

President's Thoughts...

Greetings Members,

I am writing for this Focus edition about the future of the Coalition.

Your Board has been working tirelessly to develop a strategic plan for the future. At first, we had trouble figuring out some things – why it started, what it's done. We discussed the mission and structure of the organization. We reviewed the bylaws, articles of incorporation and spoke with founders.

Now we're looking at the past. We see our membership is declining and the number of membership responses we receive to surveys and other outreach efforts is minimal. We struggle each year to encourage members to run for positions on our board. We are grateful for our members, long-time and newly joined, and we need to have your involvement. Yet it isn't happening and hasn't been happening.

Our bylaws require we hold an annual membership meeting. Yet, our annual membership meeting last fall only had 15 participants on the call. And the majority of those individuals were board members and staff. Why?? We don't know... Are you interested in the organization or not? Do you care about the Coalition or should we just let it go???

If we stay a membership organization, how would you feel if we remained committed to the Board always having a majority of its members being people with disabilities, but we no longer had to have an annual membership meeting? How would you feel if the board had the authority to change the bylaws and change individual dues?

Our Executive Director is not going to stay at the helm of the Coalition forever. We need to develop a succession plan, which we are doing right now. To do that, we need to know what our Coalition plans to do in the future. We need to know what our members are willing to do in support of our work.

We are also looking at our financial stability. For years, we have been heavily dependent on state agreements for our financial security. Doing so, at times limits our ability to advocate for the rights of people with disabilities. We need to seek greater financial diversity. To do that, we need to know what work, what activities, we are going to focus on in the future so we can seek funding from other sources to support that work.

So, I'm asking you for a big favor. Tell us what you want from the Coalition. Where do we go from here? And I close saying, "Thanks for hearing my thoughts." We look forward to hearing yours!

Tom Kober

Executive Director's Notes...

I remember as a child hearing adults say, "Time goes faster as you get older." It didn't make sense to me then. An hour is an hour. A day is a day. How can it go faster? Yet, as I approach a milestone birthday (a hint - Medicare here I come), I now know what they meant.

I still don't know that it's a matter of time going faster. I do know that as the hours and days pass, our perspectives of what is important, and our choices of how to spend our time, change! That's not to say one time is better than another - only different. So where am I going with this conversation?

I have had the privilege and honor of serving as the executive director of this organization for nearly 25 years. And I hope to do so for a bit longer! Yet, the time is much nearer when I will move on to a "different" part of my journey. And as Tom has shared in his "President's Thoughts," the Board believes that it is time for the organization to do likewise. So what does that mean? What does that look like? We're not sure, and we need your help!

A while back the Board asked me to respond to some questions about the Coalition. Now we need to hear from you on some similar questions. As you consider these questions (you'll find them on the next page) and your responses, a reminder for all of us.

The Coalition founders set a mission from day one - **"to work for the full inclusion of all people with disabilities."** We have done our best to honor that vision in the past. We seek to continue to honor it as we move forward - wherever our future leads us.

Please take some time to email your responses to us by going to our website. Click on "Submit a Question" and share your thoughts - that way all responses will come to one place. If you do not have internet, you may mail or call in your responses, if you are comfortable doing so.

We are asking that we hear from you **by May 18th**, so we have time to provide your thoughts to the Board prior to their May 31st meeting.

We are anxious to hear from you. We need your guidance and support in this effort to plan for the future! Thank you for all you do every day to support all people with disabilities having equal opportunity to live the lives they choose to live!

Shelly

We Need Your Guidance...

Please take time to email your responses to us by going to our website

www.sd-ccd.org

Click on "Submit a Question" and share your thoughts- that way all responses will come to one place. If you do not have internet, you may mail or call in your responses, if you are comfortable doing so.

Please respond **by May 18th**, so we have time to provide your thoughts to the Board prior to their May 31st meeting.

- Should the Coalition continue or has the time come that our mission has run its course?
- What would you think if the Coalition continued as a membership organization, but members no longer voted at the annual meeting, on bylaw amendments or on changes to individual dues?
- What do you think of the Coalition moving its office out of Pierre (e.g., Sioux Falls)?
- What do you see as the Coalition's greatest achievements over the last 5 years? 10 years? Entire history?
- What services should the Coalition provide in the future that would be most beneficial to people with disabilities?
- What services should the Coalition provide that will generate income?
- Other Comments:

We are anxious to hear from you.
Thank you for taking time to respond!



SOUTH DAKOTA

COALITION

OF CITIZENS WITH DISABILITIES

Mail Your Responses to:

**The Coalition
221 South Central Avenue, Suite 34A
Pierre, SD 57501**

Equality



The assumption is that **everyone benefits from the same supports.**
This is equal treatment.

Equity



Everyone gets the supports they need.
This is the concept of affirmative action, thus producing equity.

Justice



All 3 can see the game without supports because **the cause(s) of the inequity was addressed.**
The systemic barrier has been removed.

Call with Your Responses:

605.945.2207 or 1.800.210.0143