



COMPASS VISION

2025–2031

7-Year Vision

At Compass, we believe in intentional cycles of growth. As we enter the next 7-year chapter, this vision reflects the collective insights of our field and office staff, gathered through our strategic retreats.

This vision isn't just a roadmap, it's a reflection of who we are and where we're headed. It embodies our dedication to innovation, deeper connections, and the continued pursuit of hope and belonging for all.

OUR MISSION

Dreams, Direction, Destiny:
Catalyze transformation in people,
staff, agencies, and the entire I/DD
industry, demonstrating the
goodness of God.

Dreams – The Vision

At Compass, **dreams fuel everything we do**. Over the next seven years, we will continue empowering both clients and staff to pursue their dreams and aspirations. Whether personal or professional, we're dedicated to fostering a space where each person can grow, thrive, and reach their full potential.

By 2031, we will be **nationally recognized in the human services space**, known for our innovative solutions, heart-driven leadership, and deep commitment to our clients. Our influence will extend beyond California, setting national standards for care, person-centered support, and organizational development. Compass will showcase what's possible when individuals with disabilities are fully supported to live lives of meaning and opportunity.

Direction – The Path

As we move toward our vision, **client services will remain the heart of our mission** and the foundation for our growth. Over the next seven years, we will expand and evolve our core programs—SLS, ILS, and CFS—while introducing new services that align with our values and expertise. This will enable us to serve more clients, create greater opportunities, and elevate the quality of life for all those we support.

Our business model will balance direct client services, which will make up 60% of our company, with a 40% focus on B2B supports like software, consulting, and specialized services. This strategic shift allows us to innovate, collaborate, and scale, empowering other organizations to elevate care standards and expand their capacity to serve, amplifying our impact.

Destiny – The Destination

Our ultimate goal is to influence the lives of 1 million people. We will achieve this through a combination of direct services—SLS, ILS, CFS—and by scaling our reach through B2B services, helping other organizations adopt Compass's proven methods. This evolution will allow us to extend our impact far beyond our immediate community, shaping the national conversation on quality disability services.

We are driven by the desire to make a lasting impact, and our success will be **powered by strong, purpose-driven leaders** who embody our values and drive our mission forward. By investing in leadership development and fostering a culture of creativity and compassion, we will build a team of people who make an impact not only within Compass but across the human services industry.

Therefore by 2031, **we will have reached a financial milestone of \$400 million in annual revenue**, reflecting our dedication to both person-centered care and strategic expansion. More than just numbers, this growth will represent our increased impact on the lives of our clients, our staff, and the broader human services community.



OUR VALUES

Honor

Demonstrating high value for everyone we know: clients, their families, and our team members; vendors, regional centers and their affiliates.

Community

Shaping individuals into a dynamic group of people, drawing our power from each person's unique potential.

Freedom

Loving people as we find them and creating a safe, empowering culture so that people can be healed and fulfill their own destinies.

Trustworthiness

Being a people who make and keep promises, maintain integrity, and are continuously accountable to each other.

Generosity

Being a blessing to others, because we are thankful for our many blessings.

Excellence

Never being satisfied with mediocrity, but always striving for each other's personal and professional maturity.

Faith

Believing in endless possibilities for each other because God is good and He is always on our side.

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See Our Culture in Action!

Scan to hear from our community and learn what we're all about. Stay in the loop and follow us for the latest updates!

