



The Arc[®] Carroll County

Strengthening Relationships:
Empowering The Arc Family





STRENGTHENING RELATIONSHIPS

Empowering The Arc Family

There are many ways you can support our campaign.
Please contact us at 410-848-4124 to learn more!

Our Objective:

Ensure that people with intellectual and developmental disabilities throughout Carroll County can pursue a fulfilling life and provide assurance that people supported by The Arc and their families have services provided by staff trained in the industry's best practices

- Provide training opportunities and subsequent compensation to direct support staff
- Increase our investments (from \$1.3M to \$2M) so that the earnings can cover the costs

Our Reasons:

- Direct support jobs address critical needs but lack growth opportunities (in training and pay)
- Direct support jobs are difficult and require extensive training to provide personal care and dispense medications
- Required trainings from legislation are expected to increase
- **Most importantly**, relationships between people being supported by The Arc and direct support staff can be difficult and/or take time to get established and grow

Imagine if the person who supports you in the following ways suddenly left:

- Provides job coaching and consultation with your career goals
- Drives you safely home from your appointments and job
- Assists you with activities of daily living
- Understands what is important to and for you

Our Plan:

Implement a best-practice training, development and compensation model for committed staff who want to grow professionally

- Adopt a national training curriculum that meets the ongoing training requirements
- Make trainings available via mobile devices or at The Arc's new Tech Coaching Center
- Encourage staff who are eager and ready to grow
- Provide bonuses for advancing through direct support professional (DSP) certifications AND for staying at The Arc

What We have Done:

- Raised hourly wages for direct support staff 3 separate times
- Listened to individuals and families about the importance of retaining dedicated and caring staff
- Spoken with others in the industry who are implementing these best practices
- Received commitment and financial support from Arc leadership who have embraced it as a top Arc priority
- Interviewed multiple training vendors and selected one that offers great flexibilities (with time and location) with trainings

Our Need:

By 2020, raise \$700,000 from philanthropic support to grow our investments from \$1.3M to \$2M. Investment proceeds will be used to fund this initiative

- Advisors estimate that with investments at \$2M, the annual earnings allow for sustainability
- Given the uncertainty with regulations, we aim to implement this program by the spring 2020

Your support is greatly appreciated!





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