



# Strategic Plan

## FY17-FY21

### Goal: Community Life.

Individuals with I/DD and their families will have access to a full community life, one which allows access to every aspect of life readily available to the greater population, and are empowered to live as independently as possible with full inclusion in the community.

### OBJECTIVES:

1. Increase capacity for individual advocacy
2. Increase access to accurate information about the systems that serve individuals and families and the option available
3. Increase the ability of individuals and families to navigate complex systems
4. Increase advocacy to influence local, state and federal systems
5. Increase and identify opportunities for individuals and families to connect with and support each other
6. Increase awareness and use of person-centered practices within community agencies
7. Increase community awareness of the existence, purpose and work of The Arc and our role in addressing and mitigating the needs of our community

### Goal: Technology.

The Arc promotes and facilitates the use of cutting edge technology that advances our values, improves access to our programs, reduces stress on organizational and community resources; and informs and empowers the I/DD community by providing immediate access to resources, information, connections and support.

**OBJECTIVES**

1. Increase staffing to support technology enhancements in new and existing programs
2. Increase financial resources to invest in technology
3. Develop appropriate internal systems for the use of the new and existing technology
4. Improve technology infrastructure
5. Improve access to technology for people with I/DD

**Goal: Self-determination/empowerment.**

Individuals with I/DD are advocates, empowered at every age to lead cultural change in our community so that it fully embraces and supports all people.

**OBJECTIVES**

1. Increase community understanding of the abilities of people with I/DD, affecting outdated and inaccurate beliefs
2. Increase support of independent, self-determined, decision-making
3. Increase opportunities to socialize
4. Increase advocacy skills in individuals of all ages
5. More self-advocate representation in policy and systemic decisions
6. Increase grassroots advocacy by our constituents to influence policy

**Goal: Governance.**

The Arc ensures effective governance of the organization to allow fulfillment of its mission and pursuit of its vision.

**OBJECTIVES**

1. Increase participation of Board members in organization events
2. Increase opportunities for Board and Staff to get to know one another
3. Increase Board awareness of the needs of people with I/DD and their families
4. Increase Board engagement with fundraising for The Arc

## STRATEGIES FOR FY17

1. Evaluate, develop and implement technology tools and systems
2. Increase capacity of the board to address strategic issues
3. Analyze trends to inform program development and delivery, as well as strategic organizational decisions
4. Deliver, review and revise critical program activities through our system of response
5. Collaborate with other Arc chapters/The Arc of Colorado/The Arc of the US
6. Lead initiative with community partners to address growing need for guardianship and Medical Proxy
7. Develop and expand educational and informational content online, accessible to all users, to enhance public awareness, training, and advocacy
8. Develop a forum for individuals, families and siblings to share experiences and support one another
9. Support the development of self-advocacy skills in people of all ages
10. Identify and participate in community groups and partnerships where self-advocates can serve as representatives
11. Expand community awareness initiative
12. Develop opportunities for The Arc, service provider agencies and self-advocates to communicate more frequently