



Mission-in-Action Plan

2022 | 2026



The Mission-in-Action Plan is our plan to live the Mission of L'Arche with more impact. Our Mission and Core Values shape everything that we do. L'Arche Canada, L'Arche Communities, and our partners all work together to strengthen inclusion and belonging. L'Arche Canada works to support L'Arche Communities, and together we work with L'Arche International as partners in the Mission. We work, contribute, and learn with others to support building a society where each person is valued and belongs. We invite you to walk with us on this journey – every person is needed.

Our mission

- Make known the gifts of people with intellectual disabilities, revealed through mutually transforming relationships.
- Foster an environment in communities that responds to the changing needs of our members whilst being faithful to the core values of our founding story.
- Engage in our diverse cultures, working together toward a more human society.

Everyone in L'Arche has the opportunity and support they need to learn, grow, and lead.

L'Arche is working with a wide range of partners in the inclusion movement to create a world where every person is valued and belongs.

COUNCIL IN SESSION

L'Arche is a collaborative learning organization.

Stories for the Future


CO CREATION STATION


Reflection Pond


Leadership + Sharing gifts


WELCOME TO L'ARCHE


Our core values


- 


Open to Mutual Relationship
- 


Celebrate the Value of Each Person
- 


Trust in God
- 


Fulfill your Role in Community
- 

Nurture Gifts and Growth
- 

Foster a Vibrant Community
- 

Shape a More Human Society
- 

Live in Joy
- 

Stand on Humble Ground
- 

Journey Together with Respect

Our Mission in Action

Outcomes

Everyone in L'Arche has the opportunity and support they need to learn, grow, and lead.

L'Arche is working with a wide range of partners in the inclusion movement to create a world where every person is valued and belongs.

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Strategies

Strengthen inclusion, diversity, equity, and accessibility in everything we say and do.

Ensure that the voices of persons with disabilities are heard in public forums and encourage their valued contribution within the movement for inclusion and belonging.

Work together with national, provincial, and other partners to increase inclusion and belonging and create a more equitable and inclusive society for all.

Build more trust between L'Arche Canada, L'Arche Communities, and within the L'Arche Canada Team.

Simplify and align internal planning and communication across L'Arche Canada and L'Arche Communities.

Develop different ways to work together that help each person take part and practice leadership.

Use our experience, skills, and passions to strengthen our contribution to the public dialogue around Social Development Goals.

Build capacity to experiment, evaluate, and function as a learning organization.

Strengthen clarity, shared decision making, and participation across L'Arche Canada and L'Arche Communities.

Create a strategy with L'Arche Communities to strengthen leadership-skill development.

Activities

Stories for the Future



Through storytelling and sharing experiences

Participation + Co-Creation



Through diverse participation and co-creation

Leadership Sharing gifts



Through developing leadership and sharing of gifts

COUNCIL IN SESSION



Through strategic partnerships and the development of better structures and tools

Reflection Pond



Through deep reflection and meaningful participation

Everyone in L'Arche has the opportunity and support they need to learn, grow, and lead

Strengthen inclusion, diversity, equity, and accessibility in everything we say and do.

- Create safe and brave spaces within L'Arche Canada and the L'Arche Communities where each person can share their experiences.
- Share stories to support learning between L'Arche Canada, L'Arche Communities, L'Arche International, and partners in belonging to strengthen inclusion and belonging.
- Create opportunities within L'Arche Canada, L'Arche Communities, and for individuals to develop and share their gifts and engage in activities or issues that matter to them.
- Develop strategic relationships, opportunities, and resources to support L'Arche Canada and L'Arche Communities to connect with neighbours, funders, and other partners.

Develop different ways to work together that help each person take part and practice leadership.

- Prioritize leadership development skills and learning opportunities for persons with intellectual disabilities.
- Develop tools and resources to encourage more diverse participation and leadership by more people in L'Arche.
- Develop and partner with persons with intellectual disabilities to create a national training program for people new to L'Arche.

L'Arche is working with a wide range of partners in the inclusion movement to create a world where every person is valued and belongs

Work together with national, provincial, and other partners to increase inclusion and belonging and create a more equitable and inclusive society for all.

- Link the local, national, and international efforts across L'Arche to increase our impact in supporting inclusion.
- Develop and manage strategic partnerships and the skills and resources to support them.
- Strengthen the use of storytelling and arts-based expression with L'Arche Communities and L'Arche International as a means for promoting greater inclusion, diversity, equity, and accessibility.
- Engage in a process to evaluate, review, and support L'Arche Communities to revise employment conditions and work permit requirements for international live-in assistants.

Ensure that the voices of persons with disabilities are heard in public forums and encourage their valued contribution within the movement for inclusion and belonging.

- Develop a framework and provide tools and supports for participation in both national and local advocacy efforts.
- Partner with other organizations to increase the participation of persons with intellectual disabilities in processes within the larger community.

Use our experience, skills, and passions to strengthen our contribution to the public dialogue around Social Development Goals.

- Increase knowledge and competence within L'Arche Canada and L'Arche Communities about how social change happens (e.g., successful movements, change theory) and the tools that are necessary to achieve it.

L'Arche is a collaborative learning organization

Build more trust between L'Arche Canada, L'Arche Communities, and within the L'Arche Canada Team.

- Create space for deep reflection within L'Arche Canada and L'Arche Communities about core values, spirituality in relation to care, and the current state of spirituality in L'Arche.
- Create safe and inclusive spaces for open dialogue and collaboration within and between L'Arche Canada and L'Arche Communities where everyone feels respected and heard.

Simplify and align internal planning and communication across L'Arche Canada and L'Arche Communities.

- Clarify and update language and terms used by L'Arche Canada.
- Develop a common Mission-in-Action Planning process to support and align L'Arche Canada and L'Arche Communities mission driven planning.
- Shift practices to slow down and create meaningful participation.

Build capacity to experiment, evaluate, and function as a learning organization.

- Develop the tools, roles, and structures needed in L'Arche Canada and L'Arche Communities to support ongoing information gathering, reflection, knowledge sharing, and decision-making informed by learning.

Strengthen clarity, shared decision making, and participation across L'Arche Canada and L'Arche Communities.

- Create valued spaces and roles in L'Arche Canada and L'Arche Communities governance structures and processes to support more diversified participation and leadership opportunities.

Create a strategy with L'Arche Communities to strengthen leadership skill development.

- Develop and evaluate inclusion, diversity, equity, and accessibility training and resources.
- Further develop operational systems, structures, and processes to increase capacity in human resources skills development, career development, and succession planning.

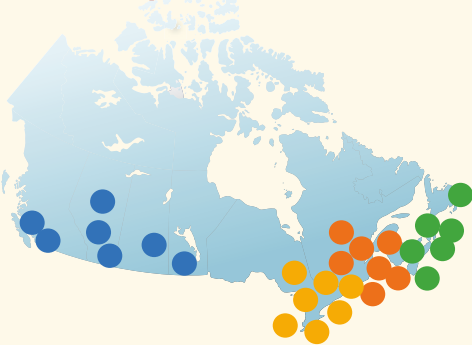
Through L'Arche Canada's work

L'Arche Canada will experience:



- Clearer actions and priorities that are informed by stories, feedback, and data;
- Stronger trust, collaboration, and listening between L'Arche Canada and L'Arche Communities;
- Continued development of equity and inclusion groups for persons with intellectual disabilities to contribute in governance structures;
- Best practices and guidelines for creating inclusive spaces and processes;
- Shared planning techniques that enhance our ability to measure impact through common outcomes;
- Movement from awareness of issues to concrete actions;
- Improved internal practices to address capacity and overloading;
- More people who have developed experience, skills, and professional competence to assume specific roles.

L'Arche Communities will experience:



- Fair and inclusive practices that consider the needs of everyone in L'Arche;
- A reflective culture where more people feel comfortable speaking their truth, sharing their stories, and providing their feedback;
- Choices and opportunities for everyone to participate in activities where their gifts are valued, where they feel like active leaders, and where they are making a difference in the places where they belong;
- Well-rounded formation focused on relationships and care provision training;
- Language that is simple, clear, and easily understood;
- Diverse representation of leaders where everyone can see themselves in the leaders around them.

L'Arche International will experience:



- Increased resources for self-sufficiency in communities and in developing countries;
- Increased solidarity, collaboration, and belonging within the Federation; Learning resources and experiences; Stories and data that support the international mission of L'Arche.

Partners for belonging will experience:



- Stories and data that demonstrate how partnerships support L'Arche in carrying out all aspects of our mission; and the value partners receive in collaborating with L'Arche;
- Learning and opportunities to learn alongside L'Arche, about the wisdom, expertise of, and skills realized through supporting the identification and contribution of individuals gifts, sharing daily life, and building communities of belonging;
- Stronger advocacy for the full inclusion of persons with intellectual disabilities;
- Safe and brave space where convening people across differences is a process that enables everyone to contribute and transforms people and systems.

Our intended impact

L'Arche Canada will work with L'Arche Communities to empower persons with intellectual disabilities and those who support them to thrive as they share life and contribute their gifts in communities of belonging.

With our partners for belonging in Canada and at L'Arche around the world, L'Arche Canada will work with individuals, communities, and organizations to build a world where each person is valued and belongs.



Spiritual expression

Spiritual expression contributes to the fullness of life. In L'Arche we see and discover meaning in sharing daily life and reflect on our common humanity.

Expressions of spirituality in L'Arche are shaped by people of different beliefs, practices, and faiths. Transformational relationships are possible when we welcome and celebrate the unique gifts of each person and provide valued roles for people where they can use and share their talents. We strive to share this vision and spirit of transformational relationships beyond the intentional community of L'Arche to help contribute to a more just and human society.





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