

Cindy Haber Center, Inc.

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

Two Year Plan

2026-2028

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

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

I. Introduction

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

Cindy Haber Center incorporated in 1994 and began providing support coordination services. After several years of operation, Clarke County 310 authority was granted approval from the Clarke County Commission to operate within the Cindy Haber Center, Inc. The Washington County intellectual disabilities program was operating under Act 310 of Mobile County and the County Commission approved Washington County to merge within the Cindy Haber Center, Inc. in 2009. In February, 2019 the Mobile County Commission granted Mobile County Act 310 to operate under the Cindy Haber Center Inc. Cindy Haber Center is comprised of the following counties: Baldwin, Clarke, Mobile & Washington County.

Cindy Haber Center began providing support coordination services in the following counties in 2019 – 2022, and the services are in operation in Escambia, Monroe, Conecuh, Perry, Dallas, Wilcox, Geneva, Lowndes, Green, Hale, Marengo, Choctaw and Sumter Counties.

Early Intervention service and Supported Employment is provided in Baldwin County, Alabama since 1995.

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

Cindy Haber Center began providing Intensive Care Coordination for Autism services in 2021.

Cindy Haber Center, Inc. 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 Autism and intellectual/developmental disabilities.

II. Established Statements

The population as of the 2024 census estimate is as follows by county:

| | | | |
|------------|---------|---------|---------|
| Baldwin | 261,608 | Clarke | 22,142 |
| Washington | 15,018 | Mobile | 412,339 |
| Escambia | 36,630 | Monroe | 19,057 |
| Conecuh | 11,109 | Perry | 7,719 |
| Dallas | 35,545 | Wilcox | 9,865 |
| Geneva | 27,259 | Lowndes | 9,485 |
| Green | 7,127 | Hale | 15,116 |
| Marengo | 18,512 | Choctaw | 12,052 |
| Sumter | 11,607 | | |

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.

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

Funding resources must be made available for individuals not eligible for programs provided through the Medicaid Waiver. Individuals with intellectual /developmental disabilities currently must be Medicaid Eligible to enroll in Medicaid Waiver Services. A person must be Medicaid Eligible to receive Autism services.

Supported Employment programs have job coaches to assist people in employment on the job. Training is essential to promote support in the workplace.

III. Mission Statement

It Is the mission of Cindy Haber Center to providing and effective continuum of supports and service options to persons with Intellectual and Developmental Disabilities and Autism. This system of services endorses the precepts that services shall be provided in the least restrictive setting, shall maximize individual and family input, shall use existing support systems, shall be outcome oriented, and shall utilize family, individual and employee satisfaction as a major indicator of quality.

IV. Vision Statement

Building inclusive communities where people of all ages with Autism, Developmental Disabilities/Delays and Intellectual Disabilities are supported valued and empowered to thrive at every stage of life.

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

V. Plan Development

Cindy Haber Center, Inc., Executive Director will compile data from individuals, community agencies, community meetings, staff, social media 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 annual satisfaction survey, individuals enrolled in services, staff members assisting individuals receiving services and via the Alabama Department of Mental Health, Division of Developmental Disabilities. Collecting information is 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 from meetings, social media web site, 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 and Early Intervention provides brochures to local day cares, physician offices and developmental centers for public awareness.

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, The Children's Facilitation team meetings, meetings at the AL Department of Mental Health/Division of Developmental Disabilities, AL Department of Rehabilitative Services, speaking engagements in the community & public events.

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

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. Individual's needs are addressed, at minimum, during their annual team meeting. Team meetings may occur more frequently as needs change.

Waiting list

Individuals desiring services generally contact our Intake Department for services in each county. The individual will need to call the AL Department of Mental Health/Developmental Disability Division, for approval and authorization for Cindy Haber Center, Inc. to complete an application for the waiting list. This is a detailed process obtaining data from after age 3 till the current. A needs assessment is conducted by the Intake Coordinator for persons 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, Division of Developmental Disabilities. If a person is found to be ineligible for the AI Wait list by ADMH, there is an appeal process individuals and their caregivers can follow.

VI. Service Philosophy

Persons who have a diagnosis of intellectual/developmental disabilities or Autism 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.

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

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.

Services shall promote integration of people with intellectual/developmental disabilities and Autism 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 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, 2025 -2027, the following issues were considered.

Funding currently received from the Alabama Department of Mental Health/Division of Developmental Disabilities and Alabama Department of Rehabilitation Services will be maintained at current levels.

Alabama Department of Rehabilitative Services funds the Milestones program for Supported Employment Services. The Milestones program is assisting individuals in employment and funding is stable however job referrals has decreased from AL Department of Rehabilitation Services.

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

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

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

The intake Coordinator will continue to complete needs assessments for individuals to be placed on the waiting list for services. Authorization is granted by the AL Department of Mental Health/Developmental Disabilities Division.

Community Waiver Program has been added as a pilot program in 11 counties. Currently, Baldwin and Mobile county are a part of the pilot program. Support Coordination for Community Waiver is provided by ADMH Regional Staff.

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, Division of Developmental Disabilities Waiting List need services.

Single Point of Contact services by Cindy Haber Center, Inc. will refer individuals to Supported Employment, ADMH for approval for Waiting List, Autism Services 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 certified to provide Support Coordination and Intensive Care Coordination services in the following counties: Baldwin, Clarke, Mobile, Washington, Escambia, Monroe, Conecuh, Perry, Dallas, Wilcox, Geneva, Lowndes, Green, Hale, Marengo, Choctaw and Sumter Counties.

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

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

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

Areas of Service

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 for ADMH Medicaid Waitlist and Early Intervention. ADMH provides the eligibility assessments for those requesting Autism services.

Service Coordination provides quality services to targeted groups of individuals with a diagnosis of Intellectual Disabilities (IQ 72 and below, prior to age 22 for the ID and Living at Home Medicaid Waivers and currently for the Community Waiver program, the IQ must be below 70 prior to age 18) and functions in the mild, moderate, severe/profound range of intellectual disabilities. Such services include needs assessment, case planning, service arrangement, social support, reassessment and follow-up, and monitoring.

Autism Services are provided to those Medicaid Eligible, age newborn through age 20 with a diagnosis of Autism or Autism with co-occurring I/DD and are in need of more intensive supports to include: Intensive Care Coordination, ICC, which Cindy Haber Center is a provider, In Home Therapy, Therapeutic Mentoring, Behavior Support, Family Support, and Peer Support with providers contracted through Alabama Department of Mental Health. ICC coordinates services and supports with other community and local resources.

Service Coordination is provided for infants and toddlers and their families who meet Part C eligibility criteria for Early Intervention Services. Services include

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needs assessment, case planning, service arrangements, social support, reassessment and follow-up, and monitoring.

Supported Employment provides opportunities for assistance in employment. Milestone program provides job coach and training assistance on the job.

Services in support coordination is provided in each county. Service coordinator coordinates the Person Centered Plan meeting, monitors individuals in services and the Living at home and ID Medicaid Waiver programs.

The number we currently provide Support Coordination for people receiving Alabama waiver services in the following counties is as follows:

| | |
|------------|-----|
| Baldwin | 164 |
| Clarke | 46 |
| Washington | 34 |
| Mobile | 509 |
| Escambia | 7 |
| _Monroe | 9 |
| Conecuh | 5 |
| Perry | 8 |
| Dallas | 48 |
| Wilcox | 3 |
| Geneva | 12 |
| Lowndes | 10 |
| Greene | 8 |
| Hale | 11 |

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

| | |
|---------|----|
| Marengo | 27 |
| Choctaw | 7 |
| Sumter | 13 |

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. If ADMH determines a person is not eligible for the Alabama Waitlist, then the individual has a right to appeal if they choose.

The AL Department of Mental Health has the waiting list and will inform Cindy Haber Center, Inc. when an individual is eligible for services. A Service Coordinator is assigned and contacts the family during the year for updates and discussion of needs. The Waiting List does not have a time frame for acceptance for services for the ID or LAH Waivers. Individuals desiring services would like to have a timeframe of when services may be possible. Through our online website, we receive many requests for services to include Residential and Day services.

X. Current Services/Supports

Service Coordinator Age 3 years and Older

Individuals in Medicaid Waiver Services receive Service Coordination through Cindy Haber Center, Inc.

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

Early Intervention Service Coordination - Birth to Age 3 years

Approximately 65 individuals within Baldwin County receive Service Coordination through Cindy Haber Center, Inc. Cindy Haber Center, Inc. currently contracts with UCP of Mobile for Rehabilitation services.

Supported Employment

Currently approximately 22 individuals participate in Supported Employment in Baldwin County via Project Search and Supported Employment Milestones Programs. Project Search is no longer offered in Baldwin County, but we are still responsible to follow up with them as long as they are employed with their current employer. In the event they leave their job, or move to a new position, they can be referred back to ADRS for enrollment into the Milestones program.

Current Individuals Serviced in Medicaid Waivers

Cindy Haber Center, Inc. provides service coordination services to 921 people 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 Waivers and sets up meetings with the agency, individual and other community agencies.

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. Individuals must be Medicaid Eligible in order to receive Autism services. This promotes limitations to people with the Autism diagnosis whom are not eligible for Medicaid. There continues to be a provider shortage. The ICC is responsible for locating community resources to fill those gaps of needed services and supports, while ADMH continues to work on increasing provider capacity.

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

XI. Funding Source

Current Funding Resources and Allocations

- Alabama Department of Mental Health/Division of Developmental Disabilities
- Alabama Department of Rehabilitative Services
- Baldwin County Commission
- United Way of South Alabama, Inc.

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
- Community Organizations

XII. Areas of Greatest Unmet Needs

The most frequent request is from individuals on the AL Department of Mental Health/Division of Developmental Disabilities 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.

Many families with school aged children have difficulty staying employed when their kids are out of school, as there are not many options available in the community to provide the supports that are needed for their loved one at a reasonable price.

Certified providers for In Home Supports and Respite are desperately needed.

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

Autism is increasing in numbers and the services funded by the AL Department of Mental Health is limited to a person's eligibility for 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's private insurance, and /or Medicaid. A system needs to be developed to expand the ABA services in Alabama for people on the spectrum.

The Medicaid Waivers and Autism Services are limited to individuals who are Medicaid Eligible. The Waiver and Autism services need to expand to serve all who meet the eligibility criteria, but eliminate the requirement to only serving individuals with Active Medicaid.

Another vital area of need is transportation for Supported Employment services and community integration. Transportation via public transportation authority is on demand and is not a scheduled bus route. Rural areas have even more limitations when it comes to available public transportation.

Community agencies would benefit from increased education on the advantages of employing individuals with intellectual disabilities. Raising awareness about the skills, reliability, and positive contributions these individuals bring to the workplace can help reduce stigma and promote inclusive employment practices.

Another critical area of need is educating families about available services for individuals from birth through age 20. It is essential to emphasize the importance of early and long-term planning, particularly regarding waivers services and supported employment. These services often require proactive coordination, yet many families face challenges due to limited availability. As a result, individuals with disabilities may experience unnecessary limitations in their quality of life and opportunities for independence.

XIII. Effective Community Outreach

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

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

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

Continue to advocate for the growing need for supports and services for individuals with intellectual/developmental disabilities and autism by actively engaging with local and state representatives. Emphasize the importance of increased funding to expand access to essential programs including waiver services, supported employment, early intervention, autism services, and long term planning resources. Sustained advocacy is key to ensuring equitable opportunities and improved quality of life for individuals with intellectual/developmental disabilities and those with Autism.

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.

Web Page for Cindy Haber Center, Inc. is accessible to everyone and offers a variety of information to include resources in each area we serve.

Goals and Objectives

Support Coordination

Continue quality Support Coordination services for the Medicaid Waiver Services in seventeen counties.

Enhance Person Centered Planning, ensuring all services and supports are tailored to the individual's unique strengths, preferences, and goals, and ensuring the person is involved in all decision making processes.

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

Promote Community Integration so they are participating fully in their communities by building relationships with community organizations.

Empower individuals/guardians with knowledge and resources to support long-term planning.

These goals and objectives are designed to promote independence, inclusion, and quality of life.

Continue to support individuals that qualify for the Alabama Waiver wait list via documentation of their needs within the AL Department of Mental Health System/ Division of Developmental Disabilities.

Supported Employment

Maintain a supported employment program to promote opportunities for individuals to attain competitive, meaningful, and integrated employment.

Educate individuals on Employment opportunities during the Intake Process.

Inform individuals about supported employment and job coaches and how they assist them on the job.

Autism Services

Continue to strengthen partnerships with community providers offering services for individuals with autism, while ADMH works to expand overall provider capacity. Collaborative relationships are essential to ensuring consistent access to quality supports as the system grows to meet increasing demand.

Continue to expand services for persons with Autism.

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.

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

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.

Advocate for all persons with disability, who meet the IQ 72 and below for ID/LAH waiver or IQ below 70 for CWP waiver, or a diagnosis of Autism to qualify for services.

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.

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