



Dispute Resolution Center
OF THURSTON COUNTY
 Q2 2022 Strategic Plan Update

SUCCESS FACTORS		
EXPANDING THE CIRCLE	LEADING THE TRANSFORMATION	BECOMING A PILLAR
of neighbors helping neighbors, who are representative of the diversity of our community as a staff, board and volunteer base.	to a variety of approaches for conflict resolution, prevention, and restorative practices within our community and systems.	that is a known, trusted, and valued institutional support for our community.
WHAT WE MEAN	WHAT WE MEAN	WHAT WE MEAN
We will engage our community to ensure expanding, representative participation in accessing, learning, and applying skills to positively resolve conflicts. Key words: Engaged, representative, shared	We will build strategic partnerships and collaborations to expand and embed alternative approaches in community systems while meeting the evolving needs of the community. Key words: Embedded, catalyze, partnerships	We will build relationships and organizational financial stability through community outreach and engagement that affirms our credibility as a valued community resource for addressing conflict. Key words: Credibility, relationships, stability
KEY MEASURES OF SUCCESS	KEY MEASURES OF SUCCESS	KEY MEASURES OF SUCCESS
COMMUNITY PARTICIPATION Increase in the numbers of agencies, business and professional groups utilizing DRC services	ENHANCE CIVILITY & ACCESS TO JUSTICE Increase the variety of options for innovative programs and training development	COMMUNITY RESOURCE CENTER Ensure facilities and systems are safe, secure, and accessible for all
ROGRAMS AND PARTICIPANTS Create and sustain replicable programs and services in line with community need and in the separate entities and groups of people we serve through mediation, facilitation and training.	SYSTEM ADVOCACY AND OUTREACH Increase the number of systems, community collaborations and strategic partnerships engaged in prevention, resolution, and restorative practices.	RESOURCES Diversify funding streams for ongoing and emerging community needs
STAFF AND VOLUNTEER REPRESENTATION Increase the diversity of staff and volunteers representative of the community		QUALITY COLLABORATIVE RELATIONSHIPS Strengthen and build programmatic and funding partnerships for long term sustainability
PRIORITY STRATEGIES 2022 - 2024		
Strengthen community partnerships by growing and maintaining relationships with counties, cities, state government, school districts, businesses, and other organizations	Expand community outreach programs and activities that support civil discourse	Increase financial stability by continuing to focus on the capacity campaign, increase reserves, grant acquisitions, and community fund raising
Translate Equity Statement to action; bring our operations and service provision into greater alignment with our foundational values; and	Expand mediation, conflict resolution and communication training for educators as well as youth	Expand the organization's infrastructure , including addressing building needs (e.g., safety, accessibility) and technology

Broaden accessibility and affordability to reflect our broad community		Expand access to justice and outreach programs such as housing security, offender restoration,		Conduct annual strategic planning and education around fundraising strategies and tactics	
Sustain multiple pathways for volunteer recruitment and retention (practicum revision, conciliator pool, reduce financial barriers)					
Objectives					
Add 10 new law firms and/or attorneys as business partners.	🕒	Reach sustainable level of volunteer engagement in order to create and train a community team.	🕒	Meet years two and three capacity initiative budget goals in order to reach for new heights of sustainability.	➤➤➤
Secure engagement with tribal partners that goes beyond funding.	✓	Provide annual regional information session for area school districts to remind of support offered.	🕒	Achieve holding six months' operating reserves in a separate account.	🕒
Create two staff leaders of intercultural assessment process for staff, board and volunteer learning.	➤➤➤	Establish expanded scope of restorative justice program beyond drug court.	➤➤➤	Secure new funding from historically non-traditional sources via capacity building effort.	➤➤➤
Hold an event with Spanish bilingual, bicultural partner organization to learn best steps for deeper support.	➤➤➤	Implement and refine housing program in alignment with state partners during pilot period in order to prepare for next phase of housing service.	➤➤➤	Hold ongoing donor relations board training events in accordance with best practices of thanking, informing and asking on regular cycle.	➤➤➤

KEY ✓ done ➤➤➤ in process	🕒 in queue X on hold
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