

**Goal 4: Ensure Coarc has an effective governance structure.**

**Strategy 4.1:** Evaluate Board assets and gaps and use that information as part of the nominating committee process to strengthen and diversify our governance structure and address board succession planning.

**Strategy 4.2:** Deliver training and orientation for board members using The ARC New York requirements and information/expectations specific to Coarc.

**Goal 5: Ensure the agency is financially viable.**

**Strategy 5.1:** Develop a series of metrics and financial reports that will be reviewed monthly with the Budget and Finance Committee and the Board of Directors to gauge the agency's financial wellness.

**Strategy 5.2:** Diversify Coarc's funding streams.

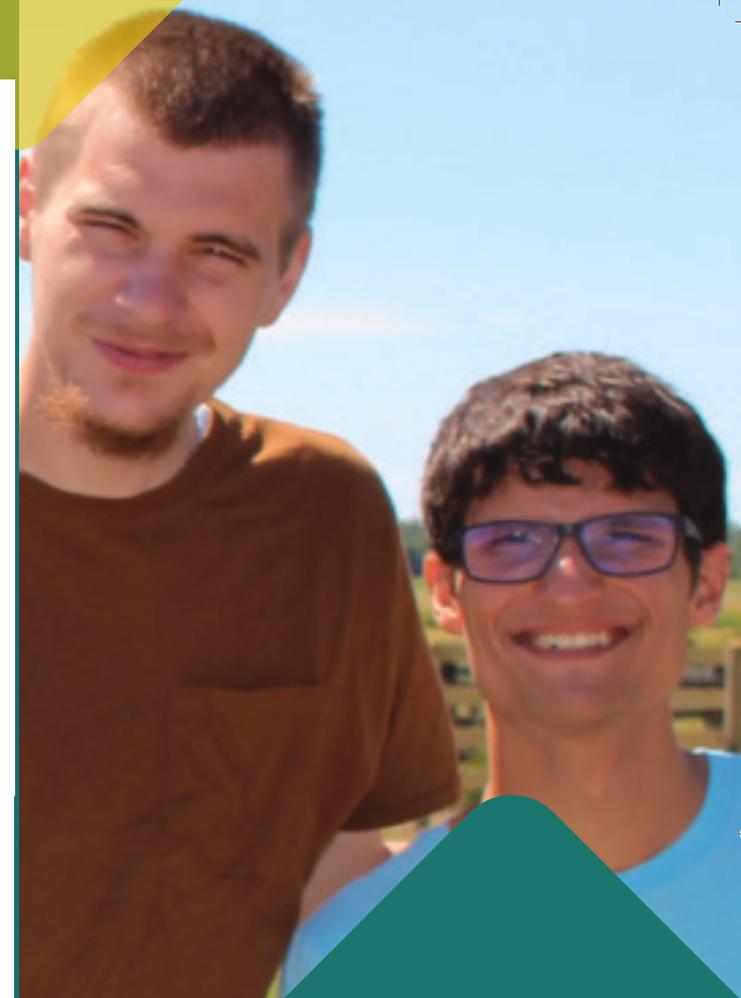


630 Route 217  
Mellenville, NY 12544



**Coarc Board of Directors**

Dorothy Wheeler, Tracy Cantele  
Mary Ann Harris, Annette Dennis  
Denise Barry, Donna Knight  
Mary Anne VanDenburgh, Karen Blass  
John Craft, Christopher Nardone  
Doris Meier, Daniel Rockefeller  
Karen Engel, Mark Harris



# Strategic Plan 2023-2025



**Goal 1: Offer quality services that meet current and future needs and desires of people supported.**

**Strategy 1.1: Assess programs utilizing an evaluation construct that takes into consideration agency mission, financial viability, customer demand, staffing sensitivity and government support.**

**Strategy 1.2: Develop program opportunities that are consistent with the expressed wishes of people with developmental disabilities and their families/circles of support.**

**Goal 2: Develop, strengthen, and support Coarc's caring, quality workforce.**

**Strategy 2.1: Improve the employee experience, including providing a competitive total compensation package.**

**Strategy 2.2: Cultivate a sense of belonging and connection in the workforce (internal community).**

**Strategy 2.3: Enhance current recruitment efforts, identify new pipelines for recruitment, and plan for employee succession.**

**Goal 3: Engage with our community to cultivate a sense of connection and belonging.**

**Strategy 3.1: Develop a portfolio of communication tools for both internal and external audiences.**

**Strategy 3.2: Use the portfolio of communication tools to share pertinent and timely information, in a consistent, transparent manner, with people supported, their families, employees and external partners.**

**Strategy 3.3: Commit to engaging with the broader community on a regular basis.**

## Contact Us



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## Our Mission

To expand abilities, one person at a time, so people experiencing disabilities can achieve their personal goals.

## Our Vision

To be an ethical organization that is a part of a society that recognizes people with different degrees of abilities as full contributing members of their community.