



VISION | To be the first-choice community in metro Detroit for people with developmental disabilities.

MISSION | To support people with developmental disabilities as they build and maintain their independence.

We make independent living possible.

STRATEGIC PLAN 2022 - 2025



Strategy 1.
Develop new streams of earned revenue

- 1.1 Secure government reimbursement for new program model services
- 1.2 Finalize pricing for new program model services
- 1.3 Hire Admissions Manager to develop student pipeline
- 1.4 Hire Director of Revenue Development to build earned revenue partnerships



Strategy 2.
Implement our new program model

- 2.1 Open *Independence Prep*
- 2.2 Open *Independence College*
- 2.3 Open *Independence Village*
- 2.4 Modify current services to align with new program model



Strategy 3.
Build a strong bench of diverse talent

- 3.1 Collaborate with local colleges and universities to build an internship program for underrepresented special education and social work students
- 3.2 Seek and publicize recognition for our workplace culture and talent
- 3.3 Build a diverse board of well-connected trustees



Strategy 4.
Prove and strengthen our program impact

- 4.1 Collaborate with a research university to design and implement a long-term evaluation of our program impact
- 4.2 Adjust our program model based on evaluation results