

As Itineris enters its tenth year, the Board of Directors, the Director's team, staff and clients have worked very hard to create a three-year strategic plan that will serve as a road map for the future. In order for us to prioritize our growth strategy, we needed a plan that will support our refreshed mission and vision, while enabling the organization to make a significant impact on the autism community.

Goal 1 | Ensuring Organizational Excellence (Start July 2019) - Continue to develop infrastructure, human capital, and financial resources to support high-quality lifelong person-centered programs at The Pointe at Rockrose.

Our top priority is to maintain an exemplary level of programming at our home base, and to continually strengthen our service delivery model. We will set and implement the highest standards of excellence, and create a financially sustainable organization, with a culture that advances our mission, values our staff, and prioritizes the needs and desires of our clients.

Goal 2 | Building Community Living (Planning well underway, anticipated opening Summer, 2020) - Offer inclusive Community Living services for Rockrose clients.

Create a replicable community living program, affording clients the opportunity to live rich and meaningful lives in a welcoming and inclusive community. We will develop a business plan and financial objectives, identify startup support, and create a long-term strategy for sustainability and growth.

Goal 3 | Empowering Advocacy and Thought Leadership (Planning starts July 2020) - Share our unique expertise in guiding adults on the autism spectrum to create meaningful days and lives.

Develop channels to share our experience and expertise with others working with the autism community, and with those who are considering the development of their own autism program. This will allow Itineris to impact even more individuals on the autism spectrum.

Goal 4 | Launching Second Location (Planning starts January 2021) - Replicate the Itineris program model in at least one location in the greater Baltimore region.

To continue to reach more families, we will begin to identify markets that are lacking services. We will search for startup funding, supporters, and a location to expand the Itineris model program; operate simultaneously with Itineris Rockrose.

Goal 5 | Investing in Innovation and Expansion (Start July 2022) - Discover, dream, and plan for new programs and methods, beyond three years.

As we reach our three-year goals, reevaluate our status, and plot the next waypoints for our future, Itineris will explore other new ventures, potentially including the establishment of a third Itineris location, creation of a transitional school, and other responses to the needs of the autism community.

Our Mission

Empowering adults on the autism spectrum to live meaningful lives, throughout their lifespan.

Our Vision

A world where adults on the autism spectrum can fully share in the life of their community, with the dignity to choose their own path as they strive to achieve their dreams and goals.

M.A.D.E (Make a Difference Every Day) Values:

- We **embrace** diversity with passion and promote safe spaces for inclusion.
- We **collaborate** with clients, families, staff, and community partners.
- We **design** each day as a new opportunity for learning, growth, and creativity.
- We **honor** each person's desire to express themselves and make personal choices.
- We **focus** on our clients; their success is our success.
- We **act** intentionally to implement evidence-based practices.
- We **advocate** to the wider world in acceptance of neurodiversity.

Our Guiding Principles

We believe:

- Everyone has unique talents, dreams, and aspirations and can achieve great things.
- All of us need to chart our own course to live the life we love.
- Connections in the broader community are a source of joy, health, and opportunity.
- When we act intentionally and purposefully, we help each person to grow and thrive.
- There is power in constant innovation, and in listening to evidence when devising new ways to improve the lives of our clients.
- We are changing the way society acknowledges, understands, and accepts people on the autism spectrum.
- Adults on the autism spectrum have a right to full integration in the workplace, and employment should be the norm, rather than the exception.