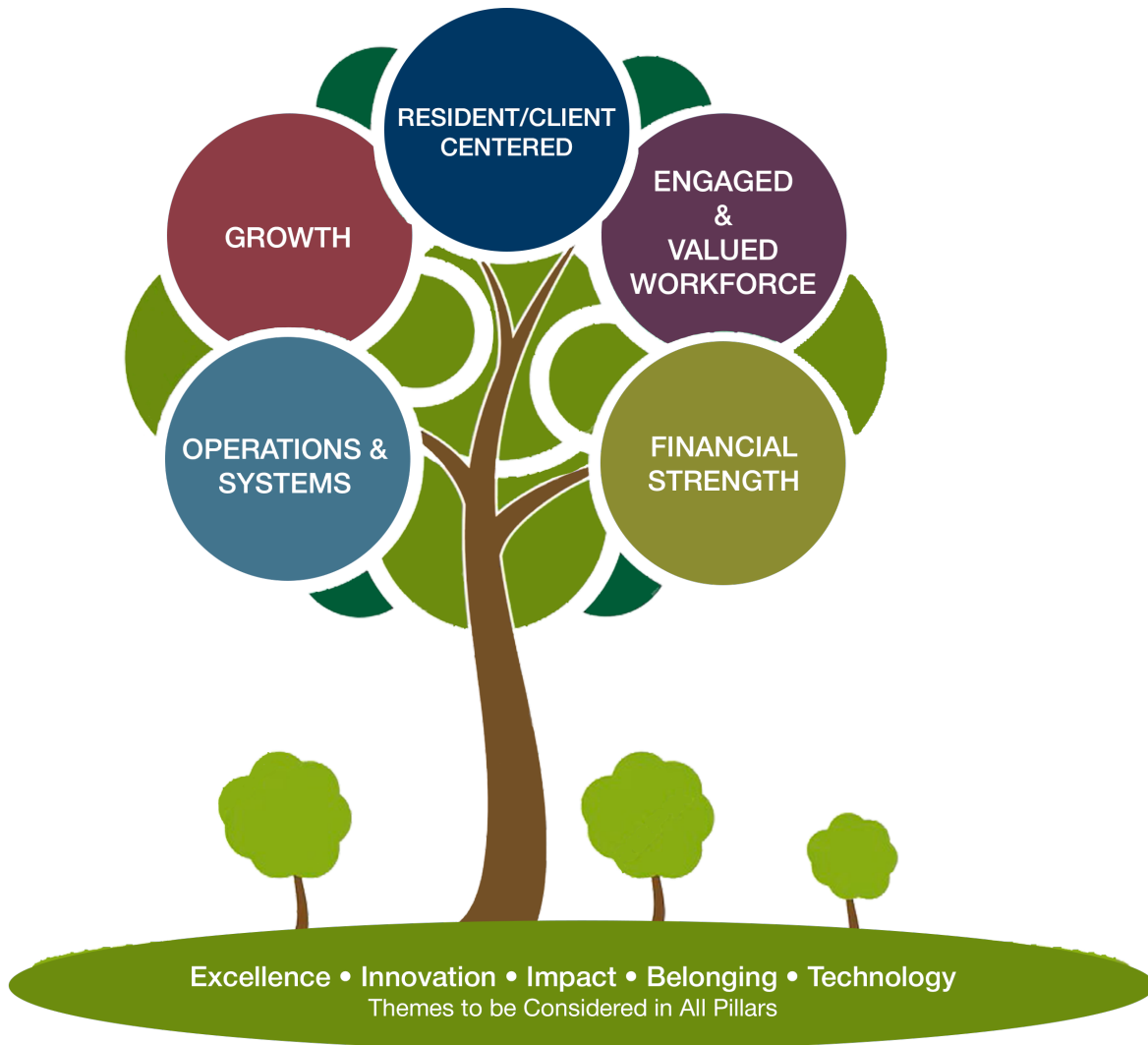


The Landis Communities Board of Directors has adopted five broad **Strategic Pillars**. Each individual Board will develop a **Descriptive Statement** indicating what each pillar means to them. This will become the basis for their **Strategic Priorities** within each pillar. Staff will develop, and Board will affirm **Goals** that align with each **Strategic Priority**. These elements will produce a **Strategic Plan** for the next three years.

Strategic Pillars



LANDIS HOMES MISSION

To serve aging adults and their families by honoring and enriching their lives in a community of Christ-live love.

VISION STATEMENT

Enriching Lives

VALUES

Guided by Joy, Compassion, Integrity, Stewardship, and Community

Descriptive Statement of each strategic pillar

- **Resident/Client Centered** – Actively listen to residents and potential residents in order to identify current and future needs; remain committed to enriching lives and creating a community where every resident is spiritually and socially engaged in meaningful ways and feels they belong.
- **Engaged & Valued Workforce** – Create and maintain an engaging and positive work environment for team members that enables personal and professional growth and wellbeing.
- **Operations & Systems** – Ensure operational excellence and efficiency in existing practices, workflows, and standards; embrace new and emerging technologies wisely.
- **Financial Strength** – Operate with financial performance beyond industry norms.
- **Growth** – Prepare for and seek internal and external growth opportunities that add value, services and/or capacity. Discern short and long term impact and culture fit.

Strategic Priorities within each pillar

Resident/Client Centered

- Deliver a Dementia Friendly Experience intentionally and in a way that enriches the lives of residents, spouses and families
- Develop and implement a Vitality Model that includes Care Navigation, supports belonging and social connectivity, encourages wellness, and empowers agency
- Enhance spiritual wellbeing, recognizing individual faith perspectives, and including End of Life planning

Operations & Systems

- Ensure clinical and operational excellence and efficiencies. Measure performance using standards, benchmarks and metrics
- Be progressive and wise in our use of technology and AI in ways that enhance quality of care and resident experience
- Listen and respond to residents and team members in order to innovate and meet current and future needs of residents

Growth

- Position Landis Homes as an attractive and ready affiliation partner
- Grow wisely & intentionally through expanding the footprint of our current campus and/or develop satellite campus
- Explore partnerships and new products to improve quality, efficiency, better outcomes

Engaged & Valued Workforce

- Provide opportunities for personal and professional development of leaders and staff
- Provide competitive compensation and benefits (Total Rewards) that support personal wellbeing, including flexibility
- Enhance team member engagement and retention, with team member appreciation and relationship-building initiatives

Financial Strength

- Achieve financial performance above the CARF median ratios
- Develop a financing and construction plan for maintaining the Landis Homes Campus
- Increase fundraising through building:
 - Legacy giving
 - Caring Fund
 - Passion for giving to specific and meaningful opportunities

Staff will develop, and Board will affirm Goals that align with each Strategic Priority. These elements will produce a Strategic Plan for the next three years.