

Community Action Partnership of Mid-Nebraska

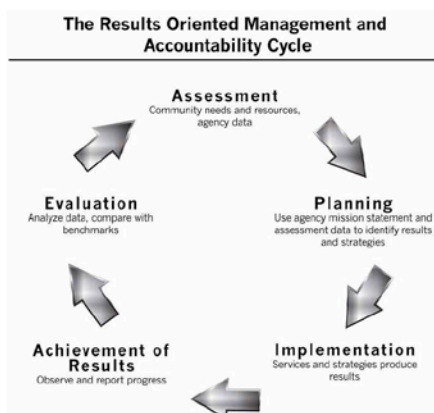
2017-2020 Strategic Plan

Our three year Strategic Plan reflects the agency’s vision and mission statement as we continue to expand and develop programs to alleviate poverty conditions for individuals, families, and communities in 27 counties in south central Nebraska and two counties in Kansas. The agency is working to enhance opportunities that will improve the quality of life for the people and communities we serve.

Our vision: “Helping people, changing lives, and making communities a better place to live.”

Our mission: “To provide essential programs that help individuals, families, and communities reach their fullest potential through advocacy and partnerships. Our dedicated staff provides access to opportunities in education, health, housing, nutrition, and transportation. These services empower people to make a positive difference in their lives and communities.”

The Strategic Plan is continuous in nature and reflects assessment, planning, implementation, achievement of results, and evaluations.



The ROMA Cycle graphic was developed by the National Peer-to-Peer (NPP)/ROMA Training Project, based on guidance regarding Core Indicators for States and CSOs/Ethnic Entities provided by OCE Informatics, Inc. on 08/11/09. From *Strategic Planning* © 2009, 1st Edition by B. Worona, Community Action Association (CAA), curriculum developed with FUNDING from the U.S. Department of Health and Human Services – Office of Community Care as permitted with this notice. All other rights reserved.

In the Strategic Plan, we measure progress as well as results. In strategic planning, you may never accomplish your goal or produce a result, but the measurement of that progress will define the scoring. For those strategic goals that are successful, we measure the degree of success using data from the ROMA logic model (NPI report) over a three year period (the normal life span of our strategic plan). New projects are scored in much the same way. By their nature, new programs or projects may take time to develop the necessary partnerships and funding streams thus the measurement of progress.

The Strategic Plan is a work in progress and the evolution depends on internal and external feedback. Community Action Partnership of Mid-Nebraska welcomes your suggestions and comments. You can visit us at www.communityactionmidne.com or email mcollins@mnca.net.

Strategic Plan Scoring

The Strategic Plan is scored based on the progress made in accomplishing each objective.

Percent	Rating	Description	Program/Project Status
90 +%	5 – 5A	Plan is fully deployed, results are evident, and there are no measurable gaps.	Program fully operational, results are in, goals adjusted. Rate as follows:
			5A- ROMA goals are met.
80-89 %	4	Plan is deployed, results are evident, and there are few gaps.	Program underway, results tracked.
70-79%	3	Plan is at least partially deployed with some results evident.	Staff hired/trained, goals established, funding ID.
60-69%	2	The beginnings of a plan of action, research has been conducted, and information gathered.	Meetings, info collected, and partnerships have been formed.
< 60%	1	Not addressed.	New direction.

Strategic Plan Process 2017-2020 Timeline

- **Community Commons Assessment Tool completed – Census Data compiled – January 2017**
- **State and Regional Assessment Data released March 2017**
- **Threats, Opportunity, Weakness, Strengths Planning Session with Senior Management – April 2017**
- **Board and Staff Strategic Planning Session – All Staff Day - April 21st, 2017**
- **Board of Director’s Planning Session – April 27th, 2017**
- **Follow up with Program Directors on goals and objectives – May 2017**
- **Board Approval – May 25th, 2017**
- **1 year Update – April 2018 – Score 75%**

Strategic Plan 2017 – 2020

ROMA GOALS

1. Individuals and Families with low incomes are stable and achieve economic security– Individual and Family Goals

Module 4

Strategic Plan Rating: 3		Strategic Plan Score: 75%		
Priority Area	Objectives	Measurable Outcomes	Responsibility	Timeline
Improve Life Skills/Asset Development	<p>1. Match low-wage workers with employers and training programs (3)</p> <p>2. Establish Asset Development match program for homeownership, car repair, education (2)</p> <p>3. Financial literacy opportunities will be increased within the community (5)</p>	<p>1a. Ten clients per year will be matched to complete a job training program</p> <p>Referrals to Kearney Works</p> <p>1b. Link clients to resources for professional clothing (clothes closets)</p> <p>2a. Three possible matching funds applications will be submitted per year to potential funding sources. This may be through grants, local foundations, or banks in our area</p> <p>Researching potential Federal IDA grant for Dawson County for refugees that would include education, homeownership, business start-up, and vehicle purchases – March 2018</p> <p>3a. Financial Literacy will be provided to a minimum 25 individuals each year collectively. This may include one on one budgeting or group settings. Materials may be basic budgeting forms, excel spread sheets, Financial Peace, or on-line course work such as</p>	<p>CSC Director</p> <p>Mid CSCs</p> <p>Case management staff</p> <p>CEO</p> <p>Planning Director</p>	<p>Annually</p> <p><u>Documentation</u></p> <p># of client worked with</p> <p># of grants applied for</p> <p># of grants received</p> <p>ROMA tracking</p> <p>Client files</p>

	4. Increase capacity for case management (3)	<p>FDIC, and Citibank</p> <p>236 individuals have been provided financial literacy services through our Community Services outreach</p> <p>4a. Research and write one grant application a year to expand case management program to include one full-time person to provide case management and client follow-up for Mid's programs</p> <p>NHAP grants applied for to add SOAR person (covering entire service area) and additional NHAP support in McCook (pending approval)</p>		
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1. Individuals and Families with low incomes are stable and achieve economic security– Individual and Family Goals

Module 4

Strategic Plan Rating: 4

Strategic Plan Score: 81%

Priority Area	Objective	Measurable Outcomes	Responsibility	Timeline:
Expand Regional Transportation	1. Coordinate rides with other transit systems both inside and outside of our service area (3)	<p>1a. Route from Lexington to North Platte – Chosen as Pilot Project – 2016</p> <p>Active as of December 2017 – Provides services form Lexington to North Platte every 2nd and 4th Thursday. Stops in Lexington, Cozad, Gothenburg, Brady, and Maxwell</p> <p>1b. Route from Grand Island to Hastings</p> <p>Not chosen as a project</p> <p>1c. Dawson County Bus Picking up Clients in Eustis - Submitted as a</p>	<p>Transportation Director</p> <p>Transportation staff</p>	<p>On-going</p> <p>Documentation:</p> <p>Coordinated Rides Provided</p> <p>Transportation Linkages</p> <p>Punch Cards Sold</p> <p>Additional Partners</p>

	<p>2. Expand social marketing awareness (3)</p> <p>3. Utilize the Mobility Management/Coordinated Transportation plan developed by URS and NDOR. Partnering with other transportation options to provide service to customers eliminating duplicating services (5)</p>	<p>potential pilot project</p> <p>Approved – started July 2017</p> <p>1d Ravenna Bus Picking up Cairo Clients</p> <p>Not chosen as a project</p> <p>1e South of Central City Residents in Hamilton County going to Central City Senior Center</p> <p>Still pending</p> <p>2a. Develop 24 month Facebook Campaign (submitted to UNO for Project) - Campaign will include 24 Facebook Ads in English and Spanish and a Facebook Job Posting form for all positions</p> <p>Concept submitted to UNO for project</p> <p>2b. Work to create a promotional RYDE Transit video</p> <p>Not completed</p> <p>3a. Begin discussions with Ride Hailing services to cover non-service areas (nights, weekends)</p> <p>Started with Uber in September 2017, and Liberty in December 2017 (Liberty Mobility no longer providing services)</p> <p>3b. Recommend Intercity Bus services to clients who are traveling to Lincoln, Omaha, and Denver</p> <p>Referrals on a weekly basis –</p>		
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	<p>4. Research fixed route concept for Kearney and surrounding areas (5)</p>	<p>Information available at all site</p> <p>3c. Rapidly respond to same day service requests</p> <p>Bus put in service in December 2017 for Kearney area</p> <p>3d. Utilize recommendations from CTAA and APTA to partner with other transit agencies for increased coverage in all locations and eliminate duplicate services for transportation programs already in place</p> <p>Ongoing</p> <p>3e. Use NDOR’s recommendation of introducing van pools as a solution for employers needing employment transportation</p> <p>Met with Enterprise to discuss vanpool routes – Fall of 2017</p> <p>3f. Utilize existing programs for additional transportation needs - Zagster (Bike Share Program), and Enterprise CarShare program</p> <p>Ongoing</p> <p>4a. Work with CTAA to receive feasibility study for the Kearney area</p> <p>Study completed in January 2018 – provided recommendations for additional linkages. Did not recommend fixed bus route for the area</p> <p>4b. Share results with agency partners</p>		
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		Shared with County Supervisors, Kearney Works Board of Directors, Agency Board of Director, and City of Kearney		
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Strategic Plan Summary

Strategic Plan Rating: 2	Strategic Plan Score: 68%
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Priority Area	Objectives	Measurable Outcomes	Responsibility	Timeline
Increase Childcare Access	1. Increase partnerships with local businesses to reduce the gaps in education for the 0-5 age group (2)	<p>1a. Childcare partnerships will increase by 2% each year</p> <p>Baseline for Year 1 - 16</p> <p>Head Start currently has childcare partnerships in the communities where our services are located. We will continue to work towards 2% increase each year. Partnerships that were in place prior to year one are still in place. Our focus has been on strengthening the relationships that we have in place first and then expanding</p> <p>1b. Research local scholarship options (through local foundations, PAC's) to help start up home daycares centers</p> <p>No progress</p> <p>1c. Expand Rooted in Relationship partnerships</p> <p>This program year the Ogallala Head Start staff, and two members of the Central office team began participating in RiR. Previously, the staff from the Lexington center attended for their county</p>	<p>Head Start Director</p> <p>Planning Director</p>	<p>Annually</p> <p><u>Documentation</u></p> <p>Partnership List</p> <p>Follow-up visits</p> <p># of grants researched</p> <p>Census Data reports</p> <p># of Press Releases</p> <p># of Social Marketing posts</p>

	2. Expand Early Head Start or Head Start as funding allows (2)	<p>1d. Analysis Census Data and other survey assessments for childcare gaps in rural areas.</p> <p>Will analyze</p> <p>1e. Increase community awareness about child care opportunities</p> <p>No progress</p> <p>2a. Research grant opportunities to expand current programming</p> <p>Current expansion funding will be available per the last Omni-bill that was signed into law</p> <p>2b. Send press releases and social marketing update on available childcare in communities</p> <p>No progress</p>		
Strategic Plan Rating: 3.25		Strategic Plan Score: 78%		
Priority Area	Objective	Measurable Outcomes	Responsibility	Timeline
Improve Access to Healthy Foods	<p>1. Establish a Community Gardener Giving Program (3)</p> <p>2. Establish Mobile Produce Pantries to serve individuals and families in our communities and increase access to healthy foods (5)</p>	<p>1a. Recruit five gardeners each year to donate excess produce to the Food Bank/Mobile Pantry</p> <p>Two Farmers Markets contacted in July of 2017</p> <p>2a. Apply for grants to begin a three year pilot program for Mobile Produce Pantries</p> <p>Funding received – Kearney Area Community Foundation</p> <p>Walmart Foundation</p> <p>Cope Foundation</p>	<p>Nutrition Staff</p> <p>Volunteer groups</p> <p>Senior Center staff</p> <p>CEO</p> <p>Planning Director</p>	<p>Annually</p> <p>Documentation</p> <p># of gardeners</p> <p># of mobile pantries</p> <p># of pounds distributed</p> <p># of clients served</p> <p># of meals</p>

	<p>3. Utilize Marketplace area to open public food pantry at the Mid-Nebraska Food Bank (3)</p> <p>4. Increase meals served at Senior Centers in Kearney, Minden, and North Platte (2)</p>	<p>Buffalo County</p> <p>2b. Establish initial program in Buffalo County serving one community a week</p> <p>Mobiles started in July of 2017 – every other week due to truck schedule</p> <p>2c. Add Kearney, Dawson, and Adams location in 2018-2020</p> <p>Holdrege and Minden approved as sites for 2018</p> <p>3a. Open public food pantry one day a week in the Kearney area or as needed</p> <p>Open on a limited basis with individual appointments if food is available</p> <p>4a. Overall meals served will increase by 1% each year</p> <p>Baseline for 2017 – 78,987 meals served (Kearney, Minden, North Platte</p> <p>North Platte added new contract with Frontier Homes – August 2017</p> <p>Shelf Stable foods distributed for North Platte Home Delivery clients in November 2017</p>		<p>served</p>
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2. Communities where people with low income lives are healthy and offer economic opportunity – Community and Capacity Goals - Module 3

Strategic Plan Rating: 4		Strategic Plan Score: 86%		
Priority Area	Objective	Measurable Outcomes	Responsibility	Timeline
Increasing the availability & affordability of housing services	1. Increase funding for housing programs to promote home ownership and meet emergency needs (3)	<p>1a. By September 30, 2020, fifteen (15) first-time homebuyers will achieve homeownership as a result of a down-payment assistance and/or closing costs program in Buffalo County</p> <p>Pre-application for Down Payment Assistance - Submitted – March 2018</p> <p>1b. By September 30, 2020, Mid will sell 16 Community Affordable Housing properties to increase home ownership opportunities in our service area</p> <p>July 2017 – Four homes in Kearney being prepped for sale</p> <p>One home in Ravenna being prepped</p> <p>1 Kearney home sold – September 2017</p> <p>3 Kearney homes – Sold - November 2017</p> <p>1 home in Farnam sold – November 2017</p> <p>1 home in Ravenna – Sold - January 2018</p> <p>2 homes in Curtis – ready for sale – December 2017</p> <p>Gothenburg home being prepped for sale</p>	<p>Business & Housing Director</p> <p>CEO</p>	<p>See Objectives</p> <p><u>Documentation</u></p>

	<p>2. Research options to work with developers to expand availability of adequate and affordable housing options (4)</p> <p>3. Provide homeownership education to clients. (5)</p>	<p>1 Gothenburg home – sale pending, April 2018</p> <p>1 Holdrege – tenant purchasing home – sale pending – April 2018</p> <p>1c. All proceeds from home sales will be reinvested back into Mid programs for ongoing support, new programs, and housing development initiatives</p> <p>Program account reserve established – January 2018</p> <ul style="list-style-type: none"> • <i>Priorities – CSFP, Housing Grant match</i> <p>2a. Meet with a minimum of two housing development partners each year to discuss housing needs and potential partnerships.</p> <p>Miller and Associates – City of Kearney : July 2017 – CEO</p> <p>Department of Economic Development Housing Focus Group – Aug 30th – CEO</p> <p>Housing Task Force Community meeting – October 16th – CEO</p> <p>NIFA Housing Marketplace – Single-Family Housing Roundtable – March 13, 2018 – Business/Housing Director</p> <p>3a. Mid will provide homebuyer education to a minimum of 40 first-time homebuyers annually through the eHome America and REACH projects</p> <p>eHome America Homebuyer Education provided to 98 households</p>		
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	<p>4. Increase capacity for Weatherization services (4)</p>	<p>4a. Mid will submit grant applications on an annual basis to entities such as, First National Bank of Omaha and Wells Fargo to provide health and safety repairs which are preventing households from participating in the WAP</p> <p>Grant submitted to Wells Fargo for \$7,500 in June 2017 – denied 10/17</p> <p>Grant submitted to First National Bank of Omaha – funded May 2017 - \$7500</p>		
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Strategic Plan Rating: 4		Strategic Plan Score: 80%		
Priority Area	Objective	Measurable Outcomes	Responsibility	Timeline
Community Outreach	<p>1. Mid will partner with community entities to educate and facilitate discussion about community needs (4)</p>	<p>1a. Mid will participate in at least four group meetings a year that address housing, healthcare, education, or other community needs</p> <p>Housing Assessment – CEO met with Miller and Associations – 7/30/17</p> <p>Rotary Association – 8/2017 – Mobile Produce Pantries</p> <p>Housing Focus Group – CEO – 8/30/17</p> <p>Housing Task Force – CEO – 10/16/17</p> <p>Golden K Kiwanis – 10/9/2017 – Mobile Produce Pantries</p> <p>Leadership Kearney - CEO – Jan 2018</p> <p>Head Start staff met with North Platte Public Schools to discuss the needs of children who have Individual Education</p>	<p>CEO</p> <p>Program Directors</p>	<p>Annually</p> <p><u>Documentation</u></p> <p>Meeting Notes</p> <p>Sign-in sheets</p>

		Plans. – March 2018		
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Strategic Plan Rating: 2		Strategic Plan Score: 65%		
Priority Area	Objective	Measurable Outcomes	Responsibility	Timeline
Expand Health Access Opportunities	1. Continue and expand Community Health Worker Program (3)	<p>1a. Research additional funding to expand dental community health worker scope</p> <p>Applied for Union Pacific Grant – April of 2018</p> <p>Applied for Minority Health grant for Diabetes Education in January 2018 - pending</p>	<p>Health Services Director</p> <p>Planning Director</p> <p>ACA Navigator</p> <p>CEO</p>	<p>Ongoing</p> <p>Board meeting notes</p> <p><u>Documentation</u></p> <p># of grants applies</p> <p># of events</p> <p># of outreach activities and individuals reached</p>
	2. Educate community members on Affordable Care Act and changes in health care (2)	<p>2a. Research and apply for grant opportunities related to health needs</p> <p>See grants above</p> <p>2b. Mid will facilitate four educational forums on health care access</p> <p>Navigator Grant funding reduced for 2017-2018 year – could no longer support the program—transferred remaining funding to Lincoln program</p>		

2. Communities where people with low income lives are healthy and offer economic opportunity – Community and Capacity Goals - Module 3				
Strategic Plan Rating: 4		Strategic Plan Score: 85%		
Priority Area	Objective	Measurable Outcomes	Responsibility	Timeline
Improve Community Awareness about program services and the causes and conditions of poverty	1. Recruit community advocates for our clients and programs (4)	1a. Recruit two new people each year to promote agency programs with our community and elected representatives 2 new board members - elected 10/2017 1b. Invite elected representative to three events per year Congressman Smith – Attorney General – North Platte Senior Center – Fall 2017 CEO met with Congressman Smith aide to discuss CSBG and agency – Sept 2017 New community member joined the School Readiness, Parent Family Community Engagement Committee – Jan 2018 CEO - Legislative visits at Unicameral – March of 2018	CEO Program Directors	Ongoing <u>Documentation:</u> Advocate MOUS # of Facebook likes Website analytics
	2. Improve social marketing for agency programs to better engage community members (4)	2a. Increase Facebook usage by 2% each year. Baseline – 680 likes Year 1 – 780 likes Facebook page updated at least three times a week WIC outreach posted and shared each month on agency Facebook starting in		

		<p>September 2017</p> <p>Head Start Training - 2/2/18, (Early Learning Guidelines, Science), was recorded and aired on Facebook Live. We are using FB for recruitment of staff and children.</p>		
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Strategic Plan Rating: 4 **Strategic Plan Score: 85%**

Priority Area	Objective	Measurable Outcomes	Responsibility	Timeline
Community engagement /Poverty	1. Mid will facilitate community discussion groups on the causes and conditions of poverty. (4)	<p>1a. Mid will participate or help organize one poverty simulation by 2020</p> <p>UNK Social Work poverty simulation – October 24, 2017 – 15 attended</p> <p>Kearney Public Schools poverty simulation – December 13, 2017 – attended by 100 teachers and community members and Mid staff</p> <p>Kearney High Poverty - February 2018 – attended by 30 teachers – Mid staff</p> <p>1b Mid staff will lead three community meeting each year about our program services</p> <p>Leadership Kearney – Adult and You Classes – January 2018</p> <p>Community Connections meetings - monthly</p> <p>1c. Data results will be shared with board, staff, and on the agency website</p> <ul style="list-style-type: none"> • NPI data presented on December 7, 2017 	<p>CEO</p> <p>Planning Director</p> <p>Program Directors</p>	<p>Annually</p> <p><u>Documentation</u></p> <p>Meeting notes</p> <p>Sign-in sheets</p>

Strategic Plan Rating: 3		Strategic Plan Score: 75%		
Priority Area	Objective	Measurable Outcomes	Responsibility	Timeline
Community Needs Assessment	<p>1. The agency will complete a comprehensive needs assessment once every three years (2)</p> <p>2. Inform communities of results of the surveys. (2)</p> <p>3. A comprehensive census and data analysis of our 27 county region will be completed each year (5)</p>	<p>1a. Comprehensive survey was completed in 2016. Will be completed again in 2019</p> <p>1b. Aggregate data will be broke down to analyze response from low-income respondents and analyzed by Data Review Team</p> <p>1c. Stakeholder and funder surveys will be completed every two years</p> <p>Stakeholder survey scheduled for April of 2018</p> <p>2a. Results of the information will be shared through distribution to community partners, local media, and on agency social marketing sites</p> <p>3a. Community commons Report will be updated each year.</p> <p>Updated February 2018 - presented to the board in March 2018</p>	<p>Admin</p> <p>Planning Director</p> <p>Data Review Team</p>	<p>Once every three years</p> <p>Documentation</p> <p>Survey data</p> <p>Aggregate poverty data</p>

Strategic Plan Rating: 5		Strategic Plan Score: 96%		
Priority Area	Objective	Measurable Outcomes	Responsibility	Timeline
Client Satisfaction survey	1. Client satisfaction surveys will be completed annually (5)	1a. Each year, every program will distribute client satisfaction surveys to measure satisfaction on staff and program services	<p>CEO</p> <p>Planning Director</p>	<p>Annually</p> <p>Documentation:</p>

		<p>Customer surveys sent out 10/2017</p> <p>1b. Results will be tabulated and shared with Board, staff, and the public on an annual basis</p> <p>Report shared with staff and board members in January 2018</p> <p>WIC completing a WIC statewide Participation Survey March-April 2018.</p>		<p>SPSS survey results</p> <p>Graphical report</p> <p>Website updates</p>
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Goal 3 – Increase Agency Capacity and Resources

Module 2

Strategic Plan Rating: 5

Strategic Plan Score: 92%

Priority Area	Objective	Measurable Outcomes	Responsibility	Timeline
Community partnerships	1. Community partnerships will be tracked and updated on an annually basis (5)	<p>1a. The number of agency community partnerships will be reported on an annual basis</p> <p>Partnership list sent out in March of 2018</p> <p>1b. Programs will increase partnerships by 2% each year</p> <p>2017-2018 – 645 partnerships</p>	<p>ROMA Data review team</p> <p>Data staff</p>	<p>Annually</p> <p>Documentation:</p> <p>Program ROMA Partnership List</p>

Strategic Plan Rating: 3

Strategic Plan Score: 75%

Priority Area	Objective	Measurable Outcomes		Timeline
Educate communities and partners about Community Action	1. Agency staff and board members will increase advocacy efforts in local communities to provide education	<p>1a. Reported presentations and advocacy efforts will increase by 2% each year</p> <p>Baseline for 2017 – 92 presentations a</p>		<p>Annually</p> <p>Documentation</p> <p>Performance Management</p>

<p>program and activities</p>	<p>about agency programs (3)</p>	<p>year</p> <p>1b. Each program will do at a minimum of one press release per quarter about their program</p> <p>August – Mobile Produce Pantries,</p> <p>August – Head Start</p> <p>September – Mobile Produce Pantry, RYDE Partnership with Uber</p> <p>October – NTV news – Mobile Produce Pantries</p> <p>October – Head Start awareness month/WIC clinics</p> <p>RYDE featured in AARP</p> <p>November – RYDE article – Lexington</p> <p>WIC presentations: Jan 26 2017 United health care Community Baby shower in Kearney, February 3 2017 Church Women United in Hastings, March 23 2017 Community Pregnant women in Lexington, May 9 2017 Bright Future in Kearney, And July 24 2017 Mary Lanning Healthcare Family Care Center in Hastings. March 5 2018 Chamber, Hastings</p> <p>WIC clinics quarterly press release sent June 2 2017, October 24 2017, December 8 2017 and March 6 2018</p> <p>Hastings – Homeless Prevention - November</p> <p>Elm Creek – Mobiles - December</p> <p>December – North Platte Senior Center</p>		<p>Scorecard</p> <p>Copies of Press Releases sent</p>
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		<p>article</p> <p>January – Yearly schedule set for all programs for each month</p> <p>January – CHW Radio Interview – Hastings Chamber Ribbon cutting</p> <p>February 2018 - Happy Bear Press Release</p> <p>February 2018 – North Platte news interviews – utility assistance</p> <p>March 2018 – WIC Clinic schedules</p> <p>April 2018 – RYDE – Public Transit Week Press Releases – Radio interview – KRVN</p> <p>Paint it Forward – Lexington Press Release</p>		
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Goal 3 - Agencies Increase Their Capacity to Achieve Results – Agency Goal - Module 2

Strategic Plan Rating: 2		Strategic Plan Score: 65%		
Priority Area	Objective	Measurable Outcomes	Responsibility	Timeline
Building and retaining a quality workforce	1. Improve wages for agency staff (2)	<p>1a. Raise agency minimum starting wage to \$9.65 by 1/1/2018, to \$9.80 by 1/1/2019, and to \$10.00 by 1/1/2020</p> <p>Agency did not meet minimum starting wage of \$9.65 by 1/1/2018, but is increasing wages as program funds are available.</p> <p>The 2018-2019 Head Start budget includes raises to the two lowest paid positions in HS. A 2% increase has been</p>	<p>CEO</p> <p>HR/Admin/ Fiscal Program Directors</p>	<p>Annually</p> <p>Survey data every two years</p> <p><u>Documentation</u></p> <p>Staff personnel files</p> <p>Accounting system payroll data</p>

		<p>wages/benefits</p> <p>The Head Start 2018-2019 budget has a line item for our Licensed Mental Health Professionals to meet with each group of center staff. This meeting will allow staff a pro-active way to deal with emotions caused by working with families who face many of life's challenges.</p>		

Strategic Plan Rating: 4		Strategic Plan Score: 85%		
Priority Area	Objective	Measurable Outcomes	Responsibility	Timeline
Board Governance	1. Strengthen Board knowledge and governance for agency programs (4)	<p>1a. Board meetings will be held at on site programs (besides the Kearney Admin office) twice a year so board can meet and engage with staff</p> <p>June Board retreat – Yanney Park</p> <p>Board meeting held in North Platte at Senior Center in February of 2018</p> <p>1b. Four different Program Directors or their staff will present annually on their individual program</p> <p>Lisa Giboney – HS Director – 10/2017</p> <p>Tammy Jeffs – CS Director – 12/2017</p> <p>Kristen Remm – Planning Director – 1/2018</p> <p>Shawna Tatman – NPSC Director – 2/2018</p> <p>Ashley Perlinger – North Platte CSC – 2/ 2018</p>	<p>CEO</p> <p>Board of Directors</p>	<p>June of each year</p> <p>Documentation</p> <p>Board meeting minutes</p>

Strategic Plan Rating: 3.5		Strategic Plan Score: 75%		
Priority Area	Objectives	Measurable Outcomes	Responsibility	Timeline
Increase discretionary funding available to agency programs	1. Research and implement new and ongoing initiatives to raise money and awareness for agency programs (4)	<p>1a. Participate in three online giving days per year</p> <p>Give Hastings Day – May 2017</p> <p>Give 65 – North Platte – July 2017</p> <p>Raised \$495</p> <p>Big Give McCook – November 9th</p> <p>Raised \$2,000</p> <p>Give Big Lexington – November 16th</p> <p>Raised over \$4,000</p> <p>Give Where You live – December 7</p> <p>Raised \$2,600</p> <p>1b. Conduct one online fundraiser campaign per year</p> <p>1c. Add entry donation at Craft Show once a year with proceeds going back to a Mid Program</p> <ul style="list-style-type: none"> Food donation at November 2017 Craft Show <p>1d. Senior Center in Minden and North Platte will have a minimum of two fundraisers each year</p> <p>Minden – Car Show fundraiser – August 2017 – raised \$800</p> <p>NP Silent Auction – December 2017</p>	<p>CEO</p> <p>Planning Director</p>	<p>Annually</p> <p><u>Documentation</u></p> <p># of events held</p> <p>Amount of funds raised</p> <p>Funder database</p>

	<p>2. Track private donations through Access database to develop funder database. (3)</p>	<p>\$1,200 raised</p> <p>Sold Pool Table - \$850</p> <p>2a. Increase individual donors by 1% each year</p> <p>10 new donors from March 2017 – April 2018</p>		
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