



Adventure Awaits: Tapping into Excitement and Joy
to Encourage Self-direction and Create Community

We are ladd

46 years ago, LADD was founded by families of adults with developmental disabilities who sought to address a critical need in our community. Today, LADD serves **over 600 people** with developmental disabilities – many of whom are low income – for as long as they need services. LADD uses its programs to cultivate and grow components of a meaningful life



HOUSING

LADD offers integrated living opportunities that provide the necessary support to help people learn independent living skills and live successful lives through community clusters and technology.



HEALTH AND WELLNESS

LADD ensure the Health and Wellness of the individuals we serve by a implementing outcome driven programs.



MEANINGFUL ENGAGEMENT

LADD expands individuals inclusion in their community by providing meaningful activities in their community



Community Connections

- Began in 2003 as a grant project focused on developing informal social networks for individuals with I/DD. Transitioned to a small group, community based day-array program in 2009.

Faith Maynard, Program Manager

- I have held many positions at LADD, including 10 years as Community Supported Living Coordinator. Always looking for adventure, I had the opportunity to travel with the adults I served. I was able to plan and execute many daring adventures including a dog sledding trip in the Boundary Waters and a canoe trip through the Florida Everglades. In 2016, I became Community Connections Program Manager and have the wonderful and unique assignment of planning daily adventures throughout the Cincinnati area for groups of adults with I/DD.

Commitment to quality requires a relentless pursuit of excellence



100% Community Based

- Transportation as part of the service
- Every location visited is a community location



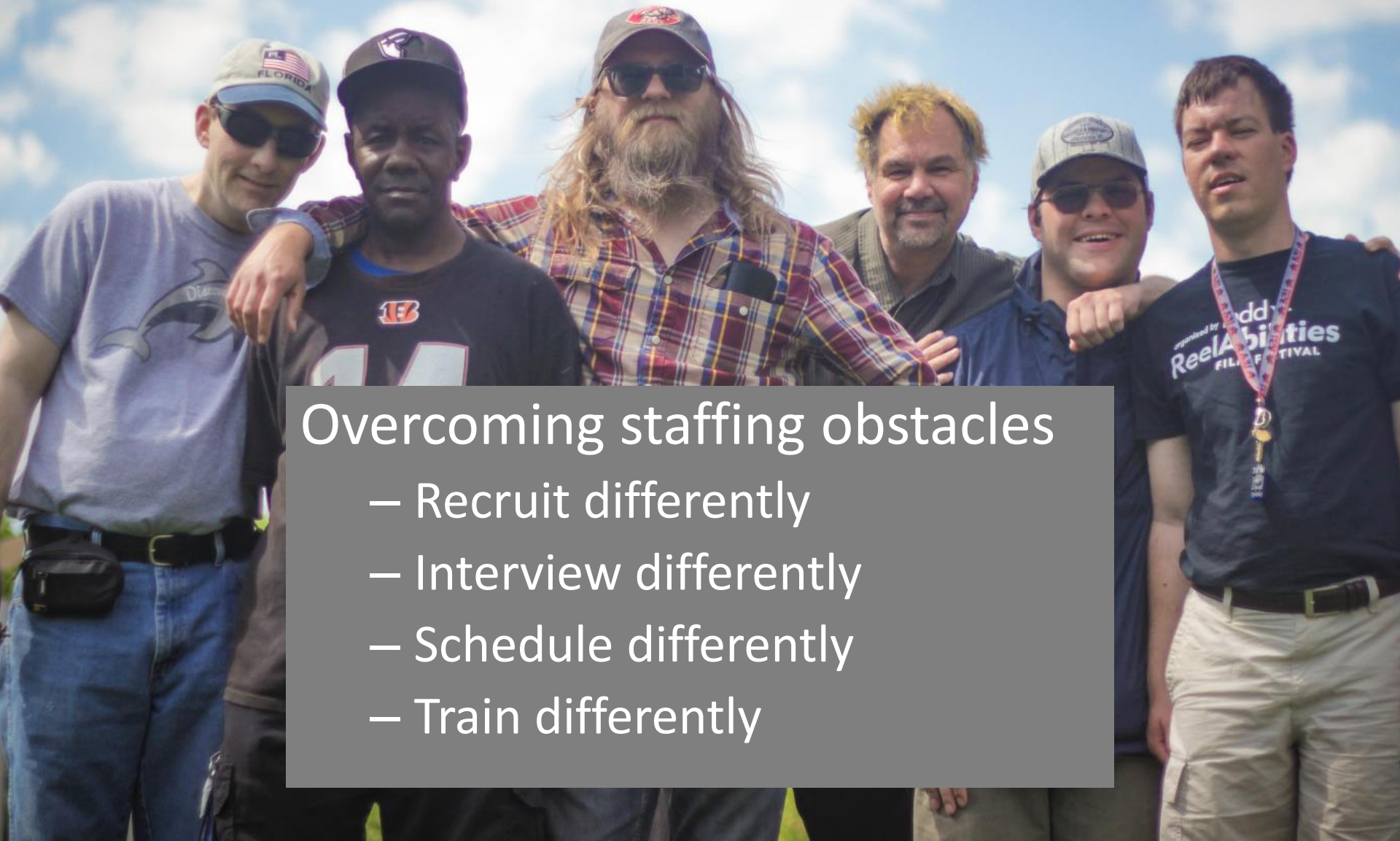
- ## Benefits

- Ability to troubleshoot key independence skills
- Relevant exploration and socialization
- Positive cultural impact
- Quality of life indicators

- ## Challenges

- Limitations in group composition
- Dependence on fleet
- At the mercy of the weather
- Requires high quality staff to carry off the work

There is strength in a culture and community
that welcomes diversity



Overcoming staffing obstacles

- Recruit differently
- Interview differently
- Schedule differently
- Train differently

Self-determination is a human right.

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- A photograph showing the backs of five people sitting on a grey wooden bench. They are looking out over a landscape with a chain-link fence in the foreground and a blue sky with white clouds in the background. The people are of various ages and are dressed in casual summer clothing. The person on the far right has a tattoo on their left arm.
- Small Group Setting
 - Each group makes their own calendar of events



- ## Benefits

- Individualized care and communication
- Reduced environmental “noise”
- Participant control bolsters buy-in

- ## Challenges

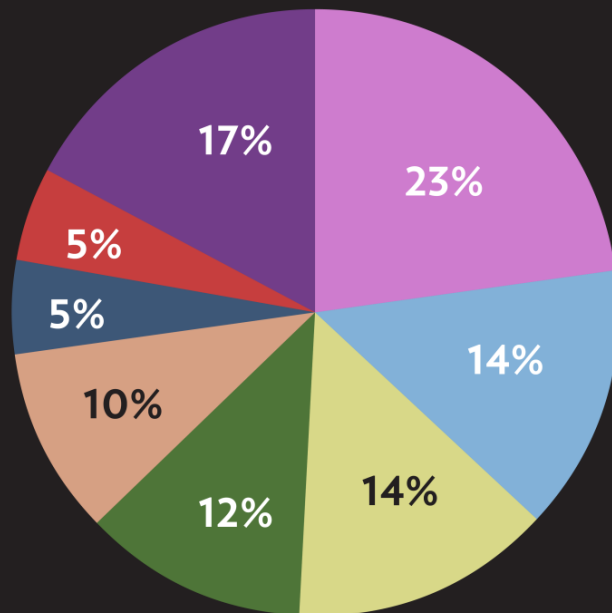
- Creating routine within variety
- Staff provides and expands menu of options
- Staff navigates and mediates collaborative decision making
- Dependence on paid activities

How we afford this level of service?

Full Day Program with New Rule	Rate	Daily	Monthly	Annually
Per Group Revenue				
NMT	\$40.18	\$160.72	\$695.92	\$8,351.01
NMT per mile	\$2.20	\$8.80	\$38.10	\$457.25
5hr ADA	\$132.00	\$528.00	\$2,286.24	\$27,434.88
Subtotal		\$697.52	\$3,020.26	\$36,243.14
16% Absence		\$111.60	\$483.24	\$5,798.90
Expected Revenue Per Group		\$585.92	\$2,537.02	\$30,444.24
Staff Wages (\$20/hr * 8 hr day)		\$160.00	\$692.80	\$8,313.60
Recreation Expenses (\$15 * 5)		\$75.00	\$324.75	\$3,897.00
Van Expenses		\$160.00	\$692.80	\$8,313.60
Organizational Overhead (25%)		\$146.50	\$634.35	\$7,612.14
Total Expense		\$541.50	\$2,344.70	\$28,136.34
Grand Total		\$156.02	\$675.57	\$8,106.80
Program Total			28 Groups	\$226,990.38

Community Connections

Activities Breakdown



23%	Fitness
17%	Variety of Fun Experiences
14%	Art
14%	Education
12%	Volunteering
10%	Cooking
5%	Citizenship Activities
5%	Planning

Achieving our mission demands bold,
creative and collaborative solutions.



Volunteer employment
constitutes 12% of our time.

- Matthew 25
- CAIN
- Cincinnati Nature Center
- Cincinnati Computer Cooperative



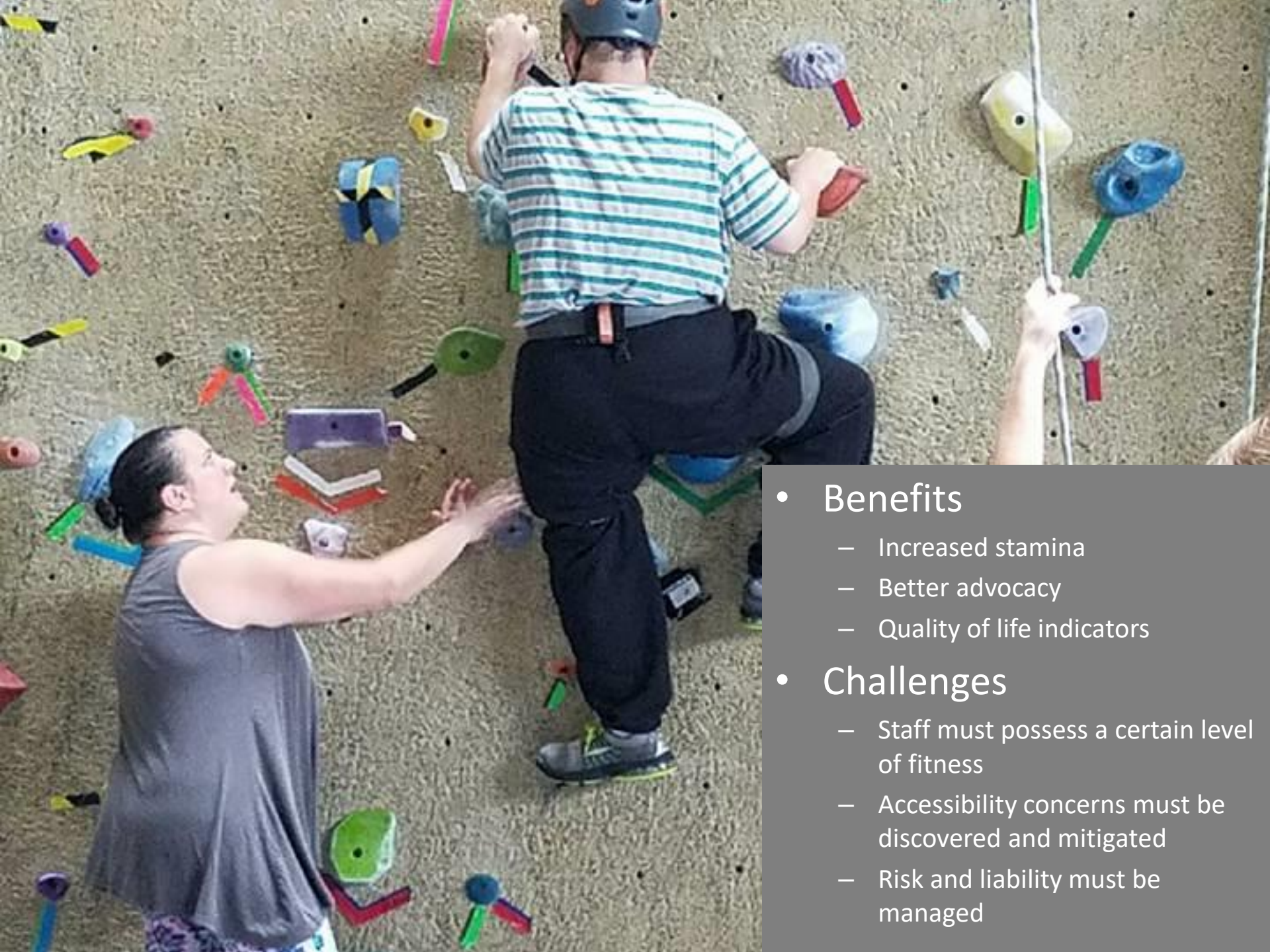
- Benefits
 - Demonstrating competence
 - Ability to teach job readiness skills
 - Ability to instill a sense of purpose
 - Community benefits from our labor
 - This sort of programming is always free
- Challenges
 - Most difficult category of vendor to develop
 - Striking a balance between responsibility and choice

The pursuit of health and wellness is critical to our success.



Health and Wellness activities constitute 23% of our time.

- Yoga
- Karate
- Walking/Hiking
- Swimming
- Rec Centers
- Cooking



- **Benefits**

- Increased stamina
- Better advocacy
- Quality of life indicators

- **Challenges**

- Staff must possess a certain level of fitness
- Accessibility concerns must be discovered and mitigated
- Risk and liability must be managed

Meaningful engagement grounded in love is the foundation of all we do.



Art, education, planning and citizenship activities constitute 28% of our time

- Classes
- Museums
- Historical Sites
- Voter Education
- Vaccination Opportunities
- Farm Visits
- Zoo

What we do with the remaining 17% of our time is hard to define

- Trainspotting
- Car shows
- Plane spotting
- Farmers Markets
- Go Carts
- Fishing
- Festivals
- Flea Markets
- Pumpkin Patches
- Arcades
- Firehouse Tours
- Kitty Café
- Candle Lab

Yes, we go bowling and out to the movies, I'm just not all that proud of it.



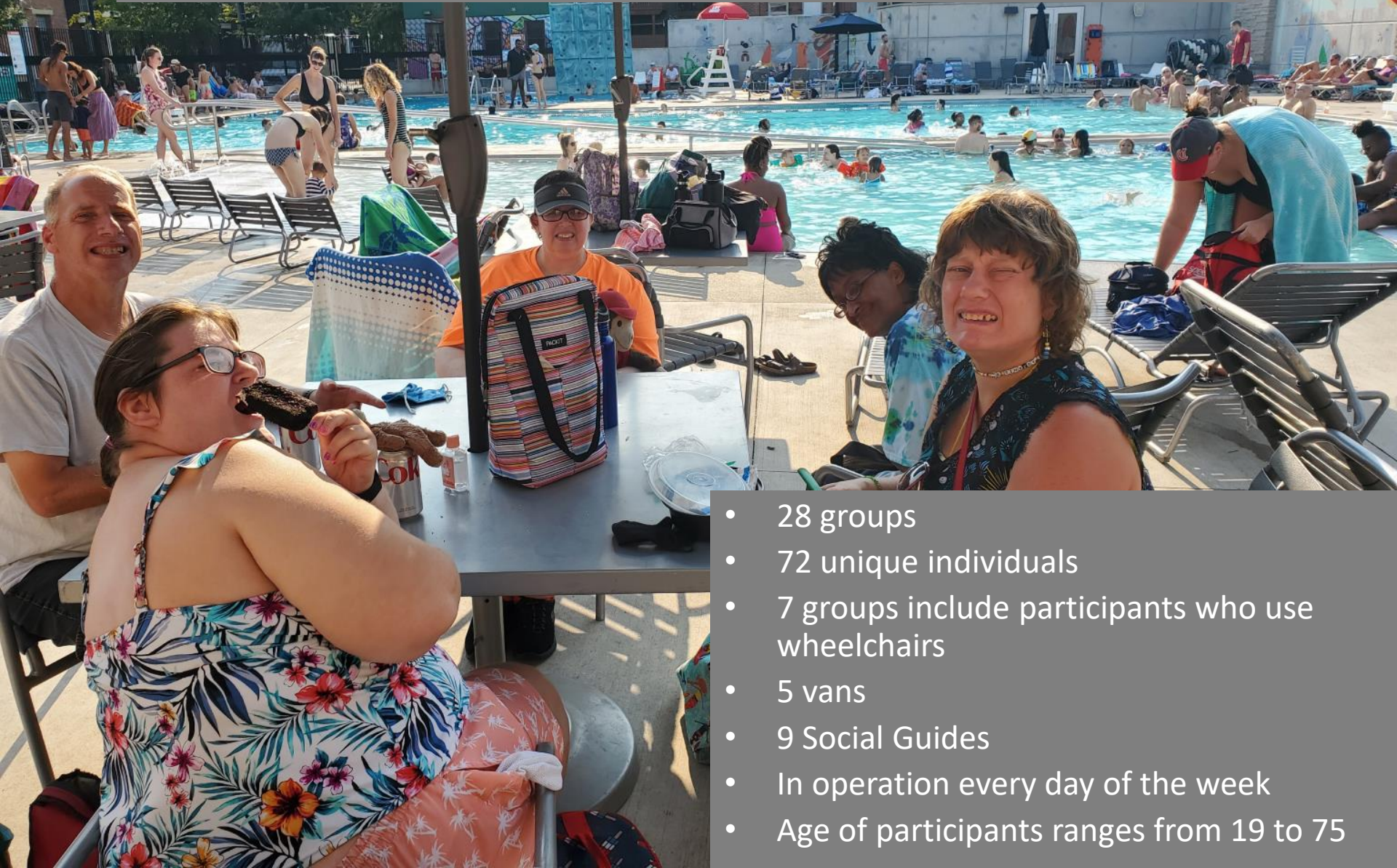
- **Benefits**
 - Ability to explore and develop individual interests
 - Ability to develop social competence and self confidence
 - Experience with collaborative decision making and giving feedback
- **Challenges**
 - Constant need to find new venues
 - Navigating affordability
 - Managing vendor relationships

How can I start?



- Take stock
 - What service are you providing now?
 - Do you have any fleet vehicles now?
- Start small
 - A planned group of 3 will fit into a typical passenger vehicle and will break even.
 - One staff, one van will net you \$40K per year that can be reinvested into the fleet
- Explore your community

Community Connections Today



- 28 groups
- 72 unique individuals
- 7 groups include participants who use wheelchairs
- 5 vans
- 9 Social Guides
- In operation every day of the week
- Age of participants ranges from 19 to 75