



# Where We're Going - Our Strategic Plan 2022 - 2024

Mission: Empowering people with disabilities to create an accessible and inclusive community.  
 Vision: An inclusive community that is designed to value and empower people with disabilities.



## Financial Stability and Growth

## Consumer & Community Impact

## Process and Accountability

## Learning & Growth

### Goal

To seek and obtain ongoing funding to achieve our mission and strategic objectives.

### Objectives

- Maintain and broaden our revenue base by exploring new initiatives.
- Continue responsible accountable, transparent, fiscal management.
- Develop and implement a marketing/fundraising plan.

### Example

- Enhance the profile of fundraisers as an ongoing function for the Centre's fiscal profile.
- Research and create new funding applications.

### Goal

Continue to provide and expand access to leadership, support and skills development.

### Objectives

- Increase community profile and awareness of programs and services.
- Explore and evaluate existing and new programs through refinement and development.
- Promote a culture of advocacy in the community using principles of independent living.

### Example

- Evaluation of individual consumer needs through programs and services (addressing all needs).
- Identify gaps in services for people with disabilities.

### Goal

To create a measurement and performance tool to ensure that we are achieving our strategic goals in year 1 of this plan.

### Objectives

- Develop a database and an evaluation performance tool that will measure statistics and measure services to clients and goals achieved.
- Report on activities in annual report.

### Example

- Evaluate why individuals need our services and what makes our services unique and different from other agencies.
- Evaluate outcomes for individuals.
- Services are based on needs assessment in response to people with disabilities.

### Goal

To ensure that resources are allocated for continuing education and growth all personnel that will contribute to overall credibility and professional experience of ILCK.

### Objectives

- To increase the overall knowledge base of personnel through development and growth opportunities.
- Seek out and facilitate access to professional development opportunities.
- Completed EDII plan

### Example

- Self improvement programs
- Workshops/training opportunities
- Networking with other agencies.