



2025–2030 Strategic Plan



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The Arc of Washington State

Our Mission

The Arc of Washington State promotes and protects the human rights of people with intellectual and developmental disabilities, actively supporting their full inclusion and participation in the community throughout their lifetimes.

Our Vision

The Arc of Washington State’s vision is for people with intellectual and developmental disabilities (IDD) to be valued members of their communities, with the opportunity to realize their full potential and a future that is secure.

This plan was approved and adopted by the Arc of Washington State’s Board of Directors on September 20, 2025.

Our Foundation and Values

The Arc of Washington State is guided by the principles of inclusion and belonging, crucial for creating thriving environments in the community where everyone is invited, feels welcome, feels genuinely valued, accepted and connected. We stand on the strong foundation, built decades ago by the families and allies who came before us. This legacy empowers us to be leaders and guides our community needs today.

We promote:

- **Human Dignity:** People with IDD are part of and contribute to the fabric of society. Everyone benefits when people with IDD are present and participate.
- **Equity:** Ensure inclusive access to information, services, and programs by removing cultural and linguistic barriers.
- **Self Determination:** People with IDD direct their own lives and destinies with help from family, friends, and other support when needed.
- **Centering IDD Voices:** Ensures people with IDD lead their own advocacy and decision-making processes.
- **Strengthening Families:** Families play a pivotal role, across the lifespan, in empowering people with IDD to thrive, to ensure their rights are protected, and to foster inclusive communities.
- **Community:** People with IDD and their families must have timely access to needed quality supports and services to achieve a life of personal significance free from institutional care and isolation.
- **Innovation:** We continually explore creative ways to promote the inherent value and enduring potential of people with IDD.
- **Advocacy:** We advocate for governmental policies that promote independence, self-sufficiency, and full community inclusion.

Our Goals

GOAL ONE | ADVOCACY AND EDUCATION: The Arc of Washington State will enhance its partnerships to ensure people with IDD are better understood, respected, included, valued, and engaged in their communities.

OBJECTIVE

Advance community empowerment and public policy awareness through robust advocacy and education by leveraging legislative influence, strategic training programs, and collaborative partnerships.

Strategies

- 1. Legislative Influence:** Engage policymakers and community collaborators through proactive advocacy campaigns.
- 2. Training Development:** Build scalable, high-impact education programs that promote innovation.
- 3. Strategic Partnerships:** Strengthen impact through collaboration with aligned organizations.

GOAL TWO | EXTENDING OUR REACH: The Arc of Washington will become an even more vibrant and vitalized organization. We will achieve a bigger, broader presence across Washington state with stronger capacity and increased diversity in fulfillment of our mission.

OBJECTIVE

Increase organizational engagement through enhanced digital communication platforms, targeted membership drives, culturally inclusive initiatives, and diversified service offerings.

Strategies

- 1. Digital Communication Technology:** Leverage modern platforms to connect with wider and more diverse audiences.
- 2. Membership Growth:** Continue outreach to expand Arc membership and connect membership to mobilization efforts, enhancing the reach 'outside' of "our" community.
- 3. Cultural Diversity:** Recruit from diverse communities and continue to build intentional relationships that change our thinking and practices to ensure we honor partnership, build rapport, are willing to explore biases and barriers, and use cultural values to shape our programs, our priorities, and our language.
- 4. Service Expansion:** Continue to offer a robust program portfolio that has statewide impact and fills gaps in community needs across the state as funding allows, not providing all services to all people and communities, but filling gaps and identifying innovative programs with sustainable sources of funding.

GOAL THREE | SUSTAINABILITY: The Arc of Washington State will build on its 90-year history and ensure progress toward a progressive vision when looking to its 100th year of advocacy and service to the IDD community.

OBJECTIVE

Achieve long-term organizational sustainability by building relationships with a new generation of potential leaders. Implement strategic knowledge transfer processes, and pivot as the world pivots to embrace the current energy around national and historic change, while maintaining current sources of funding as federal and state fiscal challenges take shape.

Strategies

- 1. Growth & Fiscal Stability:** Apply for non-governmental funding sources and watch for funding opportunities within government as policies shift and change.
- 2. Knowledge Transfer:** Preserve institutional expertise and ensure continuity across roles.
- 3. Leader Development:** Empower emerging leaders through training and exposure to organizational decision-making.
- 4. Succession Planning:** Create clear, proactive plans for leadership transitions.
- 5. New Leader Onboarding & Integration:** Ensure new leaders are equipped and aligned with the organizational culture.