

IDAHO ASSOCIATION OF COMMUNITY PROVIDERS

DRAFT STRATEGIC PLAN

October 27-28, 2015

draft MISSION: Working as a collaborative unit, we are building an exceptional and sustainable community provider environment best suited for most effectively meeting the needs and securing the best outcomes for the individuals we serve.

ELEMENTS of our VISION:

- ICAP is THE **credible voice** of community-based services in Idaho
- ICAP provides **sustainable, collaborative leadership** generating effective change for the profession and the people we serve
- ICAP has negotiated and Idaho has enacted a **reimbursement methodology** that matches the true cost of providing quality services
- **Systems of accountability are consistent, streamlined and transparent**, encouraging autonomy in service delivery
- A barrier free, holistic **delivery system that promotes client choice and meets national standards**
- IACP fosters **increased access to care** and reduced stigma through education, advocacy, and promotion of inclusive, accepting communities
- Idaho maintains a **qualified and valued workforce** capable of meeting Idaho's growing needs

VALUES

- Our integrity as individuals, businesses and an organization
- Providing high quality, person-centered effective services
- Conducting ourselves professionally and ethically
- Advocating as a unified voice for ourselves and those we serve
- Stable, consistent funding stream
- Helping to create the change we seek
- Collaborating amongst ourselves and with others
- Making an investment in our profession, from our own individual initiatives and growth to the policy structure we work in
- Providing for a living wage
- Treating everyone, and expecting to be treated, with respect and dignity
- Being outcome oriented as an organization and in practice
- Consistent policy across provider types

BARRIERS

- We haven't identified or acted on a way to raise the image of our profession and the value of our clients. We haven't effectively communicated that reality.
- We have not provided a hopeful path for involvement, encouraging solutions and expectations. We've relied too much on a core group of members.
- We have not unified to have effective, collective impact to improve cohesion, reduce fear, and increase and promote professional relationships in order to grow and prosper.
- We have not capitalized on our strengths.
- Individual providers haven't committed to a shared vision.
- We focus on surviving and serving clients instead of focusing on thriving with a sound business model.

In the near term, our STRATEGIC DIRECTION features

- Creating a detailed membership directory and a process for recruiting and bringing on new members
- Creating content based on our vision for inbound and outbound marketing (in: logo, shared vision; out: FB, website, pamphlets)
- Implementing quarterly regional or HUB gatherings
- Expanding e-group utilization and developing additional technological supports for training and information dissemination
- Organizing educational and outreach activities (newspaper articles, CARF training, create written materials)
- Crafting an Executive Director job description that represents the diversity of subgroups and a geographical make-up of our members funded by a solvent budget

Near-Term Action Plan (BOLD-FACE is Deliverable)

Initiative	Work Groups	November 2015	December 2015	January 2016	February 2016	March 2016	April 2016
Membership	<i>Van Beechler, Jenni Ferburton, Greg Dickerson, Virginia Gomez, Dennis Smith, Tyler Hendrix</i>	Send out inventory form to members (Google form)	Combine findings of inventory	Send out report/request for involvement			Discuss committees
Content	<i>Colleen Sisk, Liz Caral, Amy Korb, Teronda Robinson, Becky Novak</i>	Quote for directors (logo, materials)		Get logo examples for providers to vote on	Logo established for use as needed		Have some basic marketing display
CMS	<i>Jessica C, Bill Benkula, Michelle King, Russ McCoy, Debbie Thomas, Amy Jeppeson, Cory Makizuru, Carl Jones</i>	Know what we don't know (sharing information, learning how programs are funded, rule – IMC/IDAPA, statute, case law =, other communications (Google group) Consult with IDDEF	Looking at access and quality issues – who has closed, who is actually doing the work, staffing issues (overtime, unfilled positions, wait lists)	Articulate how everyone is paid; data regarding staffing Potential legislation for 2017 session?			White Paper by April
Outreach	<i>Laura, Kelly Keele, Michael</i>		Contact CARF to get information on training	Complete an informational news article and distribute			Jeff D Implementation Plan Training
E-group	<i>Shaun Bills, Jeff Wright, Seth Schreiber, Dennis B</i>	Purchase URL – web hosting	Build site – simple	Produce video on how to use E-group	Functional “informational” website with video posted January 31		
Quarterly Hub Meetings	<i>Kirk Korenke, Scott Thompson, Carlyann McLaren, Stacey Stephens</i>		Identify someone in each region to volunteer and organize meeting/activity		Quarterly Hub social in each region		
Job Description	<i>Marilyn Sears, Jen B, Joanne Anderson, Ray Millar, DeVere Hunt, Rebecca Perrnoud</i>	By November 13, Ray will contact Cheryl of AOCMHP (trade association: Mental Health/DD in Oregon	December 18 th , will meet with leadership of AOCMHP to discuss structure (sponsored by Lifeways0	Budget development; evaluate possibilities of a grant writer for other revenue streams		Present proposed budget to leadership of IACP to be evaluated in April	Official presentation of proposed budget and plan

STATUS REPORTS ON ALL STRATEGIES
UPDATE ACTION AND DELIVERABLES FOR NEXT SIX MONTHS