



# PROGRAMS FOR EXCEPTIONAL PEOPLE (PEP)

## STRATEGIC PLAN

Updated: September 2025

# VISION STATEMENT

To provide an environment that enhances the quality of life for adults who live with unique intellectual, physical, and developmental attributes through a variety of vocational, wellness, educational, and social activities.

# MISSION STATEMENT

Provide programs that promote independence, social interaction, education, and employment opportunities for adults who live with unique intellectual, physical, and developmental disabilities.

# VALUES



## Empowerment:

- Equip individuals—staff, clients (members), and stakeholders—with the authority, resources, and confidence to make decisions, take initiative, and contribute meaningfully to the organization’s mission. It is rooted in trust, transparency, and a belief in people’s capacity to lead, learn, and grow.
- Provide members with the freedom and safety to make choices by encouraging and instilling confidence in them; ensuring that their environment is safe

## Inclusiveness:

- Create an environment where all individuals—regardless of background or experience—feel welcomed, respected, and valued. Actively seek diverse perspectives, removing barriers to participation, and fostering a culture of belonging across all levels of the organization.
- Including all members in activities as appropriate

## Compassion:

- Intentional practice of recognizing and responding to the needs and dignity of others with empathy, respect, and care. As an organizational value, it guides how people treat one another—clients (members), colleagues, and community members—and shapes policies, services, and culture to reflect humanity and kindness.

## Collaboration:

- Intentional practice of working together and supporting each other across roles and teams to achieve shared goals. It reflects a belief that collective intelligence, mutual respect, trust, and open communication lead to stronger outcomes than isolated effort. As a value, it shapes how decisions are made, and how relationships are built.

# STRATEGIC PRIORITIES

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**Goal #1: Increase community awareness and involvement of PEP as a valuable resource and asset to the community.**

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- Objective 1: Increase the PEP outreach list locally and nationally
- Objective 2: Increase human interest stories in the media, i.e., social, print, video
- Objective 3: Increase family and public awareness through building strong relationships with public and private schools in Beaufort and Jasper Counties
- Objective 4: Schedule Awareness sessions at PEP to address Donors, Volunteers and Members
- Objective 5: Solicit at least one major permanent corporate sponsor each year

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**Goal #2: Ensure the financial viability of PEP for the future**

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- Objective 1: Increase private funding revenue by 10% YOY
- Objective 2: Reduce debt as appropriate
- Objective 3: Maintain an average of six months operating expense in cash reserves

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**Goal #3: Maintain PEP as the premier Provider of Special Needs Services in the Low Country**

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- Objective 1: Grow the total number of FTEM (Full Time Equivalent Members) by 5% YOY and member growth by 10% YOY up to our capacity
- Objective 2: Establish ongoing communications and partnership with caregivers of PEP members
- Objective 3: Increase employment opportunities for PEP members
- Objective 4: Enhance the on-site activities and environment PEP provides within its' program
- Objective 5: Maintain a staff to member ration of 1:7 or less

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**Goal # 4 : Provide and nurture a rewarding and challenging work environment for our staff**

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- Objective 1 : Provide a team building event at least once per year
- Objective 2 : Provide continuing education opportunities for staff members
- Objective 3 : Ensure PEP provides a competitive compensation package that rewards pay for performance
- Objective 4 : Maintain a benefit package sufficient to attract and retain talent
- Objective 6 : Maintain an internship program