

Strategic Plan

Three Year Plan

FY2021 – FY2023

Mission Statement

The Arc of St. Clair County is committed to supporting and protecting the human rights of people with intellectual and developmental disabilities (I/DD) and advocating for their full inclusion and participation in the community,

Vision

“The Arc envisions the people will accept and support children and adults with developmental disabilities as equal and respected members of our community.”

Mission Principles



- **Valued Person** Persons with disabilities deserve to be recognized and respected as competent members of the community and accepted in valued roles and cherished as good friends.
- **Inclusion.** Persons with disability have the right to go to school, live, work and interact within their community rather than segregated or apart from others who do not have disability.
- **Independence/Interdependence.** Persons with disability should have the opportunity to do things for themselves and to be self-sufficient. However, like everyone else, receiving assistance and support from others is also important and enriches the lives of everyone.
- **Choice and Self -Direction.** Persons with disability should be supported in making choices about what they want to do in their lives. They should be allowed to make decisions about what services they receive, who provides them, and how public resources are used on their behalf.
- **Place to Call “Home”.** All people, including those with disability value living in a place that provides privacy, comfort, identity, hospitality, safety. Where a person lives should not be determined by type of level of disability. Adequate supports should follow wherever a person lives in the community.
- **Job and Career.** Persons with disability have the right to receive the support and accommodations needed to pursue and maintain a job career. Employment not only enhances self-esteem but also provides needed financial resources and benefits.
- **Life-Long Commitment.** Persons with disability encounter significant barriers and challenges throughout their lives. Self-Advocates, the public service system, friends and family should make a life-long commitment to ensure that needed services and supports are always provided at the level required to maintain a quality life.

Goals and Objectives

The Arc of St. Clair County champions the civil rights of people with I/DD in areas such as special education, law, housing, health care, employment, recreation and more. The Arc works through a variety of channels to foster respect raise awareness and change attitudes about people with I/DD to remove barriers that truly embrace full inclusion and acceptance.

Adult Advocacy

- Assist individuals with I/DD with navigation of and access to systems, to live the most unrestricted life of their choice in the community.
- Provide educational trainings on topics that would assist individuals with I/DD and their families to maintain or accomplish independent living.
- Facilitate and participate in Person Centered Plans for Individuals with I/DD.

Child and Family Advocacy

- Assist children and their families in order to ensure children with disabilities are afforded access to a free and appropriate public education (FAPE) as guaranteed by Individual Disabilities Education Act (IDEA). An advocate can advise, educate and attend school meetings as needed.

Inclusive Recreation

- Identify and create activities for all children, with and without disabilities, in order for them to interact in meaningful social activity.
- Coordinate and operate peer groups that build skills and relationships
- Offer and announce opportunities to inclusive programs in the community.

Education and Advocacy

- Provide individual and groups support and informational services in areas of disability services, rights, and opportunities.
- To identify and evaluate gaps in services. Provide relevant training, seminars and events to educate and address these topics.

Payee Services

- Provide benefit payee management for individuals who receive SSI or SSDI payments by Social Security.

Guardianship

- A person centered approach to supportive decision making.
- Provide court appointed guardianship services.

Families Served

The Arc of St. Clair County's goals are to serve & advocate for individuals with intellectual and developmental disabilities and their families.

Annual:

- 390 individuals will have full inclusion and participation in society through Advocacy.
- The Arc will empower 180 Individual youth to break down barriers and stigma between children with disabilities and those without; building a more diverse accepting community.
- 20 individuals will receive payee services.
- 28 individuals will receive guardianship services.

Activity	FY 2021	FY 2022	FY 2023			3 year total
Advocacy	375	380	390			1,145
Inclusive Recreation	175	180	185			540
Payee Services	15	18	20			53
Guardianship	18	23	28			69

3 Year Program Costs	2021	2022	2023
Child & Family / Adult Advocacy	80,000	82,000	84,000
Inclusive Recreation	35,000	37,000	39,000
Payee Services /Guardianship	12,000	14,000	16,00
Per Year total			

Community Impact

The Arc of St. Clair County aims to support and protect the human rights of people with intellectual and developmental disabilities and to advocate for their full inclusion in the community.

By providing these services:

- Individuals with I/DD and their families direct advocacy services
- Individuals with I/DD and their families support groups and trainings.
- Community Development and Awareness of I/DD gaps in services and support needs in the community.
- Advocacy for individuals with I/DD and their families in relation to local, state and federal representatives.

Sustainable Organization

The Arc of St. Clair County seeks to improve the sustainability of the organization, through developing a New Fund Development Plan to collaborate with our Strategic plan and FY Budget.

The Arc of St. Clair County goals:

- Increase membership to exceed 150 individuals, families and corporations by FY2023.
- Increase fundraising to \$26,000.00 a 15% over a 3 year plan by larger scale events by FY2023..
- \$6,000.00 donations per year in an increase 15% over 3 year plan by FY2023.
- Increase Fiscal Intermediary/Representative Payee Services by 15 individuals per year by FY 2023.

Sustainable Organization Goals:

- The entire basis of our continued operations rests largely on the shoulders of supporters on an individual level.
 - Continue to market our services: Building a brand for recognition and ease of access.
 - Market auto pay for memberships on-line
 - Retention rates are rising due to our organized system for tracking and renewing memberships.
 - Those seeking our services will be required to be members.
 - A script and orientation package is being deployed in order to make this need known from initial contact. Note: Those seeking hardship waivers will be granted on an individual basis.
- Create a timeline with Ways and Means Committee laying out an increased number of events and increasing the bases of support of current events by marketing to a wide range of people.
 - Building a timeline with Ways and Means committee for each fiscal years events.
 - Increasing the exposure of events and The Arc's mission and services to individuals to increase attendance and support at events.
 - The ability of these events to be successful goes hand in hand with an increase of active memberships.
 - There is implementation of a quarterly newsletter and refined email contact system based on individuals whom receive services, individual memberships and corporate memberships.
- Increasing donations to the organization.
 - The Arc currently receives a number of regular donations from organizations and individuals, however this number needs to dramatically increase.
 - This number relies heavily on a large and engaged membership.
 - In addition to regular operations The Arc will begin to conduct an annual giving campaign.
 - In addition to regular operations The Arc will coordinate outreach to corporations and individual donors.
- Expansion of Services and Grants at The Arc of St. Clair County.
 - A number of Arc's across the state and the nation supplement their revenue by serving as an agency of choice for Fiscal Intermediary services for those enrolled in self- determination. The Arc of St. Clair County will reach out to individuals to increase these services and market these services. The Arc of St. Clair County will increase guardianship clients yearly by 10 and Social Security payee clients by 15.
 - The Arc will continue to seek out grants and corporate funding for programs that are needed in the community. While no organization should ever rely on these types of funding

models for long-term sustainability, this organization needs to increase programs provided to individuals with I/DD in St. Clair County.

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- Cost Saving Operations
 - Fiscal year 2017-2018 The Arc has made huge steps to control cost and live within the organization's resources. In 2018 overhead was cut by 8,000.00
 - The Arc achieved this in downsizing staff and building expenses.
 - The Arc 2019-2020 is actively soliciting bids for Annual Audit, Property and Liability Insurance, Accounting Services to reduce overhead expenses.
 - The Arc will continue to actively look into reducing overhead expenses.
 - Fringe Benefits and Employee Costs 2020/2021 there is a need for extreme action.
 - The Arc of St. Clair County is examining all possible cost saving measures while increasing fee for service opportunities.