



**The Arc of Tomorrow: What Should a Chapter Be?
Components of the Local Chapters of The Arc of Tomorrow**

Achieve with us.

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Preface

In March of 2008 John Dickerson wrote:

“It is a rapidly changing world we live in, and what The Arc is to be tomorrow is an important question. Our economy, family situations, school, work and how we live are all changing. That is why I am pleased to announce a new initiative of The Arc of Indiana – The Arc of Tomorrow.

With few exceptions the model for The Arc local chapter and the state chapter has pretty much remained relatively unchanged since our early beginnings. We have had great success over the years, and our focus has remained on representing families and consumers with developmental disabilities.

Yet the times have changed, both the world we live in and the environment in which we operate. Our chapters struggle with this change, and we too struggle with an ever increasingly difficult environment in which we must operate.

To meet the challenges of the future The Arc of Indiana will launch a two-year initiative, The Arc of Tomorrow... It will require a commitment of time and energy by leaders of local Arc chapters... Our plan is to invest significant resources to bring in national leaders from both inside and outside of the disability community to work with this group of chapters to shape our vision of The Arc of Tomorrow.”

For two years representatives from nine local Indiana chapters of The Arc have met to discuss “The Arc of Tomorrow.” They have heard from a variety of speakers discussing various components of the nonprofit sector, the future, and disability issues. Data and survey information have given them insight as to how local chapters of The Arc in Indiana operate and they have traveled to The Arc of the US national convention. Additionally the group followed with interest the work of The Arc of the US as it developed its new Strategic Framework and re-branding activities.

This document outlines what The Arc of Tomorrow should look like. It’s a roadmap for Indiana’s local chapters to follow. The Arc has also developed an implementation plan that will be used to assist our chapters move towards the future. In some instances chapters are already involved in activities outlined while other chapters may only now begin to proceed down the paths outlined.

The pathway to tomorrow won’t happen overnight nor will each chapter be fully able to embrace both tiers of activities soon, especially in these times of economic challenges. Yet as seen by The Arc’s campaign of “Building Pathways to Empowerment”, chapter leaders, members, staff and volunteers are looking for ways to make The Arc even more relevant to individuals with intellectual and developmental disabilities and their families.

The Arc of the US paves a new framework for the future with revised Core Values and more

As Indiana began exploring “The Arc of Tomorrow” our national organization also undertook a comprehensive review of its operation and developed a new Strategic Framework, some of which has been incorporated in “The Arc of Tomorrow.”

Recently The Arc of the US also updated its Core Values which are included in this document. They are also launching a re-branding effort in March 2011 (which has been discussed on several webinars that chapters participated with as well as previewing it at the November 2010 national convention).

The Arc of the US will be revising the chapter Affiliation Agreement and its governance structure which will be discussed in and presented at the 2011 national convention.

The Arc of the US Strategic Framework

Adopted in 2010, The Arc's goals over the next ten years are to assure that:

- I. Infants, children and youth with intellectual and developmental disabilities (I/DD) have access to the supports and services they need to live in their family homes, to succeed in school and to partake in all of the experiences of childhood.
- II. Adults with I/DD have the opportunity to lead lives of their own choosing, free from poverty, to be employed, to reside in the community, and to live independently with ready access to whatever services and supports they need.
- III. People with I/DD have the opportunity to participate in civic activities, volunteerism and community service, religion, arts, culture and recreation alongside their peers without disabilities.
- IV. Individual members of the public value, respect and accept people with I/DD as equal members of society.

V. Quality health education, health promotion and health care are widely available and accessible, enabling individuals to avoid known environmental causes of I/DD and to prevent secondary health problems for people with I/DD.

VI. The Arc is a powerful advocate for people with I/DD, leading a vibrant, engaged and growing movement of people with I/DD, their family members, friends and colleagues, and the nonprofit organizations that serve them, committed to the full inclusion of people with I/DD in society.

VII. The Arc is the preeminent provider of inclusive services and supports for people with I/DD and their families.

VIII. The Arc is a household name, well known and respected as an effective, responsive, well managed and responsibly governed, and sustainable nonprofit federation.

The Arc's Core Values

The Arc shares a commitment to Core Values which influence and inform our work

- People First
- Equity
- Community
- Self-determination
- Diversity

The Arc's Guiding Principles

The Arc operates under these Guiding Principles

- Participatory Democracy
- Visionary Leadership
- Public Interest
- Collaboration
- Transparency, Integrity and Excellence

The Arc of Tomorrow: Service Providing Chapters adhere to the Engagement of Best Service Practices

At the chapter's option, it may provide government funded and supported direct services and supports.

Chapters engaged in providing services should embrace The Arc's core values when delivering services. The Arc chapters of tomorrow should promote and provide the highest quality programs and best practices for persons with disabilities. In providing its programs and services, a chapter should act with the utmost professionalism and treat the persons with disabilities served with respect.

These services and supports must work to include constituents in the community. Regardless of the types of services provided the services must be based on fundamental values - such as honesty, integrity, fairness, respect, trust, compassion, responsibility, and accountability – and the chapters should act to be ethical and accountable in their program operations, governance, human resources, financial management and fundraising.

Chapters must maintain licensure for services provided as required by local, state and federal authorities that promote excellence in services. In today's rapidly changing human services environment, excellence cannot be achieved by remaining static. The provider chapter must constantly change to remain relevant

to their stakeholders. The achievement of excellence demands a practical method for continuous improvement that seamlessly integrates all organizational functions and the engaged input of all stakeholders.

The Arc of Tomorrow: Six components all Chapters should be engaged with

Six categories and components have been identified as the basic areas in which local chapters should be actively working on and toward.

- Outreach in the Community
- Self Advocacy
- Family Support
- Membership
- Participation in State Activities/Partnership/Collaboration
- Public Policy Participation

Under each component there are two tiers – the first tier are basic characteristics and criteria that all chapters should be engaged with while the second level are areas of focus that chapters should strive to/for. In developing this The Arc of Tomorrow participants believe that chapters should serve, work with and support self advocates, young families, older families and the community at-large. This work product provides an outline of how chapters should strive to serve these populations.

Outreach in the Community

If a chapter is meeting the responsibilities of a local Arc Chapter and remain consistent with The Arc of Indiana initiatives then the Chapter should be fulfilling the following minimal guidelines:

1. Promote increased public awareness of people with I/DD, their needs, issues and concerns. Use a common brand that makes The Arc (local not just state and national) as the leading advocacy and/or service organization as the place to go.



2. Use technology in leveraging the chapter's message through powerful audio and visual tools to communicate more effectively in engaging members, self-advocates, families, volunteers, donors, news media, and the community-at-large with the use of technologies such as web pages, email, electronic wire services, chat rooms, social media, and online video sharing,

In addition to the above, a chapter should strive to achieve/fulfill the following:

1. Serve as a clearinghouse and information center on disability issues including the Americans with Disabilities Act which may be useful in educating policy makers, administrators, community leaders, government and business community about what priorities need to be addressed so that the community meets the goals of the ADA.
2. Increase services, supports and opportunities for people with I/DD to participate in civic, cultural, religious and other community organizations.
3. Position the organization as the leading resource for the media and the general public about intellectual and developmental disabilities by showcasing the positive role and contributions of people with I/DD in society.

4. Create a welcoming community by collaborating with culturally focused groups and faith based organizations ensuring people with I/DD from diverse populations are embraced.

Self-Advocacy

If a chapter is meeting the responsibilities of a local Arc Chapter and remain consistent with The Arc of Indiana initiatives then the Chapter should be fulfilling the following minimal guidelines:

1. Encourage, form, sponsor and/or support a Self Advocacy Chapter that is open to all people with I/DD, and is affiliated with Self-Advocates of Indiana.
2. Empower people with I/DD and their families to tell their stories and promote and support the growth of self- determination and self-advocacy.
3. Promote and support the development of people with I/DD as leaders, advocates and spokespersons on issues of their concern.
4. Educate people with I/DD about their rights and provide them the tools and supports to protect their rights where such are being unlawfully denied.

In addition to the above, a chapter should strive to achieve/fulfill the following:

1. Develop a network of well-trained, empowered and informed self-advocates.
2. Increase the quality and accessibility of lay and professional advocates to support people with I/DD and their families, including the development of parent advocate, self advocate group helpers/advisors and youth self-advocate groups.
3. Seek corporate and other nonprofit partners to sponsor and support Self Advocate chapters and its members.

Family Support

If a chapter is meeting the responsibilities of a local Arc Chapter and remain consistent with The Arc of Indiana initiatives then the Chapter should be fulfilling the following minimal guidelines:

1. Reaffirm The Arc's relevance and role on behalf of all people with intellectual and developmental disabilities, regardless of diagnoses, at all stages of life.
2. Have a presence and/ or be a resource in all transitions of life, from birth to infant transition to school and from school to adult life and services.
3. Reach out to and empower parents, siblings and other family members of infants, children and youth with I/DD and provide them access to the information they need, when they need it, across multiple media and modalities.
4. Actively involve, organize, collaborate, support, and assist parent/family support groups.
5. Provide family members with information about their rights and provide them the tools and supports to protect their rights where such are being unlawfully denied.

In addition to the above, a chapter should strive to achieve/fulfill the following:

1. Develop a resource network to offer parent to parent mentoring and provide as well as training in effective mentoring.
2. Provide support for students with an IEP, helping the student and family through the process of the development/modification of an IEP including attending case conferences.
3. Support families not currently receiving services by sharing stories of families who are engaged and active, building on natural supports on what can be done while waiting for funded services.

Membership

If a chapter is meeting the responsibilities of a local Arc Chapter and remain consistent with The Arc of Indiana initiatives then the Chapter should be fulfilling the following minimal guidelines:

1. Expand the number of members and advocates, including obtaining greater participation of families of younger children and people from diverse ethnic and cultural backgrounds.
2. Increase membership in the community, using marketing techniques to reach out to targeted populations, such as teachers.
3. Develop a strong and diversified Board of Directors to be composed of parents, family members and people with disabilities that is reflective of the community while also including leaders from the business, philanthropic, media, academic and others capable of providing resources and expertise necessary for the success of The Arc.

In addition to the above, a chapter should strive to achieve/fulfill the following:

1. Actively involve, collaborate with and support other family support/service organizations and invite other disability group leaders, parents, etc. to become members and serve on local Arc chapter Board and Committees.
2. Recruit and involve businesses, professionals, consultants, government agencies, associated nonprofits and other organizations in The Arc.
3. Build the capacity of members, volunteers, self advocates, board members and staff leaders to engage in advocacy.

Participation in State Activities/Partnership/Collaboration

If a chapter is meeting the responsibilities of a local Arc Chapter and remain consistent with The Arc of Indiana initiatives then the Chapter should be fulfilling the following minimal guidelines:

1. Attend The Arc of Indiana's Annual Meeting of the local chapters and, whenever possible, have members and representatives participate in conferences, programs and trainings offered by The Arc.
2. Recommend local members and staff (when appropriate) to serve on the state and national board and committees.
3. Partner with additional disability organizations on mutually beneficial issues to build a stronger voice and promote collaboration, inviting groups to participate in annual planning of activities, trainings, etc., resulting in gains for people with I/DD and their families.

In addition to the above, a chapter should strive to achieve/fulfill the following:

1. Attend The Arc of the US Annual Meeting and, whenever possible, have members and representatives participate in conferences, programs and trainings offered by The Arc including the annual Public Policy Seminar.
2. Local chapters with professional management staff participate in ICE-Arc and NCE.
3. Participate with collaborative approaches in fundraising, among national, state and local chapters as well as with other local groups, that maximizes philanthropic resources.

Public Policy Participation

If a chapter is meeting the responsibilities of a local Arc Chapter and remain consistent with The Arc of Indiana initiatives then the Chapter should be fulfilling the following minimal guidelines:

1. Promote and support the development of people with I/DD and families as leaders, advocates and spokespersons on disability issues of their concern

2. Engage state and federal lawmakers on the public policy issues impacting people with I/DD and families.
3. Meet and host forums and discussions with candidates in local, state and federal elections.
4. Be the leading resource for the media and the general public about public policy issues that impact people with I/DD and families.
5. Respond to state and national public policy alerts, distributing information to members, self advocates, and families.

In addition to the above, a chapter should strive to achieve/fulfill the following:

1. Support participation of self-advocates and others in exercising their rights as citizens to vote and participate in the political process.
2. Participate with The Arcs of Indiana and the United States in development of public policy and legislative goals, initiatives, programs and activities
3. Identify and share self advocacy and family success stories that illustrate/demonstrate the positive impact public policy has with jobs, self-sufficiency, education and community living.

