



### Vision

To be positioned as the premier organization that promotes the well-being of and ensures a satisfying and productive life for children and adults with intellectual, cognitive, and related developmental disabilities.

### Mission

Provide programs and services that encourage, assist, and empower children and adults with intellectual, cognitive, and related developmental disabilities to live, work, learn, play, and worship in their community alongside their peers and friends.

Organized in 1955 by a group of parents who came together to determine alternatives to placing their children in institutions, today The Arc of the Mid Ohio Valley:

- ◆ Provides programs and services to over 3500 families/individuals on an annual basis, with 300-450 of those being served on a monthly basis. Of those, 150 of those are infants and toddlers in the Birth to Three program.
- ◆ Serves a primary service area that encompasses a 10-county region, but expands to the entire state of WV for several programs.
- ◆ Oversees and implements 28 programs and services in the areas of family support and advocacy, information and referral, direct support, adult living skills, health and wellness, early intervention, assistive technology and individual & community education.
- ◆ Serves children and adults who range in age from birth through the end of life.
- ◆ Is funded through private foundation and governmental grants, private and corporate contributions, United Way allocations, and revenue from two thrift shops.
- ◆ Is governed by a volunteer board of directors and employs 17 staff.
- ◆ Adheres to The Arc's Core Values (see other side) to guide the development of programs and services.



## Core Values of The Arc

From its beginning, a major strength of The Arc movement has been that parents, family members and volunteers have governed the organization. In recent years, self-advocates have also assumed important roles. Parents, family members, self-advocates and other volunteers are the driving force in The Arc. From the grassroots of The Arc come the dreams, the philosophy that drives the core values, the ability to shape public policy and the mutual support that parents and self-advocates provide for one another.

Core values of The Arc are those values that are subscribed to and pursued at all three levels of The Arc – national, state chapter and local chapters by volunteer and staff leaders.

### THE CORE VALUES ARE:

**People First.** The Arc believes that all people with cognitive, intellectual, and related developmental disabilities have strengths, abilities and inherent value; are equal before the law; and must be treated with dignity and respect. The Arc represents, supports and acts on behalf of individuals and their families regardless of level of disability or membership in The Arc. The Arc believes in self-determination by empowering people with the supports needed to make informed decisions and choices.

**Democracy.** A democratic process involving members, through affiliated chapters, is utilized to take positions on important issues, policies and programs.

**Visionary Leadership.** The Arc leads by promoting the mission, core values and position statements. We lead with integrity, accountability, and by open, honest and timely communication. We work with individuals, organizations and coalitions in a collaborative fashion. There is a valued partnership with volunteer and staff leadership at all levels of the organization that provides mutual support for their respective roles.

**Community Participation.** The Arc works toward and believes in the community imperative: that all people have the fundamental moral, civil and constitutional rights to live, learn, work, play and worship in safe and healthy communities of their choosing. The Arc has responsibility to ensure the safety and well being of individuals.

**Diversity.** The Arc values and insists upon diversity in its leadership and membership. The Arc actively pursues and welcomes diverse groups (including but not limited to race, ethnicity, religion, age, geographic location, sexual orientation, gender and level of disability).

**Integrity and Excellence.** The Arc conducts its business with integrity. The Arc reflects quality and excellence in all its work.

Approved by the Delegate Body, October, 2000