



# Spectrum Society

FOR COMMUNITY LIVING

## Strategic Plan 2025-2027

**GOAL 1:  
A GOOD LIFE IN  
COMMUNITY**

**Spectrum supports people to be part of their community by building meaningful relationships with community members, making strong connections to places in community, and making sure people have homes that fit their needs and desires.**

**GOAL 2:  
PROTECTING  
SPECTRUM'S FUTURE**

**Spectrum's mission and values will be sustained by planning for the future of its current leaders and developing new leaders.**

**GOAL 3:  
STRONG  
TEAMS**

**Spectrum builds strong teams that include the people we support, their families and other important people in their lives, as well as Spectrum's dedicated employees. We promote a healthy and safe environment for everyone.**

**GOAL 4:  
ENHANCING OUR  
CONTRIBUTIONS**

**Spectrum builds partnerships so we can learn from other organizations and share what we know with them, building best practices for a changing environment.**



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## Strategic Planning Process

**For our 2025-2027 Strategic Plan, we used a process called SOAR. This stands for Strengths, Opportunities, Aspirations, and Results.**

**We asked questions based on SOAR to guide our planning. We wanted to hear from many groups who care about the work we do. We talked with the people we support, their families, our employees, homeshare providers, external partners, our government funder, and our board of directors.**

**To collect information, we spoke with individuals and groups, carried out surveys, made phone and video calls, and held in-person meetings. Over 80 people shared their thoughts to help shape the plan.**

**After we drafted the goals and ideas, we sent out a follow-up survey. This survey helped us see what people thought about the plan and what ideas were most important to them, and helped us improve the plan.**



## Organizational Strengths

**During the 2025-2027 strategic planning process, people shared what makes Spectrum strong.**

**Here is what people said:**

**Strong Leadership and Teamwork:** Spectrum has leaders who care deeply about the people they support. The staff are humble, work well together, and are passionate about making a difference.

**Person-Centered Support:** Spectrum puts people first. Services are designed to fit each person's unique needs. By listening to individuals and families, Spectrum builds trust, strong relationships, and meaningful opportunities for the people they support.

**Always Learning:** Spectrum reflects on what it does, listens to feedback, and welcomes new ideas. This openness helps the organization adapt, improve, and stay flexible when challenges come up.

**Guided by Care and Respect:** Spectrum is built on care, respect, and doing what's right. It listens, learns, and stays focused on helping people with disabilities live good lives.



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## **Our Mission**

**Spectrum Society's mission is to support people with disabilities to experience full citizenship and genuine belonging in community. We are committed to continuous learning and improvement through research into leadership and best practice. As a service providing agency, our focus is on strengthening the capacity of individuals and their personal networks, augmenting rather than replacing natural supports.**

## **Our Vision**

**Spectrum Society for Community Living believes that community is enriched by the presence and contributions of its citizens with disabilities. We believe that together we can create a world where all people are valued, their voices heard, their choices respected.**

## **Our Values and Beliefs**

**Our work with individuals, families, volunteers and employees is guided by the following values and beliefs:**

- **Every person has the right to direct his or her own life**
- **Every person is entitled to respect and dignity**
- **Every person has something to contribute**
- **Mutually rewarding relationships enhance the quality of life**
- **We encourage innovation and creativity**
- **Diversity strengthens our communities and our workplaces**



## Strategic Planning Goal #1

### **GOAL 1: A GOOD LIFE IN COMMUNITY**

**Goal Description:** Spectrum supports people to be part of their community by building meaningful relationships with community members, making strong connections to places in community, and making sure people have homes that fit their needs and desires.

**Strategic Objectives:** Spectrum will continue to help people to make friendships and connections and to be part of communities where they are known, valued, and have chances to give back. Spectrum helps people live in the community they choose, even with today's tough housing market.

**Positive and Possible Pathways:** Possible approaches to achieving these objectives include:

- Bringing people together to share ideas and learn about building friendships and community connections.
- Enhancing our Community Inclusion services by understanding people's needs, setting clear goals, asking for feedback, and checking how well the services are working.
- Working with housing organizations to explore new and creative ways to provide housing options.



## Strategic Planning Goal #2

### **GOAL 2: PROTECTING SPECTRUM'S FUTURE**

**Goal Description:** Spectrum's mission and values will be sustained by planning for the future of its current leaders and developing new leaders.

**Strategic Objectives:** Spectrum will find and support people to become strong leaders who will carry on our mission, vision, and values. Spectrum will prepare for when long-time leaders leave, finding a way for them to share the knowledge, skills, and connections that have helped shape the organization.

**Positive and Possible Pathways:**

- **Creating a plan to find and support future leaders.**
- **Offering mentoring and training, and giving new leaders the opportunity to learn and grow in their roles.**
- **Making a clear plan for how leadership roles will be passed on, including ways to share important knowledge, skills, and relationships and teach key strategies to help the next leaders succeed in their roles.**



## Strategic Planning Goal #3

### **GOAL 3: STRONG TEAMS**

**Goal Description:** Spectrum builds strong teams that include the people we support, their families and other important people in their lives, as well as Spectrum's dedicated employees. We promote a healthy and safe environment for everyone.

**Strategic Objectives:** Our teams support the natural authority of the person and their network, as well as supporting each other. Spectrum creates an environment where everyone feels safe, supported, and excited to be part of the team.

**Positive and Possible Pathways:** Possible approaches to achieving these objectives include:

- **Providing the training and support for employees to do their jobs well and help Spectrum achieve its mission.**
- **Ensuring that the people we support and their families are valued members of teams.**
- **Using different communication strategies to share Spectrum's mission and values with all members of the organization.**



## Strategic Planning Goal #4

### **GOAL 4: ENHANCING OUR CONTRIBUTIONS**

**Goal Description:** Spectrum builds partnerships so we can learn from other organizations and share what we know with them, building best practices for a changing environment.

**Strategic Objectives:** Spectrum will continue to work with others to help everyone learn and grow together. Spectrum will share what we know and our history to inspire others and show our mission, vision, and values. Spectrum will use what we've learned to make communities welcoming, inclusive, and safe for all.

**Positive and Possible Pathways:** Possible approaches to achieving these objectives include:

- Working with other organizations that share our values to learn from each other.
- Using social media and online tools to share the great work Spectrum does and find new people to join our team.
- Joining or hosting local events to build connections in the community and share helpful ideas with others.



## Next Steps and Thank You

### **Next Steps**

***Now that we've created and shared the 2025-2027 Strategic Plan, our leadership team will work on a detailed action plan. This plan will include specific projects and tasks to help us meet each of the four goals in the strategy.***

***Our leadership team and board of directors will keep meeting regularly to check on how the plan is going, making changes as needed to stay on track.***

***We will also ask for feedback from everyone involved in our services to learn what's working well and what needs improvement as we follow the plan.***

### **Thank You**

***Thank you to everyone who helped with our strategic planning process. Your input made this plan possible. We are grateful for your ideas and impressed with the thoughtful feedback you provided.***