**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**
- 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.