



Two Year Strategic Plan

July 2025 – June 2027

Approved by Board of Directors
June 5, 2025

2025-2027 Strategic Plan

Mission, Vision & Values



Mission Statement:

Independence Alliance empowers people with disabilities to lead independent and inclusive lives in the community.

Vision Statement:

Independence Alliance is a recognized leader of quality and innovative services that promote independent living for people with disabilities.

Values:

Compassion: Independence Alliance demonstrates respect, support and care towards all people with disabilities and their families.

Empowerment: Independence Alliance encourages people with disabilities to set attainable goals to be contributing, responsible and equal participants in the community.

Financial Sustainability: Independence Alliance uses sound judgment and adheres to strict accounting principles in developing short-term and long-term financial goals that allow the organization to fulfill its mission.

Inclusion: Independence Alliance advocates for people with disabilities to be included in their community through equal access to desired opportunities and resources.

Independent Living Philosophy: Independence Alliance believes that every person, regardless of their disability, has the potential and the right to make decisions about their life and to pursue their dreams.

Innovation: Independence Alliance strives to meet the needs of people with disabilities by recognizing and making universal changes in how, where and when services are delivered.

.....

2025-2027 Strategic Plan Goals & Objectives



Goal One: Increase employee engagement

Interpret and enforce personnel policies with consistency

Conduct an annual survey to measure staff satisfaction

Leadership will strive to cultivate a trusting environment

Goal Two: Strengthen the organization's service model

Ensure core services are aligned with the needs of the consumers

Utilize technology to reach consumers who are unserved/underserved

Be responsive to each consumer's needs in a timely manner

Goal Three: Increase community engagement

Develop intentional outreach to connect with the community

Engage the community through relevant and timely information

Goal Four: Develop resource development strategies

Plan for 50th anniversary in 2027

Build capacity through fundraising

.....