



**2021-2022**

**Business Plan**

# *Mission*

The mission of Limb Care Foundation is to promote multidisciplinary approaches to limb salvage, function, and patient quality of life through relevant and meaningful education, advocacy, and outreach.

# *Vision*

The vision of Limb Care Foundation is to maximize the quality of life for people with limb care needs.

# *Core Values*

Compassion  
Generosity  
Integrity  
Respect  
Wellness

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## Executive Summary

The Limb Care Foundation, Inc. (LCF) is a non-profit organization dedicated to the preservation of limbs and promotes the importance of limb care. LCF was founded by four black men who have led successful careers in physical therapy, podiatry, prosthetics & orthotics, and professional sports.

***“We believe that functional limbs lead to a functional society”***

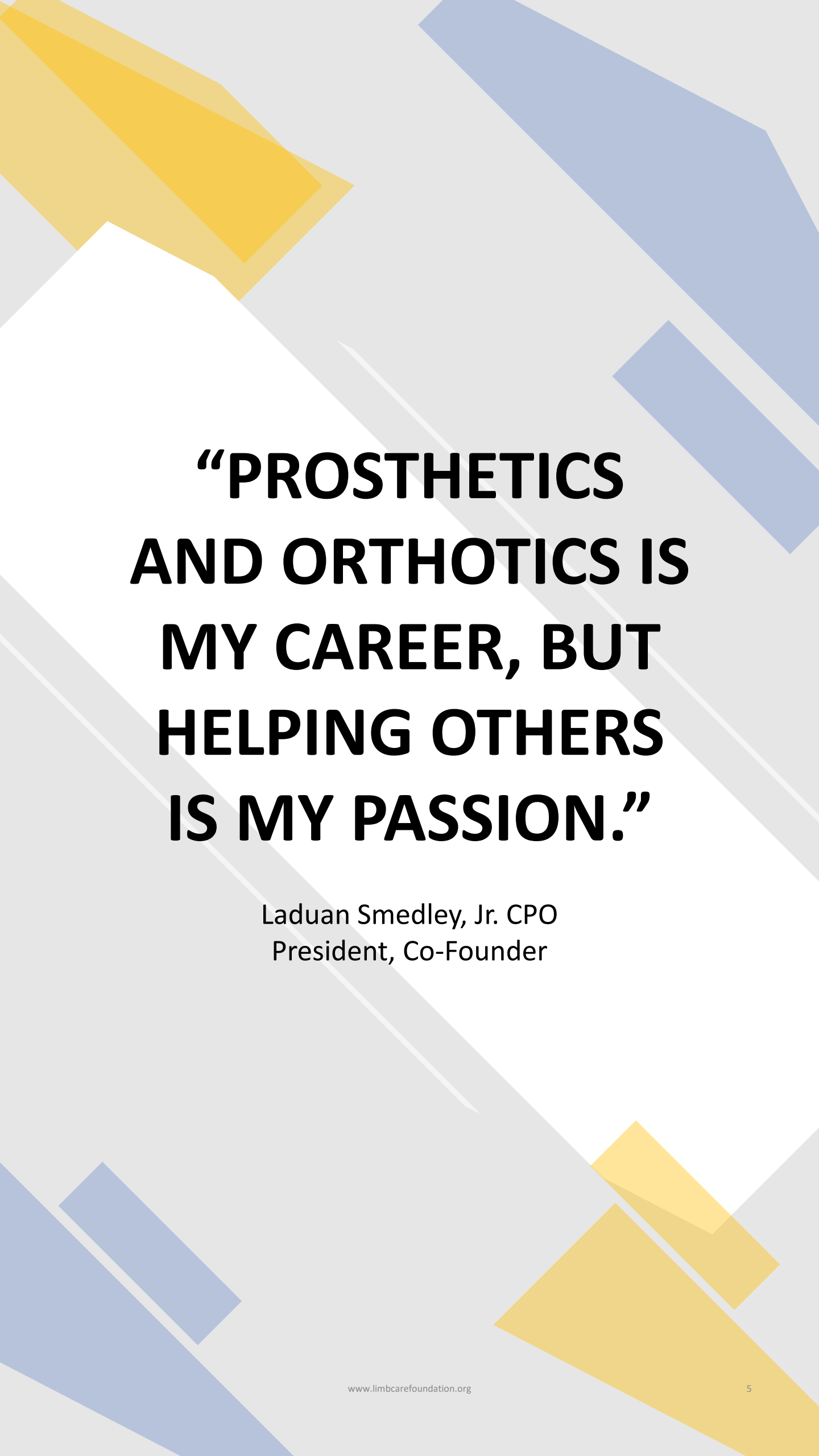
Our focus is to allocate our resources and finances to the uninsured or underinsured who have a limb deficiency and face a financial hardship related to obtaining the necessary durable medical equipment, prosthetic orthotic supplies (DMEPOS) that they need to have a functional lifestyle. We also collect and distribute DMEPOS internationally to countries that do not have access to these essential medical supplies.

***“We strive to knock down the financial barriers to DMEPOS”***

We also understand the importance of fostering and educating the current and future generation of health care providers and promoting a team approach to medicine. That is why we offer scholarships to students who are pursuing careers in PT, Podiatry, and O&P and aim to become the leading resource in limb care health throughout the nation.

***“LCF is the helping hand for every step forward”***

Thank you,  
Laduan Smedley, Jr., CPO  
LCF Co-Founder



**“PROSTHETICS  
AND ORTHOTICS IS  
MY CAREER, BUT  
HELPING OTHERS  
IS MY PASSION.”**

Laduan Smedley, Jr. CPO  
President, Co-Founder

# Our Team



# Our Founders



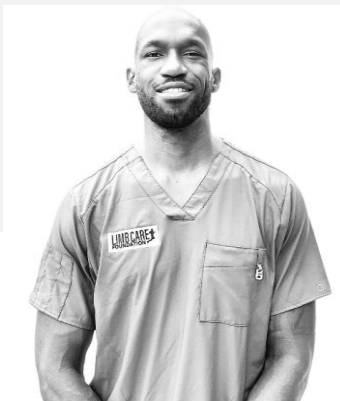
**Laduan Smedley, Jr., CPO**  
President

B.S. Biomedical Engineering, UC Davis, Orthotics and Prosthetics Certification, CSU Dominguez Hill | Creator of O&P Tree Mobile App



**Aarron Flowers, DPM, AACFAS**  
Vice President

AACFAS Fellowship Trained and Ankle Surgeon | PAMF- Santa Cruz Foot and Ankle | Kaiser Permanente Santa Clara PMSR/RR Western U | UC Davis



**Brandon U. Edenedo, DPT**  
Treasurer

University of Southern California Physical Therapy, UC Davis



**Quincy Amarikwa**  
Secretary

12 Year MLS/USL Pro | Founder & Director of Strategic Partnerships at Black Players for Change

A first-person perspective photograph of a person walking on a dirt path. The person's right leg is a prosthetic, featuring a blue and silver foot and a silver shaft. The left leg is natural, wearing a white sock and a dark shoe. The path is surrounded by green grass and brown leaves. The text "Needs Assessment" is overlaid in the center.

# Needs **Assessment**



# Defining the Need

## ***Reducing Waste***

Durable Medical Equipment, Prosthetics, Orthotic, and Supplies (DMEPOS) providers are prohibited from distributing non-rented items to a patient that has been used by another patient. This practice makes sense in a clinical setting, but ultimately leads to significant amount of waste because used DMEPOS are simply thrown away in most instances.

On a global level, there are several countries with limited aid for the disabled. Having a disability or an amputation could drastically reduce an individual's quality of life and ability to earn an income without workplace accommodations. DMEPOS items thrown away in the U.S. could mean the difference between being jobless and being able to provide income for individuals and their families for people in other countries.

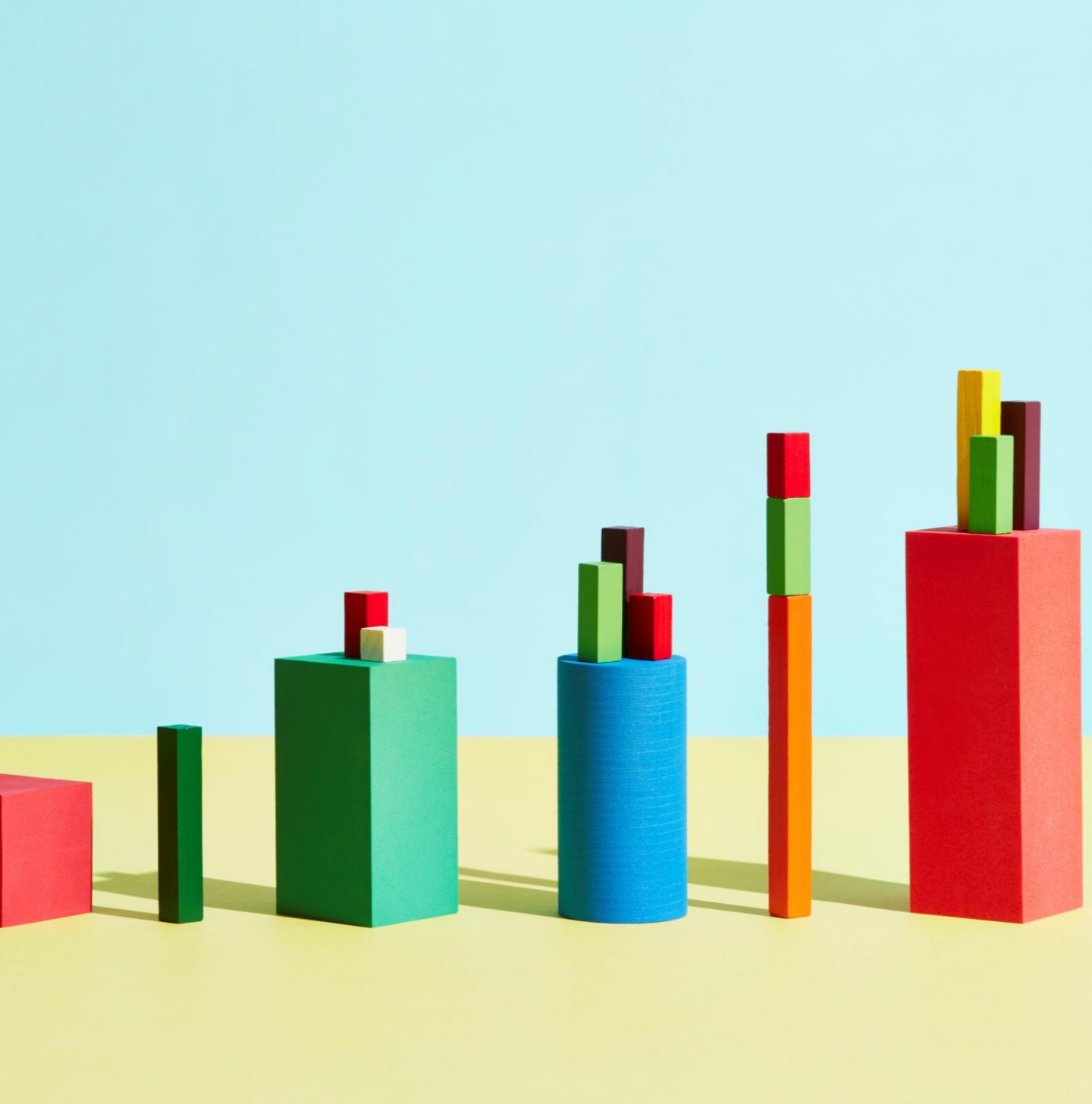
## ***Affordable Access***

For those who are uninsured or underinsured, it's no surprise that the cost of healthcare can be financially devastating. The sad reality is that many Americans choose to sacrifice their personal health for their finances.

At the Limb Care Foundation, we offer grants to patients who are struggling to afford their DMEPOS cost, because we understand the importance of these medical supplies and the role it plays in one's quality of life. We believe that an arm and a leg should not cost someone an arm and a leg.

## ***Helping Students***

If COVID-19 has taught us anything, it's the importance of health care providers. That is why we are determined to help students pursuing careers in specific health care fields with scholarships and online educational resources.



# Market Analysis

## Statistics

### Quantifying the need

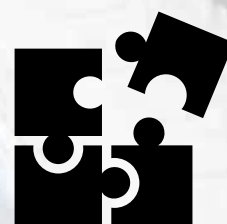


The US Homeless population is roughly the population of the state of Wyoming at over 500,000.

[11 Statistics about Homelessness in the U.S. - Guild \(guildservices.org\)](https://www.guildservices.org/11-statistics-about-homelessness-in-the-u-s/)

15% of the world's population have some form of disability. That's over 15 billion people.

[Disability Inclusion Overview: Development news, research, data | World Bank](#)



Assistive technology is vital to more than a third of people with disabilities being able to take care of themselves at home.

[11 Facts About Physical Disability | DoSomething.org](#)



The number of people in the world who need assistive technology is over 300 million. That's more than the entire population of the United States.

## Shared Mission

### Existing organizations with similar services as LCF

Organization	DMEPOS Donations	Assistance for Adults and Pediatrics	National Assistance	Global Reach	National Homeless Outreach
<b>Limb Care Foundation, Inc.</b>	<b>Orthotics Prosthetics and Durable Medical Equipment</b>	<b>Yes, all ages</b>	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>
ROMP	Prosthetics only	Yes	Yes	Yes	No
The Prosthetic Foundation	Prosthetics only	Yes	Yes	No	Yes
Orthotic & Prosthetic Activities Foundation, Inc.	Recreational O&P Devices only	Yes	Yes	No	No
The Starfish Prosthetic Foundation	Upper extremity Prosthetics only	Yes	Unknown	No	No
Prosthetic Promises in His Name	Prosthetics Only	Yes	No	Yes	No
Hall Family Foundation	Yes	Military veterans	No	No	No
New Life with Limbs	Prosthetics only	Yes	No	Yes	No
Lost Limbs Foundation, Inc.	Prosthetics only	Children only	Yes	No	No
Limbitless Solutions	Prosthetics only	Children only	Yes	No	No
Amistad International	Yes	Yes	No	Yes	No
A leg to Stand on	Yes	Children only	No	Yes	No
Good Health Will	DME Only	Yes	Colorado Only	No	No

A person with a prosthetic left leg is seen from behind, standing on a concrete pier overlooking a body of water. They are wearing a grey hoodie and dark shorts, and their arms are raised in a celebratory gesture. The background shows a bridge and a cityscape under a cloudy sky.

# Strategic Plan

# Strategic Summary



## **Educational Committee**

*Become the leading resource for limb care.*



## **Advocacy Committee**

*Improve the quality of life for people with limb deficiencies.*



## **Donations Scholarships and Grants Committee**

*Provide donations, grants and scholarships to those in need.*



## **Strategic Partnerships Committee**

*Identify key stakeholders to promote the organization.*



Strategic Plan Report 2022-2025

**Limb Care Foundation**

Planning Meeting

On August 22, 2021, the board of directors for the Limb Care Foundation met to develop a multi-year strategic plan. The organization was founded in 2019 in Sacramento, California. It is a nonprofit and is recognized by the IRS as a 501(c)3.

The Foundation is in its second year of existence and is looking to establish strategic direction for leadership and executive staff.

This is the organization’s first strategic plan defining mission, vision, core values, goals, and strategies. The plan focuses on delivering value to the members and stakeholders.

The Board emphasized the need to develop programs and services as well as focus on strategic partnerships.

**Mission and Vision Statements**

The mission statement communicates the purpose of the association. It should be easy to state and understand, distinguishing the entity from other organizations. A vision statement is a desired outcome or perception.

Existing Mission Statement

Revised Statement

<p>The mission of <b>Limb Care Foundation</b> is to promote multidisciplinary approaches to limb salvage, function, and patient quality of life through relevant &amp; meaningful education, advocacy, and outreach.</p>	<p>N/A</p>
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The Board decided to keep the current mission the same.

Strategic Plan Report 2021-2024

**Goals 2021-2024**

Goals are the core competencies to which the resources of finances, committees, and staff must be aligned. This plan should span at least three years or potentially until 2024.

Four goals are intended to deliver value to the members and the community. It is suggested that Goal Champions be appointed from among board members to monitor and report on progress of the plan.

<b>Education</b>	<b>Advocacy</b>	<b>Donations, Scholarships and Grants</b>	<b>Strategic Partnerships</b>
<p><i>To become the leading resource for limb care.</i></p>	<p><i>To Improve quality of life for people with limb deficiencies</i></p>	<p><i>To provide donations, grants, and scholarships</i></p>	<p><i>To identify key stakeholders to promote the organization</i></p>

## Strategies

The board outlined four strategies below each goal area.

- I. **Education** – *To become the leading resource for limb care.*
  - A. **Resource Center**
    - i. Establish an online resource center providing access to information regarding fall prevention, ulcer prevention, diabetic shoes, and resources for people coping with limb loss.
  - B. **Academia**
    - i. Connect with schools and colleges and perform community outreach for recruitment.
  - C. **Educational Outreach**
    - i. Plan an educational event collaborating with inter-disciplinary specialties. PT's, OT's, Podiatrists, Orthotist, and Prosthetists, etc.
  - D. **Diversity**
    - i. Create a care package for the homeless coping with limb loss, diabetes,
- II. **Advocacy / Representation** – *Improving the quality of life for people with limb deficiencies.*
  - A. **Marketing**
    - i. Increase public awareness of our health professions through a strong social media presence, and collaborative campaigns
  - B. **Government Affairs**
    - i. Reach out to local, regional, state, and national elected officials through letters, emails, and phone calls.
  - C. **Stakeholders**
    - i. Build a diverse and inclusive network of members within the organization demographically, professionally, and regionally.
  - D. **Allied Organizations**
    - i. Attend relative events to promote the organization such as AOPA, ACA, FAAOPA, APMA, APTA, and AOTA
- III. **Donations, Grants, and Scholarships** – *Providing donations, grants and scholarships to those in need.*
  - A. **Allocation of Resources**
    - i. To be financially stable and plan for future events and programs focusing on funds allocation to provide services.
  - B. **Applications**
    - i. Develop applications and processes for scholarships.
  - C. **Social Media Presence**
    - i. Utilize social media to promote donations, scholarships, and grants via Facebook, Linked In, Instagram, and Twitter, etc.
  - D. **Sustainability**
    - i. Establish a sustainable model to acquire/distribute inventory DME, POS.



- IV. Strategic Partnerships – Identifying key stakeholders to promote the organization.**
- A. Visibility
    - i. Foster an ambassador program to gain notoriety. This could include influencers, professional athletes, speakers, etc.
  - B. Organizational Excellence
    - i. Develop a sustainable staffing model Executive Director, Staff, Committees, Attorney, CPA, etc. Obtain Directors and Officers Insurance.
  - C. Brand Awareness
    - i. Establish meaningful connection with major companies / corporations, brands, services, and organizations. Collaborate with local business, etc.
  - D. Networking
    - i. Build relationships with national and international charitable organizations. |

### **Implementation**

Next steps to maximize value and purposes of the strategic plan include the following:

- Approval of the plan by a motion of the Board
- Addition of performance metrics and timelines (program of work)
- Member, stakeholder, and community awareness
- Appointment of Goal Champions to report on progress
- Alignment of budget, committees, and task forces
- Annual review
- Three-year update



# Community Impact

## ***Impact Statement***

To prevent the unnecessary loss of function in extremities both nationally and globally.

### ***Target Audience***

- Amputees
- Homeless
- Financially burdened individuals
- Those in underdeveloped countries
- Those with limb deficiencies
- Those with chronic wounds

### ***We want to help those who...***

Are unable to work because of an injury to their limbs so that they will be able to return to the workforce

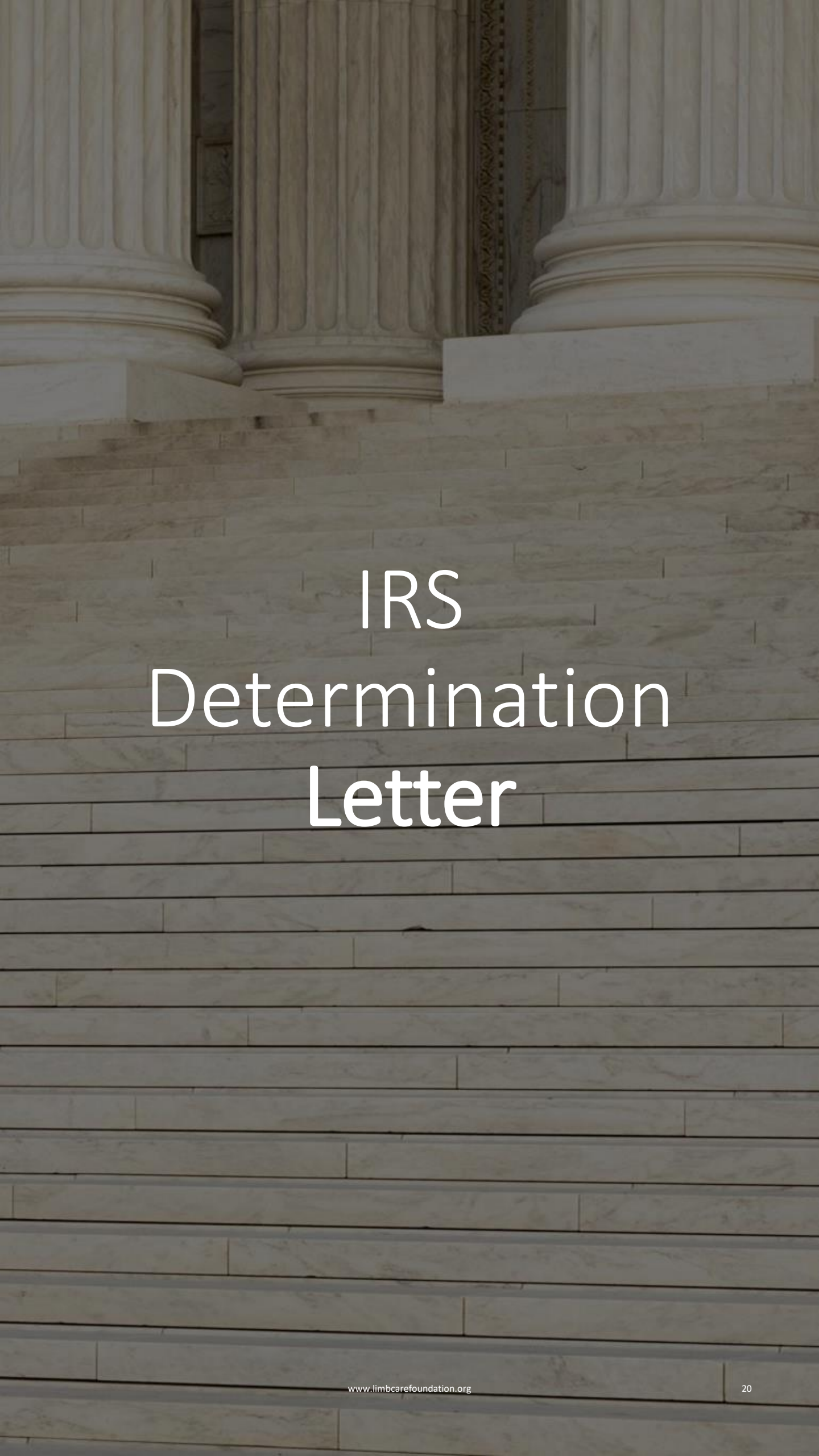
Must decide between their health and their finances to be able to obtain the necessary medical devices they need

Are unable to afford the necessities to prevent harm to their limbs to be equipped and educated on the importance of limb health and preservation.

Are students pursuing careers in physical therapy, orthotics and prosthetics, and podiatry.

### ***We will measure our success by...***

- Surveys from those whom we help
- Testimonials from individuals who benefited from our assistance
- Savings from cost of DMEPOS items provided
- Number of items delivered to individuals
- The private pay cost of items dispensed
- Outcome measurements on gait
- Decrease in pain
- Countries served
- DMEPOS items collected

The background of the slide is a photograph of a classical building's exterior. It features several large, fluted columns on the left and right sides, and a wide set of stone steps leading up to the building's entrance. The lighting is soft, and the overall color palette is muted, with various shades of beige, tan, and light brown.

# IRS Determination Letter

INTERNAL REVENUE SERVICE  
P. O. BOX 2508  
CINCINNATI, OH 45201

DEPARTMENT OF THE TREASURY

Date: JUN 15 2020

LIMB CARE FOUNDATION INC  
8478 PATINA WAY  
ELK, CA 95628-0000

Employer Identification Number:  
83-3810530  
DLN:  
26053547006650  
Contact Person:  
CUSTOMER SERVICE ID# 31954  
Contact Telephone Number:  
(877) 829-5500  
Accounting Period Ending:  
March 31  
Public Charity Status:  
170(b)(1)(A)(vi)  
Form 990/990-EZ/990-N Required:  
Yes  
Effective Date of Exemption:  
March 18, 2019  
Contribution Deductibility:  
Yes  
Addendum Applies:  
No

Dear Applicant:

We're pleased to tell you we determined you're exempt from federal income tax under Internal Revenue Code (IRC) Section 501(c)(3). Donors can deduct contributions they make to you under IRC Section 170. You're also qualified to receive tax deductible bequests, devises, transfers or gifts under Section 2055, 2106, or 2522. This letter could help resolve questions on your exempt status. Please keep it for your records.

Organizations exempt under IRC Section 501(c)(3) are further classified as either public charities or private foundations. We determined you're a public charity under the IRC Section listed at the top of this letter.

If we indicated at the top of this letter that you're required to file Form 990/990-EZ/990-N, our records show you're required to file an annual information return (Form 990 or Form 990-EZ) or electronic notice (Form 990-N, the e-Postcard). If you don't file a required return or notice for three consecutive years, your exempt status will be automatically revoked.

If we indicated at the top of this letter that an addendum applies, the enclosed addendum is an integral part of this letter.

For important information about your responsibilities as a tax-exempt organization, go to [www.irs.gov/charities](http://www.irs.gov/charities). Enter "4221-PC" in the search bar to view Publication 4221-PC, Compliance Guide for 501(c)(3) Public Charities, which describes your recordkeeping, reporting, and disclosure requirements.

Letter 947

A silver calculator with a green display is the central focus, resting on a green notebook. A green pen and a pencil are also visible on the notebook. The background is a dark wood-grain texture.

# Financial Analysis

# Projected Revenue

## Revenue Goals (Year 1)

## Notes

\$10,000

Individual Donations

\$25,000

Grants

\$15,000

Events

**Total Revenue: \$50,000**

## Revenue Goals (Year 2)

## Notes

\$20,000

Individual Donations

\$50,000

Grants

\$30,000

Events

\$50,000

Sponsorships

**Total Revenue: \$150,000**

## Revenue Goals (Year 3)

## Notes

\$40,000

Individual Donations

\$100,000

Grants

\$60,000

Events

\$300,000

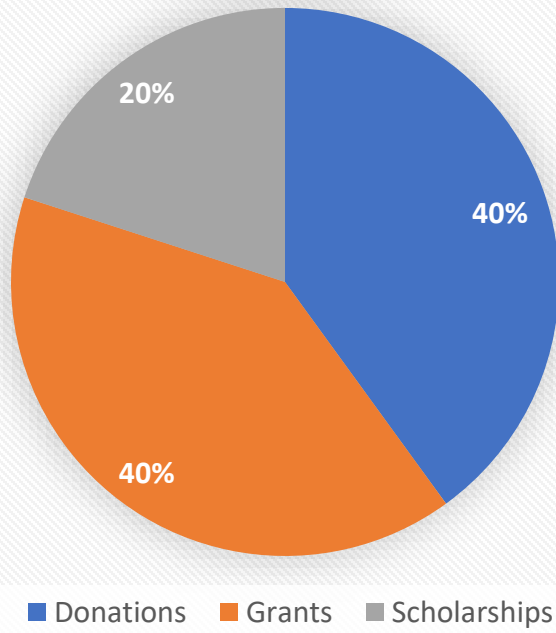
Sponsorships

**Total Revenue: \$500,000**

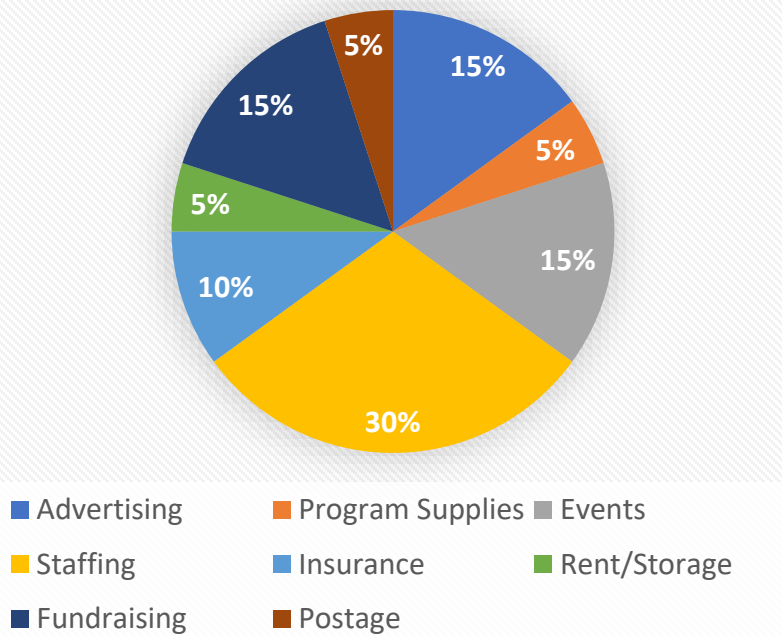
# Projected Budget

Percentage	Breakdown	Notes
70% Total Revenue	Program Development	65% Industry Standard
30% Total Revenue	Overhead Expenses	35% Industry Standard

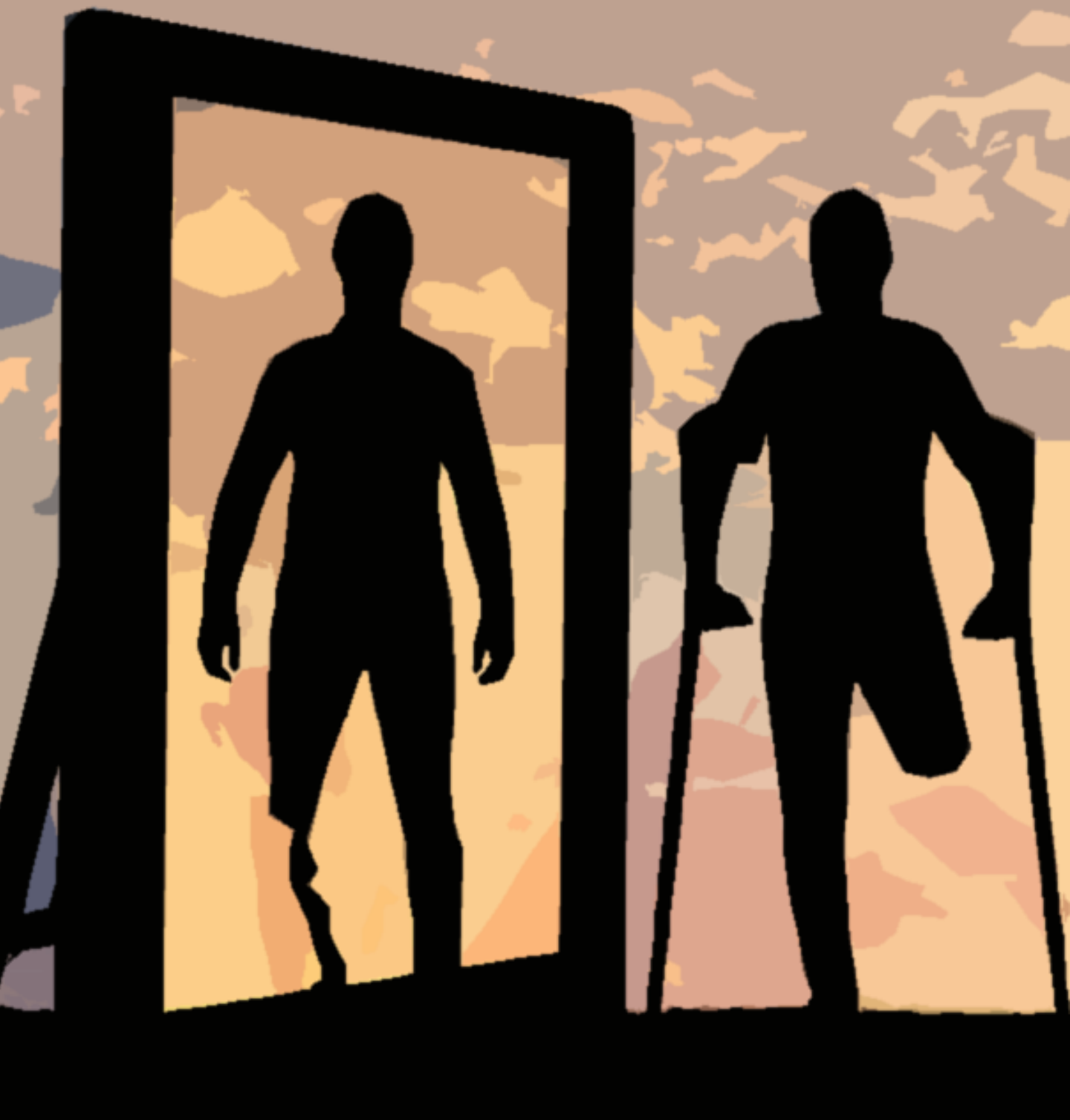
## Program Development



## Overhead Expenses







## Thank you

8359 Elk Grove Florin Road, Suite 103 #306  
Sacramento, CA 95829

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