

# The Arc Baltimore's Strategic Plan

In 2023, we took a fresh look at our Strategic Plan established in 2019, and we determined that our Mission, Vision, Values, Guiding Principles, and Strategic Themes all remained strong and relevant. We refreshed our plan with updated objectives that reflected our accomplishments over the past few years, where we are today, and where we want to go in the next three years. In addition, we gathered input from our stakeholders – **the people we support, their families, and our staff** – through surveys and focus groups.

**We've heard your voices**, and we hope that you see your impact reflected in our strategic plan. Whether you are closely involved in the plan or are a direct support professional focusing on improving how you document services provided, **we all play a role in achieving our objectives** which is critical to moving The Arc forward.

## Our Five Strategic Themes:



The Arc Baltimore will refocus organizational recruiting and retention efforts to identify and retain talented employees who align with our organization's mission and values.



The Arc Baltimore will create one team united by common beliefs, values, culture, and management systems.



**Fueling Our Mission**

The Arc Baltimore will pursue sources of revenue that create organizational sustainability for future generations.



The Arc Baltimore will optimize its organizational infrastructure to successfully embrace transformative opportunities.

The Arc Baltimore will develop strategic alliances that support its efforts to fulfill its mission and achieve its vision.

