

2023-2026

Strategic Plan Progress
Report – Year 2



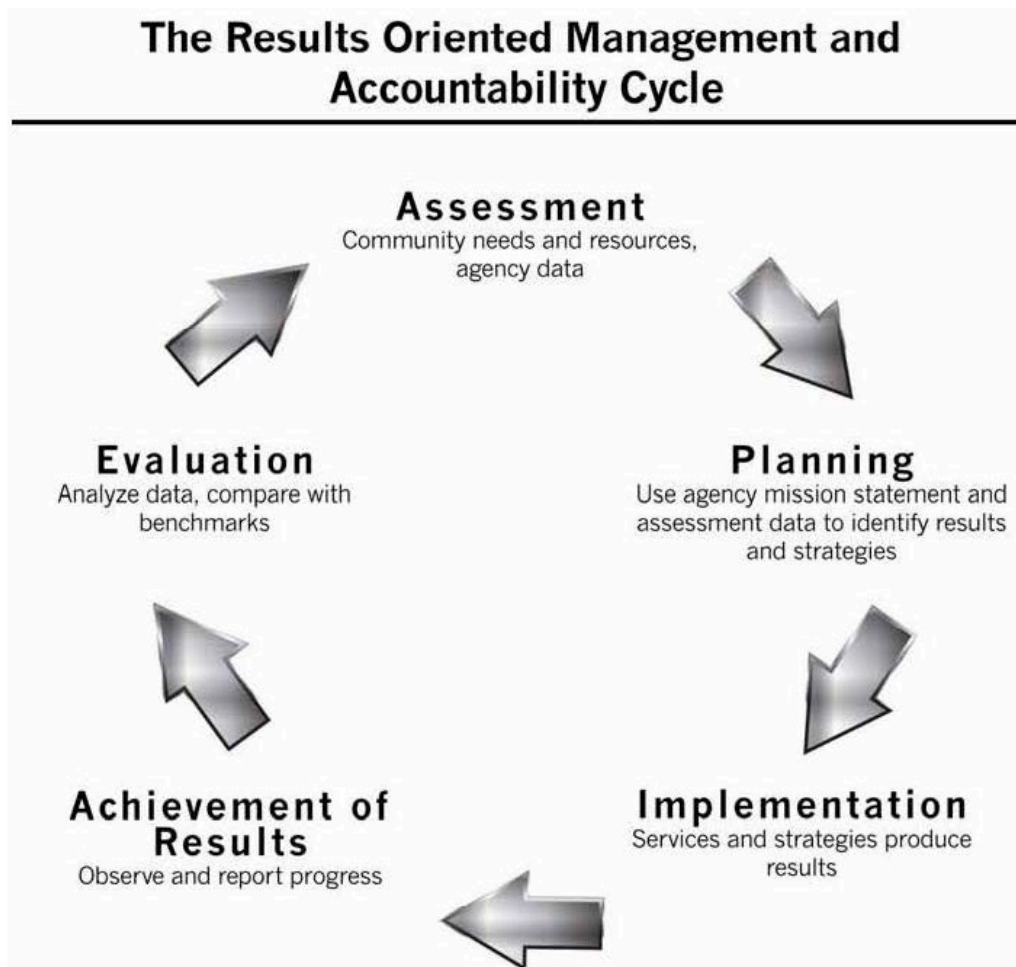
Strategic Plan Process

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.



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 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 ceurek@mnca.net.

Strategic Plan Scoring

The Strategic Plan is scored based on the progress made in accomplishing each goal included in the 3 Strategic Plan Directions.

Rating	Description
3	Plan is fully deployed, results are evident, and there are no measurable gaps.
2	Plan is deployed, results are evident, and there are few gaps.
1	Plan is at least partially deployed with some results evident.
.5	The beginnings of a plan of action, research has been conducted, and information gathered.
0	Not addressed.

Strategic Direction and Goal Year 2 Progress

GOAL/STRATEGIC DIRECTION #1: Improve and Enhance Staff and Board Training and Communication		
A realistic plan to achieve this goal includes these tactics/activities:	Progress	Year 2 Score (based on a possible 3 points)
1. Programs schedule quarterly meetings and include presentations by other agency programs	Year 2 update: <ul style="list-style-type: none"> • RYDE, Community Services, WIC, CSFP, Head Start and Immunizations have all presented about their programs at staff meetings. 	2
2. Create Training & Retention Committee comprised of varied program staff	Year 2 update: <ul style="list-style-type: none"> • The STAR Committee has been established and is actively meeting, with members representing a range of counties and programs. – 1st scheduled “Power Hour Lunch and Learn” training session is scheduled for May 2025. 	3
3. Include program presentations at Board of Director’s meetings bi-monthly	Year 2 update: <ul style="list-style-type: none"> • Linda Lienemann – Head Start – October 2024 • Tammy Jeffs – Community Services – December 2024 	2
4. Conduct regional All Staff days quarterly	Year 2 update: <ul style="list-style-type: none"> • All Staff Day held March 2025 • Minden is scheduled for July 2025 	2
5. Schedule in-person training to continue efforts to promote a culture of respect, fairness, and belonging agencywide. Include recorded or video options for staff whose job requirements do not allow them to attend in person	Year 2 update: <ul style="list-style-type: none"> • Community Services Intern presented pantry options that fit varied populations dietary needs • John Cook presentation at All Staff Day – Dream Big, Dream Like a Champion - creating a culture of respect and belonging • Kaitlyn Wilson, Continuum EAP presented at All Staff Day – Compassion Fatigue and Positivity and Productivity at the workplace • STAR Committee Power Hour Lunch and Learn scheduled quarterly & recorded 	2.5
6. Develop staff survey and webpage for frequently asked questions	Year 2 update: <ul style="list-style-type: none"> • March 2025 – Staff Engagement Survey shared at All Staff Day 	3

GOAL/STRATEGIC DIRECTION #2: Expand services and improve technology and accessibility to better meet client and community needs

A realistic plan to achieve this goal includes these tactics/activities:	Progress	Year 2 Score (based on a possible 3 points)
<p>1. Apply for capital funds to build an educational facility in Kearney and expand Early Head Start.</p> <ul style="list-style-type: none"> Anticipate 33% of students will be from varied populations. (Raised by grandparents, race/ ethnicity, disability, etc.) 	<p>Year 2 update:</p> <ul style="list-style-type: none"> Change of Scope added EHS classroom in Krny and program conversion of 1 center in NP from HS to EHS expanded EHS services 2.6-million-dollar grant awarded from the Office of Head Start – September 2024 Architect selected – December 2024 Rezoning completed January 2025 Mini Subdivision approved February 2025 Project will be put out for bid April 2025 Projected groundbreaking – June 2025 	<p>3</p>
<p>2. Create a Housing Assistance/Down Payment Assistance program that is Agency funded and administered.</p> <ul style="list-style-type: none"> Establish policies and procedures for Mids’ program and include counties that are not currently benefiting from a program. Develop a recoup plan policy to bring funds back into the program by researching what established programs have done to achieve this. Research other potential housing assistance programs 	<p>Year 2 update:</p> <ul style="list-style-type: none"> New program created for Dawson, Adams, Buffalo – Down payment Assistance – approved by board in January of 2025 New Program Guidelines approved February 2025 	<p>3</p>
<p>3. Expansion of RYDE Transit services through partnerships, trip-planning, expansion of same day service requests, and incorporating established ride share programs.</p>	<p>Year 2 update:</p> <ul style="list-style-type: none"> Met with members of the community in Hastings for school transportation – Oct Nov Attended a meeting in Kearney about Medical Transportation – Oct RYDE continues regular communication/coordination with Local Cab Company regarding dates RYDE is closed 	<p>2</p>

	<ul style="list-style-type: none"> • Met with 16 City and County Boards regarding local matching funds • RYDE attended RISE Transportation open house in Hastings 	
<p>4. Hire a client triage case manager to provide a more immediate link to agency services.</p> <ul style="list-style-type: none"> • Triage for clients if program staff are unavailable, or the client is at a location without a Community Services Coordinator. <ul style="list-style-type: none"> ○ Triage case manager(s) has access to: <ul style="list-style-type: none"> ▪ Language Line ▪ Technology (agency cell phones, texting, portals, video) 	<p>Year 2 update:</p> <ul style="list-style-type: none"> • No new information 	.5
<p>5. Implement warm handoffs to improve internal and external referral systems and internal tracking. *Warm handoffs are introducing the client to the new provider or service directly.</p> <ul style="list-style-type: none"> • Utilize warm handoffs method. • Streamline methods of communication between departments for clients who are eligible for multiple programs so they are directed to the correct department/program. • Explore a system/intake screening process for clients and their family members to enhance referrals to Agency programs they are eligible for. 	<p>Year 2 update:</p> <ul style="list-style-type: none"> • No new information 	1
<p>6. Improve food security and nutrition access for communities by expanding partnerships.</p> <ul style="list-style-type: none"> • Increase partnerships with local churches, grocery stores, organizations, businesses to better serve communities. • Seek grants to increase funding and resources for nutritional foods. 	<p>Year 1</p> <ul style="list-style-type: none"> • Food Pantry created at Food Bank in Kearney – Summer 2024 • Grants awarded for Lexington Food Pantry and Kearney Food Bank/Pantry – November 2024 • Krny WIC posts information about free Community Dinners program held on Thursday Nights 	2.5

GOAL/STRATEGIC DIRECTION #3: Increase community awareness and knowledge about Community Action by infusing our planning and implementation process with input from a broad range of perspectives and backgrounds

<p>A realistic plan to achieve this goal includes these tactics/activities:</p>	<p>Progress</p>	<p>Year 2 Score (based on a possible 3 points)</p>
<p>1. Increase marketing through monthly press releases, social media posts, and other agency materials.</p> <ul style="list-style-type: none"> • Ensure all pertinent materials and website resources are available in common languages for our service area • Consider utilizing color combinations and font sizes that are easily readable • Develop QR code 1 page document for referrals that includes direct access to agency program information • Monthly outreach and education to elected officials (Unicameral and Congress) 	<p>Year 2 update:</p> <ul style="list-style-type: none"> • WIC – Weekly Facebook posts, radio ads in English and Spanish, WIC shopper app in 22 different languages, Quarterly press release, attendance at parades/community events • Unicameral newsletter sent September 2024 • CEO met with all area Senators – February 2025 • WIC continues weekly Facebook posts, quarterly press releases, and community event participation • CS continues to post regular success stories • Immunizations regularly posts clinic schedule, has updated program promotion materials 	<p>2.5</p>
<p>2. Increase volunteer opportunities and hours for programs</p> <ul style="list-style-type: none"> • Approach current partners and explore opportunities with new partners such as local schools, colleges, service groups, etc. 	<p>Year 2 update:</p> <ul style="list-style-type: none"> • SVP recruited members to volunteer at PSAC and Craft Shows 2024, 2025 • Food Bank and EHS has a partnership with Viaero Wireless for regular volunteer help 	<p>1.5</p>
<p>3. Implement additional accessibility options for completion of agency surveys and assessments</p> <ul style="list-style-type: none"> • Mail, QR Code, social media, email, etc. 	<p>Year 2 update:</p> <ul style="list-style-type: none"> • All methods have been fully implemented as of April 2025 – higher than normal return rate of community assessment surveys via mail and online 	<p>3</p>

Strategic Plan Goal Scorecard

Strategic Direction	Maximum Score	Year 1	Year 2
#1: Improve and Enhance Staff and Board Training and Communication			
Programs schedule quarterly meetings & include presentations by other agency programs	30	10	20
Create Training & Retention Committee comprised of varied program staff	30	10	30
Include program presentations at Board of Director's meetings bi-monthly	30	15	20
Conduct regional All Staff days quarterly	30	15	20
Schedule in-person training to promote a culture of respect, fairness, and belonging agencywide	30	15	25
Develop staff survey and webpage for frequently asked questions	30	20	30
Total points:	180	85	145
Strategic Direction #1 Score:		47%	81%
#2: Expand services and improve technology and accessibility to better meet the needs of clients and the community.			
Apply for capital funds to build an educational facility in Kearney and expand Early Head Start.	30	20	30
Create a Housing Assistance/Down Payment Assistance program that is Agency funded and administered.	30	15	30
Expansion of RYDE Transit services through partnerships, trip-planning, expansion of same day service requests, and incorporating established ride share programs.	30	10	20
Hire a client triage case manager to provide a more immediate link to agency services.	30	5	5
Implement warm handoffs to improve internal and external referral systems and internal tracking.	30	10	10
Improve food security and nutrition access for communities by expanding partnerships.	30	15	25
Total points:	180	75	120
Strategic Direction #2 Score:		42%	67%
#3: Increase community awareness and knowledge about Community Action by infusing our planning and implementation process with input from a broad range of perspectives and backgrounds.			
Increase marketing through monthly press releases, social media posts, and other agency materials.	30	15	25
Increase volunteer opportunities and hours for programs	30	10	15
Implement additional accessibility options for completion of agency surveys and assessments	30	20	30
Total points:	90	45	70
Strategic Direction #3 Score:		50%	78%
Totals:	450	205	335
Total Strategic Direction Score:		46%	74%

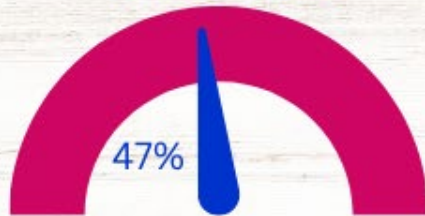
Strategic Plan Year 1 Progress Dashboard

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.



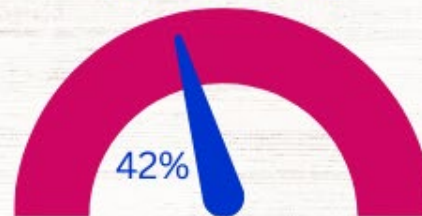
Strategic Direction 1



Improve and Enhance Staff and Board Training and Communication GOALS

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- Conduct Regional All Staff Days quarterly
- Schedule in-person training to promote a culture of respect, fairness, and belonging agencywide
- Develop staff survey and webpage for frequently asked questions

Strategic Direction 2



Expand Services and Improve Technology and Accessibility to Better Meet Client and Community Needs GOALS

- Apply for capital funds to build an educational facility in Krny and expand EHS
- Create a Housing Assistance/Down Payment Assist. program that is Agency funded/administered
- Expansion of RYDE Transit services through partnerships, trip-planning, expansion of same-day service requests, and incorporating established ride-share programs
- Hire a Client Triage Case Manager to provide a more immediate link to Agency services
- Implement warm handoffs to improve internal and external referral systems and internal tracking
- Improve food security and nutrition access for communities by expanding partnerships

Strategic Direction 3



Increase Community Awareness and Knowledge about Community Action by Infusing our Planning and Implementation Process with Input from a Broad Range of Perspectives and Backgrounds GOALS

- Increase marketing through regularly scheduled press releases, social media posts, and other agency materials
- Increase volunteer opportunities and hours for programs
- Implement additional accessibility options for completion of agency surveys and assessments

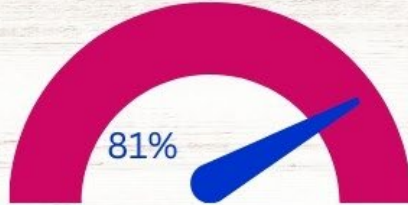
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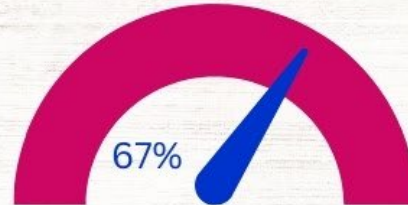
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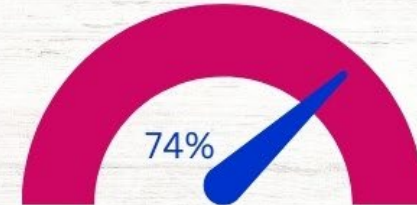
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