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

- 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?

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