

Our Mission

"Creating a Better Life for Audrain County Citizens."

Our Motto

C-A-R-E /Caring, Appreciate, Respect, Encourage

About Us

ADDS was established in Audrain County in 1978. ADDS administers funding authorized through Senate Bill 40, a state legislation enacted in 1969. This bill permits counties to levy a tax for funds to be used for services for individuals with a diagnosis of a developmental disability that occurred before the age of 22, including diagnosis' such as Down Syndrome, Cerebral Palsy, Autism, Epilepsy, and various genetic disorders.

ADDS provides services and resources for Audrain County residents who have a developmental disability. ADDS believes that individuals with developmental disabilities have the right to:

- self-determination
- lead a life with quality
- have opportunities for community inclusion.

ADDS offers person-centered programs tailored to meet the unique needs of each individual served, promoting growth and social interaction within both the local and surrounding communities.

ADDS serves individuals with developmental disabilities as determined by the Missouri Department of Mental Health- Division of Developmental Disabilities. To qualify, the disability must have occurred before age 22, be expected to last a lifetime, and significantly limit the individual's ability to function independently.

ADDS provides the following services to the individuals we serve:

- Residential Living (Group Homes and Apartment Living Programs)
- Independent Supported Living Arrangements/Services (ISL's)
- Natural Home Supports
- Day Training Center (DTC)/Developmental Training Programs
- Transportation Services
- Conflict-Free Target Case Management
- Advocacy and Referral Assistance

Our mission is to enhance opportunities for independence for individuals with disabilities and support them in reaching their highest potential within the community.

ADDS currently serves 192 individuals. Our financial support is derived from the local Audrain County tax levy, projected at \$900,000 for the fiscal year 2025, and through our contracts with the State of Missouri Department of Mental Health-Division of DD and federal Medicaid funding, projected at \$8,000,000 for the fiscal year 2025.

A. MISSION: “Creating a Better Life for Audrain County Citizens.”

At ADDS, our mission is to empower and support individuals with developmental disabilities by providing a comprehensive range of person-centered services. We are dedicated to creating tailored solutions that meet the unique needs of each person we serve. Our offerings include residential placements, natural home supports, targeted case management, developmental training, and essential support services, all aimed at fostering a better quality of life for our community members.

B. DEMOGRAPHIC ASSUMPTIONS

The population served by ADDS is continually growing in both numbers and needs. As the primary provider of services in our area, we compete at regional and state levels for funding. The State of Missouri is considering a shift toward managed care in the coming years, which would increase competition for adequate funding.

The county continues to support traditional services, which may or may not be linked to Medicaid waiver funding. Additionally, we fund a variety of services through Medicaid waiver funding. The Partnership of Hope waiver has enabled us to provide both services and financial support for families, helping to avoid the need for more costly support. ADDS also offers Target Case Management services for non-Medicaid individuals with Autism or other non-waivered qualifying diagnoses for DD services.

The Utilization Review (UR) committee evaluates individuals based on their need for the desired service, using the Priority of Need (PON) Tool to assign a weighted score for waiver slot assessment. The State of Missouri discourages non-Medicaid individuals from being placed on the waitlist unless they are in crisis. Typically, an individual must be in crisis to receive new residential funding from the State of Missouri; however, other waived services are provided without requiring placement on a waitlist.

It is assumed that Audrain County, the State of Missouri, and Medicaid will continue to be the primary funding sources for the services offered by Audrain Developmental Disability Services; however, the agency will continue to explore other potential avenues of financial support, including donations and grants.

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C. PLANNING AND OUTCOME PROCESS

Our strategic planning and outcome system is designed to evaluate the quality of our programs and services for the individuals we serve. This system also helps us set future goals in alignment with our strategic planning.

We measure our effectiveness in several key areas: providing a positive learning experience, integrating and supporting individuals in community activities, monitoring costs to ensure high-quality services at an affordable rate, and assessing satisfaction with the services offered. Additionally, we track our adherence to meeting service timelines, identify current threats to our services, and recognize the strengths of our programs.

I. LONG-TERM GOALS (FY 2027-2028)

- Quality Service Provision.
- Ensure high-quality and stable staffing.
- Continue to achieve high satisfaction among consumers and other stakeholders.
- Partnership with local organizations to continue to raise awareness of accessibility and inclusion.
- Promote competitive employment opportunities for those we serve.
- Transition towards an identity as an advocate and role model, beyond just a funder and service provider.
- Enhance community inclusivity by acquiring a new, larger Day Training Center (DTC) building, which will offer more opportunities for skills development, collaboration with the Presser Arts Community, and expanded day habilitation services.

II. SHORT-TERM GOALS

Residential Services

- Increase community access.

Administrative Services

- Identify other methods of employee recruitment to reduce open positions.
- Ensure the safety of the individuals in our various services by continuing to monitor incidents and trends.

Public Relations

- Frequently update website to engage more families and community members with website and technology.
- Continue to foster relationships with Presser Community Arts and the MMA.
- Continue to improve information sharing with local school district.
- Attend community events which offer the ability to share information about ADDS.

Family Supports/ Community Services

- Fund therapies, events, and opportunities for skills developmental for individuals served.
- Utilize Partnership for Hope waiver slots in order to assist families with their needs.

Developmental Training Center

- Evaluate cultural needs of individuals served to better match staff.
- Continue community volunteer activities.

TCM

- Provide timely referrals to meet conflict free service provision requirements.
- Continue to provide supports to the families and school districts as needed.
- Continue to foster relationships within the community and those we serve by providing engagement opportunities and keeping them informed.

Regulatory Compliance

- Maintain Compliance with regulatory requirements:
 - CARF International
 - Columbus Group
 - Department of Mental Health (DMH)
 - Missouri Medicaid Audit and Compliance (MMAC)

Financial Responsibilities

- Create a balanced budget.
- Continue monthly and quarterly reports to Board of Directors.
- Monitor the census and recognize downsizing of residential facilities will reduce revenue in upcoming years

Technology

- Improve IT support through IP Pathways.
- Utilize IP Pathways for network security.

III. GOALS MET WITHIN THE PAST YEAR

Overall

- Increased efforts and varied methods of quality staff recruitment – ongoing
- Continued Community Support - ongoing
- Completed and received approval for agency HCBS compliance plan
- High Consumer and other Stakeholder Satisfaction – positive surveys
- Continue facility upgrades and maintenance of agency vehicles and property.

Developmental Training Center

- Revenue exceeded budgeted projection and spent less than projected for expenses .
- Currently 26 individuals are attending the program and there was no wait list during the past year.
- Staff retention continues to be stable.
- Continue our efforts at community participation with continued increases in community volunteer activities.

Residential Services

- Activities involving community participation are on the rise.
- While incidents tracked decreased in 2024, reported medication errors did increase. (The Safety Committee felt this is due to more thorough reporting.)
- Continued to improve physical structures

- DTC- Parking lot resurfaced; Purchase of new and larger building that is currently in renovation.
- Jefferson ISL – Interior Painting, Exterior yardwork, asphalt placed, windows and siding purchased for installation in the upcoming year.
- Hazel Place ISL – Interior renovations, plumbing work, reorganized home for two additional residents.
- Harvey House- Asphalt and sidewalks placed, exterior and interior painting.
- C.T. Loyd Apartments- Entrance ramp leveled, exit ramps poured, exterior and interior painting, appliances replaced.
- Breckenridge – Exterior painting, new roof, basement remodel, exterior asphalt placed and/or repaired, plumbing work repaired.
- Abat- Complete renovation, new HVAC system, appliances, encapsulation, foundation repair.
- Purchase of land for additional storage and maintenance projects and equipment.
- Purchase of Bobcat and additional attachments and a scissor lift for painting and repair needs.
- Added security measures and secure doorways for all locations.

Family Supports

- Added staff for improved non-Medicaid support.
- Additional funding for family directed respite services
- Opted to continue supports for families no longer eligible for State Plan TCM services

Administration

- Board adopted plans designed to improve staff recruitment and retention

Public Relations

- Participation Special Olympic functions
- Hosted dances and other community-based events
- Host for self-advocacy group “Friends for Life”, meeting last Thursday of each month.
- Presentations made at Chamber event and Optimist Club presentations, as well as High School events
- Website updates with added calendar feature
- Involvement with various community groups, working to expand employment opportunities.
- Participation in Chamber’s Workforce Sustainability Project

Regulatory Compliance

- Maintained Compliance with regulatory requirements.
 - CARF- Preparing for survey in 2025.
 - DMH-Quality Assurance reviews completed
 - Completion of HCBS Compliance Plan
 - Completed Columbus Provider Review and Columbus Provider Review for Target Case Management.

Financial Responsibilities

- Increased financial reserves over past two years in order to meet future demands, including partnership with City of Vandalia for an inclusive playground
- Monthly and quarterly reports provided to the Board of Directors.

Maintenance

- Many facility updates are noted above.
- Continue to explore opportunities for additional infrastructure opportunities for storage and equipment.

IV. POTENTIAL THREATS IN FY 2025-2028

Issue 1

The state's financial situation continues to be unpredictable. The Department of Mental Health continues to discuss the possibility of a managed care system being developed for the individuals in our services. Residential service growth is limited to near crisis situations and our TCM match funding is an annual challenge.

Plan:

Remain active in lobbying for funding of community-based services. Speak with legislative representatives and tell our story. Discuss rate equity.

Issue 2

Quality Assurance becomes increasingly important as dollars shrink. While quality is always important, outside funders expect greater monitoring as the available dollars become smaller and smaller.

Plan:

Ensure quality daily. Document quality measures and ensure its presence. Train quality documentation and ensure it is carried out. Utilize QA position to ensure this occurs and that management train staff in quality documentation.

Issue 3

Meeting the requirement of our HCBS Compliance Plan is critical. ADDS staff need to become familiar with all aspects of the rule and ensure conformance to the expectations presented in the rule. The issue of conflict-free case management has been addressed but funding for this service is now in jeopardy due to reduced census and match dollars.

Plan:

Conduct internal audits to ensure actions endorsed in our HCBS Plan are being accomplished and documented upon. Remain active in lobbying for funding TCM services. Speak with legislative representatives and tell our story.

Issue 4

In today's economic and political climate, good financial stewardship is more important than ever. We need to be good stewards of our public dollars.

Plan:

Continue to keep financial controls in place to assure responsible handling of our funds. Continue with quality independent audits and share the results with all stakeholders. Share our records and audits so that the agency is transparent in its operations. Maintain adequate reserve but not excessive, targeting a 6-month operating reserve.