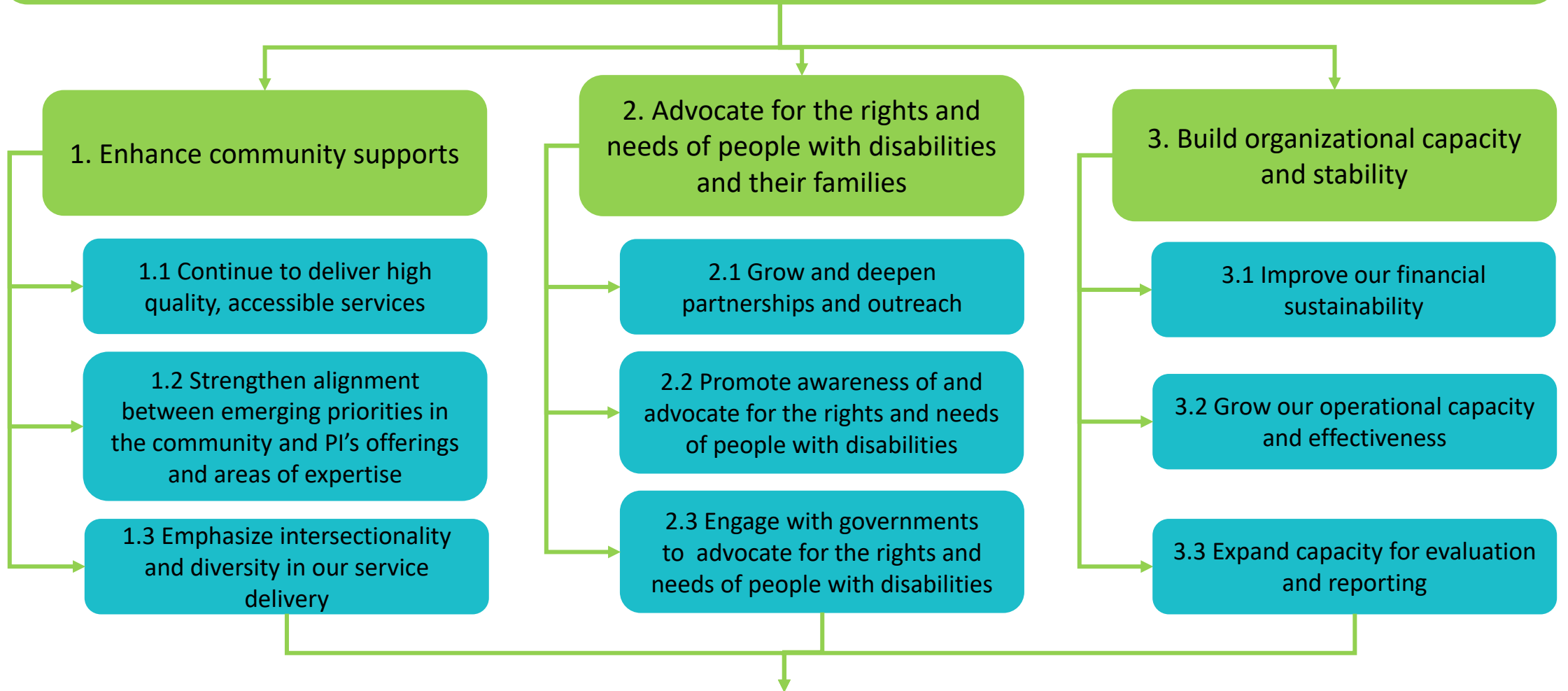




Strategic Plan 2022-2025

Final – July 19, 2022

Plan Institute's mission is to empower people with disabilities to lead a good life.



Plan Institute envisions a future where all people with disabilities lead a good life.

Priority

1. Enhance community supports

Objectives

1.1 Continue to deliver high quality, accessible services

1.2 Strengthen alignment between emerging priorities in the community and PI's offerings and areas of expertise

1.3 Emphasize intersectionality and diversity in our service delivery

Activities and Outputs

1.1.1 Continue and evaluate existing activities
1.1.2 Revise and improve programs based on evaluation results and changing needs

1.2.1 Deepen current understanding of community needs and priorities
1.2.2 Plan and seek funding to meet existing and emerging needs
1.2.3 Implement program changes to meet existing and emerging needs

1.3.1 Develop and approve PI definitions/policies on inclusion and diversity (I&D)
1.3.2 Review services and programs to identify opportunities to enhance I&D
1.3.3 Enhance PI expertise and implement changes to emphasize I&D in service delivery

Outcomes

- High levels of satisfaction with PI services reported by those we serve
- Program/service decisions are based on existing and emerging community needs, and on intersectional principles
- Program improvements and changes are made based on user/participant feedback

2. Advocate for the rights and needs of people with disabilities and their families

Priority

Objectives

2.1 Grow and deepen partnerships and outreach

2.2 Promote awareness of and advocate for the rights and needs of people with disabilities

2.3 Engage with governments to advocate for the rights and needs of people with disabilities

Activities and Outputs

2.1.1 Develop a partnership strategy with clear goals
2.1.2 Base partnership activities on our awareness of the priority needs of those we serve
2.1.3 Develop new and deepen existing partnership and outreach activities

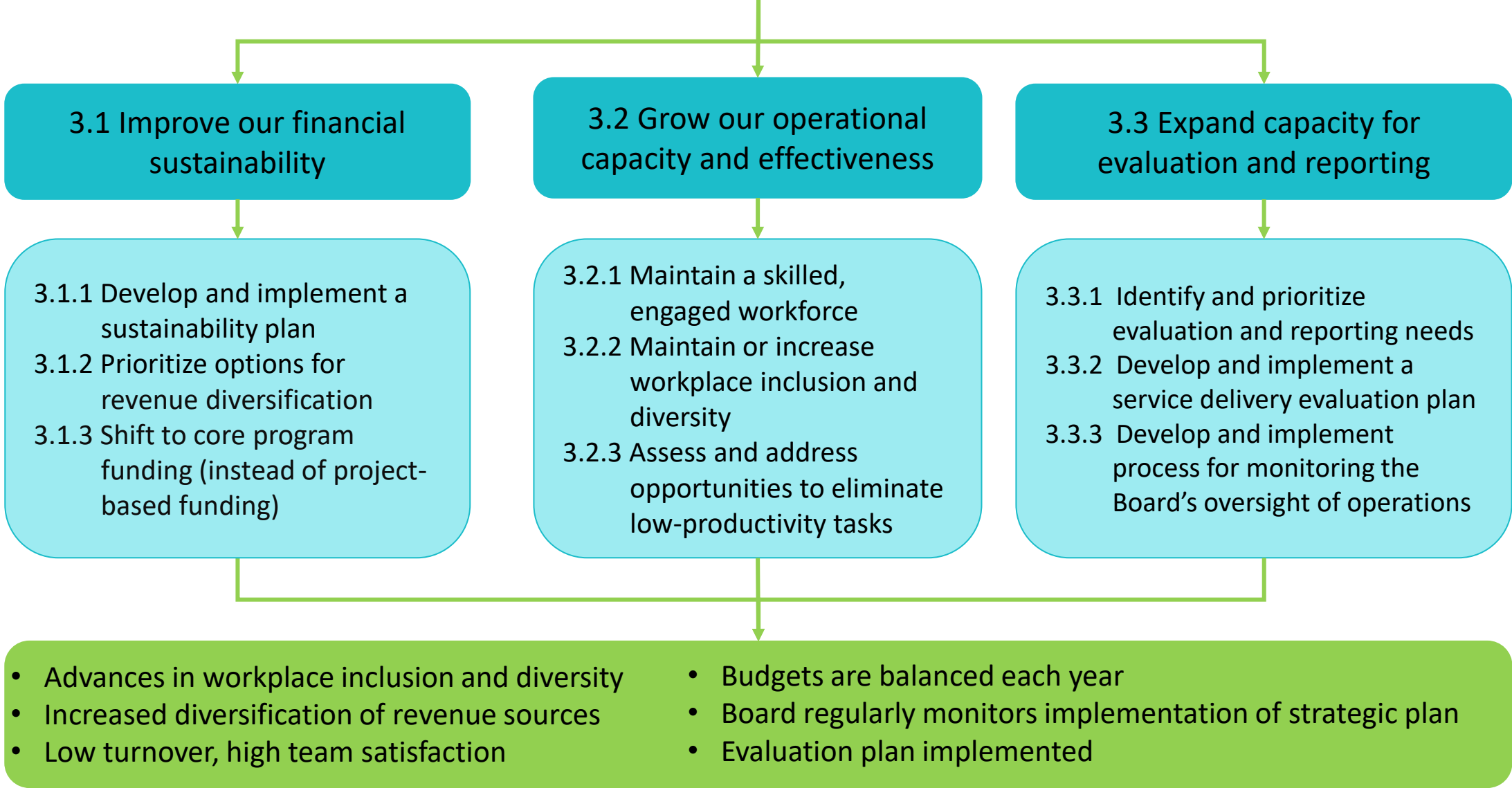
2.2.1 Select and approve topics for awareness and advocacy focus, based on our understanding of the priority needs of those we serve
2.2.2 Plan and implement awareness and advocacy activities

2.3.1 Annually review and select topics for government relations focus
2.3.2 Develop and implement a government relations action plan for selected topics
2.3.3 Build/maintain government connections as contacts change

Outcomes

- Partnership strategy goals are achieved or furthered
- Increased public, private and government awareness of PI and the rights and needs of people with disabilities and their families
- PI advocacy (together with partners) results in government response that benefits people with disabilities and their families

3. Build organizational capacity and stability



Priority

Objectives

Activities and Outputs

Outcomes

3.1 Improve our financial sustainability

3.2 Grow our operational capacity and effectiveness

3.3 Expand capacity for evaluation and reporting

3.1.1 Develop and implement a sustainability plan
3.1.2 Prioritize options for revenue diversification
3.1.3 Shift to core program funding (instead of project-based funding)

3.2.1 Maintain a skilled, engaged workforce
3.2.2 Maintain or increase workplace inclusion and diversity
3.2.3 Assess and address opportunities to eliminate low-productivity tasks

3.3.1 Identify and prioritize evaluation and reporting needs
3.3.2 Develop and implement a service delivery evaluation plan
3.3.3 Develop and implement process for monitoring the Board's oversight of operations

• Advances in workplace inclusion and diversity
• Increased diversification of revenue sources
• Low turnover, high team satisfaction
• Budgets are balanced each year
• Board regularly monitors implementation of strategic plan
• Evaluation plan implemented