



Board Meeting Highlights January 21, 2026

Organizational Meeting Actions

- Installation of 2026 Board officers and Meeting dates.
 - Approved the Slate as presented
 - President: Elizabeth Eng
 - Vice President: Jenne Stites, PhD
 - Secretary: Sharon Bonadies
 - Approved 2026 Board Meeting Schedule

Board Actions

- Approval of the minutes from November 19, 2025
- Two resolutions were approved by the board; 2026 Board Budget, and approval to precur 2 board positions if needed.

Topics of discussion



**Greene Board of Developmental Disabilities
Board Training Agenda
January 21, 2026**

Preparing for the Future

- I. Introductions**
- II. Successful Succession Planning: Things to Consider**
- III. Superintendent Search Process**
- IV. OACB Support and Experience**
- V. Timelines**
- VI. Next Steps**
- VII. Questions???**

Superintendent Search Process

How we will work with you:

- We develop a close, working partnership with you and provide candid, experienced counsel on what it takes to attract the best possible leader.
- Specifically, we encourage an open exchange of ideas and opinions. We encourage you to be bold and honest in your thinking about the organization's future and the impact of great leadership.
- Anticipate organizational, management, political and/or interpersonal challenges that could derail the search.
- Manage the process with an aggressive schedule at the start of the search, including specific dates for client meetings and candidate interviews.
- Maintain close, personal contact with you throughout the executive search assignment and communicate regularly regarding our progress in meeting your deadlines.
- Ask you to be candid in sharing organizational, strategic, and/or management information relevant to the search.
- Ask you to provide timely, meaningful feedback about the position specifications, candidate interviews and the finalist selection.

We will customize the search to fit your needs:

Our priority with the search is to design a process that meets your unique needs. We coordinate each phase of the search with you and adapt it as necessary throughout the duration of the assignment.

How we learn more about your organization's interests and priorities

A search assignment begins with establishing timelines and a thorough assessment of the County Board's structure, strategic goals, culture and leadership needs.

If requested, we will survey staff and other stakeholders to gather feedback prior to the search commencing. Leadership staff, community leaders and stakeholders could be asked about any ongoing issues, future needs, financial challenges, internal candidates, etc.

We speak with you and/or the search committee members to confirm that we have an understanding of the needs and goals for this position and agreement on a plan for a successful search process.

We will explore alternative certifications, shared superintendent options, and what experience the Board finds valuable, what the salary and benefit parameters might be and if residency is an expectation.

We advise you and others as appropriate of internal or external barriers to the search and recommend strategies to overcome them.

We will recommend topics of board training based on analysis of identified issues and concerns uncovered in above steps.

We subsequently prepare a written report including a detailed description of the specifications for the successful candidate, and goals and objectives to be achieved by the new Superintendent. This will help guide the board during the interview and selection process.

Other supports

State-wide posting of vacancy

- We will work with your team to secure a current position description and county profile, as well as to identify dates for posting the notice.
- We will prepare and post the notice using a collection of listservs that reach over 1000 individuals involved in the county developmental disabilities system state-wide.
- We will secure a private email address to collect applications and assure that all materials collected are kept confidential.

Verification of credentials

- We verify employment, academic degrees, professional licenses and certifications, and check public sources of information as needed or requested.
- We strongly encourage you as the hiring agent to conduct credit and criminal background checks on the finalist(s).

Presentation of candidates

- Once we have evaluated the candidates we will schedule a meeting with you and the search committee to present a group of qualified candidates for consideration. We will present the resume as presented to us by the candidate along with the findings from our screening process.
- It is our goal to present candidates to you within 1-2 weeks of the expiration of the position being posted.
- We only present those candidates who express a serious interest in the position, and who meet the established criteria.

Candidate interviews

- Our goal is to prepare your board and search committee to be able to interview candidates and interpret and analyze each candidate's answers with respect to the variables important to your county board.
- We can assist you the preparation of questions, answers to listen for, a scoring grid, interview guidelines, etc.
- We can help you design the interview sessions that best meet your purpose and needs.

Negotiation, selection and transition

- Once you decide to extend an offer, we will work in conjunction with your board to assist with determination of salary, benefits and relocation terms based on your information and comparison information regarding similar sized programs.
- We will assist you with selecting a mentor superintendent, in cooperation with the Ohio Association of Superintendents of County Boards and stay in close contact with your organization and the new leader for at least one year to ensure a smooth transition, and successful long-term match.
- We will do a board-superintendent follow up visit at approximately 3 and 9 months after the start date of the new superintendent. This is a visit where OACB representative will sit down with the superintendent and the board, if requested, to discuss progress towards any goals or objectives and assist in establishing other areas of mutual development.

General Timelines

We hold ourselves to a search timeline that follows clearly-defined steps. We work with boards in advance, whenever possible, to pre-schedule meetings and candidate interviews at the start of the search to avoid future delays.

Weeks 1-2: Start-up Activities

Meet with board, and others if the board thinks necessary, to understand the organization's needs and to create the "ideal leader profile".

Week 3: Approve Position Specification

Submit draft position specifications and seek input/approval from the search team.

Week 4-8: Recruitment and Candidate Evaluation

Post position and continue discussion with board on specific needs.

Week 7: Candidate Review

Meet with the board/interview panel, and others as needed/requested, to review candidates and identify semi-finalists for onsite interviews.

Weeks 8-12: Client Onsite Interview Process

Assist with coordination of first round interviews (typically 3 to 5 candidates) and all subsequent follow-up interviews as needed; conduct credential and reference checks.

Week 12-14: Finalist Selection and Offer-Acceptance

Once a decision is made to extend an offer to an individual, OACB can advise and/or assist with negotiations by providing sample contracts, researching salary and benefit information, preparing a transition plan, sending out notices to those not selected for the position, etc.

Week 14: Leadership Transition

Final candidate accepts offer; appointment announced; support smooth transition; help the board and leadership team develop a formalized Transition and On-Board Plan.

Final Considerations

We are dependent upon the cooperation of your team in order to conduct a successful search. We ask you to:

- Provide us with information relevant to the search including operational, management, market and strategic information. We will not share information that you have designated to be confidential.
- Schedule interviews promptly with candidates and provide us with timely feedback regarding the candidates. Provide us with timely and accurate information about your organization that will assist candidates in assessing this employment opportunity.

Notice of public records issues.

There is no public records exception that generally protects from release resumes and application materials obtained and kept by a County Board of DD during the hiring process. The public has an unquestioned public interest in the qualifications of potential applicants for positions of authority in public employment. The obligation to produce public records for inspection and copying applies even if the County Board contracts with a third party for an employment search. The fact that the County Board has promised confidentiality to applicants is immaterial. The obligation to turn over application materials and resumes extends to records in the sole possession of private search firms used in the hiring process. Based upon the foregoing, most of the information provided to OACB as part of the hiring process for this position will be a public record and subject to disclosure in accordance with the provisions of Ohio's Public Records law - Ohio Revised Code §149.43. If the hiring County Board of DD is presented with an appropriate request pursuant to Ohio Revised Code §149.43, it will be required to disclose any responsive records that are in the possession of OACB. Additional information can be provided from OACB legal counsel regarding this information.

Created 12/10/25

County Board of Developmental Disabilities Succession Planning

County Boards of DD are unique in that the Ohio Revised Code gives the board the responsibility and authority to employ one person, the superintendent. However, the board is the entity that has the sole authority to approve the budget, the list of personnel/positions, and the operating policies and procedures. The Superintendent's responsibility is to "Do the work of the board". In order to provide clear direction to the superintendent and her/his team and meet its legal obligation, the board must have a clear understanding of what that work entails and the human resources needed to carry out that work.

Succession Planning Defined

Succession Planning is the process of identifying the critical positions within each agency and developing action plans to recruit and retain individuals for these positions. Succession planning is a tool to meet the necessary staffing needs of an agency, taking into consideration not only the quantity of available candidates, but also the competencies and skills needed by the candidates.

Succession planning is future-focused. It supports agency leadership in assessing, evaluating, and developing a pool of talented individuals who are willing and able to fill critical positions now and in the future. Succession planning is also a process to assist leadership in identifying and capturing the necessary institutional knowledge that may be lost due to retirement, promotion, and general attrition.

In conclusion, succession planning supports the agency in:

- ✓ Identifying critical positions and preparing for potential vacancies;
- ✓ Selecting key competencies and skills necessary for organizational continuity;
- ✓ Focusing on the development of individuals to meet future organizational needs; and
- ✓ Safeguarding the departure of critical institutional knowledge.

Considerations When Succession Planning for a Superintendent

It is inevitable that at some time the County Board of DD will have to select a new superintendent. Part of that planning should include the board discussing and identifying the qualities they are looking for in their next superintendent. Below are some sample questions to help develop that profile. In the ongoing process of organizational succession planning these questions can also be useful to the board for the development of supporting positions in the organization, investing in leadership development, and resource allocation. Ideally, the current superintendent is actively engaged in the process. This ensures that the board and the superintendent are operating on the same succession plan.

- What are the ideal characteristics and needs for the superintendent position?
- Is there a potential successor currently on staff?
- What changes have occurred over the past few years?
- What are the key concerns, trends, issues and "politics" that need to be considered by the board?
- Are there specific financial areas the board should address?
- Are there things you believe the board needs to get additional information about before hiring their next superintendent?
- In your opinion, what are the three most important job skills of the board's next superintendent?
- In your opinion, what are the three most important personal/leadership qualities the next superintendent must possess?
- What should be the immediate priorities of the board's next superintendent after being hired?
- If you could ask one question of candidates applying for the superintendent position, what would that question be? What is the answer you would like to hear

Other Considerations

- Ohio Revised Code 5126.0219 requires a board to consider a **“shared arrangement”** before it can employ a superintendent. See the excerpt from the statute below:

If the superintendent position becomes vacant, the county board first shall consider entering into an agreement with another county board for the sharing of a superintendent..... If the county board determines there are no significant efficiencies or it is impractical to share a superintendent, the county board may employ a superintendent in accordance with this section to fill the vacancy.

- It is important to note that the appointment of the "next superintendent" should not occur prior to the announcement that the current superintendent has an intended retirement plan.
- it is important to remember that Ohio law requires that a superintendent shall have a minimum of a one-year, but no longer than a five-year contract. Caution should be taken by the board to make sure it does not enter into an obligation that is ultimately not desired.
- Finally, it is essential that everyone is clear that the authority for selecting the next superintendent belongs solely with the board.

Greene County Board of Developmental Disabilities

January 21, 2026 Board Report:

Division: Finance and Administration

Director Reporting: Tom Schaeffer

Noteworthy Monthly Data/Numbers:

Federal Revenue

MAC	\$812,141
TCM	\$878,320
TITLE XX	\$54,105
WAIVER RECONCILIATION	\$1,169,050
COST REPORT SETTLEMENT	\$308,366
	<u>\$3,221,983</u>

Items Requiring Board Approval:

Board Resolution for 2026 Budget

Board Motion for 2026 additional Staff

Financials:

Beginning Cash Balance 1-1-2025	\$25,619,436
YTD Revenue	\$17,807,727
YTD Expense	(\$18,950,669)
Ending Cash Balance	\$24,476,494
Budget Stabilization Fund	\$5,462,166
Medicaid Reserve Fund	\$372,463
	\$30,311,123

Detailed Report Attached

Enrollment and Service Data

Program Areas	Enrolled On	Enrolled On
	11/30/2025	12/31/2025
Unduplicated Count Receiving Services	1323	1324
Early Childhood Eligibility Birth 0-3	17	22
0-3 early Childhood Enrollment	219	222
Play Project Enrolled	6	6
Board Eligibility	7	8
Service and Support	572	572
Recreation	230	262
Behavioral Support	28	24
Restrictive Measures	8	8
School Age Individuals	178	135
Unusual Incidents	109	85
Major Unusual Incidents	1	5
Providers-Independent	151	150
Provider-Agencies	81	83
Waiver Recipients	402	405
Medicaid Waiver Services	301	292
Family Support Services Enrolled	69	74
Individuals Residing in Homecroft Homes	72	73

Greene County Board of Developmental Disabilities

January 21, 2026 Board Report:

Division: Community Services

Director Reporting: Jeanne Turner

Noteworthy Monthly Data/Numbers:

Background Checks

2025-416

2024—281

2023-150

Providers added in 2025

18 New to GCBDD Agency Providers request to be added to our contact list.

15 New Independent Providers

DSP Appreciations awarded during 2025

11

- **MUI:**

- In the Month of November, there were 109 UIR's reviewed, 1 MUI's filed.
- In the Month of December, there were 85 UIR's reviewed, and 5 MUI's filed.

- **Providers on PAWs** (see attached Brittco Providers on PAWs report):

- November: Independent – 151; Agency (of all types of service) –81
- December: Independent – 150; Agency (of all types of service) - 83

- **Care Choice Service Requests Summary:**

- As of the date of this report (1/13/26), there are 2 service requests currently posted:
2 Non-Medical Transportation (NMT)

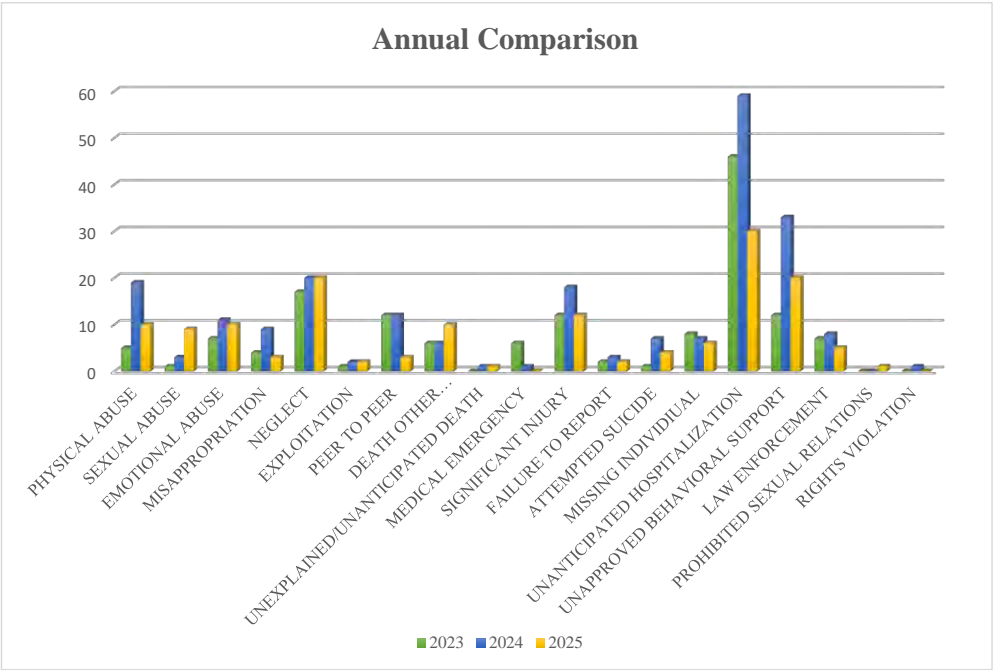
Program Information:

Transition Coordination: Kathy, Cindy, Brenda

- Classes continued daily with schools through both November and December.
- Kathy attended IEP meetings when scheduling allowed.
- Kathy provided parents information about eligibility with GCBDD and made 9 referrals to OOD for these students.
- Healthy Relationship Team (Kathy, Cindy, Debra W, and Allison B.) are starting a Healthy Relationship Club for ages 18+. The team decided to go with allowing for a virtual option that will give individuals more opportunity to learn about Healthy Relationships. The first club meeting is January 14th (flyer is attached). The goal of this club is for individuals (advocates) to have a place to talk about this very important topic. We are hoping the members of this club will help drive the topics being discussed. Currently we have 17 signed up to participate in the club.
- The Healthy Relationship Team and All Hands In are hosting a Speed Friending event at the Wandering Griffin on the 11th of February.
- Brenda continued to work with students from Bellbrook, Beavercreek, GCCC, and Yellow Springs throughout November and December at the following community work sites:

January 2026
(2025 Overview Report)

CATEGORY	2023	2024	2025
PHYSICAL ABUSE	5	19	10
SEXUAL ABUSE	1	3	9
EMOTIONAL ABUSE	7	11	10
MISAPPROPRIATION	4	9	3
NEGLECT	17	20	20
EXPLOITATION	1	2	2
PEER TO PEER	12	12	3
DEATH OTHER UNEXPLAINED/UNANTICIPATED	6	6	10
UNEXPLAINED/UNANTICIPATED DEATH	0	1	1
MEDICAL EMERGENCY	6	1	0
SIGNIFICANT INJURY	12	18	12
FAILURE TO REPORT	2	3	2
ATTEMPTED SUICIDE	1	7	4
MISSING INDIVIDUAL	8	7	6
UNANTICIPATED HOSPITALIZATION	46	59	30
UNAPPROVED BEHAVIORAL SUPPORT	12	33	20
LAW ENFORCEMENT	7	8	5
PROHIBITED SEXUAL RELATIONS	0	0	1
RIGHTS VIOLATION	0	1	0
TOTAL	147	220	148



One individual can have multiple categories in one MUI case.

CATEGORY	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC	TOTAL
PHYSICAL ABUSE	0	0	2	4	1	0	2	0	1	0	0	0	10
SEXUAL ABUSE	1	0	1	0	1	1	1	0	2	1	0	1	9
EMOTIONAL ABUSE	1	1	0	2	0	1	2	0	0	2	1	0	10
MISAPPROPRIATION	0	0	1	0	1	0	1	0	0	0	0	0	3
NEGLECT	4	2	1	1	2	1	4	2	2	0	0	1	20
EXPLOITATION	1	1	0	0	0	0	0	0	0	0	0	0	2
PEER TO PEER	0	0	1	1	0	0	0	1	0	0	0	0	3
DEATH OTHER UNEXPLAINED/UNANTICIPATED	4	1	2	1	0	1	0	1	0	0	0	0	10
UNEXPLAINED/UNANTICIPATED DEATH	0	0	1	0	0	0	0	0	0	0	0	0	1
MEDICAL EMERGENCY	0	0	0	0	0	0	0	0	0	0	0	0	0
SIGNIFICANT INJURY	0	3	1	1	1	0	1	2	2	0	0	1	12
FAILURE TO REPORT	0	0	0	0	0	0	2	0	0	0	0	0	2
ATTEMPTED SUICIDE	0	0	0	2	1	0	0	0	0	0	0	1	4
MISSING INDIVIDUAL	0	1	1	0	0	0	1	1	2	0	0	0	6
UNANTICIPATED HOSPITALIZATION	5	5	6	5	4	5	0	0	0	0	0	0	30
UNAPPROVED BEHAVIORAL SUPPORT	1	2	2	4	0	0	7	1	0	2	0	1	20
LAW ENFORCEMENT	0	1	0	1	0	1	0	0	0	2	0	0	5
PROHIBITED SEXUAL RELATIONS	0	0	1	0	0	0	0	0	0	0	0	0	1
RIGHTS VIOLATION	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	17	17	20	22	11	10	21	8	9	7	1	6	148

Transition Services Monthly Board Summary January 2026

Transition Coordination: Kathy Kleiser, Cindy Shivadecker, Brenda Mueller

- Classes continued daily with schools through both November and December.
- Kathy attended IEP meetings when scheduling allowed.
- Kathy provided parents information about eligibility with GCBDD and made 9 referrals to OOD for these students.
- Healthy Relationship Team (Kathy Kleiser, Cindy Shivadecker, Debra Williamson, Allison Boot) are starting a Healthy Relationship Club for ages 18+. The team decided to go with allowing for a virtual option that will give individuals more opportunity to learn about Healthy Relationships. The first club meeting is January 14th (flyer is attached). The goal of this club is for individuals (advocates) to have a place to talk about this very important topic. We are hoping the members of this club will help drive the topics being discussed. Currently we have 17 signed up to participate in the club.
- The Healthy Relationship Team and All Hands In are hosting a Speed Friending event at the Wandering Griffin on the 11th of February.
- Brenda continued to work with students from Bellbrook, Beavercreek, GCCC, and Yellow Springs throughout November and December at the following community work sites:

Bellbrook Walgreens- 2 Students

Beavercreek Hampton Inn- 2 Students

GCCC Career X Hampton Inn- 2 Students

GCCC Pathways Soin Medical Center - 8 Students

Yellow Springs Tom's Market – 2 Students

January 14
6:00-7:30 PM
Topic: Online
Safety
245 N Valley Rd.
Xenia, OH 45385
**Virtual Option is
available**

kkleiser@greenedd.org

Click here to
register
or scan QR
code

kkleiser@greenedd.org

Greene County Healthy
Relationship Club 18+



*Let's Talk
about...*

GCBDD Healthy Relationships Club 18+

RESPECT

COMMUNICATION

SUPPORT

This club will meet the 2nd and 4th Wednesdays each month. We will focus on what healthy relationships look like and how to ensure they are positive, and help support our growth as individuals. We will learn the qualities of a healthy relationships, including what it means to have and respect boundaries, communication, and safety. Our first meeting is about Online Safety.

Questions contact Kathy Kleiser 937-562-6529 /kkleiser@greenedd.org

Friends **Get Together***

Speed Friending
Brought to you by All Hands In
& GCBDD Healthy
Relationship Team

**FEB
11**

5-7 PM

**WANDERING GRIFFIN
3725 PRESIDENTIAL DR
BEAVERCREEK, OH**

CLICK HERE>

RSVP

***Must have attended a
Healthy Relationship Class or
Healthy Relationship Club**



Greene County Board of Developmental Disabilities

January 21, 2026 Board Report:

Division: SSA Division

Director Reporting: Denise Summerville

Updates:

SSA Open Position- In late November, Andrea Harker accepted the vacant SSA position. Andrea begins employment with GCBDD in January 2026. She comes to Greene County with many years of experience in the DD field from Montgomery County DD. Julie Hoosier will transition into the 3rd Employment Navigator/SSA position. Due to the continuing number of new requests for SSA services, we need to add another SSA to keep caseloads manageable.

Noteworthy Monthly Data/Numbers:

Eligibility referral and linkage contacts:

November 37

December 29

SSA Requests for assignment: 11 (Nov/Dec.)

Program Information:

Developmental Center Snapshot:

During fourth quarter, Greene County Probate court placed 2 individuals at two different developmental centers. In each case, the SSAs involved worked very closely with the individual, their family or provider, along with the jail and court to ensure that the individuals felt supported during this very stressful time in their lives. Both SSAs provided in person support by visiting their individuals in jail or at the developmental center where they were transferred. Court ordered civil commitment cases require intense case management skills to facilitate cooperation between various systems. In both cases the SSAs illustrated how well they know their individuals and facilitated communicate with the professionals at the Developmental Centers to get each person the resources and services they needed. While these individuals stay at developmental centers the SSA is still very much involved with meeting with the individual and staff to ensure continuity of care and future transition back into the community.

Behavior Team Snapshot: The Behavior Team consists of dedicated professionals who strive to offer support to individuals and families facing daily behavioral difficulties. This team is undergoing specialized training to support specific intense behaviors.

The SSA's time investment for intense behavioral cases can be substantial. Our cases with very high needs may necessitate a weekly commitment ranging from 2 to as many as 8 hours per week for a single intense case. Although 8 hours may not appear to be a significant time commitment over the course of a week, the SSAs who manage individuals on their caseloads that demand an 8 hours/week commitment also have other cases to address. The average caseload for SSAs on the behavior team ranges from 27 to 30 individuals with between 2 to 5 or more requiring intense monitoring associated with heightened behavioral strategies.

One of the most rewarding aspects of an SSA's role occurs when months (or sometime years) of effort lead to a remarkable outcome, resulting in the individual and family's happiness. Below, you will find an image of an individual with whom our SSA and Behavior Support Specialist collaborated, along with his family, to help him establish a home of his own. This individual now shares a home with another person facing similar challenges. Both are thriving in their new surroundings, supported by a dedicated and well-trained staff.



Smiles like these are exactly what the SSAs LOVE to witness. It brings them joy to know that individuals are improving and feel secure in a home where staff are available to support them and their family and they are thriving and reaching their hopes and dreams!

Special Events/Activities:

Provider Collaborations with Carrie Hayes, Safe In Home...Remote supports provider
Elizabeth Hess, United Rehab Services... Adult Day Support provider

December 5, 2025: Annual all-day training/team building day with the SSA division. Medicaid Billing Services provided training on Targeted Case Management/case noting.

December 15, 2025: Collaboration meeting with Child Protective Services to discuss financial planning for those who are aging out of their system and are going to need support in our system.

New "News":

DODD Community Life Engagement Project Manager Anne Tapia invited Employment Navigator Sean Wakefield to participate in a Business Engagement work group that is being formed as a subgroup to the Employment First Task Force. Sean was unable to attend the first meeting of the workgroup due to a schedule conflict. He provided Anne with summary of his business engagement with employers and continued collaboration with employment providers to increase competitive integrated employment of individuals with developmental disabilities. The Business Engagement work group meets quarterly.

Greene County Board of Developmental Disabilities

January 21, 2026 Board Report:

Division: Early Intervention

Director Reporting: Jennifer Frey

Updates:

Occupational Therapist Position

We are excited to share that Kathryn Reeve joined our team as our new Occupational Therapist on January 5th. Kathryn comes to us with several years of experience at Dayton Children's and the Early Intervention program in Montgomery County. In her years of experience, she has training in and has worked with infants and toddlers on the Autism Spectrum, sensory processing disorder, Cerebral Palsy, Down Syndrome, Feeding concerns, amongst several others.

Noteworthy Monthly Data/Numbers:

Our Active IFSP number for November 2025 was 219, and our teams completed 17 evaluations.

Our Active IFSP number for December 2025 was 222, and our teams completed 22 evaluations.

Greene County EI received 26 new referrals in November, and 26 in December as well. The highest referral sources were parents, then physicians, followed by other various sources such as hospital child find specialists, Children Services, etc.

2025

Our program served 479 total infants and toddlers on Active IFSP's in 2025. We received 375 new referrals and completed 306 evaluations/assessments. Of those 306 initial evaluations/assessments, 243 infants and toddlers started services with us within the year.

Program Information:

Our Autism Diagnostic Education Program (ADEP) Team has no current evaluations scheduled as our medical partner is taking a few months off work. At this time there one covering his involvement with our ADEP team, but our families can still access this testing through Dayton Children's Autism Clinic. Our ADEP Team includes Raleita Furlow, MEd (DS and ADEP Coordinator), Gina Tulamarie, MA, CCC/SLP, Anne Marie Cardilino, MS, CCC/SLP, Jennifer Montague, MS (DS and PLAY Consultant), and Robin Stewart (DS and PLAY Consultant). Our medical partner is Dr. Boreman, MD, FAAP, Medical Director of the Autism Center and Developmental-Behavioral Pediatrician at Dayton Children's Hospital.

P.L.A.Y. Project (Play and Language for Autistic Youngsters Project) – parent implemented, intensive early intervention program for young children with autism that is evidence-based.

Our P.L.A.Y. Team includes Jennifer Montague (PLAY Coordinator, DS, and PLAY Consultant), Beth Brennaman (DS and PLAY Consultant), and Tina Snyder (OT and PLAY Consultant).

***The team is currently serving **6** families whose children in the program are all between the ages of 3 – 5. The team has served **12** families in total this year.

Special Events/Activities:

Greene County Board of Developmental Disabilities are continuing to partner with Greene County Parks & Trails for monthly events in 2026! Early Intervention's events are part of the series of collaborated events called "Toad-ally Together" are tentatively scheduled for next year. These events are meant to bring kids and families of all abilities together. We are looking forward to another year of partnering with GCPT and providing these fun and inclusive activities!

- Friday, May 29th from 10am- 12pm (Incredibles/Superhero theme)
- Thursday, September 24th from 5-7pm or 5:30-7:30pm (Lilo and Stitch)

Parent/Provider/Staff Feedback:

ECP Exit Surveys –November 2025 – Four Oaks received 8 responses.

Please see below parent comments from 11/1/25 – 11/30/25. All other questions were answered with a "strongly agree" or respondent skipped question because it didn't apply.

If you are leaving the program prior to your child's 3rd birthday, what is the reason?

- Moving / Finding Employment
- We moved in to a different county.

What I appreciated most about Four Oaks was.....

- Kaitlyn! We loved having Kaitlyn over to work with our son AND our daughter! We were so happy that we got her back for our son. She was amazing to work with and we will miss her so much!
- Mrs. Kora, was absolutely amazing! Professional, communicative and put my little's needs into perspective. My little really enjoyed our visits with her.
- Their support and dedication with helping me learn more about how to help my child and his development. Being very patient and understanding.
- Jenny was the best thing that could have happened to our daughter, she was kind, caring and just such a wonderful energy to have in our home. We will miss her so much and I know our daughter will too.
- Our therapist was kind, gentle, thorough and motivating. My daughter enjoyed her company and her help.
- I really appreciate Angela's effort, time, and knowledge which she has shared to help my son's overall development process.
- The clarity, knowledge and techniques shared with us helped a lot with our son.

If Four Oaks could improve one thing, I recommend:

- No, everything was great. Communication was always great, scheduling was flexible, and all of the staff were kind.

- All the best, wishing you continued success.
- They are perfect!

Other comments

- Even though we were only with the program for a short time with limited visits, Robin and Tina did a great job of building rapport with my child. On their last visit, my child swirled with excitement that "my cousins are here". They made an impact in my child and assisted me with some troubled areas. Very satisfied.
- Just from the original intake assessment to the last therapy appointment, my daughter was doing wonders. Thank you all for your assistance and encouragement.
- Amazing!

ECP Exit Surveys –December 2025 – Four Oaks received 4 responses.

Please see below parent comments from 12/1/25 – 12/31/25. All other questions were answered with a “strongly agree” or respondent skipped question because it didn’t apply.

If you are leaving the program prior to your child's 3rd birthday, what is the reason?

- Child is now meeting age appropriate milestones!

What I appreciated most about Four Oaks was.....

- The listening ear and suggestions of our service providers!
- The amount of support, knowledge, and resources that were offered to my family
- They listened and always made sure I had answers, and gave me tips on how to help my child in different environments.
- They were very helpful with providing me tools to use to help my child with his speech delay but also navigating his social and his developmental needs.

If Four Oaks could improve one thing, I recommend:

- I have no complaints.

Other comments

- Thank you! We love Robin, Linda, Katie, and Kelly :)

Greene County Board of Developmental Disabilities

January Board Report:

Division: Community Relations

Director Reporting: Delana Zapata

Updates:

- DSP Recognition: Christina McDufford
- Resolution for Cara Hume, board term ended
- GCBDD Holiday Dance
- GCBDD Staff Inservice

Noteworthy Monthly Data/Numbers:

Facebook Page Reach:

Views: (Nov) 14,903 (Dec) 8,200

Engagement: (Nov) 1,488 (Dec) 538

New Followers: (Nov) 15 (Dec) 7

Advocacy and Resource Coordination Report

January 2026 Meeting

- Number of Requests for Resource Support from Feb of 2025 to December of 2025: 31 total requests
- (On-Going) Continuing to explore / expand the network of community resources to aid families / individuals who need additional resources and supports. Continue to reach out to various agencies, to continue building a network of available resource. Attend Greene County linkage meeting once every 3 months to keep up to date on the resources that are available.
- In efforts to add additional resource material for families, individuals, and providers to take home, we have included in the lobby a spinning flyer holder that we have added some resource information for folks to take home.
- (On-Going) We continue working on collaborating with various churches in Greene County in efforts to assist in serving and supporting those individuals in the Disability Community. This will be an ongoing project; we have had several meetings with churches and pastors to see how the churches can assist in supporting the individuals we serve through various resources. We attend the MAX (Ministry Association of Xenia) Meetings to build a strong network of support for our individuals / families in need. We will be attending to this group regularly to continue to grow support and resources for our individuals. We are also attending the Fairborn Ministry Association

Meeting to share information and build a network of resources and support for the individuals we serve.

Aktion Club

- We are partnering with the Kiwanis Organization, who are sponsoring a new club for Adults with Disabilities called the Aktion Club. This club functions as a club in which we elect officers, do acts of service in the community, and do activities.
- We recently held club meetings in both November and December.
- The November Meeting was an introduction to the club during which we discussed the club layout and that we would be performing acts of service out in the community.
- The December Meeting was a holiday themed meeting where we played some holiday activities, discussed the election of officers for the club, and made some blankets to send to a food pantry for those in need.
- The Club will continue to meet the 1st Tuesday of each month, (weather permitting).

The Voices and Voices Matter Advocacy Group

- We held meetings in Both November and December for the Advocacy group. During the meetings we planned out meeting topics for 2026, had a holiday themed meeting, and worked on some crafts to give to the residents of a few Nursing Homes.

Special Events/Activities:

Community Outreach

November/December All Hands In Events

11/3/2025	SMORESgasborg Event	All Hands In	90
11/6/2025	Coffee Talk	All Hands In	30+
11/13/2025	Diner's Club	All Hands IN	80+
11/18/2025	Movie Night	All Hands IN	30+
12/4/2025	Coffee Talk	All Hands In	20+
12/6/2025	Holiday Dance	Recreation	182
12/10/2025	Diner's Club	All Hands In	60+

All Hands In Highlights

- Between All Hands In, Recreation, and events we helped create and support (book clubs, D&D, etc.) **130 events.**
- We have several new community supported clubs we will be launching in 2026.
- In February we will be introducing the new All Hands In logo.

New "News":

Special events promoted:

GCBDD Healthy Relationships Club

AHI Lego Club interest

SALT Talks 2026 Sessions

One Bistro – Volunteer opportunity (for individuals)

Greene County Special Olympics is adding Powerlifting

AKTION Club (Nov & Dec)

AHI Newsletter (Nov & Dec)

AHI Coffee Talk

PSAC Meeting (Nov & Dec)

TI's – Christmas Without Barriers

Greene County Public Health: 2025 Community Health Assessment (CHA)

Knights of Columbus (2 Chapters donated to Early Intervention)

Cara Hume Resolution

Board Meeting public notice

DSP Recognitions

Some AKtion Club photos from the events.

(Currently the club continues to grow and as of right now we have about 19 individuals signed up).





The Voices of Greene County and Voices Matter of Montgomery County Self-Advocacy Team



This is a great opportunity to make new and meaningful friendships with people from both Greene County and Montgomery County!

We meet **IN PERSON** on the first (1st) Thursday of each month
at 6:00pm at the Kettering Rec Center
(address: 2900 Glengarry Dr, Kettering, OH 45420).

Times, dates, and location may change so please call Josh Carson at
(937) 851-8603 before coming.

If you need personalized assistance, please bring a support person with you
to the meetings.

**Please contact Josh Carson for more information
email jcarson@greenedd.org or by phone at (937) 851-8603**

"I am a Self Advocate
I am valuable.
I matter just as much
as anybody else does"

"I am a person.
I am more than just my
disability!
I am a Self Advocate!"

"I am a Self Advocate!
I can make choices.
I decide the services
that I want."

***The next regular GCBDD Board meeting is scheduled for
February 18th, at noon, at Valley Rd with Virtual option.***

***Note: All reports above, are merely a summary of the board meeting and reports
submitted.***