

Ignite Adaptive Sports Strategic Plan 2020-2023

1. Mission Statements

Ignite personal growth, independence, and confidence in people with disabilities across the Front Range, by providing safe, caring and fun adaptive winter snowsports opportunities.

2. Values or Guiding Principles

Safety, Fun and Learning. Using snowsports instruction to change lives.

3. History:

Established in 1975 by students from Colorado University at Boulder, Ignite has grown into a volunteer force of over 200, including over 15 junior volunteers. This dedicated team donates between 15,000 - 20,000 hours of time and energy each year to provide over 1,200 individual lessons to more than 300 people each winter. Ignite is the only comprehensive program located along Colorado's Front Range, and the only program in the state that is accessible by the public RTD bus system.

4. Organizational Profile:

- 100% of our lessons are provided by volunteers
- Each season, over 200 volunteers provide close to 20,000 hours of volunteer time to Ignite
- High retention of volunteers including our longest serving volunteer that has been with Ignite for over 23 years
- Over 68% of volunteers return each season
- Over 20% of our lessons are with disabled veterans of the US armed forces
- In 2020, Ignite became the only adaptive program in Colorado to have the Tetra Ski, with certified Tetra Ski instructors

5. Keys to Success: Our dedicated volunteers, Eldora Mountain Resort, our donors, our talented staff and Board of Directors.

6. Goals & Objectives:

Goal 1: Increase Program Capacity

- Increase the number of volunteer instructors 30% by 2023
- Increase the number of lessons provided by 25% by 2023
- Maintain fleet of adaptive equipment to keep pace with growth

Goal 2: Enhance Program Quality and Safety

- Increase the number of lead instructors by 25% by 2023
- Establish a baseline for safety incidents and hold to that level or reduce issues by 5%

Goal 3 Success Planning

- Increase board to a maximum of 11 members by 2023
- Establish a board matrix and succession plan by 2020
- Establish an emergency succession plan by 2020
- Establish a succession plan for key staff by 2021

7. Implementation plan and long-term budget

- a. this will be developed by staff

Approved by Board of Directors 01-21-2020