

# 2026-2030 STRATEGIC PLAN

## OUR WINNING ASPIRATION

We champion extraordinary and inclusive communities where we can all be our best selves.



## OUR BIG QUESTIONS

1

How do we recruit and retain a highly talented, flourishing, diverse team?

2

How do we fortify our long-term financial health?

3

How do we empower our community with adaptive and innovative services?

4

How do we foster a culture of philanthropy?

### Putting Our Values Into Action:

#### At Providence We Value...

At Providence of Maryland, our values guide our strategy and every step forward in our mission to support people with intellectual and developmental disabilities to live their best lives in their communities.

**A Person Driven Culture:** We are driven by our commitment to people and their interests, needs, values and goals for their life. This commitment guides how we support people and value the team members who deliver on our mission each day.

**Equity, Diversity, Inclusion, Justice and Belonging:** We foster a passionate, diverse, engaged and collaborative team that embodies our inclusive work and identity.

**Community:** We prioritize community connections and partnerships that support each person's well-being, sense of belonging, and our engaged roles in the greater community.

**Meaningful Relationships:** We nurture real connections among staff, the people we support, their families, and the community, understanding relationships are fundamental to our work.

**Strategic Innovation:** We encourage bold ideas guided by a disciplined and entrepreneurial spirit.

**A Culture of Ownership:** We promote autonomy, creative decision making, and accountability for the impact of our actions.

# OUR 2026 PRIORITIES

## 2026-2030 STRATEGIC PLAN

1

RECRUIT AND  
RETAIN A HIGHLY  
TALENTED,  
FLOURISHING,  
AND DIVERSE TEAM



- **Boost recruitment** with recruitment campaign
- **Enhance orientation** and onboarding process
- **Invest in and promote** clear career pathways
- **Use video** to better demonstrate roles for candidates
- **Invest in leadership** development

2

FORTIFY OUR  
LONG-TERM  
FINANCIAL  
HEALTH



- **Study current service lines** for profitability and community need
- **Seek opportunities** to expand into new markets and new services
- **Explore fee for services** and other revenue opportunities

3

EMPOWER OUR  
COMMUNITY WITH  
ADAPTIVE AND  
INNOVATIVE  
SERVICES



- **Assess community** needs for opportunities
- **Optimize technology** to advance our work
- **Evaluate opportunities** for collaboration and innovation
- **Invest in and promote** Providence's learning culture

4

FOSTER A CULTURE  
OF PHILANTHROPY



- **Promote our impact**
- **Assess current culture** to measure stakeholder engagement
- **Infuse philanthropy into internal culture**
- **Leverage our stakeholders** to promote Providence, build our network of supporters, and advance philanthropy
- **Build a donor centered program**