



ST. JOSEPH'S VILLA

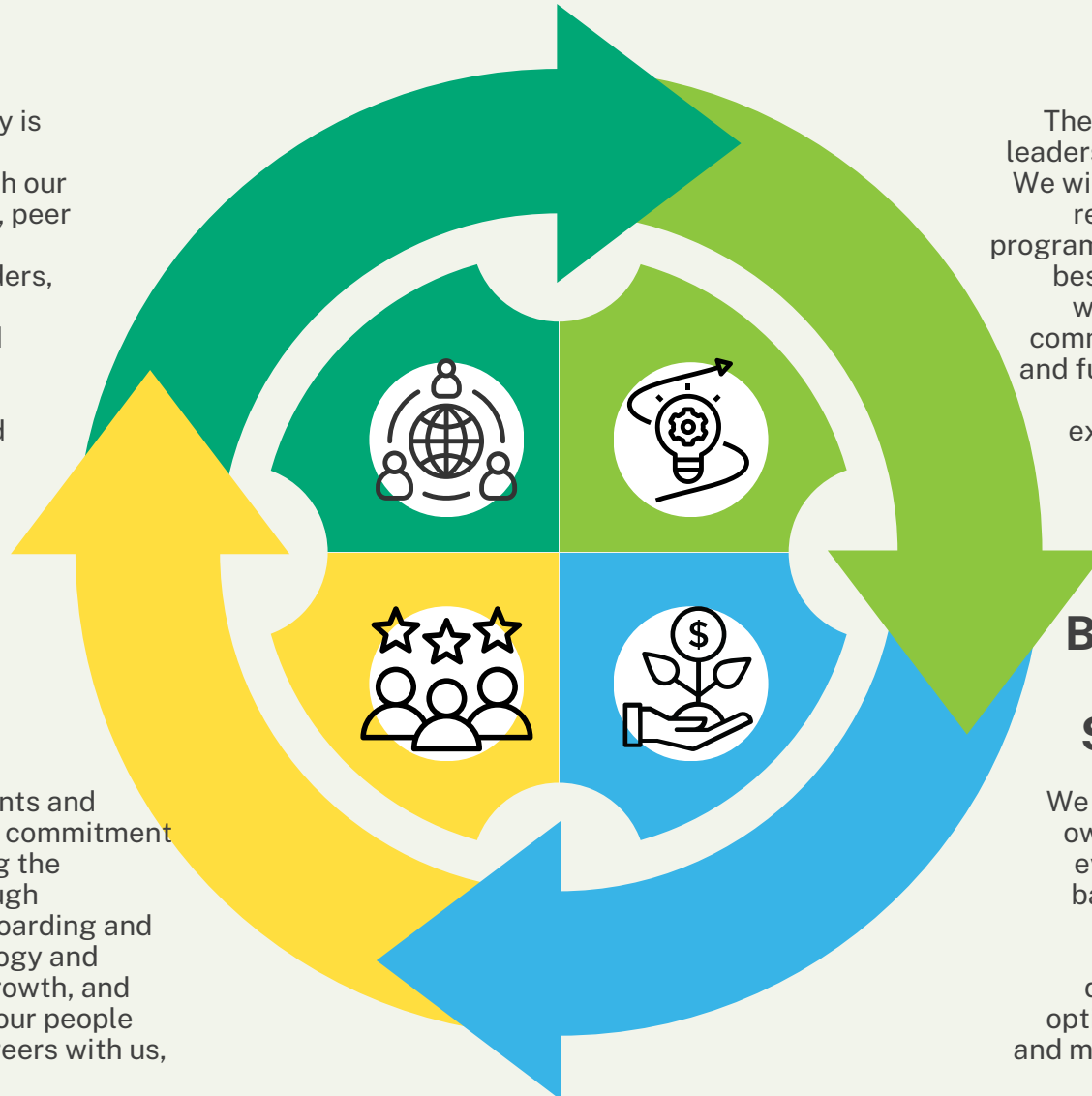
DRAFT Strategic Plan Framework

DEEPEN OUR CONNECTIONS

Connecting with community is at the core of our mission. Deepening connections with our children and families, staff, peer agencies, decision makers, funders, and volunteer leaders, nourishes our work and our success. By prioritizing and tending these connections, through communication, advocacy, partnerships and support, we increase engagement and impact.

ELEVATE THE EMPLOYEE EXPERIENCE

Our ability to serve our clients and families is anchored by the commitment of our employees. Elevating the employee experience through continued attention to onboarding and training, access to technology and other tools, professional growth, and work-life balance ensures our people will stay and build their careers with us, and with those we serve.



INNOVATE FOR IMPACT

The Villa will continue to provide leadership in our sectors of service. We will build our relevance and our resilience as we reimagine our programs, identify and embrace new best practice approaches to our work, and prepare for evolving community needs, best practices, and funding streams. Our focus on adaptability, creativity, and excellence will ensure positive outcomes for our clients.

BUILD FINANCIAL GROWTH AND SUSTAINABILITY

We will create a culture of fiscal ownership where employees at every level of the organization balance work with clients with their role in ensuring full and timely revenue. The Villa will diversify its revenue streams, optimize and grow its resources, and make strategic investments to secure our future.



DEEPEN OUR CONNECTIONS

- CORE VALUES
- COMMUNICATION
- PARTNERSHIPS & COMMUNITY ENGAGEMENT
- LEGISLATIVE ADVOCACY & POLICY WORK



INNOVATE FOR IMPACT

- ALIGN ORGANIZATIONAL STRUCTURE
- CAMPUS DEVELOPMENT
- TASK FORCE FOR THE FUTURE
- INVESTING IN TECHNOLOGY



ELEVATE THE EMPLOYEE EXPERIENCE

- BUILDING A CULTURE OF BELONGING
- RECRUIT & GROW TALENT
- MANAGEMENT/LEADERSHIP DEVELOPMENT & SUCCESSION
- ONGOING TRAINING
- REFRESH WORKPLACE PROCESSES
- WELLNESS AND OPPORTUNITY



BUILD FINANCIAL GROWTH AND STABILITY

- MAXIMIZE REVENUE & OPPORTUNITIES
- INCREASE OPERATIONAL EFFICIENCY
- PURSUE NEW REVENUE GENERATING PROGRAMS
- CONTINUE TO GROW FUNDRAISING & ENDOWMENT REVENUE