distinct entities
- Negotiating fair and equitable rates of service
- Creating and maintaining our own identity

BENEFITS

- Were able to become an independent Medicaid provider
- Were able to become CARF accredited as a separate entity from the county board
- Were able to open our doors to other enrollees besides those with disabilities
- Have the ability to hire and fire as we wish
- Are not unionized

Relationship with County Boards

WINDFALL INDUSTRIES

Medina County

- Windfall separated from Medina County Board in 1996
 - Still acts as non-profit business arm - on the basis of "Fee for Service"
 - Work and Payroll for piece work
 - Contracts and equipment for lawn care program
 - Work and Supervisor at Rest Area
 - Payroll service for consumer jobs
 - Report processing for habilitation documentation
 - Manage cafeteria at county facility
 - Waiver services
 - Adult Day Array
 - Transportation
 - Supported Employment

Relationship with County Boards

WINDFALL INDUSTRIES

Summit County

MEDICAID SERVICES

- Facility Based Training
- Enclave/Work Setting
- Follow Along Services
- Transportation

Contract and Negotiation Issues

Contract and Negotiation Issues with County Board

WINDFALL INDUSTRIES

- Medina County
 - Cost-Based
 - Now Fee for Service
- Summit County
 - Care Mgmt. Network
 - Medicaid Rates

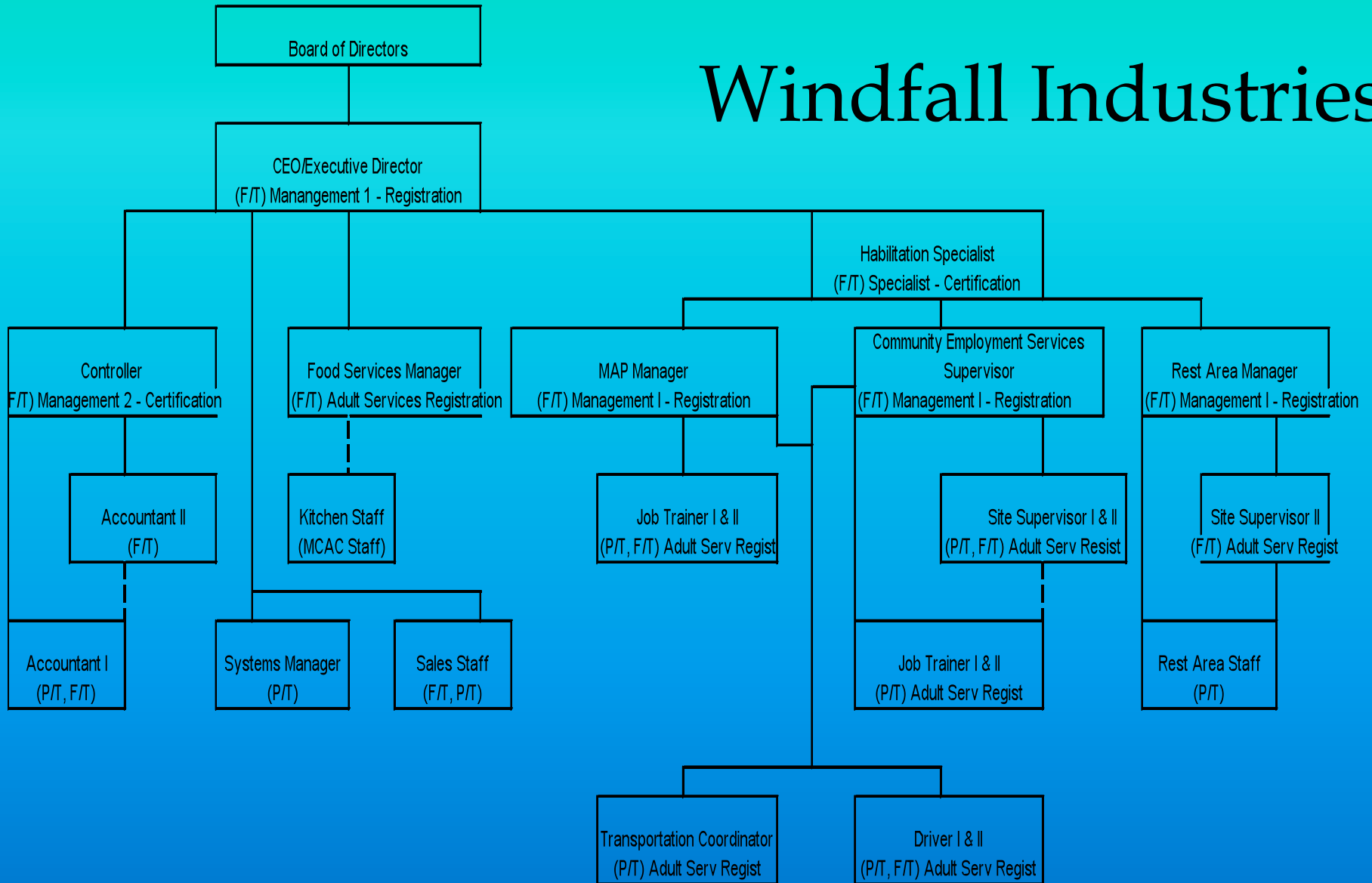
Overview of Organizational Structures

Windfall Industries
Table of Organization



Organizational Chart

Windfall Industries



Other Relationships

- RSC - BVR/BVSI
 - CARF
- ICFMR
- School Districts
 - Facility Based Training
 - Job Coaching
 - Follow Along
- Job & Family Services
 - Welfare Reform Act
- Stimulus Money

2009

