



Strategic Plan

2012 to 2015

Who We Are

The Yellowknife Association for Community Living (YKACL) is a non-profit organization registered under the *Societies Act* of the Northwest Territories and registered under the *Income Tax Act* as a federal charity.

The Association was founded in 1963 by a group of parents seeking supports for their children with intellectual disabilities. Since then we have continued to expand our services to include people with any disability and of any age, as well as services for families supporting a member with a disability.

Today YKACL is directed by a thirteen person volunteer Board of Directors and employs about 25 full and part-time staff as well as many casual employees who provide services in eight different service areas. We strive to accomplish our mission by offering services and supports that facilitate inclusion in community-based activities directed towards meeting the employment, education, and social needs as identified by the individuals and their families. We work in partnership with families, like-minded individuals, organizations, and government to advance the inclusion of all in our community. Our goal is to help people with disabilities in reaching their potential and accomplishing their goals. We also provide information, education and training to community members and professionals about disabilities and the benefits of inclusion.

We are a member of the Canadian Association for Community Living (CACL), a Canada wide organization with associations in all ten provinces and the three territories. CACL comprises 420 local associations with over 40,000 members and is one of Canada's ten largest charitable organizations.

Our Mission

To help people with intellectual disabilities, and their families, enjoy meaningful lives in a supportive community.

Our Beliefs

The Yellowknife Association for Community Living is guided by the following beliefs:

- All people are entitled to respect
- All people have inherent dignity
- All people have the right to make major life decisions and these decisions are honoured and supported
- All people have equal worth
- All people have the capacity for growth and expression
- Every person has the right to be nourished physically, intellectually, socially, emotionally, and spiritually
- All people have the right of equal access to services and programs provided to citizens of Canada

Moving Forward

Working with individuals with intellectual disabilities and their families is an on-going process. As a person moves through one stage of life or development, there are new challenges and opportunities that arise. YKACL strives to help at each stage, where needed.

As our services have grown and matured, new and expanding needs are identified which must be addressed in order to achieve inclusion for individuals in our community. The Association, in partnership with families and individuals, is identifying strategies to begin addressing those needs over the next three years.

Our strategic priorities for 2012 to 2015 are:

- Priority 1 Improving the inclusion of individuals through a broadened range of skill and knowledge development
- Priority 2 Creating additional service options that reflect the life patterns of the general population
- Priority 3 Maintaining consistency between client needs, Association goals and funder requirements
- Priority 4 Acting as a catalyst to discussions about where adults with intellectual disabilities in Yellowknife live and how they are supported and possible innovations in options and support

To achieve these priorities, YKACL must also create a foundation of resources and systems that allow the advancement of services. Our foundational supports are:

- Support 1 Enhancing public awareness of the Association's mandate and services
- Support 2 Identifying resources, including financial, human and in-kind, to ensure sustainable services that address lifespan needs
- Support 3 Supporting cross-service interaction and a single consistent base of operations

Taking Action

Creating priorities that reflect the needs of those we support is only a first step. These priorities need to move from ideas to implementation. For each strategic priority and foundational support, there are a series of actions that will turn the priorities into concrete services.

Strategic Priorities

Priority	Actions
<p><i>Priority 1 - Improving the inclusion of individuals through a broadened range of skill and knowledge development</i></p>	<p>Support social interaction and growth opportunities for teens and young adults with intellectual disabilities</p> <p>Create specific services and options to assist teens and young adults with employment and a transition from school to employment</p> <p>Implement a regular life skills training program, alone or in partnership with other community organizations</p> <p>Expand short-term and part-time work opportunities for clients through the expanded use of one-on-one job coaches</p>
<p><i>Priority 2 – Creating additional service options that reflect the life patterns of the general population</i></p>	<p>Increase the opportunities for individual choice and Business Services applications by expanding the Skills Training and Community Inclusion service to reflect more standard work hours</p> <p>Explore social and recreational options, in partnership with existing organizations, for adults of retirement age</p>
<p><i>Priority 3 - Maintaining consistency between client needs, Association goals and funder requirements</i></p>	<p>Develop an evaluation cycle that addresses all services in an affordable and consistent manner</p> <p>Implement an annual check-in process with individuals and families in various services</p>

<p><i>Priority 4 – Acting as a catalyst to discussions about where adults with intellectual disabilities in Yellowknife live and how they are supported and possible innovations in options and support</i></p>	<p>Identify options for improvement in accommodation choices based on the experiences of others</p> <p>Create cost-benefit scenarios for options that are consistent with Association philosophy</p> <p>Work with others in the community to explore opportunities for those options to become a reality</p>
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Foundational Supports

Support	Actions
<p><i>Support 1 - Enhancing public awareness of the Association's mandate and services</i></p>	<p>Develop a consistent communications approach and point of contact within the Association</p> <p>Implement regular public communications on our services to enhance public awareness of our services and establish our identity as a single unified organization</p>
<p><i>Support 2 - Identifying resources, including financial, human and in-kind, to ensure sustainable services that address lifespan needs</i></p>	<p>Broaden the base of funding sources including own-source revenue</p> <p>Explore partnerships and other options for acquiring the skills, space and resources to support services and service change</p> <p>Ensure staff have exposure within the organization that allows them to contribute in a progressive way</p>
<p><i>Support 3 – Supporting cross-service interaction and a single consistent base of operations</i></p>	<p>Pursue the co-location of all Association services</p> <p>Provide cross-service training opportunities</p>