

Neighbors Strategic Plan | 2021-2023

Mission: To create a community where young people find belonging, can discover Jesus, and are empowered to serve.
Vision: For every young person to freely find belonging and connection to God while growing in love and service for their neighbors.
Core Values: Love Your Neighbor, God With Us, Relationships, Diversity & Inclusion, Authenticity, Youth Focus

GOALS, STRATEGIES, ACTIONS, PROGRESS INDICATORS

	GOALS	STRATEGIES	ACTIONS	PROGRESS INDICATORS		
	Build a diverse team of adult mentors who create relationships with young people involved in Neighbors.	Build a community for young people ages 14-18 in which they can find belonging and discover Jesus.	Build a community for young adults ages 18-24 in which they can find belonging and discover Jesus.	Empower young people to actively serve their communities and beyond.	Develop a network of partnership organizations that share common vision for youth.	Create an organization that is sustainable.
	<ol style="list-style-type: none"> 1. Recruit diverse teams of mentors for young people. 2. Provide appropriate training for the teams. 3. Nurture and support the teams, providing resources and additional training as needed. 	<ol style="list-style-type: none"> 1. Through the team of mentors, build life on-life relationships with young people ages 14-18. 2. Create a welcoming, inclusive environment for young people 3. Create opportunities for young people to discover Jesus and cultivate spiritual wellness. 	<ol style="list-style-type: none"> 1. Through the team of mentors, build life on-life relationships with young adults ages 18-24. 2. Create a welcoming, inclusive environment for young adults. 3. Create opportunities for young adults to discover Jesus and cultivate spiritual wellness. 	<ol style="list-style-type: none"> 1. Create regular opportunities for youth and young adults to learn about service. 2. Identify local service opportunities based on participant feedback and community need. 3. Identify non-local retreat opportunities for service. 	<ol style="list-style-type: none"> 1. Identify local organizations with common goals. 2. Identify local churches looking to partner with a youth ministry with common values. 3. Identify activities for collaboration. 	<ol style="list-style-type: none"> 1. Develop and initiate a funding plan. 2. Assess staff workload, budget, and progress indicators. 3. Create alignment through organizational clarity.
	<ol style="list-style-type: none"> 1. Host bi-weekly events for the mentors that are nurturing and fun. 2. Identify concerns and resources that may be needed. 	<ol style="list-style-type: none"> 1. Host weekly large group events that are engaging and fun. 2. Offer small group opportunities that are inviting and practical. 	<ol style="list-style-type: none"> 1. Host weekly large group events that are engaging and fun. 2. Offer small group opportunities that are inviting and practical. 	<ol style="list-style-type: none"> 1. Twice a year young people will choose a local agency, charity, or cause to serve monthly. 2. Staff will organize and execute the monthly service initiatives.. 3. Create 2 non-local service initiatives each year for both age groups. 	<ol style="list-style-type: none"> 1. Staff make contacts monthly to develop partnerships. 2. Staff make contacts monthly to sustain partnerships. 3. Establish Neighbors as a student org at all schools. 	<ol style="list-style-type: none"> 1. Create 3 year funding plan with diverse donor base. 2. Assess staffing needs, budget, and progress indicators quarterly with Board. 3. Develop and revise as needed the strategic plan and organizational roles.
	<ol style="list-style-type: none"> 1. Mentor retention 2-4 years. 2. Positive feedback from mentors regarding care and development of beneficial life skills. 3. Mentors spend time with young people 2-5 hours/month outside of programming 	<ol style="list-style-type: none"> 1. Mentors spend time with youth 2-5 hours/month outside of programming 2. Retention and growth of youth participation in large group and small group events. 	<ol style="list-style-type: none"> 1. Mentors spend time with youth 2-5 hours/month outside of programming 2. Retention and growth of youth participation in large group and small group events. 	<ol style="list-style-type: none"> 1. Young people are creating the focuses of service initiatives. 2. Regular participation by young people, mentors, and other volunteers in the service initiatives. 3. 25% of the involved young people are participating in service initiatives. 	<ol style="list-style-type: none"> 1. 3-5 organizations considered partners in the Iowa City area. 2. 3-5 events that collaborate with partner organizations every year 3. Staff create 3-5 opportunities to serve the schools in collaboration with faculty and staff. 	<ol style="list-style-type: none"> 1. Fully funded in donations or pledges for proceeding fiscal year. 2. Increased ability to assess and communicate organizational needs and impact. 3. Increased organizational alignment through ongoing assessment by staff, board, and mentors.