The Down Syndrome Association of Jacksonville (DSAJ) mission is to help individuals with down syndrome to realize their full potential without being neglected or left out in the society. This is achieved through creation of a community that is educated and empowered to live together in understanding of the people with this syndrome. The organization tries to bring to end the rampant stigma experienced by the individuals suffering from this syndrome through envisioning the community where the individuals with Down syndrome would be actively get engaged in duties that normal individuals do. This would enable them to create their own path of fulfilment and also choose a better career for success in life

The association has effective programs that helps in achieving its core mission, they offer therapy to most of the victims of down syndrome. The therapy includes computer therapy, physical therapy, and they also cover the expenses for these therapies if the individual is a member of the association. There is also an annual family benefit of about $1,000. The fitness program under physical therapy is in partnership with Weight watchers.

The participants may spend the first session through running, walking and other group events for instance tag of war and even music dance. The program also includes sessions such as making healthy food choices, importance of exercise. These are under the guidance of the lead instructor who acts as lead weightier as well

Soccer programs however is only offered to individuals with proper intelligence and development stage, mainly ages between 5 upwards. They are grouped according to ages and skills as well. Through this an environment where everyone can participate, learn and make new friends is enhanced, this goes in line with the core objective of the association.

The outcome of the association is the massive empowerment brought to the lives of the dejected individuals with down syndrome. The smile on the faces of these individuals spits a ray of hope to their families and also the individuals themselves. That they are now able to learn engage in sports and fell just like everybody else is a result that cannot be ignored anymore.

The organization receives external support from several other organizations and partners. The support comes in grants, and sponsorships. Some of the support are inform of services for instance the Weightier that has been in partnership with the organization in helping to conduct physical therapy.

Through programs such as little starts group, mothers with smaller kids that are suffering from this syndrome are now able to learn and share some of the challenges they experience with their babies. In these programs they are empowered and taught how to take care of the kids and bring them up to be like any other normal kid. This program has brought a number of mothers especially new ones who never knew of the association

Well, the measure of success for this association would be in terms of the number of lives impacted annually. The association teaches their individuals on employability skills and even offer paid internship to some of them, through this, they are able to be self-reliant just like any other individual. The number of skilled Individuals would be used as a metrics of measure of success.

The organization collects data on the number of victims per region that suffers neglect due to their condition. This help them to have a strategic campaign and awareness to those affected regions through reaching out to them and making them aware of their existence and also trying to bridge the gap that exist between the common notion and perception on individuals suffering from downs syndrome and the actual reality.

The data collected after a period of their exercise is also used to implement new activities for example introducing more brain involving activities and games such as chess, to study the cognitive behavior of these individuals.

Debbie Revel the executive director the director of the organization has had an outstanding performance during his reign. Recently, he was honored to join the Florida Senate together with the government officials for the official launch of a tax free saving plan for the people with disabilities.

The leadership through the guidance of Debbie has been consistent in offering good leadership and guidance to their employees when it comes to handling of individuals with this kind of condition. This can be seen through the increased number of individuals wanting to join or partner with the organization, some of them even offering grants for support.

When it comes to decision making, the board has an open door for all the stakeholders to bring their suggestions on how their service delivery may be improved, how much care can be given to these victims and make them useful members in the society. Tough and radical decision may also be made by the board where conflicting situations arise.

The board of the organization is well aligned and works hand in hand with the leadership team to ensure smooth running of the organization. All decisions are shared across the ranks and a discusi0on and further proposal is brought on table and an agreement reached regarding any policy formulation in the organization.

Despite the organization having a foundation as being started by a group of families around 1989 who saw the need to support individuals with down syndrome, there is still no clear succession plan for instance for posts of executive director. The organization is not clear on how succession is conducted whether it is through election or succession it is not clear. The organization has had only one executive since it began in 1989, who has been in operation up to date. With only one operations manager who has been in operation since 2002, I would say that succession is not among the key issues that are being focused on by this organization