

HOME LIFE INCORPORATED

Strategic Plan

2026 – 2029

Choices for all. Barriers for none.

For Internal Agency Use

Vision, Mission, and Values

Vision

Choices for all. Barriers for none.

Mission

To support adults with intellectual and developmental disabilities to live active, empowered, and meaningful lives.

Values — adults with I/DD have many capabilities and are valuable community members. They should be:

1

Treated with dignity and respect

2

Involved in decision making that affect their lives

3

Encouraged to live independently in a safe, healthy environment that fosters growth

WHAT WE DO

Goal of Services

To create a community in which people with intellectual and developmental disabilities are challenged and supported to live their best lives.

Residential Programming

Individualized 24-hour care in a home setting, with inclusive community engagement.

Supported & Community Living

Practical in-home skills plus the social skills to build and keep healthy relationships.

Vocational Programming

Builds vocational capacity so anyone who wishes to can work in an integrated setting.

Low-Income Housing

Affordable homes for individuals with I/DD who do not need 24-hour residential care.

Four Goals for 2026 – 2029

01

Healthy Environments

Healthy, safe, accessible homes, vehicles, and technology.

02

Financial Stability

A secure financial safety net protecting homes and services.

03

Services

Person-centered supports across every stage of adult life.

04

Quality Workforce

A skilled, stable, and resilient team delivering quality care.

GOAL 1

Healthy Environment

All residents have healthy homes and environments that are safe, accessible, and well suited to the people living in them.

Maintain homes through 2030

- Use the reserve study as the guide for property maintenance
- Increase monthly capital reserve contributions from \$2,500 to \$5,000

Maintain a safe, modern fleet

- Transport supported individuals safely and reliably
- Move vehicle replacement from three to five vehicles per year

Maintain technology capabilities

- Continue monitoring technology security needs
- Implement updates as recommended by IT guidance

GOAL 2

Financial Stability

Build a secure financial safety net to protect and enhance the homes and services we offer.

Diversify revenue through expanded fundraising

- Increase grants, donations, and fundraising revenue by 30% over three years
- Analyze donor counts, new donors, average gift, and retention by December 2027
- Develop and implement donor marketing strategies by June 2028

Launch a planned giving / trust & will program

- Formalize the planned giving program by June 2027
- Develop materials and outreach by June 2028, targeting one legacy commitment per year

GOAL 2

Financial Stability (continued)

Build reserves and prepare for a capital campaign that improves our assets.

Build reserve and liquid assets

- Continue placing 10% of monthly net income into the reserve money market account
- Add proceeds from the sale of Woods to reserves for capital property repair

Launch a capital campaign

- Evaluate donor readiness and internal capacity by June 2028
- Determine campaign structure and donor engagement event by December 2028
- Plan and execute a capital campaign event by December 2029

GOAL 3

Services

Assist adults with I/DD to live full and happy lives centered on each person's goals, interests, strengths, choices, and support needs.

Person-centered daily supports

- Deliver residential, supported living, and vocational services that promote independence, self-advocacy, participation, safety, and belonging
- Increase staff knowledge and skills for serving I/DD adults by June 2027

Services for younger adults

- Identify the skill-building needs most important for young adults receiving services
- Create a part-time skill trainer position by December 2027 for individual and group skill development

Supports for aging adults

- Identify individuals who may need additional medical supports by December 2027
- Analyze the need — and fiscal sustainability — of direct nursing services by June 2028

GOAL 4

Workforce Stability

Maintain a skilled and stable workforce to provide high-quality residential, supported living, and vocational program services.

Onboarding and early retention

- Educate employees about insurance plan incentives and resources by December 2026
- Implement reimbursement for out-of-state MVRs by December 2026

Compensation and incentives

- Define attendance incentive criteria and implement the program by December 2028

Burnout and resilience

- Define staffing crisis criteria for incentive bonuses by December 2026
- Decide by June 2027 whether one personal day per year is fiscally feasible
- Identify and provide post-incident support resources by June 2028

GOAL 4

Workforce Stability (continued)

Strengthen scheduling, training, and culture across the agency.

Scheduling and operations

- Develop rehire and internal reinstatement policies, including required documentation and pay guidelines

Training systems

- Create a peer mentorship program for managers by June 2027

Culture and engagement

- Hold an annual engagement day where administrative staff visit programs and connect directly with teams

Key Milestones by Year

2026	2027	2028	2029
• Insurance incentive education • Out-of-state MVR reimbursement • Staffing crisis bonus criteria	• Planned giving program formalized • Staff skills training in place • Peer mentorship for managers • Part-time skill trainer hired	• Donor marketing launched • Attendance incentive program • Nursing services analysis • Capital campaign structure set	• 30% fundraising growth achieved • Capital campaign event executed • One legacy commitment per year

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