



Three Year Strategic Plan July 2020 – June 2023

CILO Board of Directors

Approved 5/7/2020

2020 Strategic Plan

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.



2020 Strategic Plan

Goals



Goal One: Organizational Restructure

Objectives:

- Encourage a positive culture within the organization
- Strengthen policies and procedures across the organization
- Develop an operational contingency plan
- Clearly define and re-assign titles and roles
- Staff will engage in professional development

Goal Two: Systemic Advocacy

Objectives:

- Work toward long term social changes that support the rights and interests of people with disabilities
- Focus on six issues: education, employment, healthcare, fair housing, technology and transportation

Goal Three: Financial Sustainability

Objectives:

- Perform a cost benefit analysis to determine feasibility of relocating offices
- Determine if current programs are self-sustaining
- Obtain unrestricted income through fee-for-service payment model – i.e. Medicaid funded programs, Accessibility Surveys
- Pursue foundation/corporate grants to fund unique projects & programs

Goal Four: Core Services

Objectives:

- Assure that programs and services are relevant and correspond to the IL Philosophy, Disability Rights Movement and Disability Culture
- Strive for compliance with the Administration for Community Living
- Recognize and respond to how, when and where services are delivered

Goal Five: Engage Our Community

Objectives:

- Build and implement strategies that effectively engage the community
- Increase awareness of the organization by participating in community activities aligned with our mission
- Collaborate with other agencies to share information and programming