

Sacajawea Non-Profit Housing 3-year Strategic Plan | 2022-2025



GOAL STATEMENT ONE

Sacajawea will maintain a high quality, professional and accountable organization through the development of or augmentation of existing administrative foundation.

Objective One:

We will strive to insure the administrative foundation of Sacajawea is sound and impacts all programs, services, and staffing and growth of the organization.

Actions:

- Organizational policies augmented or developed to strengthen the organization
- Develop Board Policy and augment Operating By-law
- Research Benefits Compensation Plan
- Develop Succession Plan
- Develop Business Continuity Plan

GOAL STATEMENT TWO

Sacajawea acknowledges and respects the diversity of everyone.

Objective Two:

Daily business of Sacajawea is guided by cultural and traditional values.

Actions:

- Teach and learn the Thanksgiving Address, learn and do prayers and carry a Bundle for all meetings
- Develop a Code of Conduct based on the Seven Grandfathers Teachings
- Create a learning atmosphere that educates board, staff and tenants to connect to their original teachings and to know who they are and where they come from

GOAL STATEMENT THREE

Sacajawea will operate with standards of excellence and will showcase themselves as a multi-use organization.

Objective Three:

To develop and implement tools to strengthen organizational capacity to work with women tenants and with external funders.

Actions:

- Develop and define standards of excellence according to the Board
- Co-create a value statement, vision and mission for the organization
- Measure Board of Directors Progress Annually
- Create a "success stories" compilation in writing and video
- Create a communications strategy with a corporate portfolio package

GOAL STATEMENT FOUR

As Sacajawea expands staff will grow to accommodate growth.

Objective Four:

Develop opportunities to grow the staff compliment at Sacajawea that is comparable to housing stock growth.

Actions:

- Expand the tenant counselling role to two positions
- Increase outreach and advocacy activities
- Secure additional funding from external funders such as employment and training initiatives to hire staff (i.e. office administrator, maintenance)
- Marketing material and swag. Will be purchased as part of the outreach efforts

Housing the Hearts of Our Nation

