



STRATEGIC PLAN

Building Possibilities

FY 2023 – FY 2025



ORGANIZATIONAL SUMMARY



MISSION

To empower individuals of all abilities to live their fullest life



HISTORY

53 years providing medical, residential, therapy, community living, education and supportive services.



SERVING

Over 700 children and adults and 1,800+ of their family members – parents, siblings, and family caregivers.

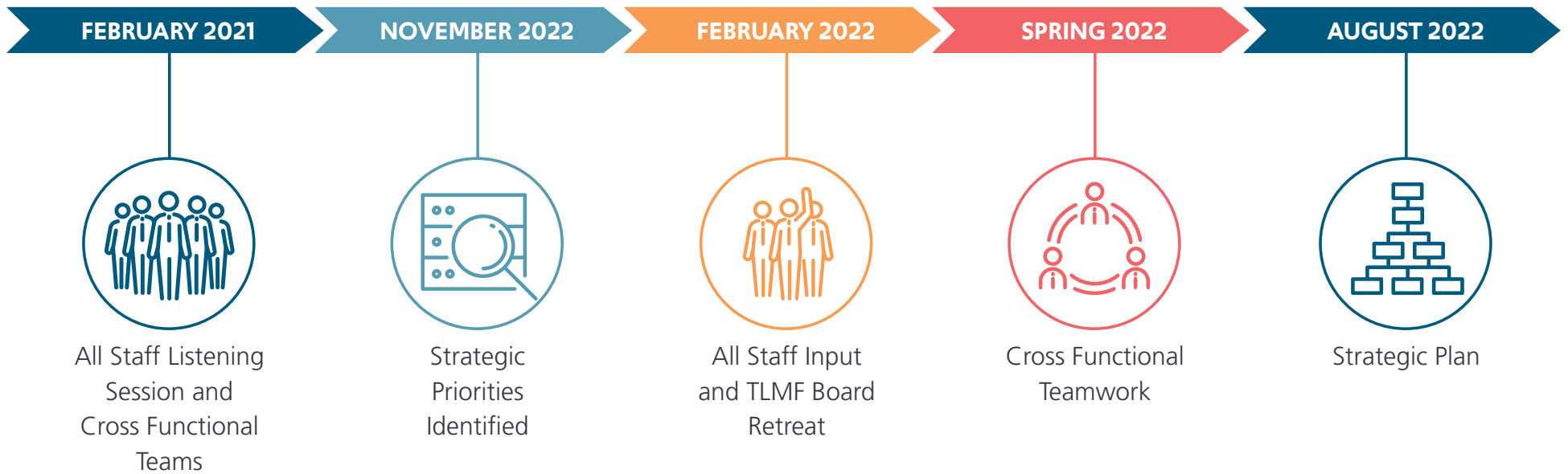


NEED

By 2040, our community will have an estimated 38% increase in people living with an intellectual or developmental disability (I/DD).



PROCESS



VISION 2040



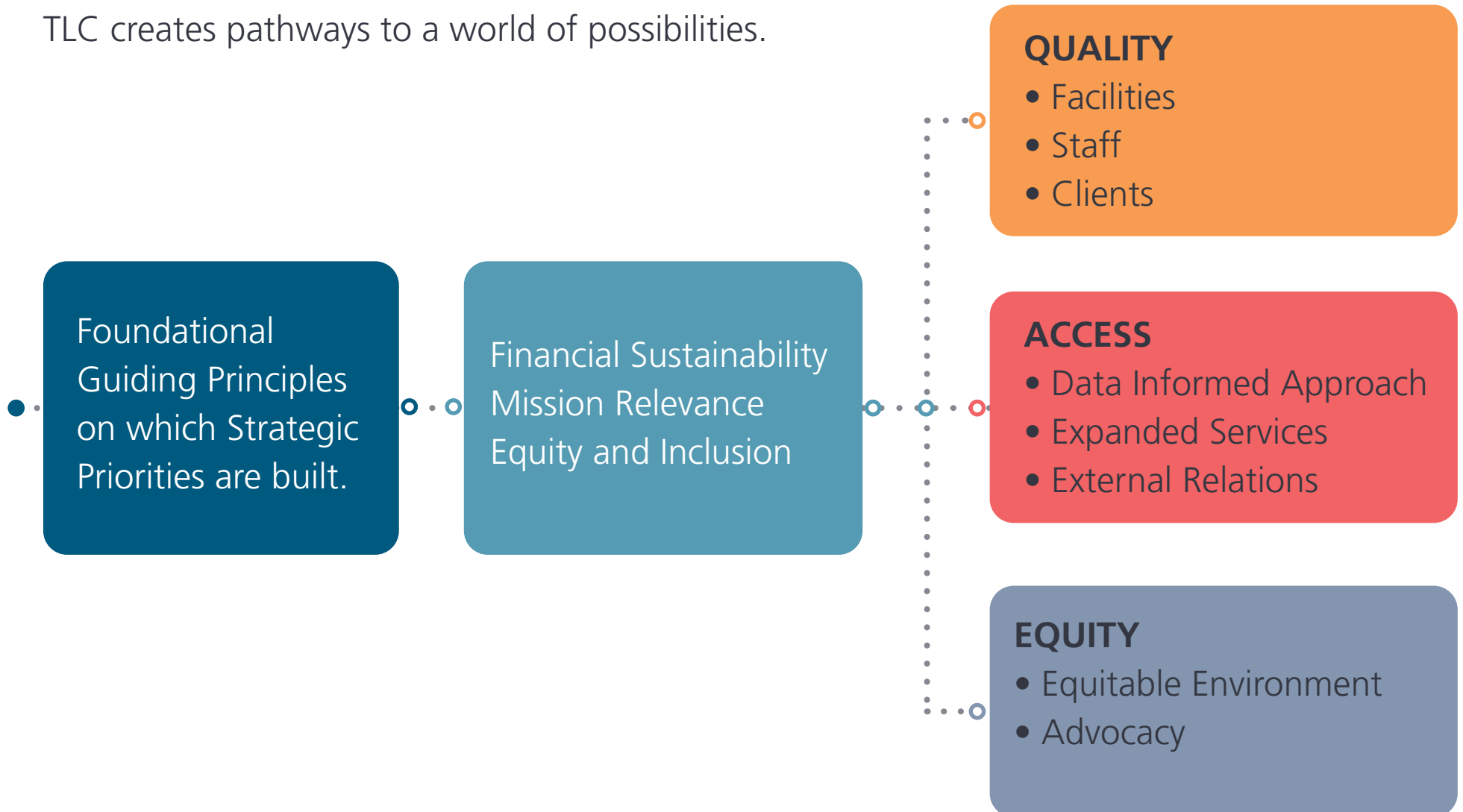
TLC creates pathways to a world of possibilities.



STRATEGIC PRIORITIES

20 YEAR VISION:

TLC creates pathways to a world of possibilities.



STRATEGIC PRIORITY ONE



Quality:

Through excellent services and strategic investments, TLC improves the quality of life for TLC clients and staff.



STRATEGIC PRIORITY ONE GOALS

QUALITY: GOALS



CLIENTS

By 2025, TLC has more pathways for clients to live their fullest lives through individualized whole-person care and active participation in the community.



STAFF

By 2025, TLC has an infrastructure that supports growth, and the organization's highly trained workforce has access to professional development and career pathways.



FACILITIES

By 2025, TLC has transformed its property through investments and improvements in its buildings and campus utilizing philanthropy, volunteers, and operational resources.

STRATEGIC PRIORITY TWO



Access:

Using a data-informed approach and a focus on increasing support, TLC ensures greater access to services through sustainable programs, expanding existing offerings, and exploring new opportunities.



STRATEGIC PRIORITY TWO GOALS

ACCESS: GOALS



DATA AND EVALUATION

By 2025, TLC has a data and evaluation department that actively monitors and analyzes data to determine organizational success and identify trends to inform future opportunities.



EXPANDED SERVICES

By 2025, TLC has grown existing programs in a financially sustainable and thoughtful way and has developed new programs that increase access to services through strategic collaborations and partnerships.



EXTERNAL RELATIONS AND ENGAGEMENT

By 2025, TLC is amplified through expanded board support, individual donors, corporate partnerships, and active and engaged parents and volunteers.

STRATEGIC PRIORITY THREE



Equity:

TLC ensures equitable access to services for our clients, where all staff feel valued and appreciated, and where we continually utilize a diversity, equity and inclusion lens in our work.



STRATEGIC PRIORITY THREE GOALS

EQUITY: GOALS



EQUITABLE ENVIRONMENT

By 2025, TLC is living its core values, investing in and valuing staff, and ensuring an equitable environment.



ADVOCACY

By 2025, TLC has a robust advocacy strategy, engaged volunteers, and enhanced relationships with key stakeholders.



Our vision includes **possibilities for those we serve today, those we will serve in the future, and our staff.** The first year of our strategic plan gives thoughtful consideration to the infrastructure that TLC must build and support to be strengthened for our **future growth, future opportunities, and changes in the landscape of disability services.** We are building the organization for the future with a plan, a firm foundation, and a solid structure – **AS WE WORK TOGETHER TO BUILD POSSIBILITIES.**

