

# The Arc Advantage

The St. Louis Arc Advantage is what makes us special; it is our identity. It guides our decision-making and ensures that we remain focused on delivering exceptional, person-centered services that empower people and strengthen our community.

## VISION

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We see a day when all people are included and valued for who they are and what they bring to their communities.

## MISSION

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The St. Louis Arc's mission is to empower people with intellectual and developmental disabilities and their families to lead the lives they choose by providing high-quality services across the lifespan.

## CORE VALUES

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Respect, Inclusion, Collaboration, Empowerment

## SIGNATURE STRENGTH

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**Our Relationship Focus:** The hallmark of the St. Louis Arc is how we approach relationships with each of our stakeholders – participants and their families, employees, community members, other service providers, volunteers and supporters. Relationships are at the core of emotional and physical health, and they are the key element in helping people reach their goals and achieve full inclusion in the community.

## CORE CAPABILITIES

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The Arc Advantage is accomplished through the following strong Core Capabilities which encompass organizational capacities: People, Programs, Community Partnerships & Engagement, Resource Management.





# St. Louis Arc Strategic Plan

## Fiscal Years 2027-2030

### Goal

The Arc is prepared to safeguard its mission-critical services, leverage its resources, and foster innovation in the face of financial threats.

### Strategies

1. Establish and apply a consistent set of priorities and criteria to facilitate decision-making.
2. Proactively optimize Medicaid-waiver billing by accessing all applicable funding.
3. Develop and market sustainable private pay models for services.
4. Align and coordinate agency-wide policy advocacy efforts.
5. Grow the endowment to generate additional unrestricted revenue.

### Goal

The Arc's operational infrastructure is dynamic and aligned with organizational needs.

### Strategies

1. Promote transparency and mutual understanding between program and operational departments using a variety of tools and relationship-focused communications.
2. Strategically invest in and deploy IT resources to support the agency's needs and strategic priorities.
3. Creatively utilize existing facilities to support service delivery and operations.
4. Review and improve interdepartmental processes with identified pain points.

### Goal

The Arc's team members embody the Arc's Vision, Mission, and Values in leadership, management, and service delivery.

### Strategies

1. Operationalize the Arc's values and signature strength to ensure alignment and consistent culture across the agency.
2. Continually invest in the cultivation and professional development of managers.
3. Foster two-way communication and collaborative problem-solving.

### Goal

The Nexus is established and integrated in the Arc's service continuum, sustainable with robust community support, and creating emergent impact on those it supports.

### Strategies

1. Ensure a safe, accessible, inviting physical space.
2. Develop and implement program models to build skills and foster independence.
3. Attract residents with aligned goals and needs.
4. Employ diverse fundraising strategies to support operations and programming.
5. Collaborate agency-wide to leverage expertise and create a seamless, holistic experience.