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**The Arc – Jefferson, Clear Creek & Gilpin Counties**

**Strategic Plan for FY23-25**

*Approved by the Board of Directors 8/17/2022*

**Goal 1: People with IDD and their families are at the center of everything we do***. Intent: Engagement and guidance in decision making*

1. Understand lived experience by asking and listening to amplify the direct voices of people with IDD.
2. **Ensure the people we serve are well-informed about issues that directly affect their lives; empower and support them and their families to be fully engaged in their decision-making.**
3. **Educate the people we serve about what we’re doing at The Arc and engage them and their families in governance and program development.**

**Goal 2: The Arc is the destination for participation for our community.** *Intent: Participation*

1. Improve accessibility, inclusion and diversity at The Arc
2. Demonstrate the value of people with disabilities and the value of The Arc in our community
3. Understand and reduce the barriers to participation in programs, fundraising, volunteering, events, board engagement, and employment

**Goal 3: Understand and anticipate the needs of people with IDD and their families and prepare them to successfully navigate life transitions across the age spectrum.** *Intent: understanding for now and the future*

1. Engage in actionable qualitative and quantitative research to understand a full range of perspectives that includes people with IDD, family members, community partners and the greater community.
2. Proactively seek out information on potential systemic changes that would directly impact people with IDD and their families, as well as broader environmental trends.
3. Based on what we understand and anticipate, develop new and relevant activities, materials and resources.