**Strategic Planning Committee Meeting 3/9/23 5-6pm**

**Present: Deborah, Eloise, Julie, Staff: Jody, Elizabeth**

1. Review of recommended “Adjustments to the Strategic Plan” from 11/2022 board/staff retreat (see full list below)

Expanding the Circle

* Jody: realize we haven’t articulated some of the things we’re doing well enough.
* Julie: right, we don’t have the full list of what we do in the plan, but then people might suggest things we already do.
* Deborah: youth services is a running theme; gap is having someone in that role—

Leading the Transformation

* Discussed “what are community teams?” (community ambassadors embedded in communities who can respond to non-emergency conflicts) —interested in defining and learning more about this; Jody has ideas for a refined objective in the year ahead.
* Restorative justice- let’s keep this!
* Community needs assessment- partnering with Cielo remains an interest area; ResWA project underway to better understand how the DRCs can serve their counties

Becoming a Pillar

* Unsure what was meant by the standardizing technology item; Jody will talk with staff

Other

* This committee’s role is articulated; tracking progress/implementation on the plan + strategic revisiting of the plan
* Acknowledging positionality- should we be revisiting our DEI statement and ensuring we’re implementing?
	+ Room in “Expanding the Circle” to say it’s not just about diversifying staff/volunteers, but also modeling awareness of the socio-political implications of being a historically white organization. \*Action item: update this measure of success\*
1. Discussion/gut check on where we’re going with the strategic plan
* This remains the plan for 2022-2024. Any minor refinements (and new 2023 objectives) will go into the 2023 snapshot of the plan, but it will foundationally stay the same (besides objectives). We’ll do this again in 2024 and make our 2024 snapshot.
* In 2024, we will do a bigger look-back at how we did, and build our next 3-year plan.
1. Homework
* Identify any other refinements to Key Measures of Success or Priority Strategies.
* Refine the Expanding the Circle measure of success (per above)

**Recommended “Adjustments to the Strategic Plan” from 11/2022 board/staff retreat**

Expanding the Circle: engage our community to ensure expanding, representative participation in accessing, learning, and applying skills to positively resolve conflicts

* Expand training scholarships
* Advertising on the bus
* Consider outreach to HR managers
* Expand partnerships with youth service agencies
* Intentional connection with surrounding counties

Leading the Transformation: build partnerships to expand and embed alternative approaches in community systems, meet evolving needs of the community

* Clarify in the strategic plan: “create and train a community team” ???
* Clarify community team objective
* Community needs assessment- delving into how to reach and fulfill those needs with a community lens
* Identify other opportunities to apply restorative justice
* Identify funders/grants to reinvigorate the youth programs

Becoming a Pillar: Build relationships and org. financial stability through community outreach and engagement that affirms our credibility

* Identify funders/grants to reinvigorate the youth programs
* Standardized tech support through ResWA

Other feedback (where does it fit?)

* Quarterly or bi-annual strategic planning, revisit, evaluate, course corrections, celebrations
* Acknowledging positionality