

Asperger Works Strategic Plan

Part I. Vision Statement -- Five-Year Plan (2023-2028)

We envision being the go-to organization supplying appropriate services for both employers and adults on the Autism Spectrum, including young people (18-25). We see an organization that will have the necessary professional staff to run its day-to-day business including (but not limited to) job coaches, mentors, and out-reach personnel and a Board of Directors made up of 15 members who will bring their talents as well as their abilities to raise funds for the organization. We will be partnering with other influential organizations and companies that will allow our influence in our community to grow to the benefit of all.

1. Our Board of Directors will be expanded to 15 members, all of whom will be devoted to the success of our organization to affect positive change in our community for all Aspergians. Today the Board has five members, four of whom are in the same family. We will expand the Board by attracting people with talents in finance, marketing, and other areas that we don't cover presently. Having additional Board members will also aid us in bringing in more donations to allow us to hire adequate staff.
2. We will have an operating budget of at least \$100,000 that will enable us to hire talented individuals for our staff. Having a talented staff will allow our organization to become stronger, more efficient, and run smoother. Today, we have no staff, and all the work is being done by dedicated members of the Board and Advisory.
3. We will partner with various organizations that will help us forward our mission. Partnerships will not only allow us to exchange ideas and information but will also demonstrate to the public the value of what we are working to achieve.
4. We will develop a roster of businesses that will be willing to hire Aspergians. At the present time, we have several businesses that have agreed to interview our clients and other Aspergians with no guarantee that they will be hired.
5. We will increase our supporter base through more engagement with our community while retaining the supporters we now have. Having a large supporter base would allow us to be able to plan activities and needed client and employer services and raise the necessary funds to meet our budgetary goals.
6. We will attract young people from local colleges to volunteer and intern for our organization. This will result in a group of individuals who will be valuable assets in the community as our organization's ambassadors.
7. We will be more proactive in attracting new clients to whom we will be able to offer services through professional job coaches and mentors. Having clients serviced by professionals will have a greater impact on our community and the fulfillment of our goal of independence for our clients.

8. As a result of having more Board members, partnerships, staff, and funding, we will have the necessary financial resources to compete with larger organizations for additional funding.
9. We will offer programs to the autism community by assisting young adults (18-25) transition to the working world through readiness training, job coaching, and mentoring.

Part II. – Our Current Vision Statement

Our vision is that through our efforts, the Merrimack Valley area of Massachusetts and New Hampshire, and indeed the whole country, will become populated with adults on the Spectrum who are able to live productive lives fully employed without fear of discriminatory behavior among employers or fellow employees.