



**MacDonald**  
**Training Center, Inc.**

*Empowering People With Disabilities*

## **VISION**

**People with disabilities leading the lives *they* choose.**

## **MISSION**

**To empower people with disabilities to lead the lives *they* choose.**

## **VALUES**

We...

- Treat everyone with dignity and respect.
- Act in good faith and in the best interest of the people we serve.
- Respect the opinions and choices of the people we serve and their families.
- Act with integrity as citizens in partnership with our community.
- Encourage independence by supporting self-advocacy.
- Are accountable for meeting the expectations of all our stakeholders.

# **MTC Board Approved Strategic Goals 2014 – 2017**

Aggressively enhance and expand person centered services in integrated settings.

Aggressively enhance and expand the current MTC business model to ensure financial viability and promote organizational flexibility.

Aggressively pursue leadership and advocacy roles to ensure that governmental policies impacting services for individuals with disabilities are consistent with our vision and mission.

Aggressively develop strategic alliances and partnerships that support our vision and mission.

## **MTC Strategic Vision**

*“Conformity is the jailer of freedom and the enemy of growth.”*

John Fitzgerald Kennedy

MTC envisions a new reality for people with disabilities. A reality in which all individuals are equally valued family members, friends, neighbors, employees and business associates. A reality in which people with disabilities are no longer stigmatized and marginalized as a result of common misperceptions of what they can and cannot do.

As people with disabilities acquire the social capital required to become more independent, their communities will play an increasingly larger role in their lives. To support this change, MTC will reinvent itself as an organization that provides a wider variety of innovative community based services. Services that encourage and support individual freedom and independence both, of which are essential to fulfilling our vision of "*people with disabilities leading the lives they choose.*"

MTC will establish high expectations which will provide the people we serve with the opportunities to demonstrate their capabilities. When they meet, and many times exceed, these expectations, their success will change the perception of people with disabilities from one of perpetual dependence to one of self-sufficiency and independence.

MTC envisions individuals with disabilities having the same employment and job training opportunities available to anyone seeking a career after graduating from high school. This includes the *employment first initiative* as well as post-secondary job skills training.

For individuals who are not yet employment ready, or who are looking to further advance in their careers, **MTC-Jobs** will offer a training curriculum which is comprehensive, community based and outcome oriented. In addition to comprehensive **Supported Employment** services the curriculum will include job clubs, computer labs, and fitness centers designed to provide the soft skills essential to develop career goals, computer literacy, physical stamina and personal wellness.

Trainees will be immersed in "real work" community based environments as well as going business ventures initiated by **MTC-Business Enterprise**. These community based environments will provide trainees with unique job shadowing, professional internships and targeted training initiatives with local businesses. Immersion in MTC going business ventures will provide the opportunity to build professional resumes while acquiring the essential job skills, work habits and productivity levels expected by employers.

Individuals departing **MTC-Jobs** for competitive employment will have the skills necessary to accept risk, deal with adversity, and establish successful, fulfilling careers. They will also have a greater variety of employment opportunities from which to choose as a result of MTC being a highly valued and respected business partner in the Tampa Bay area.

In addition to providing "real work" community based and in-house immersion training venues, **MTC-Business Enterprise** will expand its pursuit of viable business ventures critical to generating the additional revenue essential in furthering the mission of MTC. This revenue will enable MTC to expand its delivery of quality services beyond the limits dictated by inadequate and anemic governmental funding. Quality services which are essential to the people we serve remaining in their homes, their places of employment and their communities.

For individuals with disabilities for whom employment is not a viable option, relevant and meaningful day services are a valid alternative. **MTC-Day** will offer both **Life Skills** and **Community Skills** services which will provide a wide variety of activities that greatly enhance an individual's quality of life. **Life Skills** will provide a variety of activities that are customized

to the needs of each individual. **Community Skills** will emphasize more community based experiences including volunteerism and memberships in various clubs and organizations. These experiences will establish valuable relationships and more fully integrate individuals into their communities.

If people with disabilities are to "lead the lives they choose" it will be essential for them to live in a home they control, not one that is designed to control them. Already a pioneer in the creation of person centered residential settings; **MTC-Home** will expand its scope of services to meet all the service needs of individuals with disabilities who wish to live in their own homes as opposed to licensed settings such as nursing homes and group homes.

For individuals wishing to age in place with dignity, **MTC-Home** will provide an array of services including home health care, personal care, physical therapy, occupational therapy, nutrition and nursing.

To ensure the success of this strategic vision MTC will:

- aggressively advocate on behalf of the people we serve, as well as all individuals with disabilities, at every opportunity;
- expand our leadership role in the field of services to individuals with disabilities by becoming an even more efficient and agile organization that embraces, and rapidly adapts to, change;
- utilize existing community supports and resources in lieu of typically segregated campus settings;
- embrace and refine new technologies which will empower individuals with disabilities to become more independent; and
- maintain a service safety net that will be available if needed.

To achieve our vision, and for the people we serve to realize their dream of "*leading the lives they choose*", we must all become more independent...MTC from governmental funding and the people we serve from MTC.