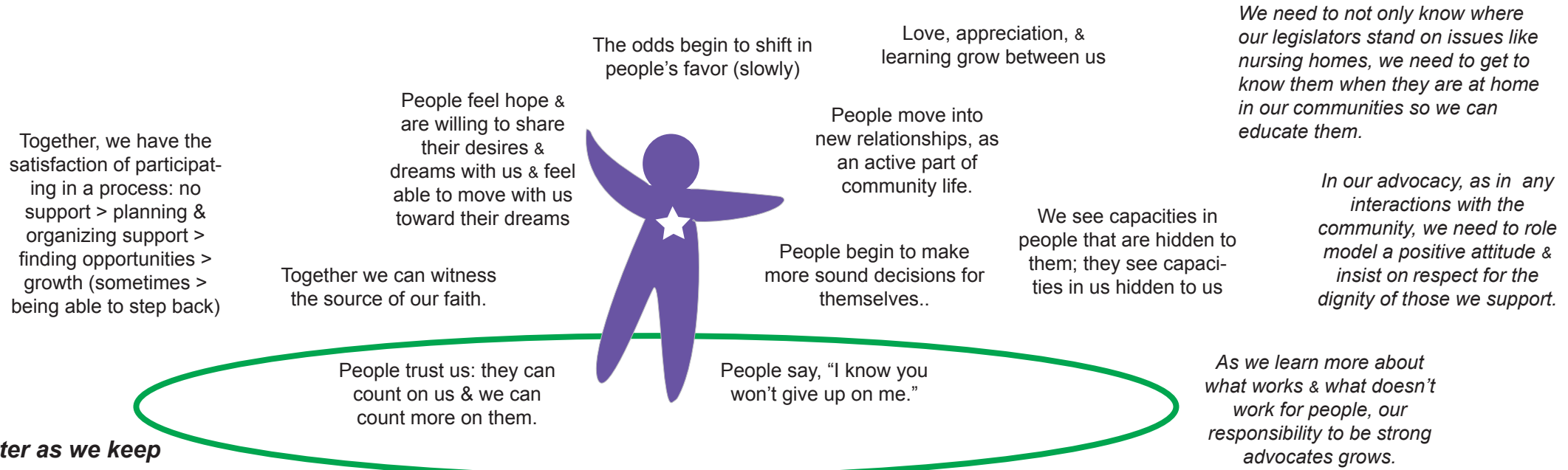


Our strength is not in the political influence that money can buy. Our strength is in knowledge & numbers.

Our knowledge comes from our relationships with people that society still tends to see as powerless & unable to contribute. We know better because we have care-filled, thoughtful connections with people through everyday activities. What we know grows as we share more of our lives & take time to reflect on the lessons we are learning with people.

The power of our numbers shows when we rally for what we know is right.



We will grow even better as we keep improving by...

- ...making stronger, more positive relationships with people's families*
- ...raising our expectations by learning more about what helps people grow & develop*
- ...making our teams even stronger*
- ...finding a balance between our commitment to the people we support & our own families.*
- ...listening better & better with more open hearts & minds*
- ...supporting people to tell their own stories & speak for themselves*
- ... getting even more training*

When we provide inspired & inspiring support

- We work from a place of caring & creativity
- We are clear about our obligations & live up to them.
- We feel family bonds among our co-workers & with those we support
- We are able to take initiative: do what needs to be done without waiting for orders.
- We have clear & continual communication
- We make decisions as a team & work as a unit
- We encourage, support, & challenge each other

SO

We can work together for political, organizational, & personal change

We need to make even stronger alliances with families & with other community organizations that work for justice.

- Fair wages, learning opportunities & benefits for DSPs**
- An active part in reshaping the way case management & billing functions are performed**
- Freeing people from segregation in institutions, nursing homes, group homes**

*ACS should find new ways to minimize recording errors