STRATEGIC PLANNING SUMMARY
2022 - 2026

The process of creating a context map was undertaken collaboratively by the organization's board of directors. During this time, Mission Matters helped our team focus on developing a realistic vision, setting priorities, and directives that inform and direct our team's decisions over the next four years.

The strategic planning overview helped the planning team next determine a practical and substantial action that will move us toward our practical vision. The statement was that our role in Lincoln is to grow programmatically, ensuring the organization's sustainability is unpredictable and difficult to sustain. There is an increased demand for technical factors, community and climate, human services trends, and technology factors.

Four main directions were identified:

1. STRATEGIC GOALS
   - Strengthening families and community
   - Expanding learning opportunities
   - Improving access to affordable childcare

2. UNCOMMON ORGANIZATIONAL CAPABILITIES
   - Recruitment, retention, and development of new staff
   - Inclusive and participatory decision-making

3. ORGANIZATIONAL PRIDE
   - Recognition as a pillar in the community
   - Growth with the community

4. REMOVING DEPENDENCE ON INDIVIDUALS
   - Internal communication policies and systems
   - Inclusion in all systems, policies, and practices

Performance and Quality Improvement (PQI) is an organization-wide system of the organization's board of directors. During this time, Mission Matters helped our team focus on developing a realistic vision, setting priorities, and directives that inform and direct our team's decisions over the next four years.

The demand for affordable childcare and the increase in youth and job-hopping have emerged within the industry. Wages are increasing across all sectors. A preference for remote work is growing, and there is an increase in reporting requirements. Recruiting and retaining the staff required for programmatic stability is difficult within the current economic environment. The pandemic is presenting challenges across the organization.

PILLAR IN THE COMMUNITY
- Recognition as a premier place to work
- Adaptable to changing community needs
- Identifying and focusing on what sets us apart

ORGANIZATIONAL PRIDE
- Fostering organizational pride within the community
- Establishing community well-being in a thriving workforce
- Utilizing communication platforms to connect with the community

GROWING WITH THE COMMUNITY
- Access to affordable childcare
- Increasing diversity within our schools and the economy in unpredictable ways
- Expanding learning opportunities

Successfully addressing emergent needs requires programmatic independence and offer unique experiences.

The development of new staff is key to the organization's growth. Succession planning opportunities are open to new opportunities. An environment and culture that is open to new opportunities is essential for the organization's success.

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