

Building Together

Partnerships that Reshape Systems



L'ARCHE
Northern
Colorado

&

Imagine!
Creating a world of opportunity for all abilities

Introductions



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Officer



Why Now?

Fixed Funding

Regulatory Changes
Medicaid Commision
Stakeholder feedback
State Figure Setting
Governor's Budget
The Long Bill
The Federal Landscape
Waiver Amendments
Decreasing Centralized Resources
New Service Caps

Competing Timelines

Competing Resource Needs

Community Needs Are Evolving

People Need More (not less)

Hard Decisions

Many Moving Parts

Complex Needs

Multifaceted Needs & Expertise

Better Outcomes

Housing Stability

Substance Use

Whole Person Care

Coordinated Care

Long-term Stability

We can do more together.



If no single organization can be everything a community needs,

how can we combine what
each does best to create

a stronger outcome
together?



Our Mission

Provides the
foundation and
shared purpose

Our Partners

Bring expertise in
different areas, a
willingness to learn
and risk and grow
together

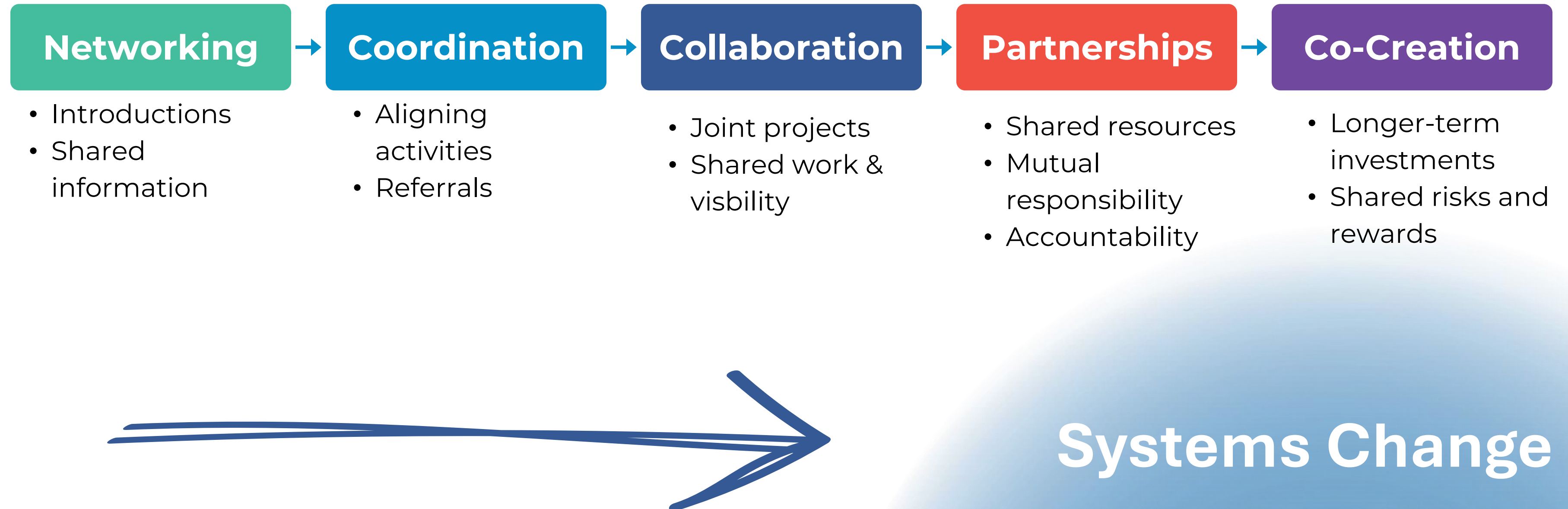
Our Action

Creates new
pathways to meet
the moment

Defining Partnership

Collaboration unites organizations

Partnerships change them



Partnership vs. Merger & Acquisition

MERGER & ACQUISITION

Two households become one.
Everything is combined under
one roof.

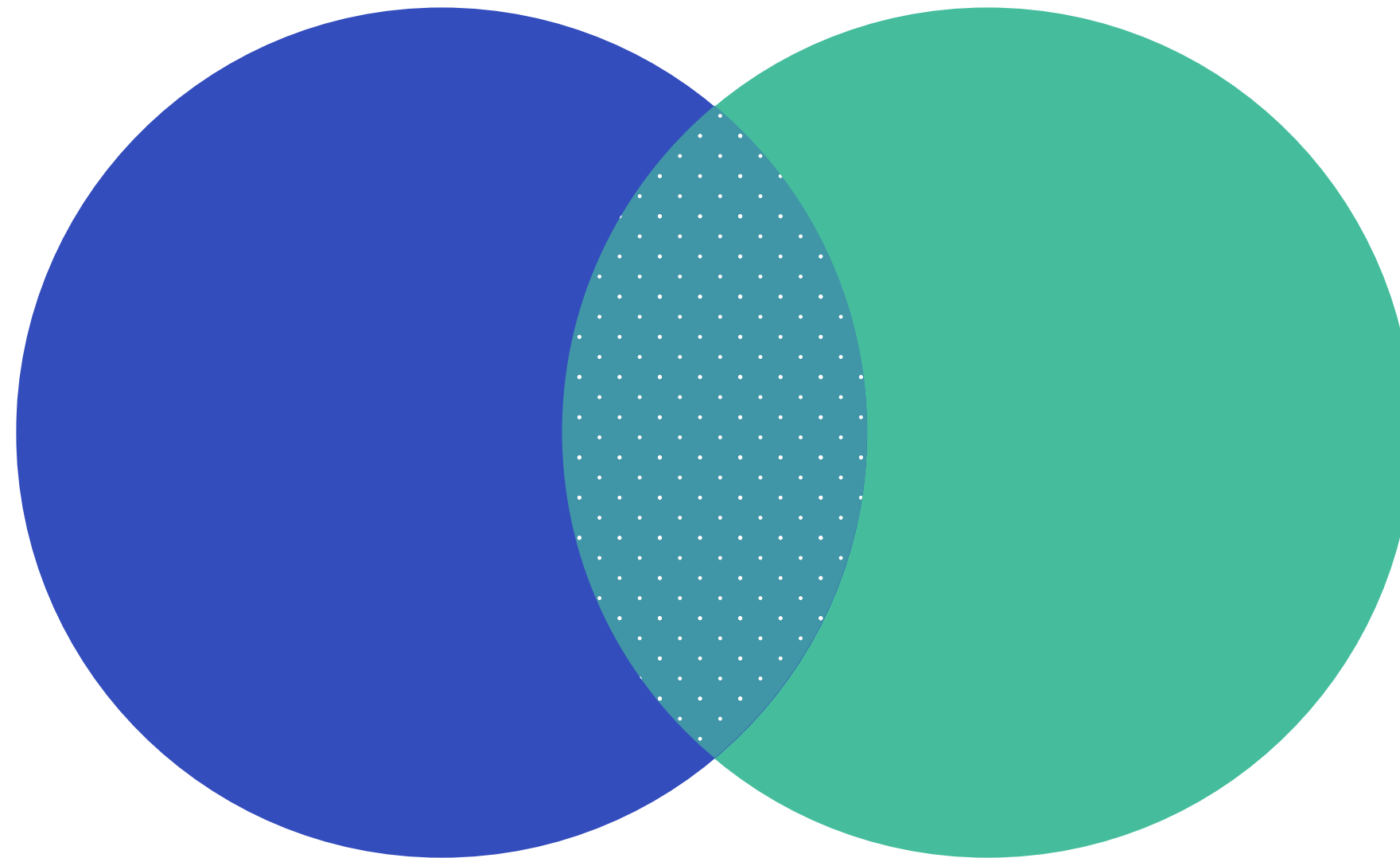


PURPOSE-DRIVEN PARTNERSHIPS

Two households stay independent.
They connect, share, and uplift each
other.



Two organizations, one shared mission



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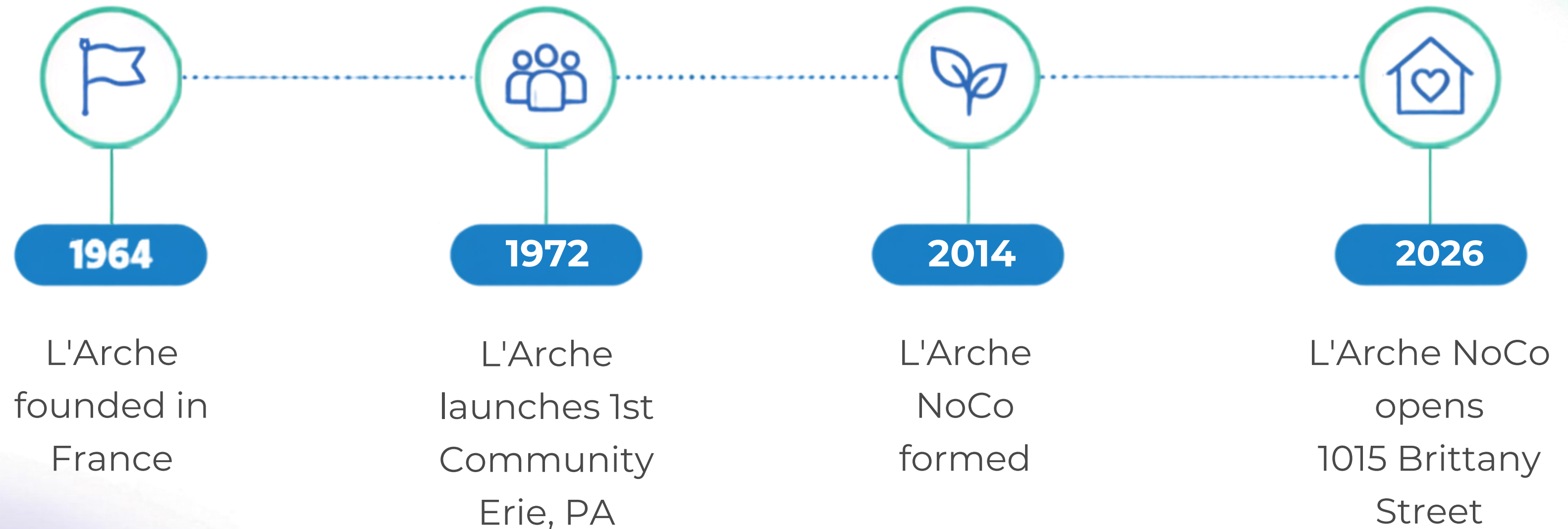
About L'Arche NoCo



L'Arche Northern Colorado is an intentional community where people with and without disabilities live, work, and share life together.

L'Arche NoCo welcomes and connects people with and without disabilities, so that together, we can all belong.

L'Arche Story Timeline





L'ARCHE MISSION: **WELCOME. CONNECT. BELONG.**

We **WELCOME** by valuing every person and celebrating their gifts.

We **CONNECT** every person to resources and relationships that meet their needs.

We **BELONG** by sharing life together in meaningful, mutually beneficial relationships.



About Imagine!

For over 60 years, Imagine has provided licensed services and supported people with intellectual and developmental disabilities, autism, and brain injuries across Colorado, helping individuals and families build full, connected, meaningful lives.



Imagine!'s Identity



Family
Founded



Community
Rooted



Comprehensive
Supports



Innovative



Relationship-
Driven

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Our Home & Community



How we do
what we do



What we do
When, where & who does what
we do

The Foundation:
Why we do what we do



Our Home & Community



- Community life
- Culture & Relationships
- Community rhythms
- Celebration
- Rituals & meaning



The Foundation:

Why we do what we do



- Person- centered supports
- Staffing and contractors
- Clinical guidance
- Admin systems
- Compliance & QA



Shared risk, made workable through project management.



The shared risk we face



Upfront investment before certainty



Reputational risk



Culture and language differences



Regulatory pressure



Unclear authority



How project management helps



Guiding principles



Aligned mission



Clear roles



Written agreements



Regular communication
Keeping people supported at the center

Project impact to date.

Stronger together. Better outcomes for people with IDD.



Expanded housing options

Accessible housing solutions creating home and stability.



Increased community inclusion & choice

More opportunities for people to live, work, and thrive in their communities.



Shared resources, less time spent figuring it out

Streamlined processes free up time and resources to focus on mission.



Stronger workforce recruitment & retention

Collaborative supports that attract, develop, and retain great talent.

Additional Proof-Point

Partnerships in Housing



BOULDER HOUSING PARTNERS

- Iris Bistro
- Housing Grant



HEARTSIDE HILL

- Affordable rental and home ownership opportunities
- Shared amenities to foster community

BUILD

A practical framework for partnerships.

Five principles for turning shared purpose into shared action.



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B

Begin with a shared purpose,
not a proposed partnership.

| What is the community asking for?

| What outcome is currently impossible alone?

| Why can neither organization solve it alone?

| Is the problem important enough to justify sharing?



Understand each others' motivations

Strengths & assets

What we do well and what we can contribute.

Gaps & needs

What we do not do well and what we need from the other partner.

Motivations & boundaries

What we hope to gain and what we cannot compromise.

Invest in something that matters.



What partners bring

Cash, space, time, expertise, relationships, data, and credibility



Make the exchange visible

Name each partner's real contribution and what is at stake



Key takeaway

Unequal contributions can still be equitable when the exchange is transparent.



Link authority, accountability and risk

Authority

Who makes which decisions; who employs and supervises staff; who holds regulatory responsibility

Resources

How costs and revenue are allocated; how success is measured

PARTNERSHIP AGREEMENT

Working rules agreed before the partnership begins

01 DECISION RIGHTS

Who makes which decisions · who employs and supervises staff · who holds regulatory responsibility

02 RESOURCES & MEASURES

How costs and revenue are allocated · how success is measured

03 ACCOUNTABILITY

How disagreements are resolved · what happens when performance falls short

04 PROTECTION & EXIT

How either party may exit without harming the people served

Put authority, accountability and risk in writing.

Accountability

How disagreements are resolved; what happens when performance falls short

Protection

How either party may exit without harming the people served



Design for durability.

Meet



Leadership and operational conversations happen regularly.

Learn



Partners review outcomes, finances, and performance together.

Adapt



Use escalation pathways, orient new people, and revisit the agreement as conditions change.

Embed



Celebrate shared success and make the partnership part of organizational strategy.

BUILD RECAP

B		Begin with a purpose that matters to both partners
U		Understand each other
I		Invest in something that matters
L		Learn together & link organizations
D		Design for durability



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Audience Exercise: Put a Potential Partnership Through the Test



Identify one challenge your organization cannot solve alone. Then work through the six prompts.



10 minutes

1



The community problem we need to solve is...

2



We bring...

3



We are missing...

4



A potential partner could bring...

5



We would be willing to put at risk...

Together, we could create...



THE CALL TO BUILD TOGETHER

WHAT THIS MEANS FOR YOU

- No organization can fix broken systems alone — partnership is the only practical path to lasting change
- The BUILD framework is proven, replicable, and ready for your community to adopt today
- Leaders who act together — not in competition — create impact that outlasts any single initiative
- The question isn't whether to partner — it's who you'll build with next



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Thank you for building together with us!



Questions & Discussion -

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