

L'ARCHE GREATER VANCOUVER COMMUNITY MANDATE ROADMAP FOR IMPACT: July 2021-July 2025

"By an act of faith, Abraham and Sarah said yes to God's call to travel to an unknown place that would become their home. When they left, they had no idea where they were going. By an act of faith, they lived in the country promised them, lived as strangers camping in tents. They did it by keeping their eye on an unseen city with real, eternal foundations—the City designed and built by God." (Hebrews 11:8-10)

THIS MANDATE WILL CONTRIBUTE TO OUR ULTIMATE IMPACT OF BUILDING A SOCIETY WHERE MORE PEOPLE EXPERIENCE BELONGING, CONNECTION AND COMMUNITY.

L'Arche Greater Vancouver is a vibrant Community with a deeply lived spirituality, where mutual, supportive relationships are nurtured. All members are supported to grow, share their gifts, and build Community.

This Mandate recognizes that this is a time of profound change which calls us to refound our community. We need to rebuild our unity, heal relationships where that is needed, open our hearts to welcome new people and new ways of being in community.

Resiliency to change and challenges, dedication to high standards of care, and focus on innovation and creativity are required as we implement this new mandate amid much uncertainty. We believe that the outcomes and strategies named here will contribute to a society where people experience **belonging, connection and community**.

A time to embrace transition and change, to grow and come together in new ways as a Community.

With this spirit in our hearts, and guided by God and each other, all Community members, personnel and Boards embrace and are committed to the necessary changes. We will work together to achieve the following:

- a. Keeping our core values and the Identity and Mission of L'Arche central, the Community will find ways to embrace new opportunities. We recognize this as a process of traveling to an unknown place in faith, trusting in God's guidance and the eternal foundations.
- b. The next few years of transition will be marked by moving out of the Shiloah building and being dispersed in different locations. We will live through endings and new beginnings, as we respond to aging core members' needs and live through the pandemic without knowing its full impact. We need to ensure a manageable and lifegiving rhythm of life. We will aim to balance day-to-day life in Community with preparing the groundwork for new models of living community and outreach in the new building. The well being and safety of all members, especially our most vulnerable, remains a priority.
- c. In the transition phase while waiting for the completion of our new building, we will focus on strengthening interpersonal relationships, rebuilding community, and actively preparing the expansion of services and programs. We will ensure that all Community members with and without developmental disabilities, including personnel, can live L'Arche's mission and our core values more deeply and mentor others. Our fundraising and friend-raising efforts will continue to reflect these core values.
- d. As the Community expands and grows, **more people** will have the opportunity to benefit from and share life in an intentional faith based L'Arche community.

Actions and initiatives to achieve our intended impact:

We will achieve our intended impact through initiatives that are based in the Servant leadership program, integration of L'Arche core values, internal and external consultation, visioning, inclusion, and relationship building, skill development, enhanced communication, and conflict resolution skills. Outreach activities and programs will foster networking and partnering with like-minded organizations in our neighbourhood and city.

An Action Plan will be developed to ensure progress is made on the directions named in this Mandate. The Action Plan will outline concrete steps, timelines, indicators, and annual measurement of progress as we implement the intended outcomes.

Key Outcomes for our Community:

GO IN

1. Resilient in times of change and challenge:

- We will renew, rebuild relationships and ways of living community.
- We will create space to grieve changes, to reconcile and heal our differences, to strengthen our sense of purpose and support each other during these transformative times.
- We will strengthen our ability to recognize and appreciate each person's gifts and contributions.
- We will develop creative and innovative ways to connect and support each other.

2. Live Community with intention:

- We will ensure that all members have a place to contribute to the vision of how we want to live community, both in the transition phase and in the new building.
- We will equip ourselves to fulfill new responsibilities within and beyond roles and will be intentional about living the mission and core values of L'Arche.

3. Build an inclusive and collaborative culture:

- We will make our Community meetings and gatherings more inclusive, accessible, participatory and an opportunity to build mutual, supportive relationships.
- We will address longstanding challenges with our decision-making processes so that decisions can be made in a timely way, involving those affected by the decisions, and with clarity about roles, responsibility and authority. This will contribute to a Community where all members are informed, have a voice, and feel valued.
- In preparation to moving into the new building, roles, responsibilities, and structures will be reviewed, clarified, and adjusted to reflect our new reality.

GO
DEEPER

4. Support learning and growth:

- We will assess the needs for new activities for current and new members.
- Organizational capacity, effectiveness and mission fulfillment will be increased to welcome new people and programs.
- We will continue to uphold our high standards of safety, respect, and care, through our commitment to on-going quality improvement initiatives.

5. Live into the vision in the new building:

- We will strengthen and adapt our resources to meet changing needs of all existing and new members.
- We will welcome new core members with creative and sustainable models in collaboration with interested families, advocates, and CLBC.
- Community members will be able to mentor, guide, learn from and inspire new Community members in inclusion and mutual relationships.

GO OUT

6. Let our light shine! Be a place of welcome and belonging:

- Our new building will become a valuable resource and Community hub for the whole neighbourhood. It will be a space of hospitality and support to the neighbourhood and community outreach is growing through everything we do.
- We will develop new and diverse opportunities for more people to be part of L'Arche Greater Vancouver.
- We will develop partnerships with like-minded community groups so that they are aware, connected to and inspired to engage with our Community.

