

People-centered | social justice

Solid Ground Strategic Plan 2016-2019

Over the next three years, Solid Ground will strengthen our people-centered approach and use social justice strategies to better align how we work to our mission, and increase the well-being of the people we serve. Our community is stronger when all people can realize their potential.

We will be more ACCOUNTABLE to communities impacted by poverty

People know best what they need and should be involved in decisions that affect their lives. We will:

- ▶ implement new ways to meaningfully engage people to inform our decisions
- ▶ seek and utilize input from people we serve and others living in poverty to ensure our services increasingly align with their needs
- ▶ develop and support collaborative relationships with participants, partners and funders

We will take an INDIVIDUALIZED APPROACH to addressing needs

People face unique barriers to stability, and those barriers are increasing. One size does not fit all. We will:

- ▶ tailor our service approach to meet people's individual needs
- ▶ deepen external partnerships and internal coordination to deliver better outcomes for people we serve
- ▶ develop and implement comprehensive services for children and youth in our residences

We will successfully ADVOCATE to achieve equitable laws and policies

To end poverty and achieve social justice existing systems and institutions must change. The people we work with bring important voices to this work. We will:

- ▶ empower people to bring their lived experience to the political process to promote systemic change
- ▶ identify and change systems and policies that create and maintain barriers to opportunity
- ▶ mobilize people to increase our impact on anti-poverty and anti-racism issues

To be successful, Solid Ground must be stronger. We will:

- ▶ improve internal alignment of services and increased collaboration of employees and volunteers
- ▶ increase operational efficiency through data systems, impact measurement and continuous improvement
- ▶ expand resource development strategies and increase financial capacity to support our people-centered approach
- ▶ promote a culture of learning by increasing investment in staff and leadership development