



Two Year Strategic Plan July 2023 – June 2025

Board Approved 10/5/2023

2023-2025 Strategic Plan

Mission, Vision & Values



Mission Statement:

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

Vision Statement:

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

Values:

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

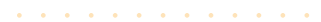
Empowerment: CILO encourages people with disabilities to set attainable goals to be contributing, responsible and equal participants in the community.

Financial Sustainability: CILO 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: CILO advocates for people with disabilities to be included in their community through equal access to desired opportunities and resources.

Independent Living Philosophy: CILO 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: CILO strives to meet the needs of people with disabilities by recognizing and making universal changes in how, where and when services are delivered.



Goal One: Increase employee engagement

Objectives:

- Successfully recruit and train staff
- Value staff for their unique skills and experience
- Leadership inspires and motivates positive change

Goal Two: Strengthen the organization's service model

Objectives:

- Services are specific, measurable, attainable, relevant and timely
- Services are expanded to range across the lifespan

Goal Three: Increase community awareness of the organization

Objectives:

- Determine the current level of awareness of CILO
- Leadership cultivates relationships with stakeholders



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Goal #1 Increase employee engagement.

Objective 1	Successfully recruit and retain staff	
	Offer competitive salary and benefits	Ongoing
	Use standard onboarding checklist with new employees	Ongoing
	Apply personnel policies with consistency	Ongoing

Objective 2	Value staff for their unique skills and experience	
	Involve staff in decision-making	Ongoing
	Seek opportunities to appreciate staff, both individually and collectively	Quarterly



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Goal #2 Strengthen the organization's service model.

Objective 1	Services are specific, measurable, attainable, relevant and timely	
	Redesign the Independent Living Plan (ILP) form used by staff	Complete by 12/31/2023
	An Independent Living Plan (ILP) for each consumer will be completed with staff and updated as needed	Ongoing
	Seek continuous improvement in program delivery	Ongoing

Objective 2	Services are expanded to range across the lifespan	
	Encourage new consumers to complete the ILP	Ongoing
	Provide services through the addition of a Youth Transition Specialist	Complete by 12/31/2023



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Goal #3 Increase community awareness of the organization.

Objective 1	Determine the current level of awareness of CILO	
	Ask new consumers how they found CILO	Ongoing
	Increase outreach after rename/rebrand	Begin awareness campaign 7/1/2024

Objective 2	Leadership cultivates relationships with stakeholders	
	Board will develop Responsibility Statement	Complete by 11/30/2023
	Leadership will develop new and strengthen current supports in the community	Ongoing