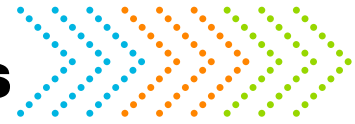




2020 ANNUAL REPORT

Transitioning for Success



The past year presented a number of challenges for The Disability Network, our consumers, and our partners. COVID-19 created a unique set of obstacles and social justice issues across the country raised ever-present concerns for a strong community continually striving for equity.

Despite the barriers caused by COVID, TDN adapted services and approaches to ensure consumers could receive our five core services. Traditionally, these services were offered face-to-face. Rather than shutting down departments or reducing services, TDN transitioned to alternative formats with consumers. We were able to stay connected with consumers, partners, and each other with some new technologies and perseverance.

TDN committed itself to engage in immediate and intentional action to ensure we are meeting the promise of our mission and holding up a core belief: “Nothing about us without us,” by addressing representation on our leadership team and our board.

core services

Information & Referral

We provide assistance and referrals to connect people with disabilities to supports and resources within the community.

Transitions

We provide transition services by assisting youth with disabilities to transition from school to post-educational opportunities and employment. In addition, our Nursing Facilities Transition team assists people with disabilities residing in nursing facilities to transition to their own home.

Independent Living

We assist people with disabilities in obtaining optimal independence through Assistive Technology Assessments and demonstrations, educational workshops and classes, adaptive recreation programs, and an employment department dedicated to assisting people in obtaining employment.

Advocacy

We provide guidance and direction to help people with disabilities to understand and advocate for their rights. Additionally, we advocate for disability rights at the local, state and national level

Peer Support

Because the majority of our staff live with a disability, we are uniquely suited to provide peer support services to others. We provide peer support groups, individual mentoring, and free or donation-based professional counseling.

TDN by the numbers

5,934

Total service hours performed by staff

3,723

Consumers served by all staff

COVID Response

In order to provide continued connection and to help equip people due to COVID's effect on jobs, access, and resources:



Created the **Working Post COVID Group** (For people with disabilities returning to work while in the midst of COVID)



Developed **Community Connections Group**, a bi-monthly online and telephone chat around a different topic each session



Mailed a **Resource Reader** to individuals on the mailing list to provide quick access to information and updates for people not online or on social media

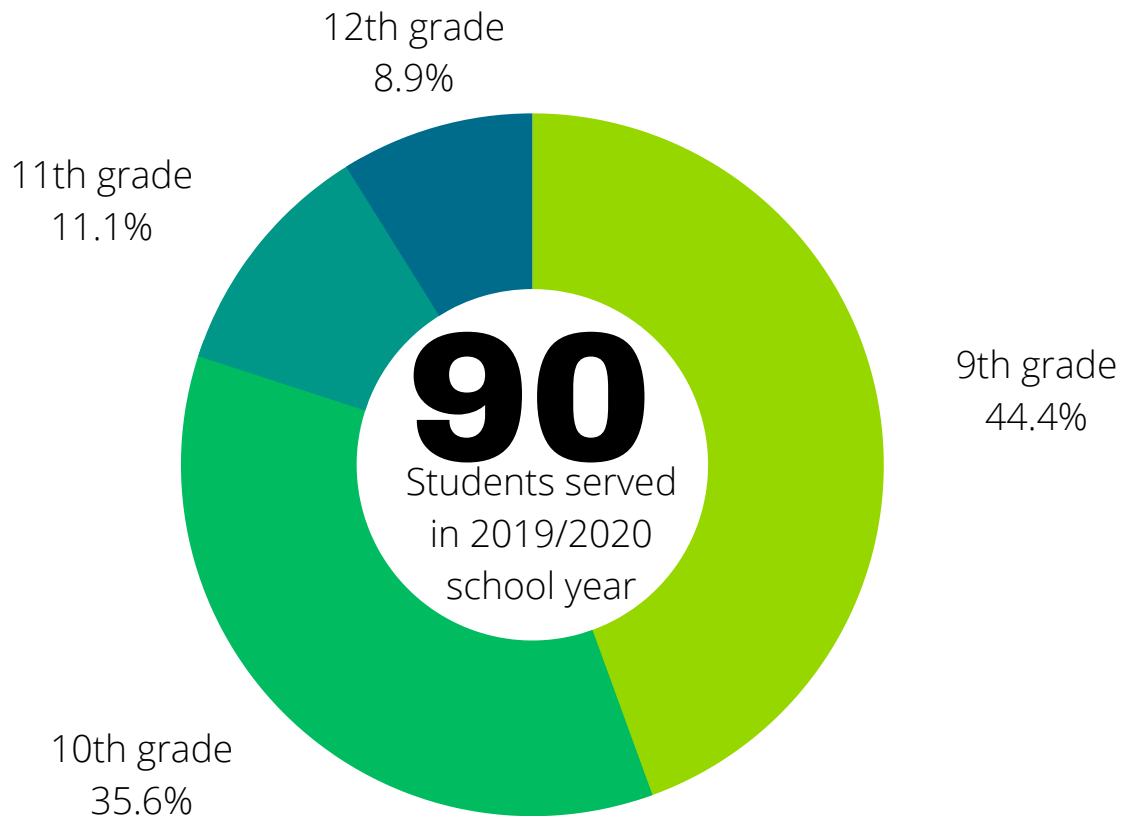


Added a **web chat tool** to disnetwork.org to allow people to contact us directly from website



Created a number of **virtual and socially distanced events** to provide opportunities for education, celebration, and connection, including the **Reinvent Dis-ABILITY Film series**, looking at disability through the lens of film, offered once a month.

Youth Transitions



Youth Highlights

- Creation and implementation of all-virtual service model including new Peer Support Program and TDN Youth Leadership Group
- Gifts for 2020 grads were delivered
- Production of video featuring two of our teens



Independent Living

148

Employment services received

95

Consumers received employment services

26

Individuals received benefits planning services

Peer Support

13

People received counseling

Community Transition

39

People transitioned out of nursing facilities to live independently in community

IL Skills Highlights

- Offered Expressions Inclusive Art classes through the year and resumed class with safety precautions
- Held A Taste of Independence inclusive cooking class



TDN in the Community

2020 Census Partner

In partnership with the Community Foundation of Greater Flint, the City of Flint, MTA, and the Flint City Bucks, we held a one-hour, socially-distanced ice cream giveaway and census count event in our parking lot.

60

People
attended

6

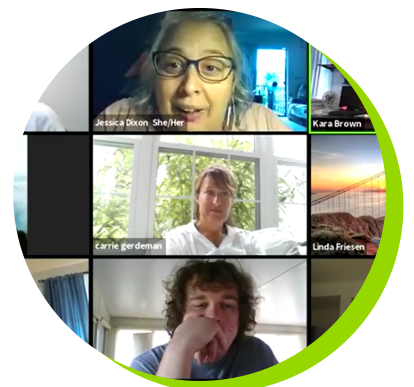
Completed the
census on-site



30 Days of ADA

We held a virtual ADA Day to help us celebrate 30 years of the Americans with Disabilities Act. With the help of **magician, Anthony Grupido**, and external tech support, we were able to connect with over 100 people on Zoom and streamed to Facebook. The celebration included a partnership with the Flint Institute of Music visiting nursing care facilities across the county.

We dedicated 30 days to ADA content on social media and our website. The month concluded with a discussion of the Netflix documentary, **Crip Camp**, highlighting the importance of Disability History thus far and what is in our future..



Visitors

40000+



.....

2.4K



Followers

.....

263



470



250



Organization

Systems and Efficiencies

TDN swiftly transitioned to Microsoft tools for collaboration, meetings and scheduling; staff learned Zoom for trainings and events

Started process for switching IT company for better quality of support as tools became vital to operations

All staff trained on NetCIL procedures with support offered throughout the year



Staff and onboarding

5

Staff members
hired

1

Promotion to
leadership team

1

New Health & Recreation
Specialist

Interviews, on-boarding, and training conducted online for hiring using Zoom and digital policies and procedures were put in place for all staff

Planning for 2021

Began work on next strategic plan, a five-year guide titled, "Drive for Five"

Refined core values, mission and vision to better reflect our culture, work, and impact

New Core Values



Inclusion
Teamwork

Trust

Respect
Passion



