



## Addison Housing Works Strategic Plan Summary, 2025–2028

*Creating Opportunities. Building Community.  
Strengthening Futures.*

Addison Housing Works (AHW) is proud to share this overview of our 2025–2028 Strategic Plan—an ambitious yet grounded roadmap that reflects our continued commitment to strengthening our communities through the development and stewardship of affordable housing in Addison County.

### **Key Strategic Priorities**

We have identified six overarching strategic priorities for the next three years:

1. **Expand and Preserve Affordable Housing:** As the primary nonprofit housing developer serving Addison County, AHW will continue to seek real estate development opportunities—traditional multifamily properties as well as more innovative and diverse models—to alleviate the shortage of homes driving homelessness and high housing cost burdens.
2. **Expand Resident Services and Support:** AHW has successfully built capacity to support vulnerable residents with complex service needs, and will continue to build on this considerable strength to ensure residents have what they need to thrive.
3. **Invest in Housing Quality & Sustainability:** AHW will find creative strategies to overcome high costs and scarce resources to ensure deferred maintenance and capital disinvestment don't jeopardize the quality, availability, and affordability of our existing portfolio of homes.
4. **Strengthen Financial Sustainability:** AHW will diversify revenue strategies through fundraising and partnerships to ensure sustainable and reliable mission delivery for our residents.
5. **Be the Voice for the People We Serve:** Many of the challenges we face are systemic and require systemic solutions. Amplifying the needs of our community will be essential for achieving the necessary solutions including investment in capital needs, resident services, and organizational capacity.
6. **Invest in Organizational Capacity:** AHW will continue building our organizational capacity to be a strong and effective organization by supporting a positive and inclusive staff culture and enhancing governance through robust recruitment and board development.

**Our Vision**

A thriving Addison County where everyone has a safe, stable, and affordable place to call home.

**Our Mission**

Addison Housing Works (AHW) strives to enrich the lives of low- and moderate-income people of Addison County by ensuring the development, management and maintenance of safe, quality, affordable homes & related supports for families, seniors and individuals.

**Why Now?**

The housing crisis in Vermont is deepening. Rising construction costs, shrinking federal support, and increasing need make our work more critical than ever. This plan positions AHW to respond boldly and sustainably—expanding our impact while remaining rooted in community.

**Join Us**

This is a pivotal moment. Your support makes it possible for Addison Housing Works to ensure that everyone in Addison County has a place to call home—today and for generations to come.