

Progressive Thinking

Summer
2018
Issue

UPCOMING EVENTS

Annual Company Picnic
September 7th, 2018
12PM to 2PM

Promotions

Congratulations to the following employees, who were recently promoted:

Ron Turpin, manager at the Bigelow home has been promoted to Maintenance Supervisor duties. He is taking over from our long-time Maintenance Supervisor Ruth McCormick. Ruth who retired at the end of May. Ron will be at the Progressive office two days per week while continuing as the manager at Bigelow. Maintenance concerns should be e-mailed to him at Maint@progressivelifestyleinc.com, or phoned in to the main office.

Ashley Jennings, Manager at the Tamarack home has been promoted to Human Resources Supervisor



A Message from John Williams

Summer is finally here in a big way! I hope this message finds you all in good spirits. This past year has been filled with many new challenges. I would like to thank each and every one of our hard-working staff for everything you do to enrich the lives of the individuals we support during these times of transition. It was announced last year that Oakland Community Health Network (OCHN) would be taking over the direct contracting for Specialized Residential and Community Living Supports settings. In order to be considered for continued services, providers were asked to submit Requests for Quotes (RFQs) to the county. After much hard work, we successfully submitted our RFQ prior to the due date. The new contract with the county is expected to go into effect on October 1, 2018. During the RFQ process we were notified that OCHN will have additional requirements in their contract that we did not have in our contracts with Macomb Oakland Regional Center. We are having discussions in regards to these changes but please expect more announcements in the future regarding possible changes in documentation.

While we expect many transitions to the mental health system in the upcoming months, our focus will continue to be on improving the quality of our services. Quality service begins with caring and compassionate Direct Care Professionals. The economy in Michigan is finally improving.

However, due to the severe underfunding of mental health services in our state, finding staff who have a passion for this work has become increasingly difficult. Although we are trying our best to recruit qualified individuals, we continue to experience a low rate of individuals coming in the door. We have therefore developed a referral program whereby employees that refer a new applicant who remains employed with Progressive for 90 days are eligible to receive a \$100 bonus. To qualify for this bonus, ask the individual who you refer to Progressive to put your name on their application, and after the individual has worked for us for 90 days, contact our HR department to request your bonus. If you have additional questions about how the referral program works, feel free to contact our HR department at (248) 666-1388. Finally, summer will be coming soon and that means our annual company picnic is right around the corner. The picnic is one of my favorite events as it brings me great joy to see the individuals we support and all of you wonderful staff showing off your incredible skills in the culture of gentleness. It is also great to see many of you receiving much deserved recognition. If you would like to nominate a co-worker or your home for an award, please let your manager know so that they may provide you with nomination forms. Thank you all again, and I look forward to seeing you at the picnic on September 7th!

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NEWSLETTER STAFF

DAVID AND SANDY LOEFFLER

Please visit our website at:

www.progressivelifestylesinc.org

Focus On: Ruth McCormick

Ruth McCormick, Progressive's long-time Maintenance Supervisor, was born in Manistique, MI (a small town in the Upper Peninsula) and moved to the Detroit area when she was 4. She has three brothers and four sisters, six of whom live in the area. Ruth attended Redford High School, then worked as a waitress and, for many years, as a real estate agent before coming to Progressive in 1998. She is married and has three children; she and her husband are raising two grandchildren. Ruth, who some of us in the office refer to affectionately as "Dr. Ruth," was in charge of maintenance for Progressive's homes and vehicles, as well as their leases. She also worked with Progressive's Human Resources department, including creating of job advertisements, setting up interviews with prospective employees, hiring, fundraising, and teaching Culture of Gentleness.

Ruth is retiring at the end of May! Her retirement plans include caring for her grandchildren, focusing on improving her health, and decorating and remodeling her house. She loves to paint pictures, refinish furniture, and go to antique stores and antique auctions. She also collects perfume bottles and night stand clocks (she has one that is more than 70 years old, which belonged to her grandfather.) Ruth has traveled extensively in the U.S., including Hawaii, and has also been to France and Germany. When asked what aspects of her job she found fulfilling, she answered that she enjoyed training of staff, and when asked what parts of her job were most challenging, she said that "it's all challenging." Fortunately, Ruth's plans also include volunteering at Progressive! She and her husband may be moving up north. We hope they don't, because she has been a part of our company for so long that it won't be the same without her. We wish her a wonderful retirement and look forward to continuing to see her.

If you would like to be interviewed for the Progressive newsletter, please contact Sandy Loeffler (248-417-1468; 248-930-4939; e-mail: loefflers@att.net).

Annual Company Picnic

Our annual picnic will be held this year on Friday, September 7th, from 11 AM to 1 PM at Hess-Hathaway Park in Waterford (825 S. Williams Lake Road, Waterford Township; on S. Williams Lake Road, south of Elizabeth Lake Road and north of Cooley Lake Road). PLEASE NOTE that the picnic will start and end an hour earlier than in previous years. Please join us for a fun time! In the event of bad weather (which we hope won't happen, but you never know in Michigan), the picnic will be rescheduled.

We're on Facebook

For up to date news, please visit our Facebook page at <https://www.facebook.com/ProgressiveLifestylesInc/>

Paycom

Paycom Software, Inc. (Paycom) is the online payroll and human resource technology provider system used by Progressive. Paycom has an app for your phone that will enable you to view your punches, print check stubs and submit limited requests for changes in to your personal information to the HR department. If you have yet to access the app on your mobile device and need assistance, please speak with your manager or contact a member of our HR department and they will be happy to assist you.

New Maintenance Supervisor

Ruth McCormick, our long-time Maintenance Supervisor, will be retired at the end of May. (See interview with Ruth elsewhere in this newsletter!) Ron Turpin, manager at the Bigelow home in Davisburg, has taken over her maintenance duties. He will be at the Progressive office two days per week, while continuing as the manager at Bigelow. Maintenance concerns should be e-mailed to him at Maint@progressivelifestylesinc.com, or phoned in to the main office.

New CEO of Oakland Community Health Network

Crain's Detroit Business magazine announced on April 20th that Annette Downey, the Executive Director of Community Living Services of Oakland County, had been chosen to replace Willie Brooks as the CEO of Oakland Community Health Network (OCHN). Mr. Brooks left OCHN in January to become the CEO of the Detroit Wayne Mental Health Authority. The start date for Ms. Downey has not been announced.

OCHN is one of the 10 regional public prepaid inpatient health plans (PIHPs) that receives Medicaid and general fund payments from the state and Oakland County. OCHN manages the county's public mental health system, which serves about 28,000 people. State funding has been cut to OCHN and some of the other PIHPs in the last few years as the state moved to equalize funding across the regions, in what is referred to as the "rebasings" program.

According to the Crain's story, OCHN's budget for fiscal year 2018 includes revenue of \$294.5 million with expenses of \$311.1 million, so they have a projected deficit of \$16.6 million.

Progressive *Thinking*

Progressive Lifestyles, Inc. is a non-profit organization which provides support for individuals with disabilities in a residential setting for over 34 years. We are pleased to be having our annual picnic on September 7th, 2018. This event allows us to celebrate each other and also recognizes some very hard working staff. Thanks to those who made generous donations and the hard work of our volunteers last year's picnic was an overwhelming success.

Please consider giving a gift to Progressive Lifestyles, Inc. to contribute towards our Annual Picnic fund or a general contribution so that we may continue to provide quality care and services for our residents. Any donation you provide is a tax exemption. Thank you for all your support and dedication to Progressive Lifestyles Inc.

_____ I would like to contribute to the Annual Picnic Fund

_____ I would like to donate a prize for the staff drawing (e.g. restaurant or department store gift cards, electronics, DVD's, movie passes, sports tickets, themed basket items, etc.)

Item(s) Donated _____

_____ I would like to make a general contribution

Total Amount Enclosed _____

Checks should be payable to: Progressive Lifestyles Inc.
Mail Donations to: Attn: Kathryn Simpson
6600 Highland Rd., Ste. 11A
Waterford, MI 48327

Name _____ Phone# _____

Address _____ City/State/Zip _____