



*The LeeShore Center  
Strategic Plan 2016 - 2019*



## **Our Collective Voice**

On July 20, 2016 the Board of Directors and staff of The LeeShore Center met to develop strategic goals for the organization for the next three years. As part of the process, both Board and staff analyzed the organization's strengths and weaknesses, reaffirmed the organization's vision, mission and purpose, and set a direction for enhancing strengths and overcoming challenges. This document synthesizes that work and reflects the collective voice of The LeeShore Center.

## **Our Vision**

---

To be an instrument of change on the Kenai Peninsula to create a non-violent community where all individuals are treated with respect and basic human dignity.

## **Our Mission Statement**

---

To promote healthy families and a violence free community while providing a safe haven for women and children who are victims of domestic violence and sexual assault.

## **Our Beliefs**

---

We believe

- in treating all people with respect while empowering and supporting women;
- in creating an educated and aware public; and
- in striving to eliminate domestic abuse, sexual assault and associated societal oppression.

## Our Strengths

---

- Dedicated staff
- Empowerment based
- Connect clients with community resources
- Daily groups / life skills
- Professional
- Staff training
- Community education
- Collaboration efforts
- Proven success
- Teamwork
- Long term / knowledgeable staff
- Support a safer community
- Support families towards self-sufficiency

## **Our Strategic Goals**

---

### **1. Increase operational funds and resources.**

- Develop more sustainable funding sources.
- Develop sustained fundraising efforts.

### **2. Increase prevention efforts and maintain community partnerships.**

- Add full time prevention coordinator.
- Add full time youth outreach advocate.
- Participate in state and local prevention efforts.
- Promote development and implementation of community Green Dot training curriculum.
- Develop media materials to promote prevention efforts.

### **3. Improve Board accountability and functionality.**

- Ensure annual evaluation and board development.
- Offer board educational opportunities to include at least two trainings per year.
- Recruit and round out board to meet by-law requirements.

#### **4. Develop and implement a trauma informed plan and approach.**

- Strengthen access to tools and resources for staff in trauma informed approach.
- Conduct annual Trauma Informed Care staff training to include: ACE, prevalence and impact, neurobiology, historical and intergenerational trauma, and secondary trauma.
- Develop trauma informed training segment for Community Awareness Workshop presentations.
- Ensure staff performance reviews include increased trauma care awareness, understanding and skills.

## **Accountability**

---

We will ensure accomplishment of our goals by.....

- Using these goals as the foundation of our work;
- Developing objectives and action plans upon final approval of the Strategic Plan by the Board;
- Monitoring progress toward the goals at every Board meeting;
- Seeking feedback from clients and collaborators about our programs and services.
- 

## **Our Planning Process**

---

LeeShore Board, Executive Director and staff were committed to a process that would allow for meaningful input and result in a new plan to reflect The LeeShore Center's direction for the next three years.

A planning session was held July 20, 2016, in which staff and board reviewed and identified organization strengths and weaknesses. Timi Tullis (T2: Timi's Training and Facilitations) provided facilitation of the planning effort. A final document was presented to the Board for review was adopted by the LeeShore Board of Directors on August 31, 2016.

