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| **DRC 5-Year Strategic Plan**  **Draft *2.07.20*** | | | | | |
| 1. **RESOLVING CONFLICT**   Conflict resolution and prevention services of the highest quality are affordable, available, accessible, and are appropriate for the diverse needs of the community. | | | | | |
| **2020** | **2021** | **2022** | **2023** | **2024** | |
| 1. **Affordable and**   **Accessible Services to all in the community**   * Continue to match volunteer pool with community need * Expand outreach to outer/rural areas of Thurston County, Mason County * Continue to build Cultural Awareness (Internal) * Explore options to engage in a community issue (homelessness) | 1. **Affordable and Accessible Services**  * Continue to match volunteer pool with community need * Continue to expand outreach to outer / rural areas of Thurston county and mason county * Conduct cultural audit | 1. **Affordable and Accessible Services** | 1. **Affordable and Accessible Services** | 1. **Affordable and Accessible Services** | |
| 1. **Serving Youth**  * Increase number of Youth clubs in schools | **B. Serving Youth**   * Explore options to engage more youth in the broader community | **B. Serving Youth** | **B. Serving Youth** | **B. Serving Youth** | |
| **C. Partnerships**   * Continue to expand custom facilitation, multi-party and training options * Continue to clarify restorative justice practices for DRC community * Continue de-escalation training * Identify potential strategies on how DRC can assist law enforcement agencies | 1. **Partnerships**  * Select an expansion opportunity for restorative practices * Implement as the organization gets ready * Pilot strategies for law enforcement agencies (Ex: formal referral services) | 1. **Partnerships**  * Strong relationships with local law enforcement agencies | **C. Partnerships** | **C. Partnerships** | |
| 1. **DEVELOPING AND SUPPORTING STAFF AND VOLUNTEERS**   A vibrant cadre of staff and volunteers will have access to the training and support necessary to provide our core services. | | | | |
| **2020** | **2021** | **2022** | **2023** | **2024** | |
| * **Recruit and retain well-supported volunteers and staff** * Add clarity on compensation scale and professional advancement for staff * Offer more opportunity for connection of senior mediators to the potential and new volunteers * Leverage the training to recruit more volunteers | 1. **Recruit and retain well-supported volunteers and staff**  * Conduct and review comparable salary surveys | 1. **Recruit and retain well-supported volunteers and staff** | 1. **Recruit and retain well-supported volunteers and staff**  * Conduct and review comparable salary surveys | 1. **Recruit and retain well-supported volunteers and staff** | |

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| 1. **FINANCE AND DEVELOPMENT**   The DRC will follow financial practices that ensure we are able to achieve both our short-term and long-term goals. | | | | |
| **2020** | **2021** | **2022** | **2023** | **2024** |
| 1. **Develop strategies to ensure financial stability**  * Increase fee-generating programs * Finance Audit | 1. **Develop strategies to ensure financial stability** | 1. **Develop strategies to ensure financial stability** | **A. Develop strategies to ensure financial stability** | **A. Develop strategies to ensure financial stability** |
| **Continue to optimize financial stability**   * Reinstate Finance Committee on Board of Directors (done) | **Continue to optimize financial stability**   * Implement audit recommendation from the financial audit | **Continue to optimize financial stability**   * Develop plan for use and growth of Reserve Fund * Develop a plan for use and growth of Legacy Fund | **Continue to optimize financial stability** | **Continue to optimize financial stability** |
| 1. **FACILITIES**   Services will be provided in facilities that are safe, secure, and accessible for all. | | | | |
| **2020** | **2021** | **2022** | **2023** | **2024** |
| 1. **Plan for facility needs and expansion**  * Convene Facilities Task Force/Committee * Assess Current Facilities (Functionality) * Identify short-term options for current facility * Outline plan for expansion | 1. **Plan for facility needs and expansion**  * Conduct community training/meeting needs assessment * Develop options for expansion * Price viable options * Develop Equipment needs assessment * Begin plan for capital campaign | 1. **Plan for facility needs and expansion**  * Kickoff Capital Campaign for Expansion * Make decisions on how to proceed | 1. **Plan for facility needs and expansion**  * Negotiate lease / Purchase * Take appropriate steps for expansion | 1. **Plan for facility needs and expansion** |
| 1. **BOARD OF DIRECTORS**   The Board of Directors will work together with the Executive Director, staff and volunteers to actively support the goals of the Dispute Resolution Center. | | | | |
| **2020** | **2021** | **2022** | **2023** | **2024** |
| **A. Recruit board members that reflect communities we serve**   * Conduct analysis to target recruitment efforts * Educate board members on cultural awareness * Institutionalize onboarding training for new board members | **A. Recruit board members that reflect communities we serve**   * Identify opportunities for youth to participate at the board level | 1. **Recruit diverse board members** | 1. **Recruit diverse board members** | 1. **Recruit diverse board members** |
| **B. Expand fundraising capacity of the board**   * Continue fundraising trainings * Support active participation by all board members in fundraising, including hosting table at Toast * Develop board member outreach plans designed to nurture and grow donor base | **B. Expand fundraising capacity of the board**   * Measure and increase active participation by all board members in fundraising * Explore / access signature fund raising event | **B. Expand fundraising capacity of the board** | 1. **Expand fundraising capacity of the board** | **B. Expand fundraising capacity of the board** |
| 1. **Strengthen Board Governance**  * Conduct annual self-assessment of board effectiveness * Create future plan for developing board effectiveness * Implement modified Board and Committee meeting schedule * Develop a succession plan for board growth | **C. Strengthen Board Governance Effectiveness**   * Conduct annual assessment of board effectiveness | **C. Strengthen Board Governance Effectiveness** | **C. Strengthen Board Governance Effectiveness** | **C. Strengthen Board Governance Effectiveness** |