



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

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

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.