 Arc of Adams County

Strategic Plan

2021-2026

Guiding Principles:

Mission statement (revised in 2020)

***Since 1962 the mission of The Arc of Adams County is to protect, preserve and promote the human and civil rights of people with intellectual and developmental disabilities and actively support their full inclusion and participation in the community throughout their lifetimes.***

Vision Statement: (revised in 2021)

***A world where all people with disabilities belong, have equal rights, make their own choices and live their best lives.***

**Arc of Adams County background**

The Arc of Adams County is an independent advocacy organization that supports people with intellectual and developmental disabilities (IDD) and their families. Currently, the Arc of Adams county supports people with intellectual and developmental disabilities (IDD) by providing individual advocacy, local and state systemic advocacy, and legislative advocacy.

Through advocacy planning by all of the staff from January 2021-May 2021, the staff and Board of Directors have identified key areas and related goals that need to be addressed to promote the Arc of Adams County’s mission and vision*,* and are relevant and accessible to persons of different races, ethnicities and other dimensions of diversity.

**1. Individual Advocacy**

At the heart of the Arc of Adams County, is individual advocacy. We believe people with IDD have the right to make their own choices and lead their own best lives. The Arc of Adams County supports them by providing information and referrals, technical assistance, and direct advocacy assistance.

**1.2 Goal: People with IDD in Adams County will have access to individual advocacy supports as needed.**

**Objective: Annually assess any change necessary to provide quality individual advocacy and assure capacity to provide individual/direct advocacy.**

**2. System’s Change Advocacy**

The Arc of Adams County routinely engages in systemic change and policy development at a local, county and state level to reflect Arc AC mission and vision.

**2.1 Goal: People with IDD and their families will have opportunities and experiences in their community that reflects belonging, equal rights, and choices.**

**Systemic Advocacy**

The Arc of Adams County participates in a variety of systemic change discussions impacting people with IDD and/or their families living in Adams County.

**Objective: Increase Arc AC awareness and ability to provide systemic advocacy that supports our membership and stakeholder goals**

**Legislative Advocacy**

The Arc of Adams County’s Executive Director communicates with ArcAC advocates and the Board of Directors to determine current systemic issues facing Adams County residents. The ED works in collaboration with other Arc Chapters and the Arc of Colorado to determine the annual Public Policy Platform for the Arc of Colorado.

**2.1 Goal: Based on the needs of Adams County, advocate collectively with the Colorado Arc Chapters to address the annual Public Policy Platform and any unforeseen Legislative issues.**

**Objective: To increase the Arc of Colorado and Colorado Arc Chapter’s awareness of systemic issues facing people with IDD in Adams County.**

 **3. Community Life/Community Building**

The Arc of Adams County needs to establish/increase community presence by;

* + Increasing community outreach to assure people have access to the supports and information they need throughout Adams County.
	+ Developing a system to share information about IDD related services and supports, on a large scale.
	+ Identifying options to build community.

**3.1 Goal: People with IDD in Adams County will have access to the information they need to lead their own best life.**

**Objective: Increase Adams County’s awareness of the Arc of Adams County and our mission and vision for the purpose of providing individuals and their families information they need to make their own choices and lead their best life.**

**Objective: To create an Annual Training Plan that includes reaching all of Adams County and is relevant based on Stakeholder feedback.**

**3.2 Goal: The Arc of Adams County will expand its mission and vision by creating a community of stakeholders and members.**

**Objective: The Arc of Adams County’s membership and stakeholders will have opportunities to connect and build a sense of community.**

**Objective: Arc of Adams County will participate in events throughout the year to increase membership and community building.**

**Objective: To promote self-advocacy and self determination**

**4. Governance**

Since 1962, the Arc of Adams County has ensured effective governance of the organization to allow fulfillment and pursuit of its mission and vision.

 **4.1 Goal: The Arc of Adams County will continue to ensure effective governance of the organization to allow fulfillment and pursuit of its mission and vision.**

**Objective: Annually review the need to strengthen and expand Board Membership to reflect Arc AC mission and vision statements and are relevant and accessible to persons of different races, ethnicities and other dimensions of diversity.**

**Objective: Ongoing review of Bylaws and Board Policies to ensure effective governance.**

**4.2 Goal: The Arc of Adams County will ensure funding to support agency goals, objectives and agency growth.**

**Objective: To fiscally maintain and promote Arc AC current programs and long-term goals.**

**Objective: To assure 5-year Strategic Plan is being implemented and developed, the Board will review, amend, and create an annual plan each October of calendar year, to align with 5-year plan.**

**5. Administration, Human Resources and Technology**

**5.1 Goal: The ArcAC promotes and facilitates the use of technology and office equipment to improve access to our programs, advance our Mission and Vision and support staff.**

**Objectives: To increase access to our programs.**

**Objectives: To recruit and retain quality staff.**

Reviewed by all Arc AC staff on 6/28/2021

Approved and Finalized by Board of Directors on August 2, 2021