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.
### 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

- **518-672-4451**
- **info@coarc.org**
- **coarc.org**
- **630 Route 217**
  Melville, NY 12544
- **@Coarc518**

---

### 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.