

## *From the Superintendent*

Times change, and we change with them.

William Harrison

My first few months as Superintendent have been a good whirlwind of activity, with a lot of change and challenge. I've been grateful for the gracious welcome I've received, and I am looking forward to a bright and exciting future at Hamilton County DD Services.

This agency has a strong reputation of caring about individuals with disabilities, which is a large part of why I came here over three years ago to be the Director of Community Services. During my time here, I have seen how this reputation has been built on a foundation of service delivery focused on what is most important to individuals with disabilities and their families.

Our work has always been challenging and will remain so. In these past few months, we've been addressing some serious funding deficits that are rapidly coming our way due to a "perfect storm" of state, federal, and local reductions in funding. To address these deficits, we've been streamlining operations, maximizing billing, and reducing costs wherever reasonable and possible. Articles throughout this newsletter share information about some of the reorganizations of staff and operations that have resulted.

The coming new year will be one of continuing transition. We've been fortunate in the past to have greater amounts of financial resources than we do now. Everyone associated with our system must work together to tighten up processes and save costs.

Input from staff, providers and others who see best where changes need to happen has been helpful. With everyone doing whatever is reasonable and necessary to address these challenges, I am confident our service-delivery system will stay true to its strong reputation of caring and quality.

Last but not least, I would like to hear from you. What do you think we need to do to improve our agency and how do you think we can do it? Please feel free to share your thoughts by email at [alice.pavey@hamiltondds.org](mailto:alice.pavey@hamiltondds.org).

Thank you for everything you do every day to serve and support people with disabilities in Hamilton County. We have exciting times ahead and I am ready to get on with them!



A handwritten signature in black ink that reads "Alice Pavey". The signature is fluid and cursive, with a large loop at the end of the last name.