

CILWW 2008-2010 Strategic Plan

Detailed below is the Center's 2008-2010 strategic plan outline based on staff and Board input. It includes a "diversity, underserved and unserved" statement following this introduction. The outline of the plan includes Advocacy Plan, Program Development and Resource Development. It summarizes the suggested priority areas and suggested activities in some instances. CILWW is committed to aggressively pursuing community or systems advocacy issues as they develop, in addition to those specified below. The objectives discussed here, while many are ongoing, are most specifically related to activities suggested for federal fiscal years 2008-2010.

The introduction also includes the Center's Mission, Vision and Values statements, which codify the core organizational values that inform center activities in furtherance of the plan priorities.

Diversity

CILWW is committed to an aggressive and culturally-appropriate outreach strategy tied to the Center's mission "***To advocate for and with individuals with disabilities to exercise their rights to full participation in society.***" In furtherance of that mission Center staff annually engage in hundreds of activities aimed at furthering the civil rights of all people with disabilities regardless of age, disability, income, gender, sexual orientation, or ethnicity. The center is also committed to providing advocacy, information and referral, independent living skills training, and peer support—as well as other center services and programs—proportionately across the 10 counties of Western Wisconsin. In this plan, CILWW will use geographic and disability geodemographic data to monitor how effectively the efforts are resulting in serving underserved and unserved individuals in all counties.

MISSION/VISION

The mission of the Center for Independent Living for Western Wisconsin, Inc., is to advocate for and with persons with a disability to exercise their right to full participation in society.

VISION

Individuals with disabilities are empowered to exercise their right to full participation in society by individual and systems advocacy, and have access to quality consumer controlled services.

Our philosophy is grounded in these values:

- *Disability is an expected natural condition of life.*
- *The issues that persons with disabilities have in common override issues that mark their differences.*
- *Those organizations that share CILWW values and support the rights and empowerment of persons with disabilities are welcome collaborative partners.*
- *A majority of management, staff and Board are persons with disabilities.*
- *Any person, of any disability, of any age, can request CILWW services, regardless of income.*
- *CILWW advocates for a full range of options and community-based services to allow individuals to fully participate in the community of their choice.*

The 2008-2010 CILWW Strategic Plan represents a continuation of a commitment started 16 years ago to proactively plan to address the identified needs individuals with disabilities in Western Wisconsin. The plan reflects hundreds of hours of input from Board, staff, and other stakeholders, including CILWW consumers.

- **ADVOCACY**

This priority is divided into categories. Each of these undergo annual revision, and are referred to the Board for periodic progress reports.

Individual

- The Center will assist 200 individuals annually with individual advocacy training, or advocacy services, to allow them to live more independently

Annually: Staff, AD, ED

Community

- The Center will continue to provide community-based advocacy services to address barriers to independent living in conjunction with collaborative IL partners, including the SILC, DSU, and others. These activities include, but are not limited to, community education, advocacy, technical assistance and training on such issues such as IDEA, ADA Title I, II, and III, Section 504 of the Rehabilitation Act, and others.

Annually: AD, ED, Staff, 12-15 per year.

- The Center will seek to advocate for and educate individuals, policy makers, and other stakeholders on rights, responsibilities, and options under the public-private managed care system. It is anticipated advocacy and education will be needed on

an ongoing basis on such issues as self-directed supports (SDS), both inside and outside the managed care benefit.

2009: Develop and implement training for consumers and other stakeholders on self-directed supports (SDS), and state SDS waiver.

- **AD, staff**
- **Seek expansion of direct care capacity; ED, AD, MAPC**
- **Provision of direct care, 2010**

- Center staff and administration will develop and implement a education and outreach advocacy plan for Veterans Service Officers, and veterans employment specialists across 10 counties to improve community relocation outcomes for disabled veterans.

Outreach: 2009, AD, Vet staff

- **Develop Peer Support model, 2009**
- **Provide direct fee-for-service to 10 disabled veterans, 2009-2010**
- **Track service to veterans**

Systems

Local

The Center's systems advocacy priorities include:

- Working cooperatively with consumers, advocacy groups, local transportation providers, and public officials to assess the lack of accessible transportation in the 10-county region. The Center is taking a lead role in identifying potential solutions, and then working with others to implement and support solutions identified.

Expand existing transportation project: Community Regional Transportation Coordinator, ED, 2009.

Develop Regional Transportation Coordination Council: Coordinator, ED, 2009-2010

Implement Regional Transportation Coordination service: ED, Coordinator, traqns specialists, consultant, 2010.

- Educate and advocate for coordination of transition services for youth leaving k-12 and entering community life. Work cooperatively with care management organization and other stakeholders to ensure transition-age youth have access to meaningful choices, such as integrated competitive wage employment opportunities.

Implement Peer Mentoring project: ED/AD, designated staff, 2009-2010

- **15 students, 5-10 mentors trained, and develop transition plans for youth.**
- **Seek funding to facilitate, 2009**

State

- Allocate resources as necessary to achieve passage of the Wisconsin Coalition of Independent Living Centers (WCILC) Funding, long-term care reform, and Assistive Technology Initiative

Annually, 2009-2010

- Support the legislative initiatives identified as priorities by WCILC, SILC, Survival Coalition.

Ongoing

National

- Advocate for increased federal appropriations for Title VII Part C funds for centers for independent living.

Seek 10 million increase: ED, 2009

Work collaboratively with state, national stakeholders for reauthorization of Rehab Act, creation of IL Administration, \$100 million increase in appropriations, ED, 2010.

- Advocate for passage of Community Choice Act of 2007.
- Reauthorization of the federal Rehabilitation Act of 1973, as amended.
- Fully fund reauthorized Tech Act.

- **Program Development**

- Identify and pursue two new funding opportunities that are mission related and which enhance the services available to individuals with disabilities in Western Wisconsin.

ED, AD, Fiscal Manager: 2009-2010

- Increase contributions from six areas United Ways by \$10,000.

ED, 2009-2010

Focus of new funds:

Recreation support

Transportation support

Transition/employment services

- Develop comprehensive, accessible CILWW marketing materials convertible to web site outreach efforts.

Include methods of:

Videos

PSAs

- Redefine role and expansion of MAPC Program
- Explore “consumer-directed” pilot as possible service delivery option
- Explore options of provision of direct services

ED, AD, personal care manager: Bring in external consultant, cost analysis of start-up, income projections, first quarter, 2009: Implement if feasible: 2009-2010.

- **Resource Development**

- Implement Planned Giving program and protocols

Develop Endowment, foundation: ED, fiscal manager, 2009.

- Effectively manage CILWW Investment Plan

Ongoing: ED, fiscal manager, Board.

- Advocate for, and efficiently plan, increase in federal Title VII, Part C funds for Independent Living Centers
- Prioritize program development goals, develop methods to implement through public and private funding sources
- Establish CILWW Endowment
- Explore and evaluate annual fund development event.

TRANSITION

This priority is divided in to two distinct areas of activity. First is transition and diversion of individuals from institutions building on experience with the state IL Nursing Facilities Project. And secondly, building on experiences with pilots and a two-year project, transition of youth from k-12 to community.

This section also addresses staff projections and resources such as satellites, outsourcing staff, and future expansion of CILWW offices.

- **Transition**
 - Work collaboratively with state, IL partners to develop and new federal funding to assist individuals either transition from nursing homes and other institutions to community living, or divert individuals from entering institutions.
 - Identify key staff to carry out project objectives
 - Target individuals for relocation, and or, diversion
 - Provide technical assistance, IL services, Peer Support, to individuals relocating, and provide technical assistance to state partners.
- **Youth Transition**
 - Use experience of Peer Power, 504 Transition manual, joint project with care management organization to explore and develop a consumer-controlled model of transition coordination using IL philosophical strategies, such as peer mentoring, and IL skills training, and individual advocacy skills.
- **CILWW**
 - Develop short-range (18months-3 years) staff growth pattern, anticipation
 - Examine cost benefit analysis of satellite office(s)
 - Explore timeline, costs, needs, of expansion of existing facilities

- Allocation of staff resources, specialty areas of expertise

EMPLOYMENT

- Maintain (sustain) employment programs to provide consumers with person – centered services including:
 - Benefit analysis
 - Job retention skills training
 - Career validation training
 - Job seeking skills training
- Provide outreach to other funding sources (schools, human services, other agencies)
- Identify and apply for other grant opportunities to maintain or expand employment services
- Develop relationships with area businesses to provide information and resources regarding ADA, job accommodations, information on people with disabilities in the work force
- Pursue relationship with local university to provide opportunities for students to do field experiences, practicum's, and internships in the areas of vocational evaluation and placement

2009: Explore direct provision of integrated employment services: ED, AD, Employment Coordinator, 2009.

Advocacy

- Develop legislative advocacy network
- Develop advocacy groups within service delivery area. Identify partners and establish groups interested in consumer rights, legislative issues in Wisconsin
- Staff involvement/ representation in existing advocacy groups within CILWW service area

2009: AD/Staff/ interns.

Outreach

- Identify grants available to provide outreach and/or IL and employment services to underserved population.

RECREATION

Recreation has been a topic of focus for CILWW planning since the 2000. Current activities—cross disability summer camp for youth, support and sponsorship of local FHNB and MOA with national FHNB—derived out of that plan. Efforts are underway to establish adequate resources to permanently continue those programs.

New resources are being sought in furtherance of 2008-2010 objectives to accomplish:

- Collaboration with the regional and community groups to maintain cross-disability fishing event. Conduct outreach to expand awareness; establish consumers and community resources to maintain and expand access; and purchase equipment.
- Proposal also being developed to support staff time, and develop outreach mechanisms, build adaptive fishing and other recreation equipment inventory; develop newsletter on resources, and web site.

Other priorities:

- CILWW as a major recreation resource for individuals with disabilities
- Advocate through communities for improved access aimed at integration of individuals with disabilities into all aspects of recreation
- Dedicate appropriate staff to devote time towards recreation programs, activities
- Partnering with existing programs that share CILWW values