Vision | A future where all people are fully included in community life.

Mission | Frazer Center fosters inclusive communities where children and adults, with and without disabilities, gather, learn and flourish.

Core Values

<table>
<thead>
<tr>
<th>INCLUSION</th>
<th>HEART</th>
<th>WELCOME</th>
<th>GIFTS</th>
<th>EXCELLENCE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strength, creativity, and fun come from our diversity of people and ideas</td>
<td>We are called to this work, and it shows in our passion and commitment.</td>
<td>Everyone who enters our doors is valued, respected, heard, and supported.</td>
<td>Every person’s unique talents are celebrated and contribute to our success.</td>
<td>As professionals we always do our best and are always working to do better.</td>
</tr>
</tbody>
</table>

Programs

Deliver quality programming that reflects innovation and best practices in Community Inclusion and Early Childhood Education.

MEASURABLE OBJECTIVES:

• 75% of employment referrals will lead to Competitive Integrated Employment.

• 100% satisfaction rating received from employers on measures of the effectiveness and impact of our employment services on their business.

• 50% of Adult Program total service hours will be spent in the community engaged in purposeful/meaningful activities.
  ○ 25% of adult participants will regularly volunteer with a local nonprofit; alongside community members who do not have a disability.
  ○ 25% of adult participants will show an increase in new community relationships with people who do not have a developmental disability.

• Quality Rated with an Inclusion endorsement will be received, and NAEYC will be maintained.

• 80% of students in the Inclusion Program will participate meaningfully in core classroom activities at least 75% of the time.

• 80% of students will meet 90% of their individual developmental goals by the end of the school year.

• 75% of classrooms will score a minimum of 6 in each dimension on the Classroom Assessment Scoring System (CLASS).

• 75% of classrooms will score a minimum of 6 for each of the 12 key practices observed using the Inclusion Classroom Profile (ICP).
Finances
Reinforce and maximize our economic stability.

MEASURABLE OBJECTIVES:
• 5% of revenue for the Adult Program will come from sources other than Medicaid and GVRA.
• A utilization rate of 90% in the Adult Program will be maintained.
• A census of 90% or better will be maintained in the ADP.
• A Capital Campaign will be within 12 months of completion.
• Fundraising revenue will reach at least $500,000.
• Special Event revenue will reach at least $300,000.

People
Grow an engaged workforce of highly qualified people.

MEASURABLE OBJECTIVES:
• 70% of vacant direct care staff positions are filled within 30 days of the vacancy.
• A retention rate of at least 60% will be maintained.
• 80% of employees report satisfaction with the professional development opportunities provided.
• 70% of employees reach their professional development goals by year-end.
• 80% of employees report that we have a work environment that represents the core values of the organization (inclusion, excellence, welcome, heart, and gifts).

Campus
Leverage the unique physical space to support our mission.

MEASURABLE OBJECTIVES:
• Number of unique visitors to the campus will increase by 10% year over year.
• Number of unique visitors to the campus who convert to engaged supporters will increase by 5% year over year.
• Construction of the accessible boardwalk and outdoor classroom will begin.
• Classroom lesson plans for ages 3-5 will include a minimum of 3 monthly activities that utilize the Frazer Forest in purposeful ways that support the curriculum.