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)