

Shift

"Reinventing Opportunity at ROI"

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ROI is a 501(c)(3) Non-Profit Organization committed to serving adults with disabilities.

Executive Director's Message

As the summer season moved into full swing, ROI also picked up momentum in its efforts to develop new employment and learning opportunities for ROI participants. Several participants went on job interviews this past quarter and 3 achieved employment. We have added several new volunteer placements, many of them representing potential opportunities for employment. Additionally, we have increased the number of participants that are engaging in community

– based services each week and have established community partnerships that are invested in providing training opportunities. Our goal is to ensure that every participant has an understanding of the options available to them and to provide ways for those options to be explored.

ROI is still at the very beginning of this new journey. The Board of Directors and ROI's employees are dedicated to building a solid bridge

between ROI's rich past and its bright future by ensuring that the core values and guiding principles that shaped ROI remain intact. As we shift, we will continue to use these principles to guide the development of our programs and our decisions concerning daily operations. I hope you enjoy this issue which highlights some of the accomplishments and impactful moments of the last quarter.

~Tenille Ademiluyi

SEP Explores Literacy

Exploring Literacy "A Cool Summer Project"

In May, the Germantown Supported Employment Program launched a literacy project aimed at helping participants improve life skills through enhanced reading proficiency. The literacy program will take place every Thursday from May through August.

The literacy group takes public transportation to the WorkSource Montgomery common meeting room where group members follow a literacy curriculum and complete learning activities. In addition to practicing reading skills, members gain experience with community engagement, networking and learning to take public transportation.

The literacy program is unique because it builds confidence while working on basic skills. Practicing reading comprehension as well as increasing access to public transportation and engagement with the larger community are powerful tools toward obtaining gainful employment and becoming more active in the community.

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Special points of interest:

- "We are dedicated to building a solid bridge between ROI's rich past and bright future."
- EDS Program builds confidence for its participants
- ROI's Community Exploration groups have kicked off summer with new volunteer opportunities.

Highlights

Shift to Independence

ROI staff and participants use public transportation as a means to explore the surrounding community. A requirement to use the public bus is to obtain either a SmarTrip or a Metro Access card.

ROI encourages individuals to obtain a free-of-charge metro access card which enables individuals to increase his or her independence and to have the opportunity to volunteer or participate in vocational learning experiences.

Currently, over 40 individuals in Germantown have a Metro Access card and use the public bus! Individuals who wish to increase his or her independence

a step further work with staff to travel train to and from places of interest. Once travel trained, the individual has the ability to take the bus independently. Currently, 10 ROI participants are able to take the bus to volunteer sites, local

gyms, to-and-from his or her home and places of interest.

To learn more about Metro Access check out this link: <https://www.wmata.com/>



Spotlight

Employee Development Services (EDS): A Confidence Booster for ROI Participants

Melynda, a longtime employee of ROI has recently accepted a position at TJ Maxx in Lanham! After years of working in ROI's sheltered workshop, Melynda was nervous and a bit skeptical about entering the competitive workforce. However, after completing the EDS class, which is focused on equipping participants with the skills and tools needed to succeed in competitive integrated employment, Melynda built up her confidence enough to consider making a change.

At first, Melynda just wanted to volunteer to test the waters and to get a better handle on the type of work she wanted to do. She volunteered with TJ Maxx for a little over a month before the store manager and the operations manager commented about the tremendous job she was doing. She was encouraged to fill out an employment application and by the end of the week she had landed an interview! Within two weeks of the interview, Melynda was an official member of the TJ Maxx Team.



Melynda works as if she has always been a part of the competitive workforce. She has a good work ethic and her attitude toward her job tasks is commendable. She set out to gain experience in retail and is accomplishing her goal. Congratulations Melynda!

Have You Heard?

Parent Meeting at DDA

On June 27th, ROI held a parent meeting for both Germantown and Lanham families at the DDA Southern Maryland Regional office (SMRO) in Laurel. Judy Pattik, Director of SMRO, served as the speaker for this meeting. She discussed DDA's current initiatives to help the State of Maryland move forward with providing increased service options for individuals with intellectual and developmental disabilities. Ms. Pattik also reviewed the Community Settings rule and its impact on the lens that DDA is presently using to chart its trajectory. Specific topics of discussion included Employment First, person centered planning, individualized services and self-determination.

The parents present engaged in a very powerful philosophical discussion about the risks and benefits of increased community integration for their ROI participants. Ms. Pattik did an excellent job of answering questions and presenting information from the State of Maryland's perspective.

If you were unable to attend and would like the PowerPoint presentation from this meeting, please contact Erin Fig at efig@roiworks.org or (240) 686-0866 ext. 231.

ROI Programs

DORS Training Gives Participants More Options

The Division of Rehabilitation Services (DORS) came to both ROI locations in July to offer career counseling to participants. The career counseling is mandated by the Workforce Opportunities and Innovation Act (WIOA). WIOA requires that all individuals earning a piece rate participate in career counseling every 6 months or annually, depending on the individual's age and when they began earning the rate. DORS has stepped in to assist ROI and other similar agencies in maintaining compliance with federal regulations until subminimum wages are completely phased out in Maryland.

The DORS staff came prepared with an interactive group presentation discussing choices, advocacy, and benefits. The participants enjoyed discussing their likes, interests and skills and how to potentially translate those abilities and desires into competitive paid employment. Many participants walked away from the presentation



feeling inspired and energized about the many options and opportunities available in the world of competitive work.

As an Employment First agency, ROI staff welcomes these ideas and looks forward to continued discussions and planning so everyone who wants competitive employment and/or additional community integration can achieve that goal. In addition, each participant received a packet with additional information and local resources. If you have any questions about the DORS visit to ROI please reach out to your ROI counselor.

The Lanham Community Exploration Program (CEP)

ROI's Community Exploration groups have kicked off summer with new and exciting volunteer opportunities! They have expanded their experience of working with animals at the rescue shelter to volunteering at a therapeutic riding center. There they assist with various aspects of caring for the horses and are really enjoying the experience.

“CEP is gaining skills while having fun in the sun!”

Another opportunity CEP has taken advantage of is volunteering at a local herb shop. There our volunteers help weed, water and care for the plants. They are gaining skills while having fun in the sun! Everyone is eager to see what the rest of the summer brings.



The Community Development Program (CDP) takes place in Germantown and is designed for individuals who desire to be completely independent in following their own personalized community activity schedule. Individuals who participate in this program receive a customized community schedule to include paid employment, volunteer opportunities, social outings, and recreation and leisure activities. CDP currently serves 3 individuals and works with additional individuals who have expressed interest in furthering his or her independence.



Weekly, individuals take the public bus to volunteer at a local gym and multiple food pantries. Individuals who volunteer at a local gym check-in with the gym

“Participants in this program receive a customized schedule to include paid employment, volunteer opportunities, social outings, and recreation and leisure activities.”

manager and are able to independently complete work tasks.

The local gym and ROI have a mutual partnership as our participants are presented the opportunity to exercise with a personal trainer. Customized workouts are developed to best suit each individual's specific needs.



The individuals who volunteer also attained a gym membership and have an opportunity to exercise twice a week! ROI looks forward to expanding the opportunity to all who are interested in improving their own physical fitness.

If interested in obtaining a gym membership, please reach out to your counselor.





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Established 1964

About Us

ROI assists adults with disabilities allowing them to achieve their fullest potential for independence and self-confidence. Our services include supported employment, employment focused training and support, and community inclusion activities.

Independence Day

Food, Fun and Pies

On July 3rd, Lanham held its first Independence Day carnival and barbeque! In addition to chowing down on some amazing food, ROI participants enjoyed carnival games, face painting, cotton candy and prizes. The most popular event by far was the pie throwing contest. Staff member Jerry Hall was a good sport and maintained a great attitude as pie was thrown at him by ROI participants with excellent aim!



Hoop Dreams



CEP participants in Germantown have been enjoying their volunteer opportunity with the Salvation Army. They have been helping out with meal delivery, organizational tasks and light cleaning. In exchange for the great job they are doing, CEP has been given access to Salvation Army's gym where they enjoy shooting hoops during break times.

Connections

Bernard Simons Visits ROI

DDA Deputy Secretary, Bernard Simons, visited ROI's Lanham location this past April for the first time. Mr. Simons took a tour of ROI's facility and met with the President of ROI's Board of Directors and program management team. Tenille shared the progress we have made so far as well as some of the unique challenges ROI is facing in trying to offer more community-based services. Mr. Simons gave feedback about the work ROI has done and encouraged continued growth. He provided the management team with ideas on how to offer more person-centered opportunities and goals. Mr. Simons was also able to share some projects he and his team are working on to help assist providers like ROI in their transition to offer more community-based services.

Plan a visit to ROI and take a tour.