

# Strategic Plan 2026-2029

Rooted in Faith: Deepening Connection, Empowering Choice, Nurturing Communities

*"There is an urgent need for developmental services across Canada, especially in Ontario where **53,000 people are waiting for support**. People and their families are in crisis. In response, **we've set a bold goal: to grow by supporting at least 15% more people** over the next three years. Together, we will invest in **our people, our services, and our partnerships** to strengthen quality and create more support options."* - Janet Noel-Annable, Chief Executive Officer of Karis Disability Services

## Our Foundation

### Our Values

- Valuing People
- Fostering Belonging
- Serving Others
- Celebrating Gifts

### Our Vision

People with disabilities belong to communities in which their God-given gifts are valued and celebrated.

### Our Mission

As an expression of Christian faith, we work together with people with disabilities to accomplish their goals and nurture communities where everybody belongs.

Scan the QR code to read the full Strategic Plan  
[karis.org/strategicplan](http://karis.org/strategicplan)



## Our Strategy



### Strategic Priority: Our People

Focus on our teams to provide great supports to people. Employees feel equipped, supported, and connected, resulting in improved service quality, and a workplace people choose to grow in.



### Strategic Priority: Our Services

Deliver high quality person-directed services that respond to the needs and choices of people. People supported by Karis consistently experience quality as we serve more people waiting for support.



### Strategic Priority: Our Partners

Deepen our relationships with partners, communities, and churches to foster communities where everybody belongs. Karis advocates for better wages, social policy, and continued investment in services for people.

## Our Impact

1 People experience services that reflect the Christian foundation of Karis.

2 People experience services that enhance their rights, choices, relationships, dignity and citizenship while supporting their ongoing growth and development.

3 People experience communities where everybody belongs.

Karis provides a strong foundation for people to grow and thrive – like this trellis supporting vines and blooms.

