

# Memorandum

**To: All People Supported, Families, Employees, & Community Stakeholders**

**Date: August 2, 2024**

**From: Nick Salaris, Executive Director**

**Subject: 2023-2027 Strategic Plan Roll-Out**

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Hello everyone and I hope your summer is going well.

On behalf of the Board of Directors and the Senior Leadership Team, I am pleased to announce the launch of the new 2024-2027 Strategic Plan for LCDS. This new plan outlines the agency's vision, goals, and strategic priorities for the coming years. The plan reflects the commitment to our:

- Mission - 'Empowering people with developmental disabilities.'
- Vision – 'Inclusive Communities ~ Innovative Leaders.'
- Core Values – 'Care, Connection, and Excellence.'

As we embark on this exciting new journey, I encourage everyone to review the attached document in detail (which will also be posted to our website and agency SharePoint page soon). The agency's success relies on your collective effort, dedication, and engagement with the new plan.

Next steps include:

- **A celebration of the new plan roll-out immediately following the Town of Petrolia 150<sup>th</sup> Anniversary Parade on Saturday, August 17** (starting at 2 PM). Join us for treats and ice cream as we celebrate the rollout of the new Strategic Plan with the LCDS Wellness Committee at the Administration Building in Petrolia. Please RSVP here: [https://forms.office.com/Pages/ResponsePage.aspx?id=lnx0cr9qukiqfc0TP7Wq\\_tdhDpgNssNDsErv60Zr2MRUMzFHU0pNNTIJSjVMMldCNkZTTVdCTUxEVY4u](https://forms.office.com/Pages/ResponsePage.aspx?id=lnx0cr9qukiqfc0TP7Wq_tdhDpgNssNDsErv60Zr2MRUMzFHU0pNNTIJSjVMMldCNkZTTVdCTUxEVY4u) by August Friday August 9.
- Advisory Team virtual wrap-up session early-to-mid-September 2024.
- Leadership and Senior Leadership operationalizing full-day session facilitated by People Minded Business (PMB) on September 26, 2024.
- Family and community partner information session in the Fall of 2024.



An undertaking like a Strategic Plan is not easy and requires the commitment and dedication of many people. We would like to thank:

- Everyone who participated and provided feedback and direction – people we support, families, employees, community partners and stakeholders.
- The LCDS Strategic Plan Advisory Team
  - *People Supported Representatives* – Kenya Altiman, Fatima DeCozar, and Theresa Welsh
  - *Family Representatives* – Barbara Nicol and Arno Verhoeven
  - *Board Representatives* – Jill Cousins and Mike Gilfoyle
  - *Employee Representatives* – Annie Burns, Emily George, Christian Montalban, Morgan Loosemore, and Christine Poupard
  - *Leadership Team Representatives* – Sherry Banks and Lori Richardson
  - *Senior Leadership Representatives* – Elizabeth Forman and Nick Salaris
- PMB for their collaborative efforts in making this plan a reality.

Thank you again to everyone for your continued dedication and for playing a crucial role in the future direction of LCDS.

Sincerely,

Nick Salaris  
Executive Director  
LCDS