

The Self-Sufficiency Plan of Life Steps Foundation

After 23 years of operation—Life Steps has built credibility into their program units through:

- Quality assurance training
- Community presence (new initiatives—new trends)
- Ongoing business training
- Program partners are now prepared to become real business owners as “affiliates”

Implementing the independent business affiliate model is a natural progression of the Management of Change processes of Life Steps. Incentives from the plan include:

- Increased sense of ownership
- Fostering entrepreneurial and leadership skills
- Thriving programs are rewarded financially
- Ensures Life Steps legacy through robust, self-managed growth

Affiliates will operate independently under Life Steps’ umbrella, using core services from the support units:

- TCQM (Training, Clinical and Quality Management)
- Accounting
- Information Technology
- Human Resources
- Development

Seventeen percent allocation charge to each affiliate business unit includes:

- Personnel expenses (salaries and wages)
- Administrative expenses (financial obligations, legal costs, leases, etc.)
- New developments, marketing

The Affiliates of Life Steps Foundation

Criteria to qualify as affiliates:

- Be fiscally sound
- Implement best standards and practices
- Proficiency in using Life Steps computer network system
- Establish a network of funding resources
- Work effectively with core support services
- Enter into contract to operate business within standards, criteria, established by Life Steps, the umbrella organization

