

**L’Arche USA Mandate**

**2015-2020**

*(Approved by USA National Assembly, May 28, 2015)*

The 2015-2020 L’Arche USA Mandate continues the significant work done in the past. The structure of L’Arche USA has grown to respond to the needs of its members, to expand organizational capacity, and to build the national profile of L’Arche in the United States. As a confirmed country in the Federation of L’Arche, L’Arche USA has played an integral role in decision-making at the International level. Fundraising at the national level has supported the growth of the members of L’Arche USA and the new roles that are now part of it.

The 2015-2020 L’Arche USA Mandate is in alignment with the Mandate of the Federation and is centered around four key objectives: 1) To take ownership of our Mission, 2) To develop leadership, 3) To engage with culture and society, and 4) To shape L’Arche in the U.S. and the Federation.

This is a time of gratitude for all that has been and a time of challenge to say “yes” to all that will be for L’Arche in the United States. We celebrate our past, continue to work diligently in the present and pray for the grace and wisdom to respond to the calls that will lead us into the future.

**I. Take Ownership of Our Mission**

1. Provide opportunities to deepen understanding of and foster commitment to the international Mission and Identity of the Federation of L’Arche.
2. Encourage the development and enrichment of our identity as communities of faith.
3. Develop strategies for announcing the gifts of persons with intellectual disabilities while continuing the work of the Inclusion Team to foster meaningful participation of persons with intellectual disabilities at all levels of the organization.
4. Encourage active engagement in Solidarity at the local, national and international levels.
5. Define and agree on the partnership and mutual expectations between and among communities and L’Arche USA in order to more faithfully fulfill our community and agency responsibilities as stated in the Membership Agreement.

**II. Develop Leadership**

1. Identify essential qualities of leadership in L’Arche and support the training, preparation, and accompaniment of leaders at all levels with the skills needed for
2. Effective development of a community of faith
3. Business and management practices
4. Competent human services delivery programs
5. Increase diversity, emphasizing racial and religious diversity in leadership across the nation.
6. Address the need for succession planning at all levels.

**III. Engage with Culture & Society**

1. Build relationships, partnerships and collaborations with individuals and organizations aligned with L’Arche.
2. Engage in the development and support of public policy that advocates for and recognizes the gifts and needs of people with intellectual disabilities.
3. Develop an effective external communication plan that identifies key messages, images and strategies for communicating our Mission.

**IV. Shape L’Arche in the U.S. and the Federation**

1. Design and implement a strategic plan for new growth and development of L'Arche in the USA. This plan should:
2. Foster growth and sustainability of existing communities, as well as develop new communities.
3. Address recommendations made in the Review of L’Arche Structures report.
4. Continue on-going evaluation and development of existing structures.
5. Explore development of new models of L’Arche.
6. Create financial models for growth and long-term viability of new and existing communities.
7. Develop and implement a national fund-raising strategy to support the mission of L’Arche USA.
8. Develop active collaboration with the International Foundation to support the financial needs of L’Arche International.
9. Develop and implement a strategy for timely and effective internal communications to all members.