

# Key Elements of the 2018 5-Year Strategic Plan

## Vision

People of all abilities belonging to communities where they are valued and empowered to share their God-given skills and abilities.

## Mission

As an expression of our Christian faith, we support and empower people with disabilities and their families, experiencing the joys and challenges of life together.

## Core Values

### Interdependence

As part of the Body of Christ, all people are equally valued and contribute to the mutual growth and wellness of the entire Body ([1 Corinthians 12:12-27](#), [Romans 12:5](#)).

### Prayer

We are completely dependent on the power of God to see the fulfillment of our vision, to care for one another and to seek God's wisdom and direction. ([Philippians 4:6-7](#)).

### Sanctity of Life

Since all life exists for God's purposes and all human lives are equally sacred, we believe that every life is blessed by God and must be preserved and nurtured. ([Jeremiah 1:5](#))

### Self-Advocacy

Each person is empowered to make decisions about their own life and contribute to their community. The phrase "Nothing About us Without Us" shapes our actions. ([Philippians 4:13](#)).

### Inclusion

People with disabilities are full citizens in community where they experience inclusion and belonging ([1 Corinthians 12](#)).

### Valuing Relationships

People with disabilities, families, staff, volunteers and all our community partners will enjoy meaningful relationships built on trust and respect ([John 13:34](#)).

### Stewardship

We are responsible to care for and grow the resources God has entrusted to us ([1 Peter 4:10](#)).

## Key Outcomes and Objectives

1. Capacity to respond to service needs
  - a. Increase capacity to respond to crises for people within services and/or needing services
  - b. Increase number of suitable Home Share options
  - c. Expand options to meet needs of people requesting services
  - d. Provide more effective support for end of life
  - e. Provide more effective services for existing 2-person residential resources
  
2. Effective marketing and communications systems and practices
  - a. Develop a culture of storytelling
  - b. Define Roles and responsibilities for marketing and communications
  - c. Develop effective and consistent branding
  - d. Actively connect with stakeholders and wider community
  - e. Develop a Broad and engaged support base
  
3. Effective staff leadership development and succession practices
  - a. Establish effective leadership development
  - b. Put in place effective succession planning
  
4. Engaged and equipped staff
  - a. Increase recruitment of suitable staff
  - b. Increase retention of suitable staff
  - c. Foster a positive workplace culture
  - d. Set up an effective training program for staff
  - e. Establish more effective communication with staff
  
5. People receiving services empowered as leaders and decision-makers
  - a. Ensure language/terminology reflects abilities and strengths
  - b. Involve Self-Advocates in training staff
  - c. Ensure people receiving services are empowered to make decisions about their lives (“nothing about us without us”)