

ABILITIES FIRST NAVIGATION SYSTEM

3-Year Goals

("Goals" represent broad general results. "Strategies" are descriptions of actions to reach the goal.)

Core Values	<ul style="list-style-type: none"> ❖ Selfless Respectful Service. ❖ One Team, One Mission. ❖ Inspire Others. ❖ Be Resourceful, Never Give Up. ❖ Seek Knowledge and Embrace Change.
Purpose	<p>Mission Turning Abilities into Opportunities.</p> <p>Our Niche Educating the community to continuously expand inclusive opportunities for individuals with developmental disabilities.</p> <p>Vision All people with developmental disabilities live the life they choose.</p>
<p>Target</p> <p>Full Inclusion IS within our reach!</p>	<p>100% of individuals we serve have opportunities to experience full inclusion.</p> <p>Full Inclusion:</p> <ul style="list-style-type: none"> • Everyone has opportunities to experience acceptance and a sense of belonging as a community member. • People with and without developmental disabilities live, love, learn, work and play side by side in the community. • People are supported for success. • All people have opportunities for meaningful relationships and experiences. • People recognize that full inclusion benefits everyone involved by bringing together different abilities and perspectives to make a greater whole.

<p>Public Awareness Strategy--(How we make sure everyone gets the message) (Marketing Machine)</p> <p>It starts with us!</p>	<p><u>Target Audience:</u></p> <ul style="list-style-type: none"> • People who could benefit from Abilities First. • Network for referrals. • People, organizations, and businesses that embrace full inclusion. • Community. <p><u>How We INSPIRE (stand out in the crowd):</u></p> <ol style="list-style-type: none"> 1. We are committed to innovative opportunities so that everyone in our community can experience full inclusion. 2. We show our community that full inclusion is a way of life which benefits everyone. <p><u>The Abilities First Difference</u></p> <ol style="list-style-type: none"> 1. We are a leader in advancing full inclusion with persons with developmental disabilities. 2. We track unmet needs and provide creative solutions. <p><u>Guarantee</u> We recognize abilities first.</p>

ORGANIZATIONAL GOALS AND STRATEGIES

<p>2/28/2025</p>	<p>Goal A – Abilities First Will Identify Unmet Needs In The Community.</p> <p>Strategy – Obtain and use data to define the needs to be addressed.</p> <ol style="list-style-type: none"> 1. Update and implement new community needs survey to obtain fresh data regarding transportation, technology, and employment.
<p>2/28/2025</p>	<p>Goal B – People Know Abilities First.</p> <p>Strategy – Bring the community together through education and awareness about their own role in inclusion.</p> <ol style="list-style-type: none"> 1. Work with FoAF to develop and implement public awareness campaign.
<p>2/28/2025</p>	<p>Goal C - Maximize Abilities First Resources to Achieve our Mission and Vision.</p> <p>Strategy – Prioritize opportunities. Prioritize available funding. Pursue alternative funding.</p> <ol style="list-style-type: none"> 1. Analyze data from 2022 community needs survey to determine how to allocate current resources and develop the plan to allocate those resources. 2. Develop system(s) to prioritize needs. 3. Develop community partnerships to promote and activate fully inclusive opportunities for transportation, technology, and employment. 4. Identify grant funding opportunities to pursue with and without community partners specific to transportation, technology, and employment.
<p>2/28/2025</p>	<p>Goal D – Abilities First Is a Place people want to work.</p> <p>Strategy – Provide employees with exceptional training opportunities, recognition, clear communication, flexibility and a competitive benefit structure.</p> <ol style="list-style-type: none"> 1. Develop and implement recruitment plan.

	<p>2. Develop and implement talent development plan.</p>
02/28/2025	<p>Goal E – Maximize Our Virtual Potential.</p> <p>Strategy – Internal and external stakeholders have access to technology, and we use it to improve how we do business.</p> <p>INTERNAL</p> <ol style="list-style-type: none">1. Complete internal system transformation and integration of 365.2. Develop internal operating plan for how AF uses 365.3. Develop trainings for all staff to ensure competency and consistency in using 365.4. Ensure all staff are trained and retrained in using 365. <p>EXTERNAL</p> <ol style="list-style-type: none">1. Provide technology training to people served.