
Foothills Gateway, Inc.
Strategic Plan 2016-2019

Our Mission	To advocate for and empower individuals with disabilities to lead lives of their choice.
Our Vision	We believe in a life of opportunity, of choice, and of dignity for every individual, regardless of age or ability.
Our Guiding Principles	<ul style="list-style-type: none">• Apply the highest standards of excellence and innovations in the provision of services through increased partnerships and collaborations.• Provide effective and efficient programs in the community.• Embrace diversity as an essential component in the way we do business.• Support individuals through individualized planning.• Recognize that financial stability of the agency is essential to the future success of those we serve.• Contribute positively to our communities.• Develop satisfied individuals and families.• Provide a professional work environment and treat each other with dignity and respect.

Strategic Goals Based on our Guiding Principles:

Apply the highest standards of excellence and innovations in the provision of services through increased partnerships and collaborations.

- Collaborate with other PCT leaders for trainings and direction for FGI to provide innovative and excellent services to individuals/families.
- Pursue grant opportunities that would allow us to expand our Person Centered Thinking and other innovative efforts (i.e., Crisis Services).
- Development of strategies to respond to state and Federal mandates and changes.
- Demand excellence from Direct Support Professionals and Case Managers.
- Analyze the possibility of collaborating with other Community Centered Boards and allied agencies.

Provide effective and efficient programs in the community.

- Evaluate the opportunities to provide services to different populations.
- Evaluate the opportunities to expand services to the unserved/underserved:
 - Behavioral Services, Day Program Services, Transportation Services.
- Evaluate expansion of services/supports into additional service areas (Case Management services provided in Larimer and Weld and direct services provided in Weld and Jefferson County) .
- Implementation of HCBS Settings Rules recommendations for program services.
- Utilize technology to support and expand service provision efficiency and effectiveness

Embrace diversity as an essential component in the way we do business.

- Implement Cultural Diversity and Competency Plan to: 1) Assure that all staff are annually trained to build staff competency; 2) Provide services that are respectful and understanding of cultural beliefs and values, interpersonal styles, ideas, and opinions of individuals and families; and 3) Merit the trust, confidence, and support of the public by being honest, fair, truthful, caring and respectful in all actions including public relations and marketing activities.
- Communicate FGI's Strategic Plan with individuals receiving services and staff in a recipient friendly format.

Support individuals through individualized planning.

- Train all case managers on conducting Person Centered Reviews (PCRs).
- Utilize the PCR format for all Service Plans as determined by the individual/family.

Recognize that financial stability of the agency is essential to the future success of those we serve.

- Review FGI financial position and consider resource allocation to include human resources to support the accomplishment of FGI's strategic goals.

Contribute positively to our communities.

- Expand presentations to community groups, civic groups, and law enforcement.
- Promote FGI through social, electronic and print media by developing the MARCOM.

Develop satisfied individuals and families.

- Collaborate with Helen Sanderson and Associates and other PCT leaders for trainings and direction for FGI to provide innovative and excellent services to individuals/families.
- Foothills Gateway demonstrates leadership and strong governance.

Provide a professional work environment and treat each other with dignity and respect.

- Use PCT tools and Progress for Providers Action Plan to enculturate PCT in all aspects of Human Resources.
- Utilize information gathered from the annual Ascend survey to improve communication and connectedness throughout the agency.