



**Our mission** is to be a **beacon of hope** in our community, connecting individuals and families with life-changing support, services, and housing that foster the independence and resiliency to live their best lives.

**Ambition: Double number of people we serve ~2,000 people / year**



*Be an Adaptable, Efficient, Effective, and Compliant Organization*

- Provide more program evaluation information to the Board
- Expand interdepartmental collaboration for more effectiveness
- Utilize new technologies to improve services and operations
- Review internal training and education capabilities and consider forming an Education Committee
- Perform to ensure renewals of existing contracts and grants



*Maintain continuous financial stability through cash management, break even performance, and expanded fundraising*

- Limit Line of Credit use
- Establish cash and capital reserves
- Increase program leadership's participation at Finance Committee meetings
- Create planned giving and stock donation campaigns
- Establish new fundraising events for new industries
- Review the AR collections process to improve cash flow existing contracts and grants



*Become an Employer of Choice*

- Increase HR infrastructure and resources
- Develop more employee mentoring, sponsorship, and leadership development opportunities
- Continue to improve employee compensation and benefits
- Create an Employer of Choice branding and marketing campaign
- Enhance board nominating and leadership succession practices for diversity and representation



*Open new and update existing programs and services*

- Serve more NJ counties
- Secure new grants and contracts
- Create an innovation work-group with employees and persons served to inform expansion ideas and plans
- Consider partnerships/ collaborations with other providers
- Build or buy more affordable, permanent housing to support our mission