



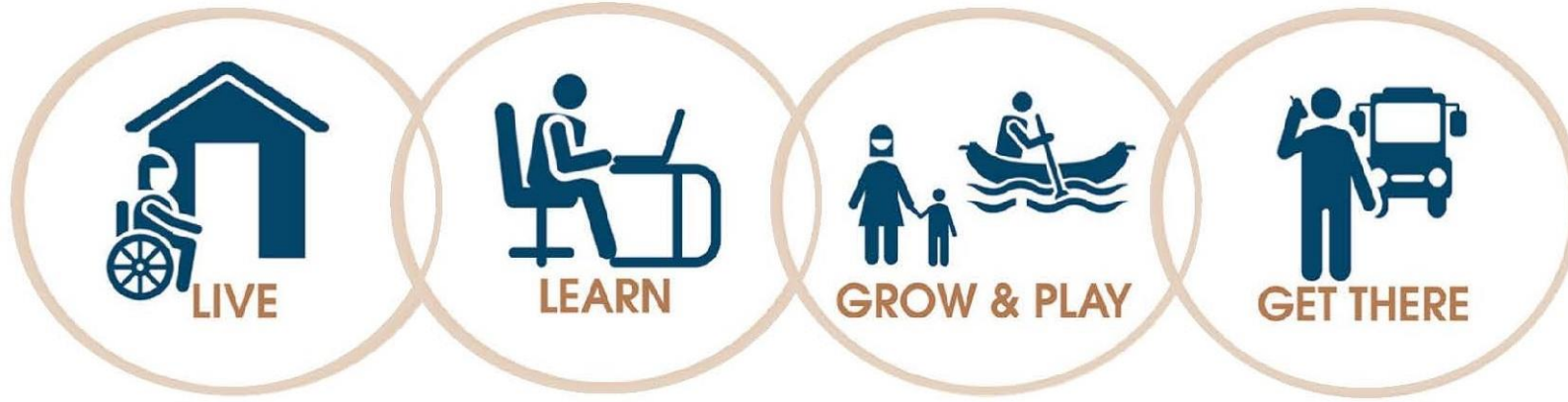
November
2024

All Staff Meetings

Welcome!

Thanks for joining us!

Please introduce yourself by name, department/area, and share a favorite TV show, movie, or book that you've enjoyed recently



A Place To LIVE Affordable Housing, Specialized Homes, Supported Independent Living

A Place To LEARN Vocational Services, ABA (Autism) Therapy, Community Living Supports

A Place To GROW & PLAY Camping, Recreational Programs

A Way To GET THERE Transportation Services

4 Corporations

Pioneer Resources, Inc.

**Pioneer
Non Profit
Housing,
Inc.**

**Pioneer
House, Inc.**

**Pioneer
Arbour, Inc.**

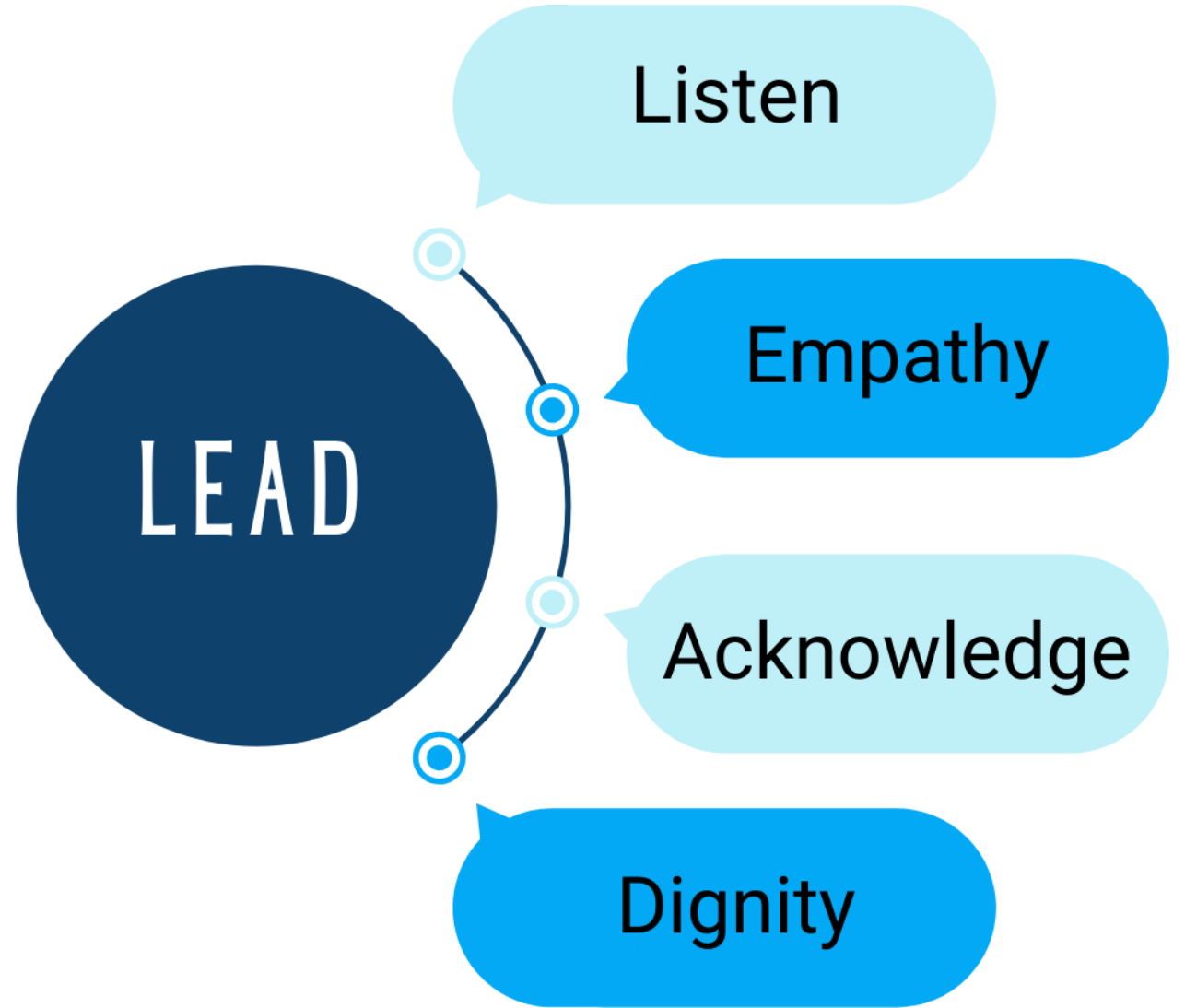
OUR MISSION

OUR MISSION is to help people with disabilities and seniors attain independence and dignity by creating opportunities for participation in the community.

Our Vision is to be the premier service provider in the community, powered by the highest level of quality and caring workforce dedicated to creating meaningful differences in the lives of those we serve.

OUR CORE VALUES

Allow LEAD to guide your words and actions when interacting with participants, residents, co-workers and families



Agency Updates & Reminders



ABA Service area

Transportation Supervisor

Technology





corporate

MEMBERSHIP

Flyer on Employee Portal, or follow QR Code



CORPORATE MEMBERSHIPS

PF CLASSIC
Membership

\$1

DOWN
FIRST MONTH FREE
\$15 A MONTH



PF BLACK CARD®
Membership

\$1

DOWN
FIRST MONTH FREE
\$27.99 A MONTH



UNLIMITED Access to Home Club



FREE Fitness Training



Bring a Guest **ANYTIME**



Use of **2,500+** Locations Nationwide



Use of Tanning



Use of Massage Chairs



Use of HydroMassage™



1/2 Price Cooler Drinks



USE PROMO CODE:

CORPWC

EXPIRES: 12.31.24

USE PROMO CODE:

CORPBC

Classic memberships only, begin at \$15, billed monthly. Subject to an annual membership fee. Taxes extra. Prices may vary depending on location. Must be 18 years old to enroll, or 13-17 with parent/guardian. Locations independently owned and operated. See home club for details. ©2024 Planet Fitness Franchising LLC.

Classic memberships begin at \$15 and PF Black Card® memberships begin at \$27.99, billed monthly. Enrollment fee may apply. Membership may include 12-month commitment. State and local taxes may apply. Subject to an annual membership fee of \$49. Prices may vary depending on location. Must be 18 years old to enroll, or 13-17 with parent/guardian. State and local restrictions on tanning frequency with PF Black Card® memberships apply. Participating US locations only. Locations independently owned and operated. See home club for details. ©2024 Planet Fitness Franchising LLC.

TO REDEEM THESE SPECIAL OFFERS, PLEASE VISIT ONE OF OUR PARTICIPATING CLUB PAGES ONLINE THROUGH PLANETFITNESS.COM AND USE THE PROMOTION CODES BELOW:

• CLASSIC MEMBERSHIP PROMOTIONAL CODE: CORPWC

• BLACK CARD MEMBERSHIP PROMOTIONAL CODE: CORPBC

You Decide!



West Michigan Clubs

Battle Creek

Byron Center

Coldwater **COMING SOON!**

Comstock (Alpine Twp.)

Grand Haven

Grand Rapids (28th St.)

Grand Rapids (Lake MI Dr.)

Grand Rapids (Market Ave.)

Grand Rapids (Plainfield Twp.)

Grandville

Greenville

Holland (24th St.)

Holland (James St.)

Kalamazoo

Kalamazoo (East G Ave.)

COMING SOON!

Kentwood

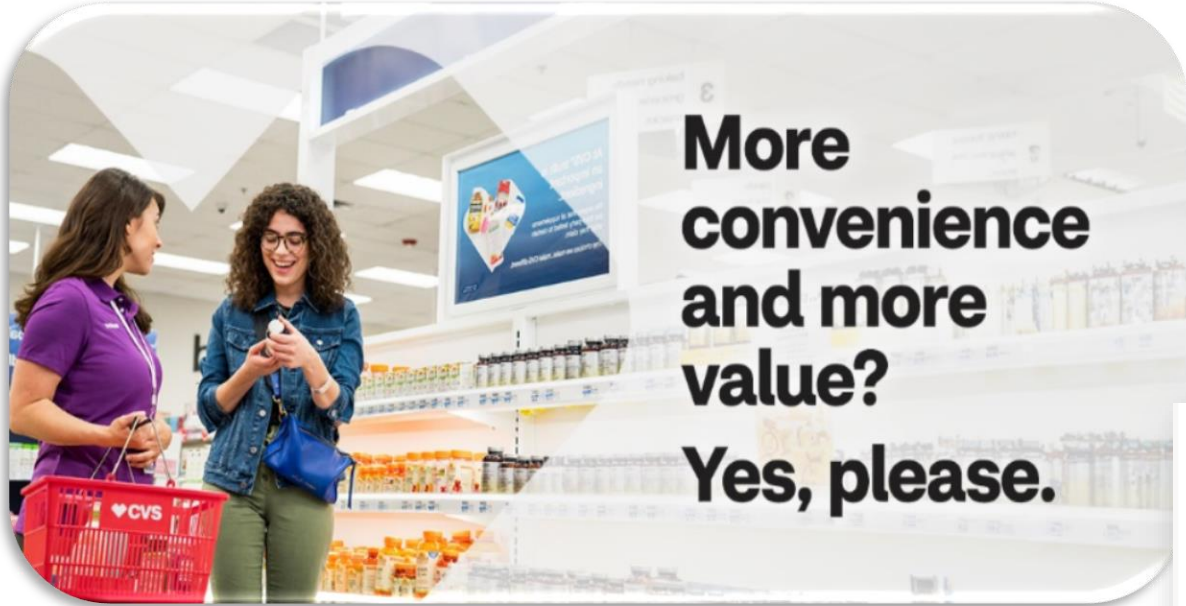
Muskegon (Apple Ave.)

Muskegon (Henry St.)

Portage

Wyoming





**More
convenience
and more
value?
Yes, please.**

Visit your nearby CVS® store to shop eligible CVS brand products.

Follow the link / QR code to sign up. Please make sure to closely follow the directions that are given at the link.

https://www.cvs.com/bizcontent/otchs/catalog/catalog_aetcommercialotc.pdf



*Do you have our medical, dental or vision plans? See below on how to get a quarterly allowance on **Over the Counter Items***

**You get a \$25 quarterly
over-the-counter (OTC)
allowance***



Your health plan does more than just help you feel your best — it helps you save time and money, too. See how you can take advantage of these great included benefits, at no cost to you.

Remember to use your OTC allowance before it expires at the end of the year. Just activate your account and view your Value catalog. Then you can shop hundreds of select health and wellness products.

Stock up on over-the-counter products like:

- Cough, cold and allergy meds
- Pain relievers and first aid supplies
- Nicotine replacement products
- Antacids and digestive care
- Period products

Employee Assistance Program (EAP)

The goal of an EAP program is to reduce personal stress levels and increase the emotional and mental health status of each employee by providing a safe place to come and share work/life concerns in a non-judgmental and confidential environment.

Two Ways to Request EAP Services



- 1.** The EAP team is available by phone 24 hours a day, seven days a week.
Call today at 800-316-2796.



- 2.** New Online Service Request Form
 - a. Go to the EAP website – mutualofomaha.com/eap
 - b. Click on the Request Services button located near the phone number
 - c. Provide your company name, demographic information and the reason for seeking assistance
 - d. Click submit

Referral Bonus

(And the cash isn't bad either)

1

Tell people
why you
LOVE what
you do!

2

Ask them to
apply on our
website with your
name as their
referrer.

3

You can
both earn
CASH!

If hired & successful, YOU get \$100 after 30 days and
you BOTH get \$100 after 90 days!



We will provide the cookies and snacks, we just ask that each person brings an item to decorate the cookies with such as sprinkles or frosting.

Come join the employee engagement committee for a night of cookie decorating, holiday music and snacks. December 12th 5p-7p in Big Blue at Wesley

Something On Your Mind?



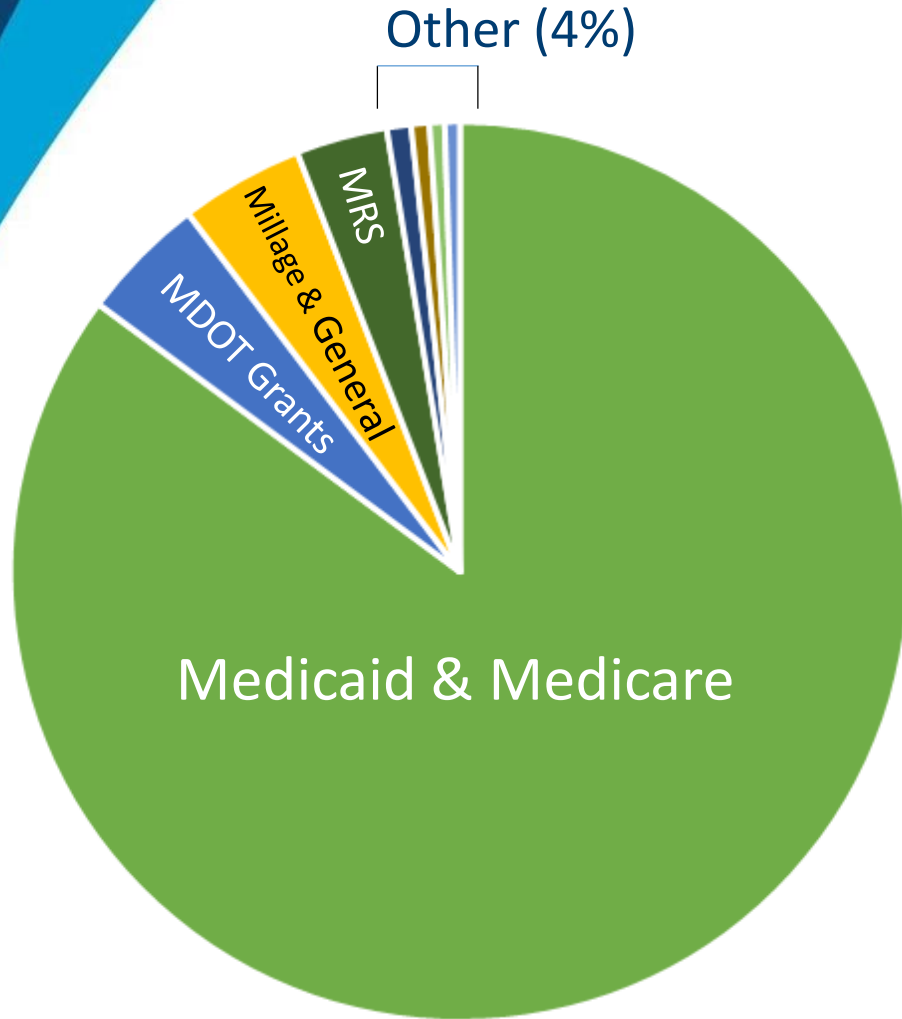
**Employee Suggestion
Box found on the
Employee Portal**



Use the QR code here to submit an idea or suggestion - you can do so anonymously!

Portal Password: prportal

Finances and Human Resources



Funding Sources

- 85% Medicaid & Medicare (Contracted Services)
- 4% MDOT Grants
- 4% Millage Funding and General Funding
- 3% Michigan Rehabilitation Services (MRS)
- 1% Other Grants
- 1% Donations
- 1% Other Funded Transportation Services
- 1% HUD

Total Budget for Pioneer Resources Services:
\$10 Million

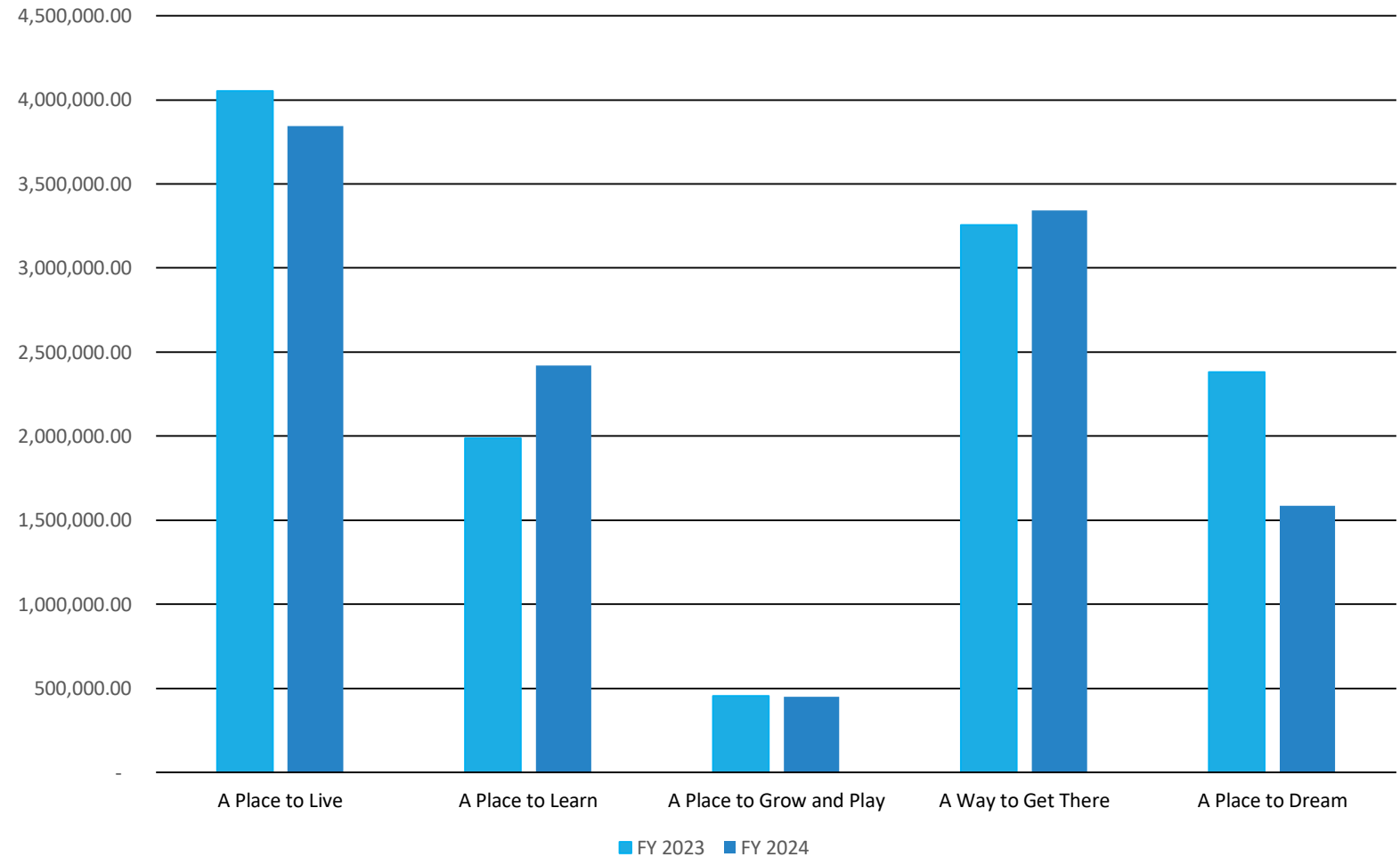
Revenue Comparison

Change in Revenue:

- A Place to Live: (\$207,883.94)
- A Place to Learn: \$431,772.59
- A Place to Grow and Play: (\$6,646.58)
- A Way to Get There: \$89,615.95
- A Place to Dream: (\$796,191.97)

Overall Decrease: (\$489,333.95)

YoY Revenue FY 2023 vs FY 2024



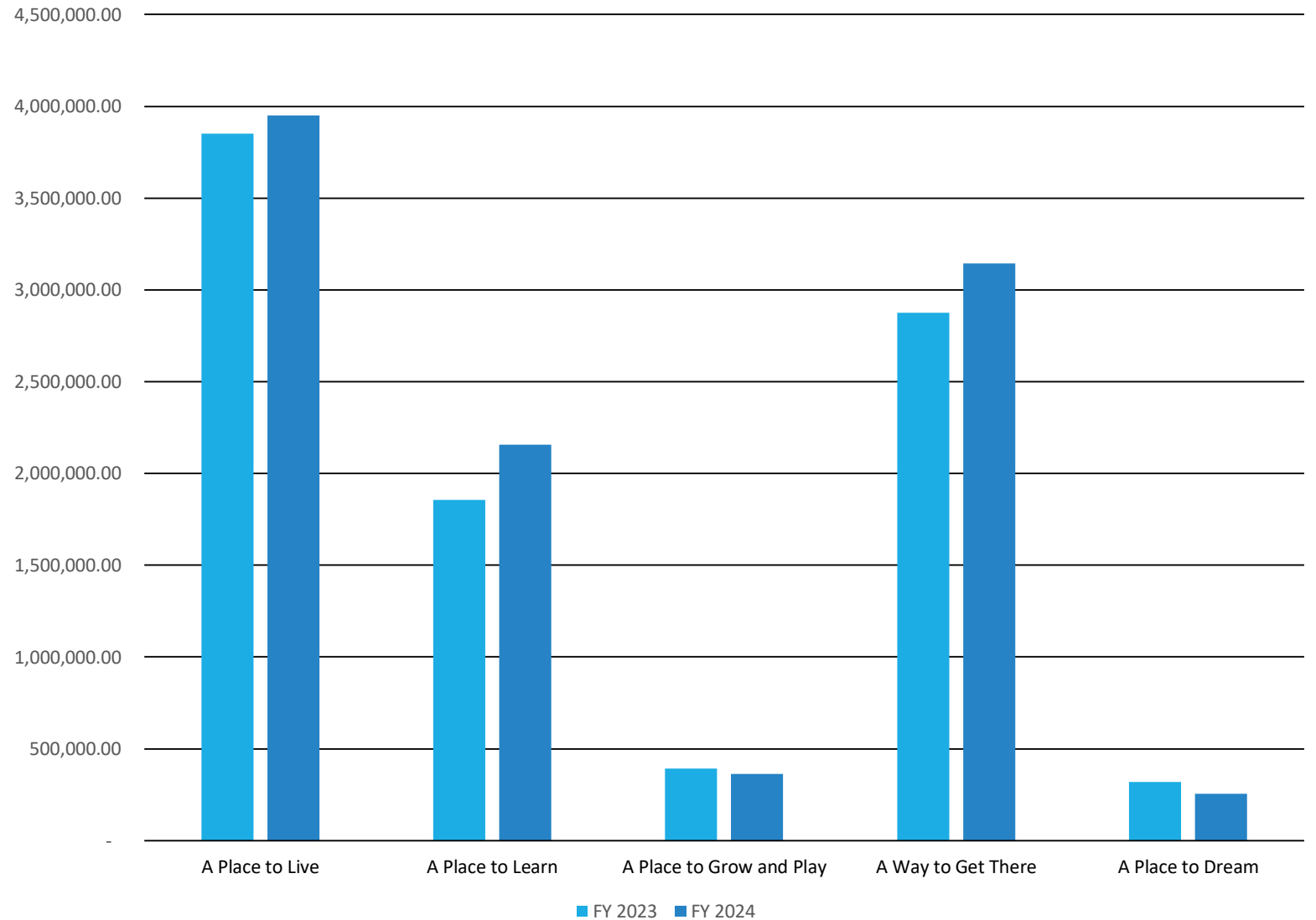
Expense Comparison

Change in Expenses:

- A Place to Live: \$98,121.62
- A Place to Learn: \$299,813.98
- A Place to Grow & Play: (\$26,781.39)
- A Way to Get There: \$267,573.31
- A Place to Dream: (\$64,571.89)

Total Expense Increase: \$574,155.63

YoY Expenses FY 2023 vs FY 2024

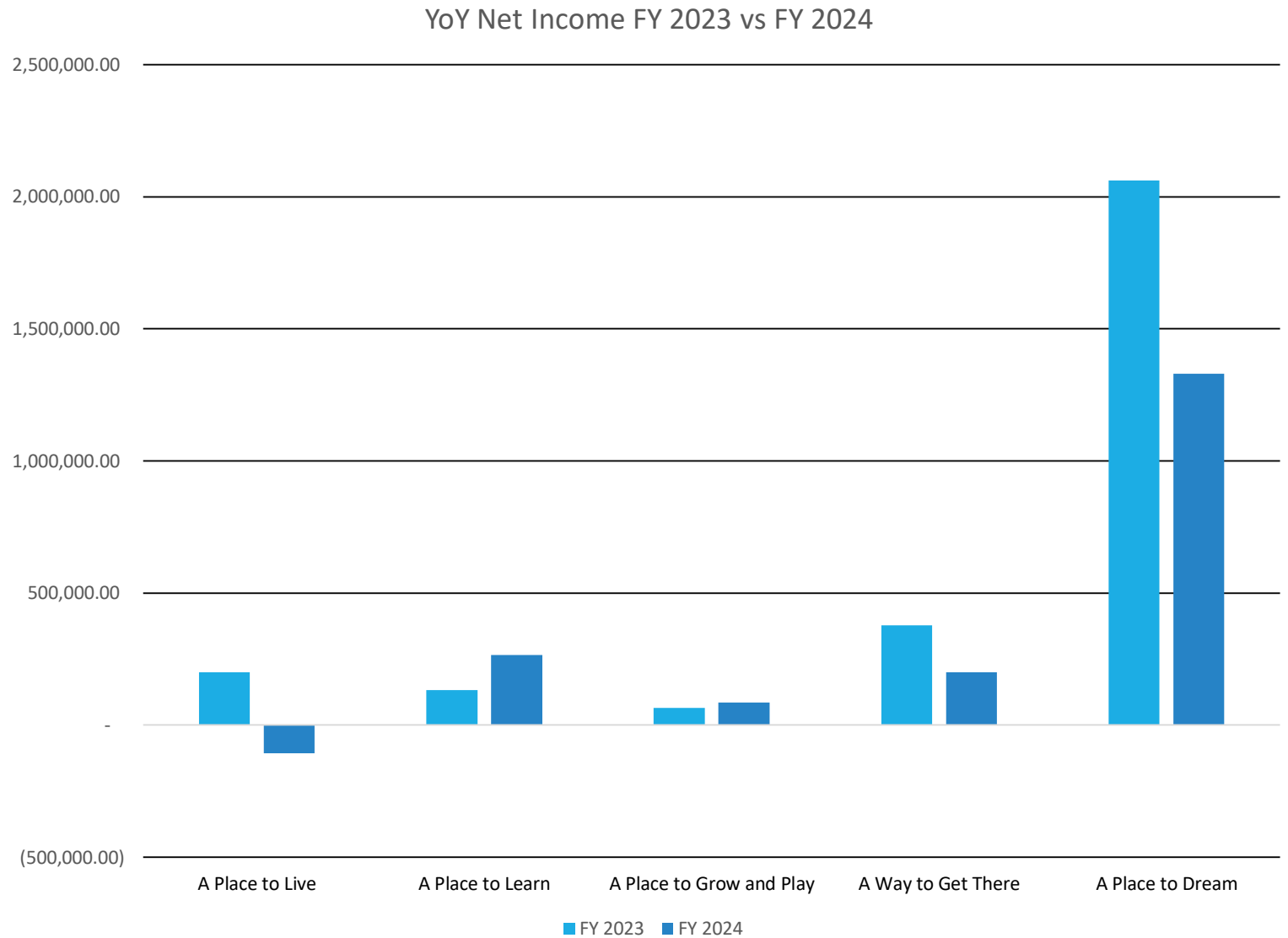


Net Income

Change From Prior Year

- A Place to Live: (\$306,005.56)
- A Place to Learn: \$131,958.61
- A Place to Grow and Play: \$20,134.81
- A Way to Get There: (\$177,957.36)
- A Place to Dream: (\$731,620.08)

Total Decrease in Income:
(\$1,063,489.58)



grant 
Updates

17 Grants
Awarded

10 in Process
7 Declined

34 Total Grants
Submitted in
Fiscal year 2024

Grants Awarded in Fiscal Year 2024

\$921,801.10

Grant Income received in Fiscal Year 2024

\$90,499

Your voice makes a difference!

Contact Your Legislators: Reach out to your local representatives and senators. Share your concerns about the need for improved wages for direct care workers and increased funding for programs that support individuals with disabilities.

Share Your Personal Stories: Personal stories are powerful! Share your experiences working in any of our programs, residences, or areas. This makes your letter/email more relatable.

Contact Information:

Find your representatives here, including email addresses:

<https://www.michigan.gov/som/government/branches-of-government/legislative-branch>

Encourage your friends, family, and social networks to join in this advocacy effort.



Employee Relations Survey 2024

49.4% Participation!



96.16%

...are proud to be an employee of Pioneer!



92.3%

...generally look forward to coming to work!




89.74%


...believe Pioneer is a diverse and inclusive employer!



 **88.46%**
My sup./mgr provides
clear expectations &
recognition for my work

 **89.74%**
I receive timely and
valuable feedback from
my sup./mgr

 **89.61%**
My sup./mgr shows interest
in me as an individual, not
just as an employee

 **84.21%**
I have confidence in the
Executive Leadership
team at Pioneer

 **90.91%**
Pioneer makes noticeable
efforts to be a good steward
to the environment

91.03%

...are interested in the future growth
of our organization and what
opportunities may be available!



Thank you to everyone
who provided feedback!

Strategic Plan

2024 Wrap Up (following slides)

2025 Launch: Wed, Nov 13

Interested in joining your program/dept focus group?
See sign-up sheet on the clipboard

2024 WRAP UP



- ✓ Engage New Community Partners
 - ✓ Referral Partner Updates (one a month)
 - ✓ Ambassador Program
 - ✓ Bus tour for board, ambassadors, and vendor partners
- ✓ Refresh Organizational Brand
 - ✓ New agency video in the works
 - ✓ New Transportation Sign
- ✓ Be Known in our Employee Community
 - ✓ Rolling slides complete
 - ✓ Employee Event in September
 - ✓ Additional events in the works

2024 WRAP UP



- ✓ Support Employees in All Areas
 - ✓ Employee Assistance Program
 - ✓ Opportunities to engage: Suggestion Box, Coffee with Jill, Employee Surveys
- ✓ Provide Premium Employee Resources & Work Environment
 - ✓ Employee Event in September
 - ✓ Celebrate staff birthdays and anniversaries
 - ✓ Share strategic plans
 - ✓ Mini grants
 - ✓ Planet Fitness discount
 - ✓ Referral bonuses
 - ✓ Over the counter allowance

2024 WRAP UP



- ✓ Offer Innovative Programming
 - ✓ Changes in ABA Program for sustainability
 - ✓ Explore CDL Training with Michigan Works!
- ✓ CARF
 - ✓ Annual review complete
- ✓ Quality Improvement
 - ✓ VIA launched in transportation
 - ✓ Strategic Planning 2025 launch next week
 - ✓ Therap in group homes



- ✓ Optimize Business Administrative Processes
 - ✓ Bulk purchasing research
- ✓ Increase and Diversify Revenue Stream
 - ✓ Business plans for new ideas
 - ✓ Grants (see earlier slide)
 - ✓ Legacy gifts
- ✓ Establish Legacy Funding
 - ✓ Endowment policy complete



- ✓ Sustainable Practices
 - ✓ Solar Grant
 - ✓ Printer software to track usage and toner
- ✓ Green Transportation
 - ✓ Electric vehicle charging
 - ✓ VIA software implementation
 - ✓ Paperless trip forms in place
- ✓ Financing Options
 - ✓ Implement energy conservation plan

State Initiative Supporting Climate Goals

- Michigan's Public Act 119 of 2023: \$20.8M to Advance MI Healthy Climate Plan.
- Pioneer selected from 52 applications for renewable energy initiative.
- The grant application totals were more than \$147 million across the state.
- Pioneer Resources was selected as a recipient for a project that would install solar and almost completely offset the electrical usage at 8 sites.

Creating a Legacy of Financial & Environmental Impact

- Year 1 electricity bill savings of \$31,470
- 30-year savings projected at nearly 2 Million
- Supports Pioneer's mission by reinvesting in programs and services

Stay INFORMED



Stay Informed

Employee Texts - sign up by texting “pioneer” to 2317735355

Open Shift Texts – sign up by texting “openshifts” to 2317735355

Employee Emails - make sure to check the email address on file in ADP

Watch rolling slides at your location

Ask your supervisor / Attend meetings

Coffee with Jill

Sign up for monthly newsletter

Check out agency website

Watch video blogs (sent via texts and email)

Follow agency Facebook page

Join & Follow Employee Facebook page

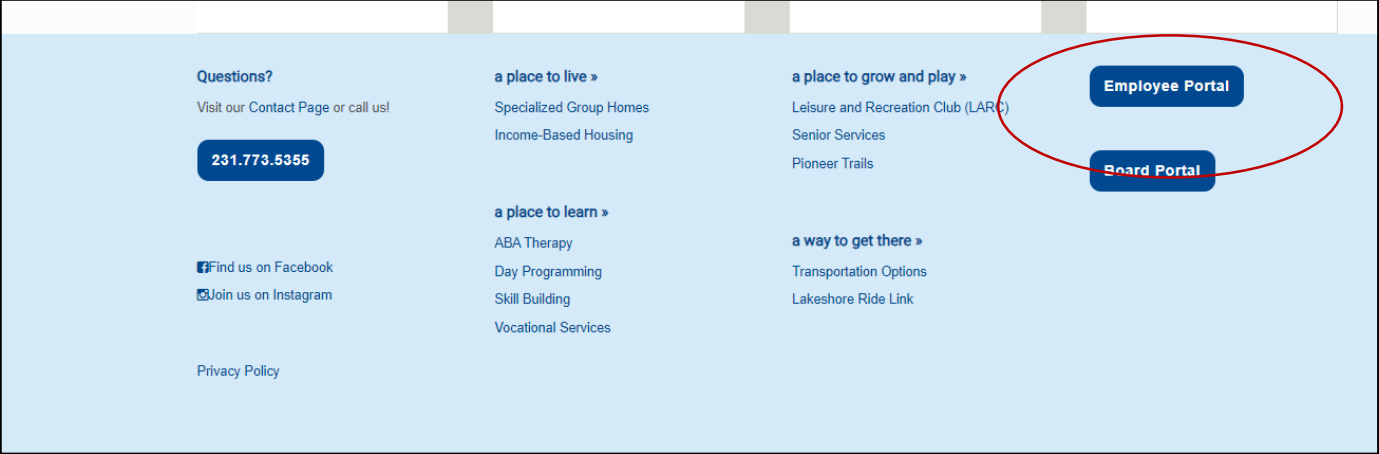
Follow agency Instagram

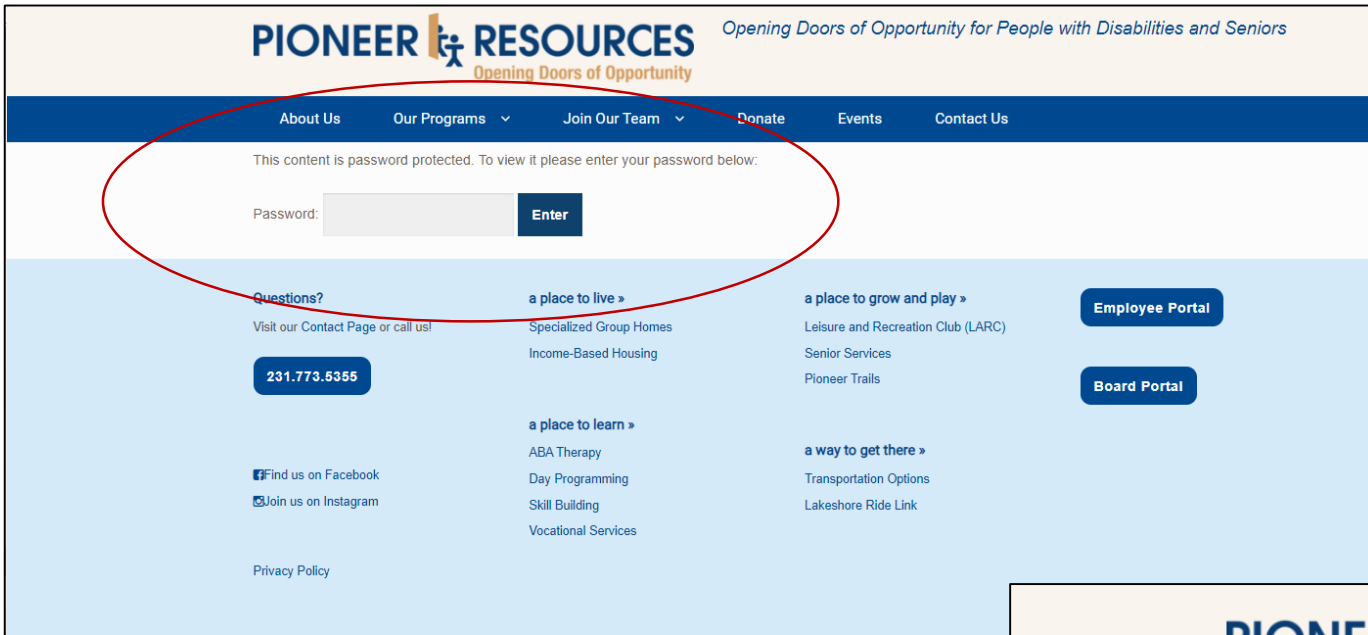
This information and all links can be found on the Employee Portal (see next slide)

The Employee Portal

Is our Intranet within our Pioneer Resources Website

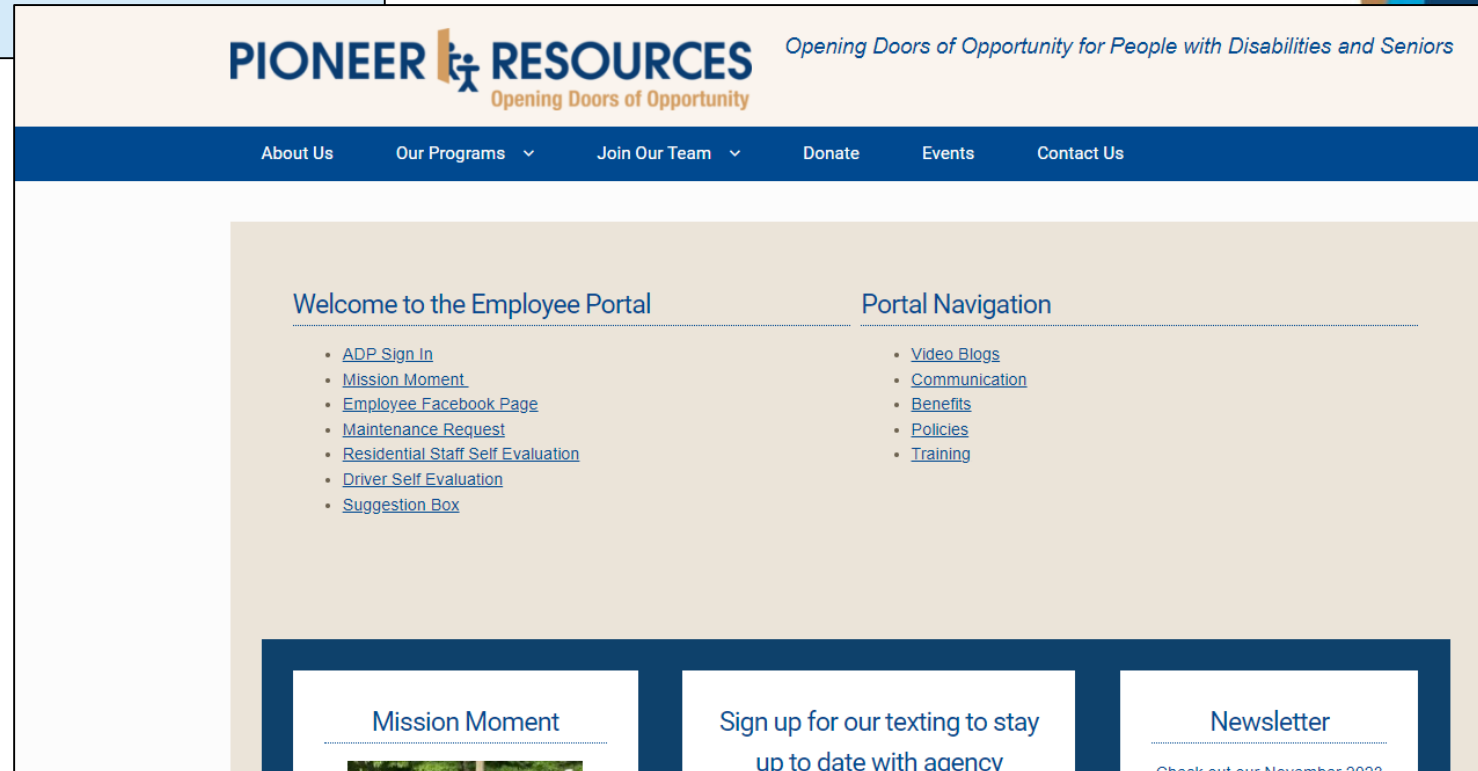
This can be found by going to our website (www.PioneerResources.org), scroll to the bottom, Select “Employee Portal”





PASSWORD:
prportal
“Enter”
And you’re in!

Scroll down to find a variety of information for benefits, trainings, policies, payroll calendars, ways to stay informed (including links), and more!





Questions?



*To work to make the lives of
others better is the most
rewarding work of all.*

~John Walters