



## 2022-2027 COMMUNITY MANDATE

Loving, compassionate, and forgiving relationships are at the heart of the L'Arche Noah Sealth community. We rejoice and give thanks for every community member, knowing that each life is a unique gift.

### Our Mission

- To make known the gifts of people with developmental disabilities, revealed through mutually transforming relationships.
- To foster an environment in community that responds to the changing needs of our members, while being faithful to the core values of our founding story.
- To engage in our diverse cultures, working together toward a more human society.

Through our mandate process, we have recommitted ourselves to our mission and community members. In our tradition of discernment, the L'Arche Noah Sealth community identifies these seven major guideposts that we commit to following for our **2022-2027 Mandate**:

**L'Arche as Our Home** - *Continuing to provide those in the daily life community with a home that meets their needs spiritually, emotionally, and physically.*

- Prioritize practices and meaningful activities, that spark joy in the homes, such as favorite foods, vacations, cozy environments, celebrations, and community traditions.
- Develop a long-term plan for improvements and regular maintenance to the houses and vehicles.
- Spirituality is a cornerstone of our interfaith community. Develop concrete practices that support the spiritual growth of our assistants and Core Members.
- Ensure Core Members maintain close social relationships with friends and family.

**Activity Center Growth & Accessibility** - *Ensuring the Activity Center is a space that meets the needs of current and future community members, evolving to support new programming ideas that will allow for growth of use to a wider disabilities' population.*

- Initiate a long-term plan for Activity Center growth and facility improvements, including fundraising for accessible modifications or a new space and exploring partnerships with other organizations to collaborate on the future of the Activity Center.
- Ensure Core Members have access to meaningful work by exploring additional vocational opportunities and support, so Core Members can maintain employment.

- Provide opportunities for those with and without developmental disabilities, who do not live our homes, but desire to be involved in the Activity Center.

**Sustainability** - *Ongoing and overall health and wellness of the community so we continue to thrive for generations to come.*

- Create programming aimed at developing and sustaining the physical, emotional, and mental health for assistants and Core Members.
- Develop transformative and sustainable relationships with neighbors and the wider Seattle community to provide consistent grounding of daily life members during frequent transitions.
- Solidify and expand fundraising practices (donor development, grants, events, etc.) to meet our long-term goals and needs.
- Develop an assistant retention and recruitment program.
- Identify and implement accessibility adaptations for aging Core Members.

**Diversity Equity and Inclusion (DEI)** – *As a predominantly white community, seek ways to center equity and diversity in our community practices.*

- Find sustainable ways to maintain a diverse and inclusive community, while being sensitive to those with different beliefs and backgrounds.
- Ensure the interfaith dynamic of the community is reflected and honored.
- Revisit and explore the relationship with the Duwamish and Coast Salish peoples; (being mindful that our homes sit on Native American lands and our homes have native American names).

**Communication** - *The ability to exchange information with different community members and external groups that are not part of the daily life in transparent and honest ways.*

- Develop a robust and transparent communication plan that includes maintaining monthly external newsletters and weekly internal newsletters (Latest in L'Arche) and providing regular updates for parents and guardians.
- Increase outreach efforts and expand community partnerships, including partnerships with L'Arche USA/the international L'Arche federation and L'Arche communities around the United States.
- Reestablish ASL classes for the entire community and explore communication avenues through other nontraditional means.

**Our History & Future** - *Ensuring the rich history of L'Arche Seattle (especially leading up to the 50th anniversary in 2025) is captured, preserved, shared and celebrated.*

- Develop a plan to highlight and celebrate the 50th anniversary of L'Arche Seattle in 2025.
- Reconnect with former assistants/board members/Core Members/families to gather and preserve our history, traditions, values and policies through documentation, recordings and formations while centering Core Member voices in the process.

- Continue to process the Jean Vanier betrayal and abuse and its impact on the community.
- Create new and effective ways to articulate the L'Arche mission, vision, history, and future endeavors.

**Leadership** - *Ensuring an intentional and successful transition to a permanent community leader; supporting leadership development at all levels of the organization.*

- Implement a shared leadership model.
- Create and support assistant professional development opportunities and ongoing accompaniment.
- Implement board development and recruitment strategies which address DEI priorities.
- Support Core Member leadership/empowerment in our community and pursue opportunities for Core Members to be advocates and leaders in the wider community.