



URBAN AUTISM SOLUTIONS

Strategic Plan FY26 - FY28

Since 2012, Urban Autism Solutions has been dedicated to changing outcomes for young adults with autism and related disabilities – because we believe everyone deserves a future filled with opportunity, independence, and belonging.

This plan reflects where we're headed in the next three years. We're growing with purpose, expanding our reach, and scaling our programs to meet rising demand. Our focus is on longevity: strengthening what works, building what's sustainable, and opening new doors for the next generation of young adults as they transition into and navigate adulthood.

Thanks to the continuing support of our partners, the future we're building together is one of impact, inclusion, and lasting change.

MISSION

Urban Autism Solutions is changing outcomes for young adults with autism and related disabilities through an integrated community life that advances social and vocational opportunities.

VISION

Fostering a world where every neurodivergent individual achieves a sense of belonging and independence.

VALUES

Community: We reduce isolation and foster growth through meaningful connection.

Dignity: We honor every story and recognize the value in every individual.

Independence: We build lifelong autonomy through practical skill development.

Resilience: We equip individuals with tools to face and grow through life's challenges.

Our Mission in Motion

UAS PILLARS: Investing in the Next 3 Years

PILLAR	GOALS	WHY IT MATTERS
 Expand & Enhance Critical Programs	Increase program capacity by 20% and expand program reach through introduction of peer outreach programs, fee-based model.	The needs are growing and becoming more diverse—requiring new approaches, targeted support, and expanded reach.
 Build Long-Term Financial Viability	Establish a resilient financial model that blends philanthropy, partnerships, and earned revenue to secure long-term organizational health.	Sustained funding allows us to serve more students and scale programming without interruption.
 Grow Community Partnerships	Forge and deepen partnerships with community organizations, businesses, and local leaders to expand reach, resources, and impact.	Community inclusion is a critical component of the work we do, allowing our students to generalize the skills they are developing.



UAS PILLARS: Investing in the Next 3 Years

HOW YOU CAN HELP		PILLAR OBJECTIVES
PROGRAMS	Refer schools or community partners, volunteer your expertise, assist with outreach, or contribute resources to help expand our programs and support peer engagement initiatives.	<u>Student Growth:</u> Increase number of students served by 15%. <u>Program Expansion:</u> Expand programs to include programming in Mental Health & Support. <u>Job Placement:</u> Grow employer pipeline and increase number of students placed in jobs by 20%.
VIABILITY	Give a financial or in-kind donation, connect us with foundations, or corporate partners to expand our base.	<u>Diversify Revenue:</u> Achieve a 15% increase in both corporate donations and foundation support. <u>Increase Donor Giving:</u> Implement an individual giving platform to engage and grow donor base by 20%. <u>Generate Earned Income:</u> Launch earned income programs and events that contribute to overall revenue.
PARTNERS	Connect us with organizations, networks, or leaders in your community, collaborate on joint initiatives, or volunteer to strengthen local partnerships.	<u>Expand External Communications:</u> Increase outreach to new potential community partners by 15%. <u>Grow Volunteer Network:</u> Provide additional volunteer opportunities and expand our network by 20%. <u>Pilot Community Initiatives:</u> Research, develop, and implement 3 new community collaborations.



UAS TIMELINE: A Mission in Motion

The Gap Becomes the Mission



With limited autism support services for their son John's transition to adulthood, Julie and Mike Tracy turned this gap into a mission to provide residential, vocational, and social solutions for young adults with autism.

2012

Urban Autism Solutions

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SOLUTIONS

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2013

Residential Program Space



A residential space opens on Chicago's Near West Side, serving as a hub for programs, classes and gatherings that foster learning and connection.

2019

West Side Transition Academy



Clinical and community-based services support students through life skill development, social-emotional learning, and vocational training.

2013

Growing Solutions Farm



An urban farm initiative provides hands-on learning in growing, harvesting, and preparing produce for sale, equipping participants with transferable job skills.

2013

Network 1212



Social isolation is addressed through special events—like parties, meetups, and urban hikes—that foster peer connection and active community engagement.

2022

Life Lab



A real-world learning space in a three-bedroom townhome helps students with higher support needs develop life skills and greater independence.

2023-25

Young Adult Advisory Council / Social Networking Program

Launched in 2023, the Young Adult Advisory Council of autistic young adult leaders expands social networking – doubling the number of monthly events and boosting attendance by 30%.

DISCOVER MORE

