



An easy guide to the L'ARCHE Twin Cities Cohort Model



Why a cohort?

- It's **porous**, intentionally encouraging members to build friendships and networks beyond L'Arche--and beyond family or paid staff.
- It's **flexible**, allowing Core Members and Assistants to support each other in the ways they most need, rather than the way the system requires.
- It's **lean**, drawing on fantastic pre-existing resources in our geographic and disability communities to make something greater than the sum of its parts.



What do we do?

- **Gather** 4x monthly, centered in the Midway neighborhood St. Paul, on our own and with others, to share life's joys and challenges.
- **Empower** Core Members with I/DD to be leaders and mutual supports, including through self-advocacy waiver services and paid roles.
- **Elevate** the work of current DSPs, or formal Assistants, by paying them on top of their existing wages and offering next-level PD opportunities.
- **Connect** informal Assistants, not working in the disability field, to our community, asking them to serve as ridegivers or providers of light care.
- **Extend** our community beyond a cohort of 12 people by welcoming friends of L'Arche to all events, as well as traveling near and far beyond typical disability service bubbles.



How do we measure success?

Attendance: 67% for Core Members, 50% for Assistants.

Diversity: 1/3 BIPOC cohort, 50% of CMs have higher staff needs.

Inclusive Leadership: 1/3 board & staff with I/DD, side-by-side inclusion for all external opportunities, 25% of events planned & led by cohort.

Partnerships: 25% of events w/ other disability orgs, 25% beyond the bubble.

Belonging: real good results on a likert survey bout sense of belonging.

