



2019- 2022 Strategic Plan- Executive Summary

Approved by The Board of Directors on November, 27, 2018

Mission:

The Arc of Somerset County provides a lifetime of comprehensive services, advocacy and supports to individuals with intellectual and developmental disabilities and their families to promote growth, achievement and ongoing involvement in the community.

The Arc embraces this mission by upholding the following values:

- Each person is inherently valuable: able to dream, grow and learn
- Each person will have the opportunity to live and participate in the community regardless of the level of his/her abilities
- Each person deserves the right to make meaningful choices about how and where they live , learn, work and play
- Each person deserves the opportunity for meaningful relationships
- A dedicated, highly qualified staff is essential to The Arc's ability to best support people with developmental and intellectual disabilities
- Family and community involvement at all levels is essential to our mission

Strategic Priorities - 2018

Area #1: Mission Strategy & Evaluation

- Enhance quality-based systems to measure the effectiveness and efficiency of programs and services in keeping with most recent best practices and as related to our mission.
- Evaluate mission/vision/ values statements to include a community impact statement.
- Create a menu of services and provisions for distribution, outreach and education for community members, new customers and service recipients.

Area #2: Leadership, Board, Staff & Volunteers

- Develop a Workforce Development Plan that fosters key competencies and retention.
- Create career path development for current employees that accounts for new service opportunities and expanding consumer demographics (using volunteers, service learners, interns for future employees).
- Recruit and expand Board membership strategically & by profession.

Area #3: Legal Compliance & Ethics

- Create an active environment of cultural competency that engages both employees and service recipients.
- Centralize intellectual resources of the agency to improve workforce access, efficiency and consistency and to support public outreach.
- Identify and become proficient in Medicaid compliance/assurances; create competencies in key positions.

Area #4: Finance & Operations

- Expansion of services to meet the diverse needs and desires of current and new customers.
- Provide increased financial education to leadership to increase proficiency in budget management.
- Steward our financial resources in a fiduciary manner.

Area #5: Resource Development

- Increase visibility to enhance outreach, communication and public awareness.
- Identify renewable resources to support programs & departments in a sustainable manner.
- Cultivate community partners through acknowledgment, planned activities and recognition events.

Area #6: Public Awareness, Engagement & Advocacy

- Increase community involvement to promote agency mission and awareness.
- Create strategic partnerships that support expansion and sustainability of programs and services.
- Engage in internal (consumers & staff) and external (legislators) advocacy to promote full active membership in communities throughout the lives of those served.