

2020-2023 STRATEGIC PLAN WITH OBJECTIVES

1. Intentional partnership among board members and community and government agencies focused on training leadership & mentorship opportunities for staff and participants.
 - a. Obtain an inventory of board member skills & brief bio
 - b. Ask each board member to conduct one 90 day mentorship opportunity for a participant or staff member during their 3 year term
 - c. Provide the Office of Economic Opportunity (OEO) report to the board
 - d. Invite the board to all-staff meetings
2. A workplace where staff feels welcome, appreciated, with professional growth opportunities, and where they can maintain long service growth.
 - a. Establish 2020 budget for training, conferences, seminars, and educational opportunities for staff professional development
 - b. Support our staff to be on partnership boards
 - c. Connect the new hire to a senior staff member for mentorship
 - d. Budget for 2 team building lunches per year per director
 - e. Arrange mental health awareness training for CAD staff
 - f. Provide staff recognition
 - g. Improve agency financial stability
3. A Community where people of low income are safe and healthy (mental and physical health); and where they achieve economic opportunities and security.
 - a. Identify our list of community resources/211 United Way
 - b. Continue bundled benefits and referrals to additional programs
 - c. Continue to fund asset building programs
 - d. Increase base of volunteer professionals
 - e. Increase innovation & creativity in mission-focused programming
4. Expand visibility in the community and increase partner based programming to eliminate poverty.
 - a. Expand agency orientation and program orientation to key community locations
 - b. Offer participant training offsite as well as in-house
 - c. Increase funding from private donations
 - d. Continue presentations to all staff by community partners
 - e. Explore offering community informational courses to expand awareness and visibility
 - f. Invite the board to attend community partner presentations
 - g. Create an agency video for the public
 - h. Expand social media and internet presence
5. Increase participation in public policy change efforts of staff and board.
 - a. Continue to educate the public
 - b. Continue to make the board aware of our public policy efforts
 - c. Support our staff to do public policy
 - d. Speak at the city council
6. People with low income are engaged in Leadership opportunities within the community.
 - a. Enhance transitional employment opportunities to include Leadership opportunities
 - b. Provide success stories to GED (General Education Development) and Common Cents participants
 - c. Market PAC, add members to PAC, consider term limits for PAC (PAC is Participant Advisory Council)