

SUMMERHOUSE STRATEGIC PLAN

JULY 2022 THROUGH JUNE 2024



VISION



SUMMERHOUSE

where lives blossom

To create opportunities for adults with IDD to belong and positively impact the Greater Houston community



MISSION

Summerhouse supports adults with IDD, their families, and our community through **employment**, **volunteerism**, and **partnerships** to foster a culture of belonging, choice, and respect.



KEY AREAS OF FOCUS



Employment: Highly individualized and customized job placement, coaching, and supported employment services provided to members and outside referrals.

Volunteerism: Assisting members to give back to the community while exploring their career interests and learning valuable work skills.

Community Engagement: Our community is stronger when everyone participates, and we support members to develop socially valued roles and engage in their communities.

Family Support: Being a resource and support to families as we truly partner to implement each member's PATH and Individual Life Plan.

CORE VALUES

- Person-centered
- Relationships
- Community
- Meaningful Work
- Stability



5-YEAR VISION

Expand Summerhouse to additional locations

500 persons in the employment program

Have reserves/endowment/growth of individual, corporate, and foundation funding

SHH recognized as a leader and the best program in Houston

Extensive staff training program

Succession plan/career paths for staff

Compensation structure to retain/maintain high quality staff

Funding not mainly tuition-- 3-4 successful fundraising events

Successful volunteer program; includes board

Expanded Administrative team

Increased diversity/increased need for scholarships



JULY 2022 THROUGH JUNE 2024

GOAL 1: DAY PROGRAM

Current location has 40 members

Electronic System for waiver check in and check out

Decide the future of Shred for Independence (begin with parent survey)

Family meetings--hold at least 2 in person per year. Remind parents on obligation to attend.

Increase number of members that have jobs from 12 to 24. Develop clear path for members to obtain employment.

Increase number of volunteer sites from 17 to 25.

Ensure that members meet their individual goals (55% of vocational, 50% of social) Tracked in outcomes system

Add 12 new activities per year based on member interest (and board recommendations)

JULY 2022 THROUGH JUNE 2024

GOAL 2: EMPLOYMENT

Hold regular Pre-ETS classes (3-4 per year/more when addition is finished)

Build a partnership with Spring Branch schools

Serve 125 in supported employment/job placement services

Continue to hire job coaches as needed



JULY 2022 THROUGH JUNE 2024

GOAL 3: RESIDENTIAL

Expand collaboration with Monarch for additional members desiring residential

Develop one other collaboration with a residential provider that would allow members to live there and continue at Summerhouse.



JULY 2022 THROUGH JUNE 2024

GOAL 4: EXPANSION TO NEW LOCATIONS

Complete a thorough cost analysis of current model

Continue to evaluate waiting list and look for patterns in locations

Explore the market for new locations/meet with school districts, special education, and parent groups

Decide on location and plan for first new site



JULY 2022 THROUGH JUNE 2024

GOAL 5: FACILITIES

Explore "Fleet" deal for vehicles versus owning them

Establish formal maintenance contract

Complete capital campaign, schedule groundbreaking

Obtain 2 new vehicles

Construction of new addition; with additional restrooms

Build awning for drop off

Find solution for IT needs

Continue comprehensive health and safety program including training, drills, and inspections



JULY 2022 THROUGH JUNE 2024

GOAL 6: BOARD

More structure to board meeting

Develop onboard/mentoring program for new board member

Grow/maintain board at 11-13 members

Develop board committee for "New Locations"

All board members volunteer 2x a year in the program



JULY 2022 THROUGH JUNE 2024

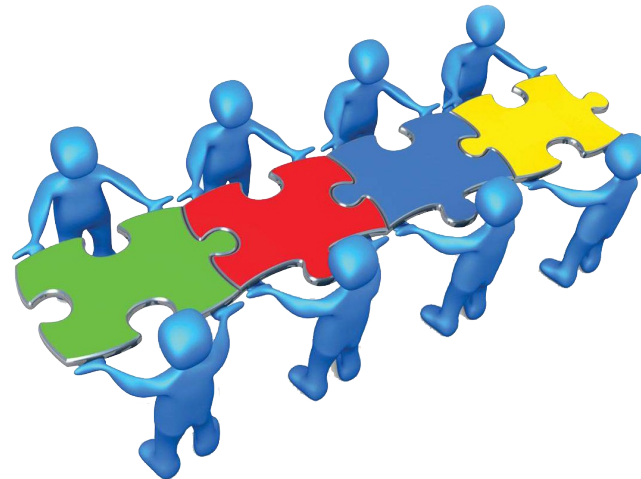
GOAL 7: STAFF

Reinstate Assistant ED position (oversight of employment program, HR, accounting, training)

Increase pay to upper level of the United Way not for profit scale

Have an active pool of at least 20 regular volunteers/interns

Completed succession plan; set career growth paths for staff



JULY 2022 THROUGH JUNE 2024

GOAL 7: FINANCIAL

Successful spring and fall fundraisers

Free of debt

