

Strategic Visioning Committee Meeting

July 12, 2021

Attending: Dr. John Kowalczyk (President), John Huber (Chairperson of the SVC), Erik Geizer (CEO), Ellen Feldman, Sandy Gumerove, Mari Howard, Kirk Lewis, Stanford Perry, Judy O'Rourke, Mary Skillan, Shaloni Winston, Joseph Zifchock, Cyndi Borozny, Kate Geurin, Kate Jerian, Bruce Parsons (Mahoney Performance Institute)

Absent: Susan Lucas

The meeting was called to order at 1:02 pm on **July 12, 2021**.

Introductions

Mr. John Huber thanked all for taking time out of their schedules to come together and discuss two very important items. Mr. Huber stressed the importance of transparency and making sure we see our work as ever evolving to ensure that transparency continues across the entire organization.

Review of the Arc New York Mission Statement Language Change

Mr. Huber stated that there has been some concern raised by members of the organization regarding the mission statement that was adopted by the Board of Governors as part of the strategic plan in April. And while the language still exists in terms of our population we serve, he stated that what is left to discuss is the opinion piece of that language and what should be included. Mr. Huber asked Ms. Judy O'Rourke to give brief introductions regarding this concern.

Ms. Judy O'Rourke thanked the Strategic Visioning Committee for the time and opportunity to review and discuss the concerns that have been raised. Ms. O'Rourke stated that without recognizing and acknowledging those individuals with intellectual developmental disabilities we are taking away the most marginal group of people out there and leaving behind a piece of our history. The request being brought forward for the Strategic Visioning Committee to consider is to revisit the organizational mission statement by including IDD and bringing this change to the Board of Governors for discussion at their next meeting. Ms. O'Rourke also noted that The Arc US, ADA, and Autism Society continue to use the term IDD and felt that we should be in alignment with those organizations to be inclusive of all disabilities.

Mr. Erik Geizer then spoke to the current mission statement that was vetted and adopted in April and noted that language pertaining to IDD is captured throughout the other strategic plan documents. Mr. Geizer stressed to the Committee that in presenting the strategic plan to the Board of Governors, we were very clear on what was being asked to adopt – one being the mission statement as written – with no opposition during that discussion.

A lengthy discussion took place on the request before the Committee expressing the need to be inclusive as possible (by not labeling) while not forgetting our history and to be mindful of the legalities of encompassing specific words in the statement so we are clear enough on our intent and what draws a line to our future. Committee members recalled the lengthy discussion that took place on the development of the mission statement and how we wanted to include future populations as well as those populations that we currently do not serve in not limiting our service scope. Ms. Ellen Feldman suggested that we add the words “ serving people with intellectual, developmental and/or other disabilities” as a way to recognize those individuals we do serve while being inclusive as noted above. Mr. Stanford Perry also briefly spoke to his Chapter’s mission statement and how it recognizes their support of people first in the mission statement by noting the specifics in their supporting documents of the individuals they serve.

Due to time constraints and another issue to address during the meeting, the Committee agreed to schedule another meeting to have further discussion on the mission statement. IT was asked that members bring forth a version of the mission statement so those can be reviewed for the next meeting. It is anticipated to bring a revised mission statement to the Board of Governors at their meeting on July 29th.

Funding Requests from Initiative Workgroups

Mr. Erik Geizer stated that we put together a request of 12 months of resources that are needed for each of the strategic initiatives that result in a total of \$815,000 – noting that the figure is a little more than expected. Mr. Geizer noted that at this time we do not have enough supporting information for each of the initiatives to made an informed decision at this time so we are sending out an additional form to each of the initiative leads to request more information. These forms he noted are due back to him by July 26th and then we the Strategic Visioning Committee can have a more informed discussion on what is being presented for approval.

Mr. Geizer also noted that we may have to wait until the October BOG meeting to get the final approval but if necessary, a special BOG meeting to move forward before then.

The Strategic Visioning Committee meeting adjourned at 2:12 pm.