



Village of Merici Strategic Plan 2026—2029

Vision Statement

A world where adults with intellectual and developmental disabilities shape their own futures, thriving because of exceptional, personalized support, and inclusive communities.

Mission Statement

The Village of Merici provides an innovative approach to support for adults with intellectual and developmental disabilities focused on independent living.

Values Statements

Belonging: We facilitate a sense of self and community.

Integrity: We act with honesty, accountability, and quality of character.

Respect and Dignity: We honor each person's self-determination.

Support: We model care and commitment for others.

Goals and Objectives

1. **Goal:** Develop and expand innovative housing, services, and programs, that strengthen independence, community, and quality of life.

Objectives:

- a. Explore opportunities for new housing initiatives.
 - b. Expand wrap-around services—such as transportation, behavior consultation, job coaching, and in-house vocational rehabilitation—to promote independence and long-term quality of life.
 - c. Advance innovative program development by building off existing successful initiatives with potential for replication and franchising.
 - d. Empower the People we support and their families to achieve greater independence and quality of life through innovative uses of technology.
 - e. Strengthen and expand partnerships to meet emerging needs and create new opportunities for support, education, and employment.
2. **Goal:** Attract, develop, and retain mission-aligned staff while cultivating strong leadership to ensure Village of Merici's long-term success.

Objectives:

- a. Invest in staff development and training to build skills, confidence, and long-term career growth at Village of Merici.
 - b. Cultivate a leadership pipeline by preparing emerging leaders and supporting succession planning.
 - c. Strengthen and engage the Board of Directors through ongoing development and recruitment to ensure the board is representative of all facets of Village of Merici.
 - d. Strengthen recruitment efforts to attract mission-aligned, driven, and talented staff.
 - e. Invest in technology infrastructure and staff development to enhance efficiency and ensure resources are focused on mission delivery.
3. **Goal:** Foster an inclusive community for all the People we support, families, staff, and stakeholders where all feel valued and connected.

Objectives:

- a. Strengthen the belonging of the People we support within Village of Merici and the broader community.
 - b. Deepen family engagement and long-term connection to Village of Merici.
 - c. Expand community-building experiences that foster relationships and connection.
 - d. Enhance ongoing communication efforts to nurture a more informed, engaged, and connected community.
4. **Goal:** Build a resilient and diversified financial foundation that ensures Village of Merici's long-term sustainability.

Objectives:

- a. Expand and diversify revenue streams.
- b. Bolster fundraising to broaden the sustaining donor base.
- c. Increase Village of Merici's brand awareness and external engagement through targeted outreach to attract new donors and foster strategic partnerships.
- d. Continue prudent management of costs and expenses.

Monitoring the Plan

The board and staff will evaluate progress made toward the strategic plan each year and adjust our approach as needed.

Monitoring

- Include the Strategic Plan on the board agenda.
- Review the tactics and progress toward completion (in the *Implementation Grid*) to adjust the tactics, metrics, and timing as needed.
- Use the tactical implementation grid as a monitoring document.
- Provide quarterly updates of plan progress, including details from the tactical level, at board meetings.
- Provide an annual update/review of the plan and look ahead to next year.
- Be realistic about the need to move and shift tactics as needed, keeping in mind the sequencing of certain items.