Mission
Pathfinder Village will promote a healthy, progressive environment that respects the individual, supporting a life of value and independence.

Core Values
• Inherently, every person has equal worth.
• Honesty and transparency are paramount to forming and enriching relationships.
• Valuing individual differences promotes growth and understanding.
• Trust is essential for success and an environment open to improvement.

Vision
“Building Community One Person at a Time”

Priorities

Human Capital
• Provide competitive wages and benefits commensurate with job expectations.
• Promote a positive culture of innovation and excellence through employee engagement and career opportunities.
• Invest in education and training focusing on three core competencies; Knowledge, Skills and Attitudes.
• Continue to grow direct support professional career paths through credentialing programs.
• Maintain a leadership team that upholds the values and mission of the organization.

Financial & Physical Assets
• Provide quality and reliable services over the life span.
• Maintain and enhance our physical plant.
• Implement housing modifications to meet resident needs and the changing consumer market.
• Align resources consistent with service trends and desired consumer outcomes.
• Invest in a modern technology infrastructure to provide a platform for enhanced communication, documentation and outcome measurement; provide assistive communication devices and other technology related platforms for program participants.
• Expand Endowments to address the need for program scholarships, infrastructure and workforce talent.

Community Building & Integration
• Integrate and coordinate all programs to align services and resources.
• Provide access points for each person to experience “their” community.
• Expand the “Village” setting to achieve maximum community experience while maintaining personal safety and security.
• Build a diverse organization that fosters inclusiveness achieving “common ground” where everyone succeeds.
• Continue to grow our purpose and role in the broader community through activities that reflect the needs and desires of the region.

Person Centered Services
• Support people and families through services so they achieve the outcomes they desire.
• Provide people and families the ability to make decisions about their lives, including where they live and who provides services.
• Deliver exceptional health, wellness and enrichment services reflective of people’s needs and interests.
• Incorporate comprehensive risk assessments and person-centered planning for all individuals in the development of their life plan.
• Comply with home and community based settings rule, eliminating the need for heightened scrutiny status.
• Train and coach staff on person-centered planning philosophy and delivery.
• Invest in aging services by maintaining partnerships with national aging experts, staff and family education and service accommodations.
• Expand Camp Pathfinder sessions throughout the year.
• Expand self-directed residential services on campus.

External Relations
• Incorporate the input of all stakeholders in designing and managing all services and supports.
• Demonstrate the value of services and supports to recipients; quality measurements are vital to this process.
• Increase partnership efforts with New York State disability offices and New York State school districts to promote Pathfinder programs.
• Enhance public awareness and recognition of the organization.
• Targeted marketing and advertising, focusing on education and post-secondary education audiences.
• Participate in national disability conferences and trade shows.
• Expand Kennedy Willis Center outreach activities to include; family advocacy, research and education and aging consultation.
• Maintain talented and committed Board of Directors.

“...that each life may find meaning.”®

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