

Minnesota Organization of Habilitation and Rehabilitation (MOHR)

Strategic Plan Summary Chart | 2021-2023

Vision: Thriving members delivering highly valued services.

Mission: Advocate and support members in providing and array of meaningful services to persons with disabilities and their communities served.

Core Values: Respect | Collaboration | Open Communication | Integrity
Transparency | Accountability | Engagement

Goals

#1 Improve Value for Members

Key Strategy 1

Determine value of membership

- Annual solicitation of member input
- Develop a work plan to achieve desired results, to include an evaluation of resources needed to accomplish objectives
- Maximize technology utilization
- Website utilization plan

Due Date: Ongoing
Person(s): Membership & MOHR Value subcommittee

Key Strategy 2

Increase member engagement

- This aligns with Key Strategy 3 in Goal #2

Due Date: Ongoing
Person(s): Membership & MOHR Value subcommittee

#2 Lead Policy Change

Key Strategy 1

Be proactive in developing, defining, and advocating policy issues.

- Cultivate relationships with legislators

Due Date: Ongoing
Person(s): GAC & Grassroots subcommittees

Key Strategy 2

Create and lead legislative agenda

- Maximize influence at federal level (ANCOR)
- Engage federal legislators (while they are back in the state) and their staff on an ongoing basis
- Coordinate PR strategy with legislative and policy agenda

Due Date: 9/30/2021
Person(s): Lynne M. - Chair of Federal subcommittee and GAC

Key Strategy 3

Educate and engage membership

- Legislative conferences
 - Annual training conference
 - Monthly/weekly membership calls
 - Weekly legislative summaries
 - Annual Regional visits
 - Explore all-member virtual meeting 1 to 2 times/year

Due Date: Ongoing
Person(s): 1. Training & Education Committee 2. Membership Committee & President 3. GAC, President and Fredrickson & Byron

#3 Workforce Development

Key Strategy 1

Secure funding to support competitive compensation

- Connect with legislature and DWRS to enact policy changes that improve reimbursement rates
- Leverage data, information and messaging to influence change

Due Date: Ongoing
Person(s): GAC and MOHR Board Members

Key Strategy 2

Encourage and promote innovative solutions that professionalize and expand the workforce.

- Representation on task force and work groups that address workforce development and engagement.
- Use MOHR's newsletter to recognize employees to increase the awareness of the value of these jobs.
- Use media to recognize employees
- Identify short- and long-term strategies to increase the pool of qualified applicants.
- Promote a comprehensive plan to include measurable short- and long-term outcomes for increased hiring leverage with a competitive appeal to attract new workers. Include resources to achieve this outcome.
- Recognize direct service professionals by region at the annual meeting

Due Date: Ongoing
Person(s): GAC and MOHR Board Members

#4 Build Brand Recognition

Key Strategy

Be proactive in developing, defining, and advocating policy issues.

- Cultivate relationships with legislators

Due Date: Every April
Person(s): PR and Value Committee

#5 Influence sustainable service delivery models through effective collaborations

Key Strategy 1

Cultivate a strong working relationship between DHS, DEED and ANCOR/CMS.

- Invite DHS and DEED to participate in MOHR conference
- Invite DHS and DEED to attend MOHR board and regional meetings when topic is relevant
- Respond to DHS's invitations to respond to feedback and participate in stakeholder work groups
- Active participation and influence through representation with ANCOR.
- Ensure a strong effective working relationship between MOHR leadership and key DHS & DEED members.

Due Date: Ongoing
Person(s): Full Board

Key Strategy 2

Engage at the federal level

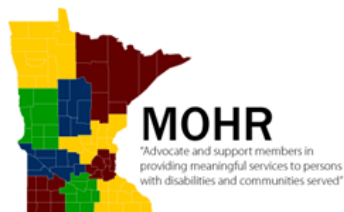
Due Date: Ongoing
Person(s): Full Board

Key Strategy 3

Determine outcomes from strategic partnerships

- Determine mutual goals and framework of strategic partnerships with the following organizations:
 - The Arc MN, MN Disability Law Center, Governor's Council on Disability, CCD (state and national), ARRM, MNFAC and MCN.

Due Date: Ongoing
Person(s): Full Board



FOR MORE INFORMATION

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