

MADISON COUNTY 310 BOARD

MADISON COUNTY FOUR YEAR PLAN FOR SERVICES FOR INDIVIDUALS WITH INTELLECTUAL DISABILITIES



2026 TO 2029

October 16, 2025

MADISON COUNTY
PLAN FOR SERVICES
2026-2029

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MADISON COUNTY FOUR YEAR PLAN

2026 - 2029

SECTION I

Introduction

The Madison County 310 Board is a public non-profit agency which was established by the City of Huntsville and Madison County Commission in 1990 to serve individuals in Madison County. The organization was created under Act 310 of the 1967 Regular Session of the Alabama Legislature. This Act gives the Board authority to establish and maintain programs to provide services to persons with intellectual disabilities.

The Madison County 310 Board has worked with consumers, parents, advocates, services providers, and school systems to develop this Plan of Services for the next four years. Efforts have focused on a plan that is consumer/family driven and addresses the needs of people with intellectual disabilities.

The following statements have been established:

- As of 2025, the Madison County area had an estimated population of approximately 430,590. The population is growing at a rate of about 2.13 % per year with the racial composition of Madison County estimated at 64.22% White, 24.27% Black or African American, and smaller percentages for Asian, other race, Native American, Native Hawaiian or Pacific Islander and multiracial populations.
- Madison County's average per capita income is \$54,786. Household income levels show a median of \$83,528. The poverty rate stands at 10.48%.
- The services that are now available in Huntsville and Madison County are not adequate for current or future needs but can be developed with adequate funding.
- Program funding guidelines such as the Medicaid Home and Community Based Waivers must be made flexible enough to encourage movement within the service delivery system.
- Funding resources must be made available for those individuals not eligible for programs provided through Medicaid Waivers.

SECTION II

MISSION STATEMENT

It is the mission of the Madison County 310 Board (MC 310 Board) to promote the general welfare of each intellectually disabled person in Madison County by facilitating needed services and programs. These programs will allow the individual, or his/her family or guardian, to choose living, working, educational, or recreational options that are safe and effective, and that are provided within the local community.

Implied in the mission statement are the following Principles of Services:

1. Persons who have intellectual disabilities should be provided with the supports and services needed to lead self-sufficient lives, hold jobs, participate in community life, and exercise personal choice.
2. Assistance to access a variety of services should be available within the local community to meet the needs of most individuals.
3. Supports and services that are publicly funded should complement, not displace, the natural support networks. These include family, friends, schoolmates, co-workers, and neighbors. Building on natural supports is the most powerful and effective means of assisting persons with disabilities.
4. The range of services available should enable the individual to make choices that are personalized, effective, and economical.
5. Services shall promote maximum integration of people with developmental disabilities into all aspects of community life. Personal economic independence, productivity, and self-sufficiency shall be promoted.
6. Efforts shall be made to have appropriate governmental agencies provide persons with intellectual disabilities effective personal security including the right to live and work in a safe and secure environment, reliable health services, and protection from abuse/neglect and economic exploitation.
7. Service systems should attempt to ensure that the human, civil, and legal rights of persons with intellectual disabilities are recognized, protected, and respected.

SECTION III

VISION STATEMENT

1. To act as the point of entry in Madison County for individuals with intellectual disabilities who are seeking services and assistance.
2. To access the services needed for as many eligible individuals as possible.
3. To monitor existing services for quality and ensure their health and safety.
4. To support providers in the development of new services/resources based on the needs of the individuals the agency serves.

SECTION IV

AGENCY GOALS

1. MC 310 Board plans to access and facilitate the services needed for as many eligible individuals as possible as directed by the Department of Mental Health.
2. MC 310 Board will assist all families and individuals who are seeking services in Madison County through the utilization of a full-time staff position (Intake Coordinator - IC). Their primary role is to assist families with enrollment to the DMH Statewide Waiting List. This includes items such as intake appointments, collection of documentation, and completion of assessments necessary to meet DMH eligibility requirements. Once the individual is on the Statewide waiting list, the IC maintains contact and updates their information as needed to ensure appropriate placement on the Waiting List. The IC also maintains relationships with other agencies such as ADRS, the three school systems in Madison County, DHR and other local resources to assist the individual in integrating and participating in their community. The IC provides information, identifies resources and makes referrals to other community agencies/services as needed and maintains a resource manual to assist individuals, families, and providers. This information is on the agency website and updated as new resources become available.
3. MC 310 Board will monitor existing Waiver services through support coordination for the ID & LAH Waivers. Consumer satisfaction surveys will also be sent to individuals/families to determine their satisfaction with support coordination services. A needs assessment survey for those waiting for services will be conducted by the Intake Coordinator to assess an individual's current and future needs.
4. MC 310 Board will provide support to providers to maintain and improve existing programs through dissemination of information and training opportunities.

SECTION V

SERVICE PHILOSPHY

1. Individuals with intellectual disabilities are recognized as persons with basic human needs, aspirations, desires, and feelings. They are citizens of our community who have all the rights, privileges, opportunities, and responsibilities given to other citizens.
2. Family units, both traditional and non-traditional, are frequently the most crucial resource and support to individuals with intellectual disabilities.
3. Informed choices made by consumers and their families/advocates, as well as their rights, values, and needs, are of primary concern in the development and operation of services.
4. Services must show sensitivity to members of minority or ethnic groups, elderly persons, or individuals with multiple disabilities such as autism, cerebral palsy, epilepsy, and mental illness.
5. Local communities are the most knowledgeable regarding their local environment, available opportunities, and the strengths or deficiencies of the service system.

SECTION VI

ASSUMPTIONS

In the development of this Four-Year Plan, the following issues were considered:

1. Funding currently received from the Alabama Department of Mental Health will be maintained at current levels or decreased.
2. Madison County is a pilot county for the CWP Waiver which was implemented in October 2021. This means that that ID & LAH waiver slots are no longer available to individuals who reside in this county.
3. The Plan is an evolving document, which is subject to periodic revision based on new information.

SECTION VII

DESCRIPTION OF SERVICES AND POPULATION SERVED

The Madison County 310 Board in its Certificate of Incorporation outlines, under Section V. Programs and Services, programs the agency can implement and the purposes for which the agency was formed. The area of service is limited to Madison County with an estimated population of over 430,000 people, with the targeted population being all persons with intellectual disabilities, who meet the eligibility criteria for such services. In those cases where individuals and/or family members are not appropriate for existing DMH services every effort will be made to provide an appropriate referral. Specific areas of service are:

- Provide a single point of entry to all DMH funded services provided to people with intellectual disabilities. Conducts and assists families in arranging for various assessments required for eligibility determination.
- Support Coordination provides services to targeted groups of individuals with a diagnosis of intellectual disabilities. Such services include needs assessment, case planning, service arrangement, social support, reassessment and follow-up, and monitoring. At the current time, only individuals receiving services through either the ID or LAH Medicaid Waivers are provided with support coordination services as funded by DMH & Medicaid. Individuals who currently receive no services are assisted by the Intake Coordinator as needed and able. The CWP Waiver has case management provided by DMH staff at this time.
- Other Functions: Provide limited financial assistance to eligible individuals for specific items such as food, dental care, housing, and clothing assistance.

SECTION VIII

DESCRIPTION OF THE PLANNING PROCESS

The Madison County 310 Board requests input into the planning process through letter and personal contact from individuals, family members or guardians, as well as from various agencies and school systems. Input into the planning process involves, but is not limited to, the following:

A needs assessment was sent in April 2025 by the Intake Coordinator to all families who currently receive no services and are on the DMH Statewide Waiting List to assess their current and future needs. This survey was used to determine categories of need and demand for those needs. This agency had its public meeting on April 24, 2025, and updated its' need assessment data based on feedback from the meeting.

METHODOLOGY

The method used in this plan consists of need assessment surveys and data collected by the Intake Coordinator and support coordination staff.

MONITORING

A sample of consumer satisfaction surveys are conducted by support coordinators for those individuals currently receiving Waiver and support coordination services annually. The purpose of the survey is to evaluate the quality and effectiveness of support coordination services provided by this agency. All DMH providers are required to conduct their own consumer satisfaction surveys per DMH standards.

The plan is monitored using consumer satisfaction surveys, waiting list data and support coordination reviews. The Board of Directors receives and reviews monthly reports regarding services needed and requested. The agency's annual budget is formulated to address the needs of the individuals in Madison County within its financial constraints.

UNMET NEEDS

The greatest areas of unmet need in Madison County include:

- (1) day services such as traditional day habilitation and after school/summer care;
- (2) residential services such as assisted living, boarding, and group homes;
- (3) in-home supports such as respite and personal care;
- (4) community supports such as recreation, support groups, and transportation; and
- (5) professional services such as attorneys, dentists, psychiatrists, and vision care.

Residential and day services remain the most frequently expressed needs in our community. These needs have been present for many years and continue to increase. While the CWP waiver does not currently include facility-based day habilitation and does not prioritize residential services, the Madison County 310 Board continues to encourage and explore independent living options while also recognizing the ongoing importance of traditional residential supports.

At present, demand for residential services exceeds available capacity. With only one CWP residential provider serving both Madison County and surrounding counties, some individuals have had to seek services outside of Madison County, which may reduce their connection to natural supports. Expanding the provider network would help individuals remain in their home community.

The Department of Mental Health's efforts to identify and recruit additional residential providers in Madison County will be key to meeting these needs. As the state's largest counties participate as pilots for the CWP, Legacy waiver slots are no longer available, making it especially important to ensure that provider capacity grows in step with community needs.

CURRENT AND FUTURE FUNDING RESOURCES

The Madison County 310 Board currently receives funding from DMH for Support Coordination services, along with local funding from the Huntsville City Council and the Madison County Commission. Considering the current economic climate, the agency anticipates level funding or potential reductions from these sources. The Madison County 310 Board remains committed to maintaining quality services and assisting individuals as needs arise.

SECTION IX

WAITING LIST ASSESSMENT

The Madison County 310 Board maintains the waiting list for individuals with intellectual disabilities seeking services in the county. As of September 2025, there are **192 individuals** on the State Waiting List from Madison County, compared with approximately **150 four years ago**. This increase reflects fewer admissions into the CWP Waiver. Prior to the CWP Waiver, the Board placed an average of **20–30 individuals each year** on Legacy Waivers. Based on historical trends and the county's ongoing population growth, the waiting list is expected to continue to rise.

Each year, approximately 50 students complete special education programs in Madison County, Huntsville City, and Madison City Schools. Of this group, about 20% (roughly 18 individuals) typically seek services. In addition, 8–10 individuals per month require services due to family changes, relocation, or the needs of aging caregivers. A growing share of applicants—currently **23%**—are **under the age of 18** and requesting supports such as personal care, respite, medical supplies, residential services, and therapies. The following table shows projected service needs through 2029, based on DMH's September 2025 waiting list data and county growth estimates. Since the CWP Waiver was implemented in October 2021, no ID or LAH Waiver slots have been available to Madison County citizens. Currently, per DMH **90 individuals** are receiving CWP services, primarily DMH support coordination, CESG, and personal care.

Service Requested	2026	2027	2028	2029
Day Services	140	155	175	180
Residential	66	75	80	85
Support Services	139	160	170	175

The Madison County 310 Board affirms that all individuals should have equitable opportunities to access needed services, regardless of funding eligibility. At present, Alabama Medicaid is the sole funding source for ongoing services, leaving those who do not qualify for Medicaid without long-term supports. Meeting projected needs will require **expanded state and federal funding**.

In addition to Waiver services, the Board recognizes that families often face broader unmet needs, including medical and dental care, food, clothing, housing, and recreation. To help address these, the Board allocates local funding annually. Between FY22 and FY25, nearly \$150,000 was directed for these supports. Each year, the Board also provides 45–50 food boxes for Thanksgiving and Christmas, and support coordinators organize sponsorships, gift drives, and fundraisers to assist families during the holiday season.

SECTION X

PROJECTED SERVICE BASE AND COSTS

FY 2026 THROUGH FY 2029

Narrative: The current service base of all providers within Madison County should continue to grow based on historical data. The projections contained within this segment of the plan are based on existing waiting list individuals' desires as well as community service provider capabilities, as well as those of Madison County 310 Board, in meeting the needs of the residents of Madison County. Whereas a considerable increase in federal and state money is needed to support these projections, it is felt that they are feasible. It will become the responsibility of consumers, family members, advocates, professionals, legislators, and current and future Administrations to ensure that no one with an intellectual disability in Alabama is left without services.

In addition to providing support coordination, the agency employs a full-time **Intake Coordinator (IC)** dedicated to ensuring individuals are placed on the DMH Statewide Waiting List, as appropriate. The IC also provides ongoing assistance through information, referrals, and local resources for individuals awaiting services, as well as for those who may not qualify for DMH DD Division services. In addition, the IC collaborates with state and local agencies to develop, maintain, and improve services in Madison County, and assists in crisis situations as needed.

Over the past several years, referrals to the IC have increased by approximately **60%** (from an average of 5 per month to 8–10 per month). At any given time, the IC is actively working on about **20 applications** for the Statewide Waiting List. By the end of FY25, the Madison County waiting list included **192 individuals** not receiving DMH Waiver services, compared to **132 individuals at the end of FY21**—an increase of **32%**. This growth

reflects the county's rapid population increase relative to the number of individuals who have been enrolled in the CWP Waiver.

This agency, at the direction of DMH, ceased all subcontracts to provide conflict-free support coordination services for individuals who receive Medicaid Waiver services. This has severely limited this agency's ability to fund its operations. Enhanced support coordination rates due to Covid funding have been used to increase pay scales and award bonuses to promote retention of quality staff. If these increased rates are not maintained this agency will be severely impacted due to the current high cost of living in Madison County, the fastest growing county in Alabama.

SUPPORT COORDINATION: Within Madison County, approximately 345 individuals receive funded targeted case management at the end of FY25 through this agency.

Fiscal Year	FY 26	FY 27	FY 28	FY29
# CM Funded	345	335	320	310
Total Agency Cost Increase	\$1,630,000	\$1,711,150	\$1,797,075	\$1,887,000
Rate Paid	\$72.84	\$72.84	\$72.84	\$72.84
Estimate CM revenue	\$1,547,000	\$1,624,350	\$1,624,350	\$1,624,350
Projected Loss	-\$83,000	-\$86,800	-\$172,750	-\$262,650

This agency has gone from a high of 440 individuals on Legacy Waivers to the current number of 345 in roughly 5 years (a 22% decrease). This is a direct result of the CWP Waiver being the only Waiver available to residents of Madison County and currently only DMH provides support coordination for that Waiver. This agency had expected to begin serving CWP waiver recipients before the end of FY24, but it still has not happened. Not providing support coordination for individuals enrolled on the CWP Waiver (if Legacy Waiver slots are not given to Madison County residents) will seriously impact this agency's ability to stay financially solvent and provide quality care to Madison County Waiver recipients as well as the ability to provide appropriate Intake and Referral services. Expenses and responsibilities have only increased for support coordination in the last 4 years. If this continues, losing Legacy Waivers recipients and only new Waiver enrollments are for the CWP, this agency will be negatively impacted to the extent that it may not be able to provide support coordination services in the future.

RESIDENTIAL SERVICES AND DAY SERVICES: All residential and day services are provided by entities that contract directly with the Department of Mental Health so there is no cost data provided.

OCCUPATIONAL, PHYSICAL, AND SPEECH THERAPIES, IN-HOME RESPITE AND GROUP HOME RESPITE, AND PERSONAL CARE:

These services are provided by entities that contract directly with the Department of Mental Health, so no cost data is available. All of these services are listed under support services in Section IX. At present, Madison County does not have providers for therapies or group home respite.

SPECIAL MEDICAL EQUIPMENT/SUPPLIES: DMH requires that support coordination agencies no longer provide Waiver services. Individuals currently obtain these supports from approved Medicaid Waiver providers.