



Living Arrangements for the Developmentally Disabled Inc.

Long Range Strategic Plan

2010-2015

## LADD Strategic Planning Process and Time Line

### July – November 2008

Preparation meetings with Peter Graham and David Robinson

### *Committee Meetings*

### November – December 2008

Review/Update of current Long Range Strategic Plan

### January – February 2009

Revision of Mission, Values, Vision

### March – May 2009

Consensus on new Mission, Values, Vision final drafts.

### May – June 2009

Identify constituents for surveys, interviews, and focus groups. Develop and finalize questions for internal constituents and external constituents.

### June – August 2009

Complete interviews, surveys and focus groups and present summary of data received.

### September – October 2009

Develop draft of organizational goals and process integrating Governance into Long Range Planning process.

### December 2009

Final review of Mission, Values, Vision and Goals to be presented to LADD Board of Directors

### January 2010

Presentation of proposed Long Range Strategic Plan to LADD Board of Directors

March 2010 The Long Range Strategic Plan was approved electronically by the LADD Board of Directors.

Long Range Planning Committee

Christopher Carlson

Emmy Hobson

Vallie Geier

Robert Goering

Peter Graham, Co-Chair

Christy Horan

Marie Huenefeld

David Krall

Don Mellott

Carol Ney, Co-Chair

And

Those receiving services from LADD, their families, LADD employees and colleagues of LADD.

## Mission

To facilitate the education of adults with disabilities to realize their aspirations.

## Vision

It has been five years since Living Arrangements for the Developmentally Disabled (LADD) completed its second Long Range Plan. Since that time, LADD has continued to demonstrate and is consistently recognized as an organization valued by the community. For 2014, LADD has broadened the comprehensive array of supports that were available in 2009 and developed the capacity to quickly establish “new” support services via the creation of subsidiaries and affiliates when necessary.

‘Teaching’ and ‘Education’ have become critical elements of all LADD supports. Assisting people to do for themselves versus having others do for them is a concept that has become engrained in all services. Everyone at LADD now sees himself or herself as a “Teacher.” Since 2009, LADD has continued to develop as a highly professional and caring organization where ‘Quality with a Personal Touch’ is synonymous with its services and the people it employs. LADD now has the capacity to attract employees who are the ‘Best of the Best’, people who are highly qualified and focused on helping people with disabilities achieve ‘Independence through Education’.

Values such as compassion, loyalty, and recognizing each person’s uniqueness have been persistently pursued over the past five years. They have become the hallmarks of the organization, applying to every person involved with LADD. As we have grown, it is clear that the individual efforts of everyone at LADD now connect to the Purpose, Values, and Vision of the agency.

LADD has also developed the capability to represent the community in all aspects of its operations. This is evident from the people we support and employ, to the volunteers who provide leadership for the organization. Historically, the ‘Quality’ of what LADD has done has always been first-rate. In 2014, it is now exceptional and is unsurpassed by any other non-profit. Consistent input from those we support, families, staff, and others who are important to the organization has influenced improvement in this area. All of these people have helped make LADD better.

Providing services based on “need” versus “available resources” has become an important aspect of the LADD culture. The agency is on the leading edge of new ideas, new technology, and new methodology that will allow people to have a more independent lifestyle. ‘Exemplary’ is a term that has become synonymous with all aspects of LADD since 2009. LADD has continued to evolve and in 2014 is viewed as a preeminent agency, providing needed services to those just leaving high school or those who may qualify for senior services.

The thoughtful development of LADD over the past several years has flourished with the fiscal support of the private and public sectors. In 2011, we successfully completed ‘The Campaign for LADD’, achieving our goal of raising \$4.7 million and demonstrating the support of the private sector. As a result, LADD’s State of the Art Training and Education Center opened its doors in 2013 and is now providing a variety of workshops and seminars to those we support, families, staff and professionals.

As a non-profit, LADD’s management, administrative and governance expertise has set the standard for the community. Fiscal responsibility, corporate compliance, and transparency are responsibilities not taken lightly. Increasing our competence in these areas has allowed LADD to do more with less. As an organization, LADD has been and shall continue to be committed to making a difference to the people of Cincinnati... regardless of “Ability” or “Disability.”

## Values

Commitment –being loyal to those we support, their families, and employees in the worst of times as well as the best.

Compassion – building fellowship, taking seriously the reality of others and relieving their distress whenever possible.

Courage – knowing what is right, having the will to do it and knowing when to take stand.

Empowerment – assisting people to express their character and talent.

Honesty - being authentic, the fundamental condition necessary for friendship, integrity, and genuine community.

Perseverance – persisting in spite of obstacles and discouragement.

Relationships - taking seriously those we work for and with by supporting them in realizing their ambitions.

Respect – Recognizing the esteem and self worth of people.

Responsibility - being accountable for one's actions consistent with maturity and a person's abilities.

Trust - in those around us and understanding that our principles guide our aspirations and affects our regard and respect for others.

## Goals:

- Goal One: Organizational Performance  
LADD shall be responsible and assure that the services and supports continually increase the independence of people with disabilities, meet the needs and expectations of those served, and are efficient and effective.
- Goal Two: Expansion and Development of Supports  
Existing or new supports provided by LADD shall:
  - Increase the independence of people with disabilities in any aspect of life
  - Be responsive to the needs of families and people with disabilities
  - Be Provided in an organizational structure that is flexible and quick to identify need and what these supports should be.
- Goal Three: Development, Retention and Expansion of Workforce  
LADD staff shall be highly educated, effectively and efficiently managed, represent the highest quality available in the community and compensated according to performance.
- Goal Four: Safeguard, Development and Expansion of Organizational Resources  
Existing and future assets of LADD shall be managed efficiently and effectively with operations revenue coming from a variety of sources.