

Cindy Haber Center, Inc.

Baldwin, Clarke, Washington, Mobile, Escambia, Monroe, Conecuh,
Perry, Dallas, Wilcox, Geneva, Lowndes, Green, Hale, Marengo,
Choctaw and Sumter Counties.

Three Year Plan

2023-2025

Baldwin, Clarke, Washington, Mobile, Escambia, Monroe, Conecuh, Perry, Dallas, Wilcox,
Geneva, Lowndes, Green, Hale, Marengo, Choctaw and Sumter Counties.

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I. Introduction

Baldwin, Clarke, Washington, Mobile, Escambia, Monroe, Conecuh, Perry, Dallas, Wilcox,
Geneva, Lowndes, Green, Hale, Marengo, Choctaw and Sumter Counties.

Cindy Haber Center, Inc. is a public non-profit agency created under Act 310 of the 1967 Regular Session of the Alabama Legislature serving seventeen counties in Region II, III, & IV in Alabama. Cindy Haber Center, Inc. operates under Act 310, State of Alabama. Act 310 authorizes the Board of Directors to establish and maintain programs which assist individuals with Developmental Disabilities, Intellectual Disabilities and/or Autism.

Baldwin and Clarke Counties incorporated in 1994 and merged services in 1996. Washington County joined Baldwin and Clarke Counties in services and planning during 2009. Mobile county services joined Baldwin, Clarke and Washington Counties in February 2019. The following counties Escambia, Monroe, Conecuh, Perry, Dallas, Wilcox, Geneva, Lowndes, Green, Hale, Marengo, Choctaw and Sumter Counties were added to our service area from 2019 to 2022. Service Coordination is provided in 17 counties. Early intervention service and supported employment is provided in Baldwin County, Alabama.

Cindy Haber Center, Inc. interacts with individuals, family members, advocates, service providers and school systems, focuses efforts in developing a Three Year Plan (herein called The Plan) on an individual driven plan which addresses the needs of individuals with a diagnosis of intellectual/developmental disabilities.

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II. Established Statements

The population as of the 2020 census estimate is as follows by county:

Baldwin	231,767	Clarke	23,866
Washington	15388	Mobile	440,809
Escambia	36757	Monroe	19,772
Conecuh	12,219	Perry	8,511
Dallas	38,462	Wilcox	10600
Geneva	26,659	Lowndes	10,311
Green	7,730	Hale	14,785
Marengo	19,323	Choctaw	12,665
Sumter	12,345		

Local government participation must be significantly increased in order to develop needed resources and services.

Program funding guidelines, such as the Medicaid Waiver, must be flexible to encourage movement within the services delivery system.

Funding resources must be made available for individuals not eligible for programs provided through the Medicaid Waiver.

Supported Employment programs for training shall be developed to promote support in the workplace.

III. Mission Statement

Baldwin, Clarke, Washington, Mobile, Escambia, Monroe, Conecuh, Perry, Dallas, Wilcox, Geneva, Lowndes, Green, Hale, Marengo, Choctaw and Sumter Counties.

Providing and effective continuum of supports and service options to persons with Intellectual Disabilities, Developmental Disabilities and/or Autism.

IV. Vision Statement

Services and Supports are accessible for individuals in their community.

V. Plan Development

Cindy Haber Center, Inc., Executive Director will compile data from individuals requesting services. Data is collected via community agencies, community meetings, staff and others from the individual providing input and expressing immediate needs. Feedback is gathered from citizens on the waiting lists, concerned citizens, individuals who participate in the satisfaction survey, individuals enrolled in services, staff members assisting individuals receiving services and via the Alabama Department of Mental Health. These methodologies of collecting information from stakeholders are essential in the development of this plan.

Cindy Haber Center, Inc. Board of Directors is responsible for providing the overall philosophy, direction, monitoring, and approval of The Plan. The Executive Director is responsible for preparing, implementing, and evaluating The Plan.

Cindy Haber Center, Inc. requests input for the planning process through public meetings, face book page, newsletters, correspondence via mail, and contact from individuals, family members or guardians, as well as from various agencies, Children Facilitation team and school systems.

Cindy Haber Center, Inc., Intake Coordinator distributes brochures and contact information to the Special Education division at the local public school division in Early Intervention provides brochures to local day cares, physician offices and developmental centers for public awareness.

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The reputation and experience base of Cindy Haber Center, Inc. has grown considerably over the past several years by enhancing its presence throughout the seventeen counties served in Region II, III & IV. Cindy Haber Center, Inc. personnel serve on various committees and attend meetings such as Community Council meeting in Clarke County, and The Children's Facilitation team meeting in Baldwin County.

Input from key stakeholders is obtained through surveys. Satisfaction Surveys are sent to all individuals receiving waiver services to evaluate satisfaction regarding services as well as to assess future service needs. Areas of need are addressed by the team.

A needs assessment is conducted by the Intake Coordinator for person interested in services within the designated counties. The needs assessment is performed to evaluate current needs and update information as requested by the individual. The individual is placed on the waiting list if they are approved eligible for services by the Alabama Department of Mental Health.

VI. Service Philosophy

Persons who have a diagnosis of intellectual/developmental disabilities shall have opportunity for supports and services needed to lead independent lifestyles, participate in community living, and exercise personal choice.

Assistance to access a variety of services is available within the local community to meet the needs of most individuals.

Supports and services that are public funded should complement the natural support networks. Building on natural supports shall be family, friends, co-workers, neighbors and community functions. The range of services available should enable the individual to make personalized, effective and economical choices.

Baldwin, Clarke, Washington, Mobile, Escambia, Monroe, Conecuh, Perry, Dallas, Wilcox,
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Services shall promote integration of people with intellectual/developmental disabilities into all aspects of community life. Personal economic independence, productivity, and self-sufficiency shall be promoted.

Efforts shall be made to provide effective personal security to individuals with Developmental/Intellectual Disabilities and Autism including the right to live and work in a safe and secure environment, reliable health services, and protection from abuse, neglect, and economic exploitation.

Service systems should attempt to ensure that the human, civil, and legal rights of individuals with Intellectual/Developmental Disabilities and/or Autism are recognized, protected, and respected.

VII. Assumptions

In the development of this Three Year Plan, 2023 -2025, the following issues were considered.

Funding currently received from the Alabama Department of Mental Health will be maintained at current levels.

Alabama Department of Rehabilitative Services funds Project Search and Milestones program for Supported Employment Services. The Milestones program is assisting individuals in employment and funding is stable.

The Project Search funding has decreased in 2022 and the program will be evaluated for continuation due to lack of funding.

Early Intervention Services is funded by Alabama Department of Mental Health and Alabama Department of Rehabilitation Services. Funding for Early Intervention services is stable.

Baldwin, Clarke, Washington, Mobile, Escambia, Monroe, Conecuh, Perry, Dallas, Wilcox, Geneva, Lowndes, Green, Hale, Marengo, Choctaw and Sumter Counties.

Alabama's Home and Community Based Waiver (Medicaid ID and LAH Waivers) will continue to be available. Funding for Supported Employment are essential to enhance employment for persons meeting the ID/DD criteria.

Local government funding is necessary to assist in meeting the needs of its citizens.

The Plan shall be reviewed yearly to determine needs and assess.

Individuals on the Alabama Department of Mental Health Waiting List need services. Cindy Haber Center, Inc. staff will contact individuals on the waiting list as least two times per year.

Single Point of Contact services by Cindy Haber Center, Inc. will refer individuals to Supported Employment, the Alabama Waiting List, or other options in the community.

VIII. Services Provided and Population Served

Cindy Haber Center, Inc. is incorporated and the four counties included in the corporation are Baldwin, Clarke, Washington and Mobile Counties. Cindy Haber Center, Inc. is authorized to provide Support Coordination services in the following counties: Escambia, Monroe, Conecuh, Perry, Dallas, Wilcox, Geneva, Lowndes, Green, Hale, Marengo, Choctaw and Sumter Counties. Cindy Haber Center, Inc. is certified to provide service coordination in the seventeen counties listed above.

Cindy Haber Center, Inc. provides Early Intervention services of which infants and toddlers shall meet eligibility requirements of the Early Intervention program and guidelines.

Supported Employment and Project Search is providing employment assistance and options to individuals in our programs.

Areas of Service

Baldwin, Clarke, Washington, Mobile, Escambia, Monroe, Conecuh, Perry, Dallas, Wilcox, Geneva, Lowndes, Green, Hale, Marengo, Choctaw and Sumter Counties.

Cindy Haber Center, Inc. provides a single entry point into all services provided to individuals with a diagnosis of Intellectual Disabilities, Developmental Disabilities and/or Autism. The Center assists families in arranging assessments for eligibility determination.

Case Management provides quality services to targeted groups of individuals with a diagnosis of Intellectual Disabilities (IQ below 70 and functions in the mild, moderate, severe/profound range of intellectual disabilities), Developmental Disabilities and/or Autism. Such services include needs assessment, case planning, service arrangement, social support, reassessment and follow-up, and monitoring.

Service Coordination is provided for infants and toddlers and their families who meet Part C eligibility criteria for Early Intervention Services. Such services include needs assessment, case planning, service arrangements, social support, reassessment and follow-up, and monitoring.

Supported Employment provides opportunities for assistance in employment. Project Search and Milestones programs provides job coach and training assistance on the job.

Services in support coordination is provided in each county. Service coordinator coordinates the PCP meeting, monitors individuals in services and the Medicaid Waiver programs.

Baldwin	183
Clarke	47
Washington	33
Mobile	511
Escambia	17
_Monroe	13
Conecuh	08

Baldwin, Clarke, Washington, Mobile, Escambia, Monroe, Conecuh, Perry, Dallas, Wilcox, Geneva, Lowndes, Green, Hale, Marengo, Choctaw and Sumter Counties.

Perry	10
Dallas	56
Wilcox	7
Geneva	11
Lowndes	11
Greene	10
Hale	15
Marengo	31
Choctaw	10
Sumter	18

IX. Waiting List Assessment

Individuals seeing Medicaid Waiver Services in Alabama shall call Alabama Department of Mental Health (ADMH) at 1.800.361.4491. The ADMH will contact Cindy Haber Center, Inc. to initiate an intake to determine eligibility. Cindy Haber Center is the single point of contact for intakes in each of the seventeen counties. The Intake Coordinator meets with the individual and obtains information for eligibility.

To request placement on the statewide waiting list. Cindy Haber Center, Inc. submits the waiting list packet of an individual to ADMH Region II, III, IV. When eligibility is determined by the designated Region an individual may be placed on the waiting list.

The AL Department of Mental Health has the waiting list and will inform Cindy Haber Center, Inc. when and individual name is eligible for services. A Service Coordinator is assigned and contacts the family during the year for updates and discussion of needs.

Baldwin, Clarke, Washington, Mobile, Escambia, Monroe, Conecuh, Perry, Dallas, Wilcox, Geneva, Lowndes, Green, Hale, Marengo, Choctaw and Sumter Counties.

X. Current Services/Supports

Case Management/Support Coordination – Age 3 years and Older

Individuals listed in seventeen counties receive targeted case management and/or service coordination through Cindy Haber Center, Inc.

Early Intervention Service Coordination - Birth to Age 3 years

Approximately 65 individuals within Baldwin County receive target case management throughout the year and/or service coordination through Cindy Haber Center, Inc.

Supported Employment

Currently approximately 22 individuals participate in Supported Employment in Baldwin County via Project Search and Supported Employment Milestones Programs.

Current Individuals Serviced in Medicaid Waivers

Cindy Haber Center, Inc. provides service coordination services to 991 persons in the seventeen counties serviced. The individuals participate in the ID & Living at Home Waivers. Support Coordinators monitor services provided to individuals enrolled in the Medicaid Waiver and sets up meetings with the agency, individual and other community agencies.

Baldwin, Clarke, Washington, Mobile, Escambia, Monroe, Conecuh, Perry, Dallas, Wilcox, Geneva, Lowndes, Green, Hale, Marengo, Choctaw and Sumter Counties.

Autism Services

Serving people newborn through age 20 with In Home Supports and Intensive Care Coordination Services. Our role is to link families with needed resources through ADMH contracted Rehabilitation providers or with Community Resources.

XI. Funding Source

Current Funding Resources and Allocations

Alabama Department of Mental Health

Baldwin County Commission

United Way of South Alabama, Inc.

Alabama Department of Rehabilitation Services

The prospect of increasing funding sources is limited. Cindy Haber Center is utilizing local community resources such as:

Local City and County Government

Individual and Family Support Services

Catholic Social Services

Baldwin EMC

Community Organizations

XII. Areas of Greatest Unmet Needs

Baldwin, Clarke, Washington, Mobile, Escambia, Monroe, Conecuh, Perry, Dallas, Wilcox, Geneva, Lowndes, Green, Hale, Marengo, Choctaw and Sumter Counties.

Without question, the most frequent request is from individuals on the AL Department of Mental Health waiting list who desperately desire to have services. Many individuals, along with their families, have expressed their concern as the waiting list does not have a time limit or time frame.

Autism is increasing in numbers and the services funded by the AL Department of Mental Health is limited to a person's eligibility on Medicaid. There are many low to middle income families with children on the spectrum and need supports. An expansion of BCBA's for Autism is desperately needed. Most of these centers can be funded by an individual private insurance, and /or Medicaid. A system needs to be developed to expand the ABA services in Alabama for people on the spectrum.

Another vital area of need is transportation for Supported Employment services and community integration. Transportation vis public transportation authority is on demand and is not a scheduled bus route.

Another significant area of need is educating families on service for individuals age Newborn through 20 years of age, and the importance of planning for long term needs regarding Waiver services and Supported Employment Services needed for the time after high school instruction is completed should be requested as soon as possible.

XIII. Effective Community Outreach

Distribute brochures to schools and local community agencies about eligibility for Medicaid Waiver, Early Intervention and Supported Employment services.

Inform individuals of the available services and the process of waiting list.

Effectively address the need for waiver services in Baldwin, Clarke, Washington, Mobile, Escambia, Monroe, Conecuh, Perry, Dallas, Wilcox, Geneva, Lowndes, Green, Hale, Marengo, Choctaw and Sumter Counties.

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Geneva, Lowndes, Green, Hale, Marengo, Choctaw and Sumter Counties.

Web Page for Cindy Haber Center, Inc. is accessible to all people in all our service areas.

Goals and Objectives

Supported Employment Services

Maintain a supported employment program to promote opportunities for individuals to promote employment and community integration.

Promote employment opportunities to individuals during the Intake Process for services and options.

Inform individuals of supported employment and job coaches to assist them on the job. Promote opportunities and community integration.

Continue to expand services for persons with Autism.

Continue to support individuals on the waiting list to qualify for services via documentation of their needs within the AL Department of Mental Health System.

Annual Survey

Conduct an annual survey/needs assessment for individuals enrolled in services.

Continue to utilize the information from the annual survey as a measurement of needs for this three- year plan.

Knowledge of Waiting List

Contact the individual on the waiting list at least twice yearly to assess their current needs and identify any changes in their needs.

As needed, update the Alabama Department of Mental Health forms for the individual on the waiting list as applicable.

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Regulations and Standards

Proactive in compliance of regulations and standards for Medicaid Waiver Services to include Autism Services and all guidelines for program compliance. Ensure staff training in compliance of guidelines and regulations.

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