

Neville's News...

Dean's Desk...

Dean Emerson, C.E.O.

During the past several months, the SVRC Executive Team has been working on our new Strategic Plan for 2021-25. During the process, the team used several data sources to develop our new plan. We received input from managers, directors, board members and participants utilizing a variety of surveys. One thing did continuous show itself throughout the surveys was that SVRC's mission, vision and values remain as relevant as they have been and are still appropriate for our organization. While there will not be any changes to our core mission, vision and values this planning cycle, I would offer that this is the most challenging to times in the agency's history. With the Covid19 pandemic and total systems changes in vocational rehabilitation our Strategic Plan is more important than ever to follow and succeed.



Our community and customers are depending on us to succeed at our planning. When we succeed at our goals, they succeed in the community both by accessing and finding employment. SVRC's plan this year really reverts back to our core programs to strength them again after the pandemic and ensure that we are a strong agency for years to come in the Great Lakes Bay Region.

Our Strategic Plan is shared on the agency SharePoint page on the SVRC Team site; I encourage you to take a moment to review. YOU make a positive difference in people's lives - thank you for all that you do for SVRC and our customers!

Neville's News...

Neville's insight to diversity and inclusion were far ahead of their time. With the events of January 6, and the recent attacks on fellow Americans because of race or color, it gives us cause to reflect on our own self-views. Per Neville, in the analysis of diversity, we often hear society confuse color with diversity. This leads to not only confusion, but then debate on race and color. The color of all races brings into focus the individuality of each race, yet in the total picture each color is a part of the unity that we call the human race.

Despite our differences in color, we look at our diversity to be the patchwork quilt of our unity. Others are merely mirrors of us. (continued on Page 2)

**SVRC
Industries, Inc.**

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Upcoming Holiday Closings

- Good Friday
April 2, 2021
- Memorial Day - Monday
May 30, 2021
- Independence Day - Monday
July 5, 2021
- Labor Day - Monday
September 6, 2021

Please check with your supervisor for your specific work schedules.

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Neville's News (continued)

We cannot love or hate something about another person unless it reflects upon us....something we love or hate ourselves.

Color is what makes us unique. As a part of diversity, our race and our color are who we are and what we stand for. Diversity is more than race and color, it is the celebration of differences and how these differences make us united.

In the acceptance of all colors, we need understanding and patience. America is in turmoil and people are voicing opinions, taking actions that we are not quite use to seeing and hearing. Hate filled language, threats, beatings are not who we are or want to become. From one of many posts by Neville, "be an advocate for diversity as you liberate your fear into confidence and success"...be kind and accepting.



Around the Organization...

Deb Snyder, President / COO



Did you know....

- SVRC Industries will begin providing face-to-face services again? YEAH!
- The Boardroom Bistro has reopened? And the menu is amazing. Both the restaurant and outside dining under the tent (pending weather conditions) are here to serve you. Services also include catering and bartending services. Come join us, you won't be disappointed.
- SVRC's culinary program has been developed and classes begin April 2, 2021 inside the Boardroom?
- Westlund Guidance Clinic is hosting the **SOS - Stomp Out Stigma** walking event? The event will be held on Saturday, May 22, 2021 from 9:00 - noon. For \$35 you can join us in walking a mile along with riverfront helping others to become more knowledgeable about the stigmas that exist with mental illness, autism and other disabilities.
- Westlund Autism Clinic program can provide respite services?
- The SVRC Marketplace has new vendors?
- The Saginaw Downtown Farmers' Market opens in 2 short months?

Success Stories...

Virginia Young, Quality Technician

SVRC Industries, Inc. is very proud of our production services. Our plant is located at 919 Veterans Memorial Parkway. SVRC's Production operations are certified to the ISO 9001:2015 Quality Management System (QMS) standard. Our QMS follows a "Plan-Do-Check-Act" (PDCA) cycle to optimize quality and generate improvement. In the PDCA cycle, risk-based planning (PLAN) sets the stage for performing operations (DO). We monitor and assess the results (CHECK) to identify what worked and how we can do better, and enact changes (ACT). We use what we learn from those outcomes for the next planning stages to begin the PDCA cycle again. At SVRC, quality excellence is our standard! Stop by to see us - you'll be surprised at what we are doing!!



SVRC Board Update - Dean's Desk (continued)...

SVRC is very fortunate to have a team of dedicated community members serve on our Board of Directors. Unfortunately, during the past month, the Board received the resignation of long time Board Member, Bonnie Wenzel. Ms. Wenzel served on our Board for 24 years and served as the Board Chairperson for several years.

Bonnie had always been an active member of the 401K and Finance Committee. She was also a SVRC Foundation Board member and a strong advocate for the SVRC Marketplace project. Bonnie recently retired from Braun-Kendrik LLC and her knowledge and background will be greatly missed.



Her plans for retirement are simple, she plans on traveling the country for the next several years - how wonderful for her. Bonnie will be missed by those who worked with her over the years. We send best wishes your way, Bonnie!

Human Resources ...

Rose Jurek - V.P. Community Services & Talent Development

New Hires - January / February / March 2021

Kristine Moore	Kelly Brown	Sandra Berkobien
Timothy Nelson	Heather Morey	Georgean Bebow
Brandon Miller	Lucas Schwager	

New Contractors

Sarah Masinda
Shana Filkins

HR is utilizing the following for advertising our open vacancies:

Indeed.com | SimplyHired.com | Trovit | Glassdoor.com | US Military Pipeline

We're having great success with our new Paycom System. Thanks to everyone and your patience as we moved forward with the new software.

"Success is not final, failure is not fatal: it is courage to continue that counts" -

Winston Churchill

SVRC Staff Highlight...

SVRC welcomed to the Westlund Autism Clinic, Jill Kolka in May 2019. As the Administrative Coordinator, Jill supports the clinic in many ways including billing/authorizations, front desk and administrative assignments, also marketing and social media support AND is also a Behavior Technician. Jill brings enthusiasm, has fresh ideas and a knowledge of technology and its capabilities to move the center forward enriching the services already being provided. Jill is currently enrolled in Capella University studying psychology and behavioral analysis, with an anticipated graduation of May 2022. She previously attended both SVSU and Delta College studying fine arts and social media. Jill moved back to Saginaw 3 years ago after living in Denver for 7 years...she admits it is quite a change. She worked for a large sportswear company where some of her clients were NASA, LegoLand, Downtown Disney, Cedar Point and some of Michigan's colleges!!

Jill lives in Saginaw with her husband, 3 rescue dogs, 2 cats and over 100 board games (she loves them) and belongs to a Boardgame club! She loves the arts, concerts and travel - especially Paris and hopes to return there later this year (go away COVID). Her contact number is 989.751.9577. Thanks for all you do, Jill; we appreciate YOU!

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svrcindustries.com**

Improving Lives | Empowering People
Removing Barriers

Philanthropy...

SVRC Industries Foundation supports our organizations' goals for projects within the organization. Please take a moment to read SVRC's Strategic Plan so you will know our direction. With the onset of Covid19, our efforts were suspended short term, but we are beginning to move forward with the project second quarter 2021 and hope to have our Legacy Fund developed fully this year.

Giving is an effort an individual or organization undertakes based on an altruistic desire to improve human welfare. Giving for the greater good. If you are so inclined to make a contribution to the SVRC Foundation, your dollars will be put to good use...

- \$100 provides a job seeker with resources to begin new employment
- \$200 provides social recreation activities for individuals with developmental disabilities
- \$1000 provides trauma assessments for a child who has experienced distressing situations

Working with your tax consultant can make a difference in your charitable giving. As you prepare for next years' giving, please consider SVRC in your planning.

Donations made to SVRC Industries, Inc. are tax deductible. SVRC is a non-profit 501(c)3 corporation dedicated to providing services for people with developmental and other disabilities.

What's Next...

Well, we made it to 2021 - 3 months in, we have experienced an insurrection, an impeachment and an inauguration all in the month of January alone. The pandemic continues, we lost family & friends, but we now have 3 vaccines to fight the virus and the world is moving forward! Here are some things for what's next for SVRC:

- The Westlund Guidance Centers is hosting - **"SOS - Stomp Out Stigma"** walking event on Saturday, May 22, 2021. Please join the team to bring an awareness of the stigmas many face with mental illness, autism, and many other disabilities. The fee is \$35, you'll receive some swag and participate in a 1-mile walk. Remember, walking releases endorphins, makes you smile and raises your heart rate. We're all ready for some exercise - come join us!
- October is National Disability Employment Awareness Month. SVRC will be celebrating the Spirit of Saginaw by acknowledging members in the community, staff and participants who have contributed to our success.
- Justice Richard Bernstein will be our guest speaker for the October 20, 2021 event. We'll share more soon.
- Please buy local | eat local | support small businesses.

