



Develop a sustainable and scalable model. Build and solidify the organizational infrastructure required to support growth and scalability.

Ensure the organization has the necessary foundation in place to scale. Furthermore, we believe that we can create our own sustainability by hiring our own program graduates as staff, deepening our impact. The result is a resilient organization capable of easily expanding in the DMV and replicating its model in a new location without compromising quality; while, also shaping the disability employment narrative by providing more employment opportunities for young adults with disabilities.

We believe there are more youth who could benefit from SKS within the DMV. We believe that there are still untapped communities in the immediate local area to explore (especially within the non-English speaking community). The outcome is increased number of participants benefiting from SKS's programs in the DMV that are not subject to language, structural or cultural barriers.



Deepen local impact. Expand the reach of SKS's programs within the greater Washington, DC area.



Expand to a new market. Extend SKS's impact by entering a new geographic market while maintaining program excellence.

We believe SKS's approach, programs, and impact offer a unique model for empowering youth with disabilities, which should be available in other markets. We also recognize the importance of expanding time in our organizational development and in a manner that does not take place at the expense of the quality and impact of our existing programs. The outcome is a successful preparation for launch in a new market, expanding SKS's reach and impact.

Increase visibility and strengthen the SKS "brand".

Greater visibility and brand recognition will increase awareness and bring in more participants and resources, thereby increasing SKS' impact.



Increase revenue and other resources (volunteers, in-kind donations).

Growth and sustainability require more resources. By increasing revenues and securing additional resources, SKS can support its expanded activities and ensure long-term success. The outcomes are enhanced financial stability and increased capacity to invest in organizational growth and program expansion.



Maintain our strong culture and an environment that supports our participants, families, volunteers, and staff.

The families served, the Board of Directors, and staff value SKS's culture and supportive environment. These aspects should be cultivated as the organization grows, ensuring that SKS remains a welcoming and empowering place for all involved. The outcome is a cohesive and engaged staff and board; high participant, team and volunteer engagement and satisfaction; and an intentional, supportive culture that fosters excellence and growth.