

# **Lake County Board of Developmental Disabilities**



**Strategic Plan  
2026 - 2028**

**Published 1-24-2026**

The mission of the Lake County Board of Developmental Disabilities is to EMPOWER individuals with developmental disabilities to ENGAGE in activities that ENRICH their lives and contribute to their community.

## Our mission helps us uphold our vision.

The vision of the Lake County Board of Developmental Disabilities is to offer Lake County citizens the highest-quality, most-inclusive, collaborative, and person-centered services and supports within available resources.

## Our vision guides our decisions and actions.

We strive to uphold our mission and vision throughout everything we do and each decision we make. Community members, local organizations, businesses, County Board employees, and the individuals we serve and their families, help us achieve lasting meaningful outcomes.

*Our story is the story of everyone we serve, and also the story of our inclusive and caring Lake County community.*

## Our story is your story.



## **Lake County Board of Developmental Disabilities/Deepwood**

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In the ever-changing landscape of federal and state regulations and mandates, the Lake County Board of Developmental Disabilities / Deepwood remains steadfast in its commitment to advocate for and support the individuals we serve. This 2026 – 2028 Strategic Plan reflects our commitment to person-centered services, inclusion and collaboration, and ensuring that the needs of individuals remain at the forefront of every decision and action supporting our mission and vision.

For decades, beginning with programs in the 1950s housed in community spaces and family homes, the Lake County community has demonstrated unwavering support for the inclusion of individuals with developmental disabilities. Today, through a comprehensive and collaborative service delivery system, we continue to build on that legacy of inclusion and innovation.

This Strategic Plan was developed with input from our stakeholders, which shape the values and priorities that will guide us over the next three years. Our focus will be on expanding access to supports and services, amplifying communication and outreach, enhancing agency operations, supporting provider development, embracing technology, and strengthening community engagement and advocacy. Together, these efforts will ensure that we provide the highest-quality, most-inclusive, person-centered services possible within available resources.

We extend our deepest appreciation to the individuals we serve, their families, our dedicated staff, volunteers, provider partners, community organizations, and the citizens of Lake County. Your support empowers us to advance our mission and expand our impact.

We look forward to reaching new milestones and advancing positive outcomes over the next three years.

Thank you.

**Elfie Roman**  
Superintendent

**EMPOWER individuals with developmental disabilities to ENGAGE in activities that ENRICH their lives and contribute to their community.**

## **Access to Supports and Services**

The LCBDD will connect individuals to essential resources, services, and supports, while identifying service gaps and exploring inclusive, integrated solutions to meet their needs.

- Evaluate service gaps and develop strategies to address unmet needs
- Establish a resource network to help individuals access services and supports that can enhance quality of life

## **Communication and Outreach:**

The LCBDD will maintain transparent, timely communication across all programs and services, while actively engaging in public outreach to raise awareness, share our impact, and strengthen connections with stakeholders to build a stronger community.

- Expand methods of sharing information and increase opportunities for information access
- Develop strategies to generate a larger presence in the community and proactively share our agency's story and the stories of those served to enhance stakeholder understanding

## **Strengthen Agency Operations**

The LCBDD will maintain strong agency operations by promoting organizational effectiveness, ensuring financial stability and implementing strategies that support a skilled workforce to preserve access to mandated and non-mandated services.

- Identify and implement opportunities to improve internal efficiency and collaboration
- Increase options for staff education, engagement, and collaboration

## Provider Development

The LCBDD will collaborate with provider partners and offer ongoing support to strengthen the provider network to ensure high-quality service delivery.

- Enhance training opportunities available to providers
- Connect providers with relevant resources and information to elevate service quality

## Community Engagement and Advocacy:

The LCBDD will strengthen advocacy efforts and continue to build meaningful community connections, to ensure individuals served have access to opportunities, resources, and partnerships that promote engagement and inclusion.

- Empower and equip individuals with tools and confidence to advocate for themselves and their communities
- Cultivate and leverage community partnerships to expand the opportunities available to individuals

## Use of Technology

The LCBDD will embrace the use of technology across the agency and in service delivery to improve efficiency, expand access to resources, and build a culture of consistent use and continuous learning.

- Develop internal expertise to promote technology access and education for individuals served, families, providers, and staff
- Promote technology solutions that can positively impact stakeholders and enhance service provision

# The Deepwood Way

***Core Values for County Board staff and anyone who has a stake in our mission.***

Be appreciative and positive

Warmly greet each other and all our stakeholders

Be trustworthy by doing what we say we are going to do

Be loyal to the absent

Listen well by being calm and present

Celebrate our successes

Speak kindly to each other

Be aware of our body language and tone

Lead by example and support each other in our work



# LCBDD Leadership Team

## Seven Member Board:

Judge Joe Gibson

Wayne Brodnan

Pam Martin

Sonja Maier

Tom Tarantino

Fred Tough Jr.

Kim Stenger

LCBDD Superintendent: Elfie Roman

LCBDD Assistant Superintendent: Ann Mahler

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