

NIAC Strategic Plan 2015 – 2017

Developed on Saturday 1/24/2015

Objective Number One

Increase the technical capacity of NIAC through diversifying our volunteer base and selecting a space that better meets our needs.

CCAT Core Capacity	Technical Capacity: The ability of a nonprofit organization to implement all of the key organizational and programmatic functions.	
CCAT Sub Capacities	Financial Management	Ability to develop necessary resources for efficient operations, including management of donor relations
	Facilities	The proper facilities (space, equipment, amenities, etc.) to run efficient operations
	Fundraising	Ability to develop necessary resources for efficient operations, including management of donor relations

Objective Number Two

Increase the Leadership capability of the organization by improving board leadership, the vision of the leaders, and developing a leader sustainability plan.

CCAT Core Capacity	Leadership Capacity: The ability of all organizational leaders to create and sustain the vision, inspire, model, prioritize, make decisions, provide direction and innovate, all in an effort to achieve the organizational mission.	
CCAT Sub Capacities	Board Leadership	Board Functioning with respect to: 1. empowering through connecting people with the mission and vision of the 2. holding organizational leaders accountable for progress toward achieving the organization 3. Conducting community outreach to educate and garner resources mission and vision 4. Meeting regularly and providing fiscal oversight
	Leader Sustainability	Cultivating organizational leaders, avoiding an over-reliance on one leader and planning for leadership transition (including having a succession plan).
	Leader Vision	Organization leaders formulate and motivate others to pursue a clear vision.

Objective Number Three

Increase NIAC's ability to monitor, assess, and respond to internal and external changes.

CCAT Core Capacity	Adaptive Capacity: The ability of a nonprofit to monitor, assess, and respond to and create internal and external changes.	
CCAT Sub Capacities	Decision Making Tools	Using important tools, resources and inputs to make decisions (i.e., outside technical assistance, in-house data, staff input, client input, a written strategic plan)
	Program Resource Adaptability	Easily adapting to changes in program resources, including funding and staff.

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	Programmatic Learning	Assessing the needs of clients and using program evaluations as a learning tool.
STRATEGIC PLAN CALENDAR		
FIRST 90 DAYS (1/24/2015 – 4/24/2015)	<p>In the first 90 days of this strategic plan, we will:</p> <ol style="list-style-type: none"> 1. Change the board meeting agenda to reflect our strategic plan. This new agenda will include opportunities at each meeting for the chair of each committee to report on the work they are doing. 2. Each committee will meet monthly to develop the framework for their work. <ul style="list-style-type: none"> • <u>Community Outreach</u>: Shirley (chair) & Dakota • <u>Leader Sustainability</u>: Holly (Chair) & Stacie • <u>Program Resource Adaptability</u>: Julie • <u>Financial Management/Audit</u>: Peggy (Chair), Donna, Beth 	
YEAR ONE	Community Outreach	In year one, the community outreach committee will focus on finding and individual with a social marketing background to give time to the organization. This person will be responsible for utilizing a diverse set of mediums to market the services and mission of NIAC.
	Leader Sustainability	In year one, the leader sustainability committee will develop a plan to transition leadership in the organization. This transition will focus around the position of the executive director with the intent of drastically minimizing the impact the organization would experience should they leave.
	Program Resource Adaptability	In year one, the program resource adaptability committee will focus on securing funding and resources for the services at NIAC. The primary focus will be diversifying our funding streams to ensure that, should a program lose a funding stream, it will still be able to continue.
	Financial Management	In year one, our financial management committee will be responsible for finding a professional with a background in finances to volunteer to sit on our board and develop our financial procedures as a board and as an organization. In addition, the volunteer will be responsible for leading through organization through an audit <i>(to be completed by 12/31/2015)</i>
YEAR TWO		
YEAR THREE		