



EMPOWER HOPE TRANSFORM STRATEGIC PLAN

SHORT TERM GOALS JAN - JUNE 2021

- We will provide opportunities to create a sense of belonging for youth and families impacted the most by gun violence
- We will strategically coordinate regular interagency and stakeholder communication/collaboration throughout Linn County
- We will maximize the existing community partnerships and social media infrastructure developed through the ReSET 2020 Challenge

SHORT TERM GOALS JULY - DEC 2021

- We will engage youth and families in creative, therapeutic, and research-based programming that is rooted in the restorative philosophical approaches of Ubuntu, Mitakuye Oyasin, and Sankofa.
- We will create a "culture of care" to support youth and families using research-based best practices: Restorative Practices (RP), Cognitive Behavior Therapy (CBT), Group Violence Intervention (GVI) strategies, trauma-informed care, cultural responsiveness, and creative/performing arts-based therapy and interventions.
- We will establish a strong, diverse, and engaged Board of Directors.

MID-TERM GOALS FY 2022

- We will continue our community development work focused on youth & family supports
- We will regularly identify grant and contract opportunities
- We will implement a flat organizational structure that benefits all employees equally and recognizes the value of each employee's unique skills, gifts and experiences
- We will converge program design, facilitation, & delivery systems and trainings so all employees can "do the work" seamlessly.

MID-TERM GOALS FY 2023

- We will Increase income from grants and contracts by 40%
- We will balance grant and contract income 1/1
- We will further develop energy, sustainable agriculture & housing programs and projects
- We will expand program and projects into small-scale farming and travel abroad/study abroad
- We will continue as a leading organization in sustaining community-based components of GVI
- We will support a minimum of three .75 FTE based on a flat organizational structure that compensates/benefits all employees equally

LONG-TERM GOALS 2024 AND BEYOND

- We will increase annual income to \$300K per year
- We will have a balance of grant and contract income 1/3
- We will expand program and project reach nationally and internationally
- We will begin to acquire assets for long-term sustainability
- We will support a minimum of 3 FTE and multiple contracted project staff
- We will periodically review and update Board and Organizational Structures and Strategies based on growth and learning