

2024 Strategic Plan: Quarter 1 Update

EXPANDING THE CIRCLE

of neighbors helping neighbors, who are representative of the diversity of our community as a staff, board, and volunteer base.

OBJECTIVES		Q1 update (Jan-Mar)
1	Center our commitment to Justice, Equity, Diversity, Access, and Inclusion (JEDAI) in all aspects of service and operations using a staff-led plan.	Monthly Jedai meetings and progress on our <i>By and Through matrix</i> .
2	Assess interested staff and board members with the Intercultural assessment.	3 staff assessed with the IDI.
3	Engage with tribal partners and create a tribal seat on our Board.	3 staff attended the ResWa Tribal Relations Training held at the Chehalis reservation. Staff and volunteers also attended the ResWa Tribal Speaker Series.
4	Hold an event with Spanish bilingual, bicultural partner organization to learn best steps for deeper support.	Community engagement with CIELO ED and attended CIELO events (Cafecito con Cielo and Food Bank in Olympia and Shelton). Did outreach with ED of a new Latino organization, Mi Chiantla, to explore providing services to Latino youth in their STEM program.
5	Develop volunteer task forces to help support community outreach and program development (e.g., RJFD, Youth Services, AtM, FESS) and offer connection and in-service opportunities.	Practicum connection event, in-service, and book release party in February. Training team worked with many volunteers to solicit curricula feedback.
6	Explore/pursue unique opportunities to create awareness with outreach and marketing.	Working with Olympia Parks and Rec to host a Crash Course and advertise through their platform. Attended more community events (e.g., women's sphere and the Lacey Cultural Celebration). Connected a business with the Training Department for a training in April 2024.

7	Expand access to training for underserved communities.	We budgeted for 2 "community grant" spots for each 40-hour, 2 who attended in January, plus 1 reduced fee. CC #1 in March was a success with 23 participants.
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LEADING THE TRANSFORMATION

to a variety of approaches for conflict resolution, prevention, and restorative practices within our community and systems.

OBJECTIVES		Q1 update (Jan-Mar)
8	Explore opportunities to develop, create, and train a community team for hate/violence work to bridge community divides.	Secured 3-year Trust Network grant (NAFCM/DOJ). Attended monthly meetings and developed a plan.
9	Continue expanding into youth services and develop training materials to support schools/organizations to self-sustain.	Engaged with 1 school for a 3-part training series. Trained school staff person in the 40-hour to support this program. Community outreach with LP Brown Elementary. Curricula development. Wrote a proposal for Avanti High School to create a Peer Mediation Program.
10	Establish more restorative justice offerings for the community (e.g., dialogues, trainings) and develop capacity for RJ leaders.	Attended monthly RJFD meetings with the court. Completed 1 RJFD case and received 3 more referrals. 5 staff attended a 2-day restorative justice training.

BECOMING A PILLAR

that is a known, trusted, and valued institutional support for our community.

OBJECTIVES		Q1 update (Jan-Mar)
11	Maintain current holding operating reserves at 4 months.	We hold four months' operating expenses in reserve. One month of which is kept in our checking account to assist with cash flow.
12	Involve board in donor stewardship.	Board members were given a list of (10-15) key 2023 donors in March to call and personally thank for their support of the DRC, and to invite them to the Peacemaker event. This effort was preceded by donor stewardship presentations, talking points/prompts and role-play.
13	Expand business partnerships and explore new opportunities by focusing on small businesses.	55 total outreach events in Q1 including 4 tabling events with the Chamber and others, 10 community networking events, 2 community-building events with local non-profits, and 4 presentations to local Rotary's and Kiwanis club. Training hosted a test run of 10-Hour Conflict Tools for Organizations as a public offering.
14	Refine cycle of audits/financial reviews into budget and Finance Committee's plan.	2025 will be the year to conduct an audit on 2024 (first year AFTER ERPP).
15	Expand our facilitation portfolio (e.g., tools, resources, volunteers, facilitations).	Worked with a volunteer to explore several grants possibilities. Lead Trainer taught FEM and practiced facilitation skills at several opportunities. Incorporated a staff rotating facilitator to build internal capacity.
16	Fill 2-4 more conciliator shifts.	75% coverage in Q1. We have a robust conciliator pool with many trainees. We will continue onboarding with the expectation that conciliators will shadow and then cover where we expect gaps (e.g., travel, health).
17	Focus on volunteer expansion, sustainability, and quality/competency.	8 new practicum members and 3 new certified mediators. Completed 1 quarter with interns successfully. Hosted 2 in-services, 2 tech trainings for volunteers, and we have a strong presence at Coffee Talk once per week.
18	Focus on legacy fund at ED departure.	This focus occurs in Q2. Current focus on our Spring Appeal.

19	Capture impact stories for outreach.	Impact stories/testimonials repository created by ResWA, and all DRC staff have been encouraged to contribute. Added a Mission Moment at every staff meeting to capture impact stories for community outreach.
20	Have a steady social media presence to increase awareness and engagement.	Actively "harvested likes" to build our following (Facebook currently 1,100 followers). Promoted trainings, events we attended, business partner shout-outs, and sharing of posts (e.g., Thurston EDC on LinkedIn when they promoted the 10-hour CR Tools for Orgs training).