

# Strategic Vision 2020

## 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.

## Priorities Continued

### 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.”®



**PATHFINDER**  
★ VILLAGE