

ANNUAL REPORT 2021



EXPLORE . EMPOWER . ENGAGE .

(937) 335-5784

www.rtindustries.org

110 Foss Way

Troy, OH 45373

CEO REPORT

Left, Derek Chancellor, Southwest Ohio Regional Liaison for Lt. Governor Jon Husted. Right, Ashley Brocious, RT CEO



When looking back at 2021, three of our Core Values really come to mind – Safety, Collaboration and Camaraderie. All our Core Values share importance within our organization but there was a focus and a dedication to these specifically. While safety has always been our number one priority, it has also become our mission to give grace to others, work together and be positive. Concentrating on our **WHY** by remembering why we love our work has also been at the forefront.

On another note, the funding for our services received a 4% increase at the start of the state budget's biennium in 2022 thanks to a team effort by the Ohio Association of County Boards, non-profit providers (including RT), Ohio Provider Resource Association and the Department of Developmental Disabilities for advocating and providing testimony across the state in 2021. This was the first increase in funding for our services in over fifteen (15) years.

RT ensured this increase was given directly to our frontline employees. We also increased our starting wages for DSPs with this funding. Hopefully this will be one of many increases we can work towards to improve the wages of our DSPs.

As a member of OPRA, RT is building an Advocacy Army consisting of the CEO, parents, RT supervisors and DSPs to lead the way in advocating for increased funding for services at the state level for 2024. Our employees deserve to be recognized for their hard work!

Thank you,
Ashley Brocious

WHO WE ARE

RT INDUSTRIES | 03



Our mission is helping people achieve personal success by developing skills to confidently work, interact and thrive in the community.

Explore. Empower. Engage.

WHO WE WERE THEN

RT INDUSTRIES | 04

RT was established in 1974 as a sheltered workshop for adults with developmental disabilities. The workshop was designed for many as a place of employment but over the years it evolved as a stepping stone to prepare for employment in the community.



WHO WE ARE NOW

Today, RT no longer operates a sheltered workshop. Instead, all employment services are offered in the community onsite at local businesses while our Day Services operate some within the building.

Our changes have been driven by the desire to be more actively involved in the community in all aspects of life. We don't want to simply be in the community, we want to help people engage the community in meaningful ways.

Each person makes the choice to work towards employment, socialization, independent living or something else when they utilize RT's services!



319
total
enrollments

RT is a one stop shop for school-age students through aging adults to obtain job readiness skills, gain work experience and maintain employment in the community. We utilize our many business partnerships to help people achieve these goals in employment. This is a win win for the business too! The business can directly hire a person or utilize a contract with RT to assist them with staffing needs by performing the same job duties right along side of other employees. RT also provides janitorial services to various community businesses as well.

Our services are offered through Opportunities for Ohioans with Disabilities and/or the Department of Developmental Disabilities through our local County Board to provide services catered to the person's interests.

Employment Specialists are assigned for the duration of services and assigned by best fit!

We listen to what you want, meet you where you are and navigate your journey together. It's about you!



EMPLOYMENT SERVICES



EMPLOYMENT STORIES

Jonathan

Jonathan was hired on the spot by the GM at Cassano's Pizza King in Troy. Just shortly after being hired, Johnnie quickly began building relationships with the other employees! His tasks range from folding pizza boxes to light cleaning duties. By him taking over these duties, it has allowed the other employees the necessary time to prepare food. RT is currently helping Johnnie with contacting transit on his own to get to and from work!

He is very talented with making small clay sculptures of the Veggie Tale characters. Johnnie enjoys giving these to people as gifts.



Paul

If you didn't get to watch the latest Reds game and you're at Troy Kroger, Paul can give you an update. He is their #1 fan! One of Paul's favorite things to do is go to the game. Throughout his 22 years of employment at Kroger, RT has been by his side supporting him in various ways! The Employment Specialist guides Paul by helping build on the solid foundation of employment skills he already has.

What truly makes us happy is the number of friendships Paul has gained by working at Kroger. Being part of the greater community is all that we can ask for!



Crystal

Crystal began her services with RT in our sheltered workshop. When RT transitioned away from the sheltered experience and into community-based employment opportunities, Crystal quickly said she was interested! She enjoys trialing different jobs and subs on a majority of our contracts. She takes the initiative and calls her Coordinator to see if there are hours available for her to work. Her hope is to one day be employed as a janitor working 1st shift! RT's goal is to help her become successful in her goals.



New Business Partnerships

OHIO LIVING
SHELBY COUNTY DD
JACKSON TUBE
TROY CITY SCHOOLS
GENERAL FILM
FORRE SPORTS ACCESSORIES, INC.
SIDNEY WENDY'S
LINCOLN COMMUNITY CENTER
EVENFLOW
TIPP CITY WENDY'S
OHIO AIR NATIONAL GUARD
PIQUA CITY SCHOOLS
SHELBY COUNTY FAIRGROUNDS
TIPP CITY FRISCH'S
BETHEL SCHOOLS
MIAMI COUNTY ANIMAL SHELTER

Interested in a business partnership with RT?

We may be the answer to your staffing shortage!

Reach out to Michelle Duley,
Employment Services Director
today to talk about how we can
partner with you!
(937) 552-5455 or
Michelle.Duley@RTIndustries.org



Thank You!



UVCC LAUNCH

The Launch Program is a unique, business-led, one-year employment preparation program that takes place entirely at UVMC with students that are enrolled at UVCC. This program serves as a workforce alternative for young adults (ages 18-22) who defer their diploma and are in their last year of high school. RT provides one (1) Employment Specialist on-site to help students gain work experience and trial various jobs at UVMC during their internship. The Employment Specialist guides and teaches students employment skills to be successful in the future.

"Our partnership with RT's coaching staff has enhanced our Launch mission to train, educate, and connect our interns to their communities and employment. We have multiple success stories of individuals with disabilities securing, maintaining and advancing in their career journey thanks to RT." Patti K. Moore, UVCC

UVCC EXPLORE

RT supports the Explore Program at UVCC with three (3) Job Coaches. This is a unique opportunity designed to help students experience different careers through the career technical programs offered through the school. The goal of this program is to give students career exposure to help them better understand what their career goals will be in the future after graduation. Our Job Coaches at UVCC assist with skill development to include: workplace skills, attitude, leadership skills, community resources, interview preparedness, job seeking, job readiness, maintaining employment, nutrition and grooming, and independent living skills.



**"RT Industries has been providing excellent service at a competitive and affordable rate over the last five years! They collect and transport the recyclable glass to the Miami County Transfer and Recycling Facility. Thank you!"
Brad Petry, Miami County Sanitation**



DAY SERVICES

RT INDUSTRIES | 09

2021 has been another year of changes at RT, in both our service delivery and service coordination. The Community Engagement department provides individualized services in small community-based groups as well as services and supports based in the RT building. Our focus continues to be providing a fun, meaningful day while empowering community relationships and experiences that lead to growth.

Our services have always provided supports to foster a person's skills, talents, and unique abilities. Services include opportunities to contribute to the community in ways that are meaningful. Each person can work with their staff at RT to design services that lead to individual success. Our goal as a quality service provider is to be person driven and community minded.



73
enrollments

~"RTI is my favorite! I love going to RTI!" Jessie Potts ~

~"RT is so helpful in communicating what's going on with Jessie, good or bad, as this helps me best to support her. RT is just so good for Jessie!"

Debbie Fike ~

BUILDING COMMUNITY CONNECTIONS



RT's community-based groups plan their days together based on shared interests, outcomes and goals. Each group is in the community all day which means they have the opportunity to work on problem solving skills regularly to plan around weather and other obstacles that may force a change in their plans.

TRANSPORTATION

RT operates a fleet of vehicles, both modified and non-modified. With the focus on smaller groups, we have shifted away from traditional buses. RT currently has 14 passenger mini-busses, modified and non-modified minivans, MV-1's and 2 cars. Vehicles are used to transport people for RT day and employment services. At this time, we are not able to provide NMT to those outside RT services but it's our hope to once again offer that service in the future.



69
enrollments

2021 Online Silent Auction Donors

RT INDUSTRIES | 11

Award One

3 Weird Sisters Studio
Align Right Technologies
B&B Market Boutique
BeYou Boutique
Birch
BK Rootbeer Stand
Board & Brush Creative Studio
Browsers Stationers
Buffalo Wild Wings
Center Stage Dance Academy
Duley's Apiaries
Echo Boutique
Erwin Chrysler Dodge Jeep & Ram
GardenStone Greenhouse
Harens Market
Harris Jeweler
Hybrid Strength & Fitness
Lashes to Lashes

LINE-X of Troy
Scott's Family McDonalds
Miami East Local Schools
Midtown Coffee & Creamery
Moeller Brew Barn
Pachamama Market
Julia Slock, Plexus
Salsa City Fitness
Mikki Schumacher, Scentsy
Staunton Country Store
The Caroline
The Corn Crop
The Trojan Horse
Thyme to Heal
Timber & Bow
Trojan Florist
Troy Bowl
Troy Sports Center
Winans

**Raised
\$8030**



2022 Fundraisers

Online Silent Auction - Starting June 5th

**Strawberry Festival - June 4 & 5 with
Schmidt's**

**Community Night @ Moeller Brew Barn -
August 2, 5:00pm-9:00pm**

**save
the
date**

Donations

Haren's Market	\$600.00
Moeller Brew Barn	\$571.53
Diana Fund	\$2,000.00
Marko Fund	\$3,140.13
Other	\$618.18

Grants

Miami County Foundation - \$7,500.00
Troy Foundation - \$12,00.00
The Piqua Community Foundation - \$6,000.00

*All grants will be used in the 2022 calendar year to remodel the previously used production area on the first floor of the RT building.





TOTAL REVENUE 2021



Total revenue in 2021 compared to 2020 was down. The decrease in revenue was primarily due to the loss in additional funding from the Department of Developmental Disabilities for smaller group sizes throughout the pandemic. When the Department of Health Order was lifted by Governor DeWine, DODD began transitioning away from higher rates to reflect.

REVENUE DRIVERS

COVID QUARANTINE DUE TO ILLNESS, CONTACT OR POSITIVE CASES CAUSED MAJOR LOSS IN FUNDING

Adult Day Services & Transportation 7/1/21-12/31/21

- Average loss (\$22,629.57)
- 223 absences in addition to people that have not returned to services since the start of the pandemic

RT ONLY RECEIVES FUNDING FOR SERVICES RENDERED

What does this mean? When a person is unable to attend, leaves early, or arrives late, RT experiences a reduction in funding.

58% OF PERSONS SERVED HAVE RETURNED

AVERAGE LOSS IN FUNDING FOR A CLOSURE

(\$6500.00) PER DAY

PPP1 & PPP2 FORGIVEN

80.25% OF EXPENSES WERE EMPLOYEE WAGES, BENEFITS, AND EMPLOYEE RELATIONS

Executive Team

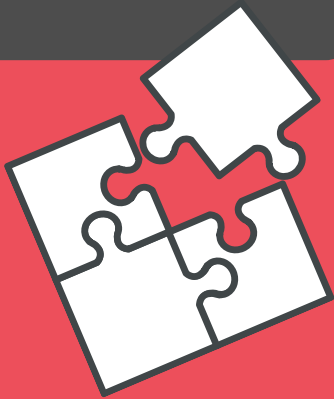
Ashley Brocious, CEO
David Galpin, Business Director
Jennifer F. Wayman, HR Director
Kathy Scott, Community Engagement & Operations Director
Michelle Duley, Employment Services Director

Leadership Team

Bonnie Stockstill, Employment Services Coordinator
Cheryl Thompson, Community Engagement Coordinator
Jennifer Martin, Employment Services Coordinator
Stefanie Sowry, Community Engagement & Logistics Coordinator



Top left to right, Kathy Scott, Michelle Duley, Jennifer F. Wayman
Bottom left to right, David Galpin, Ashley Brocious



Left to Right, Stefanie Sowry, Bonnie Stockstill, Jennifer Martin

Board of Trustees

Kirby Warren, President
Joe Hoskins, Vice President
Cynamyn Clem, Secretary
Joseph Fulker
Janet Dalton
John Reynolds
Carol Jackson
Lisa Heid

MEET THE TEAM

HOW CAN YOU SUPPORT RT?



- **Donate today.** Your contributions to RT will directly impact the lives of people with developmental disabilities. RT is a 501(c)3 non-profit organization dedicated to helping adults with developmental disabilities achieve personal success by developing skills to confidently work, interact and thrive in the community. As a non-profit organization, RT operates independently as a direct service provider of adult day services, employment supports and transportation. RT requires donations, grants, fundraising dollars to operate in addition to the income generated from the direct provision of services through federal/state/local dollars.
- **Fundraising!** Help support RT by participating in our 2022 fundraisers: June Silent Auction, Community Night @ Moeller Brew Barn (August 2nd 5:00pm-9:00pm) and the Strawberry Festival (partnering with Schmidt's)
- **Hiring RT is good for your business!** Our Employment Services Department assists people with disabilities in finding jobs within the community at no cost to you!
- **We want to get involved.** Being part of the greater community is our goal! RT is looking for ways to get involved, including volunteer opportunities.

