

L'ARCHE WINNIPEG COMMUNITY MANDATE: JAN 2022-DEC 2025-easy read

*Jesus says: " You are the light of the world. A city built on a hilltop cannot be hidden. Nor do they **light a lamp** and then put it **under a bushel basket**; it is set on a lampstand, where it gives **light** to all in the house. Just so, your **light** must shine before others, that they may see your good works and glorify your Father in heaven."*

Matthew 5, 14-16

L'Arche Winnipeg has many gifts-including welcome, celebration and living in joy. We want everyone in the community to continue developing and sharing these gifts with our neighbourhood and city.



Our goal is to help create a more humane society which recognizes the unique value of each person and our need for one another.

This Mandate belongs to everyone in L'Arche Winnipeg. We will work hard together to achieve it.

We will recognize, affirm, and enhance everyone's gifts.

- Core members will develop friendships with others based on shared interests.
- All members will have a place to contribute their voices, be heard on how we live community and how the pandemic has impacted us. Choices will be respected.
- Our spiritual journey and community life will be strengthened.

We will understand our roles, work better together, share a common vision.

- We will know how to support each other in our homes, café, or office.
- All who work in the community will have orientation, training and formation to helps us better as we get older and to find work for those who want.
- Our homes, programs, and activities (senior's circle) will meet our changing needs.
- We will help others find good housing.



Let our light shine! We want to make more friends, have them visit our café, homes and learn we have the same desires for connections and belonging. We will have a big party for our 50th Anniversary.



L'ARCHE WINNIPEG COMMUNITY MANDATE/ROADMAP FOR IMPACT-narrative

JAN 2022-DEC 2025

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Matthew 5, 14-16.

Our goal is to help create a more humane society which recognizes the unique value of each person and our need for one another.

We will work to make known the gifts of people with intellectual disabilities- through mutual transformation, one relationship at a time.

Since our last mandate, L'Arche Winnipeg continues to grow in developing a rich community and spiritual life. We participate in regular community and prayer times that nourish us all. We have made progress in communicating more effectively, working together collaboratively, strengthening our relationships, and deepening our trust in one another.

We are a community that likes to welcome, celebrate, and live-in joy. The café continues to be an excellent way to reach out into our neighbourhood, making new friends and sharing the mission of L'Arche. Our visibility and fundraising continue to increase.

The COVID-19 pandemic and the revelations related to the Jean Vanier inquiry pose significant challenges for our community. The upcoming change in Community Leader after 12 years, represents a time of transition and further change.

In this new Mandate we commit to integrating and consolidating the progress achieved in the previous Mandate and to find new ways to build back community with renewed purpose. This Mandate aligns with the L'Arche International Federation Mandate, '*Go Deeper, Go Within, and Go Out*'.

Go Deeper refers to strengthening our core values and mission. *Go Within*, to developing practices and resources to live more fully our core values and mission. *Go Out*, involves reaching out into our neighbourhood and share the core values and mission of L'Arche.

Actions and initiatives to achieve our intended impact:

We will achieve our intended impact through initiatives that are based on L'Arche core values, continued integration of the Servant leadership program, relationship building and inclusion, skill development, collaborative decision making, enhanced communication, and improved conflict resolution skills.

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, indicators, timelines, and annual measurement of progress as we implement the outcomes.

In the next four years, with this spirit in our hearts, and guided by God and one another, L'Arche Winnipeg will work together to achieve the following outcomes:

KEY OUTCOMES: EMBRACE TRANSITION AND CHANGE

GO DEEPER

1. Recognize, affirm, and enhance everyone's gifts.

We will:

- a. Establish a Community Navigator role to facilitate connections through common interests
- b. Facilitate connections as an integral part of a community member's role. Core members will develop friendships with others based on shared interests.
- c. Help members of the public recognize and appreciate our common humanity with people with intellectual disabilities.
- d. Foster a stronger sense of responsibility for one another. Transparent, efficient communications and trust will continue to be improved across the entire community.
- e. Meet spiritual needs by supporting people on their spiritual journey. We will remain rooted in our identity as a Christian community while honouring and respecting those from a variety of faith traditions or with no faith traditions.
- f. Given Covid-19, build back community, while understanding the impact of it on our lives and what our community life will be moving forward.

GO WITHIN

2. Strengthen learning and growth:

We will:

- a. Offer orientation, training, and formation to all who work in the community to better support core members but also for personal growth and wellbeing.
- b. Shift our culture to person-centered supports where core members' choice and self-determination are fostered.
- c. Further develop supports as we face the complexities of aging core members while balancing the needs of younger core members. Continue to assess and adapt homes, physical environments, programs, activities (seniors circle) to our changing needs.
- d. Ensure an inclusive community where all members are well-informed, valued and can contribute their voices to the shaping of the community.
- e. Create greater cohesion among all community groups (assistants, leadership, support and respite workers, office and café personnel, long term and retired members, volunteers, Board) to support a common vision, community spirit and wellness.
- f. Given the growth of our community, assess our organizational structures and adapt them to current and future needs.

GO OUT

3. Let our light shine!

We will:

- a. Continue to build on the sustainability of the L'Arche Tova Café, enhance connections and core member involvement.
- b. Continue outreach activities and programs that will foster networking and partnering with like-minded organizations in our neighbourhood and city.
- c. Explore meaningful employment and coaching opportunities for younger core members as well as programs for aging core members.
- d. Identify and explore how we can respond to housing needs for aging and younger core members.
- e. Plan our 50th Anniversary celebrations as a means to engage with our neighbourhood and partners.