



COMMUNITY LINK STRATEGIC PLAN FRAMEWORK 2025-2029

Adult Day Program

Decrease 14c utilization by 12/31/2028 to create a 1-year buffer before state-mandated phase out deadline.

- Increase scheduled activities to provide alternatives to piece work
- Develop schedules with 3 or more options for participants to choose at various times of the day

Enhance 31U on-site day program offerings to provide meaningful opportunities for participants to develop skills

- Develop from 2024 – 2026; implement 2026
- Recreational leisure activities
- Skill building
 - Personal
 - Job
 - Social / soft
- Continue to evaluate Kibu platform

Expand 31C community integrated options to balance recreation with skill development through purposeful activities that promote life skills, job skills, and volunteerism.

- Practice skills taught in 31U activities
- Develop skills to be used in future employment or independent living opportunities
- Improve both quality and quantity of 31C activities

Develop 33G small group community employment to reinforce work skills through integrated paid work with staff support.

- Timeline to begin in 2026
- Create a new position
- Establish employment committee to support new staff roles

CILA

Add 2 CILA homes within the next 5 years, at least one of which to be designed and built by Community Link

- Evaluate and consider purchase of existing CILA home in Breese owned by another provider

Align current CILA operations with characteristics of the “Ideal CILA”

- Fewer participants / individualized bedrooms
- Embedded activities in the community
- Handicapped Accessible
- Fully staffed
- Financially solvent (A 5-person home is currently slightly above break-even)
- Well-maintained

Recruitment & Retention

Recruit and retain staff through a cultural lens reflective of the agency's mission, vision, and values.

- Standardize and improve recruitment through the interview process.
- Improve staff development through the use of updated agency training plan.
- Maintain accountability through use of TRACTION techniques.

Infrastructure

Formalize a process for comprehensive oversight of agency infrastructure through the establishment of a committee and board of director involvement.