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Strategic Plan 2014- 2018

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OUR MISSION

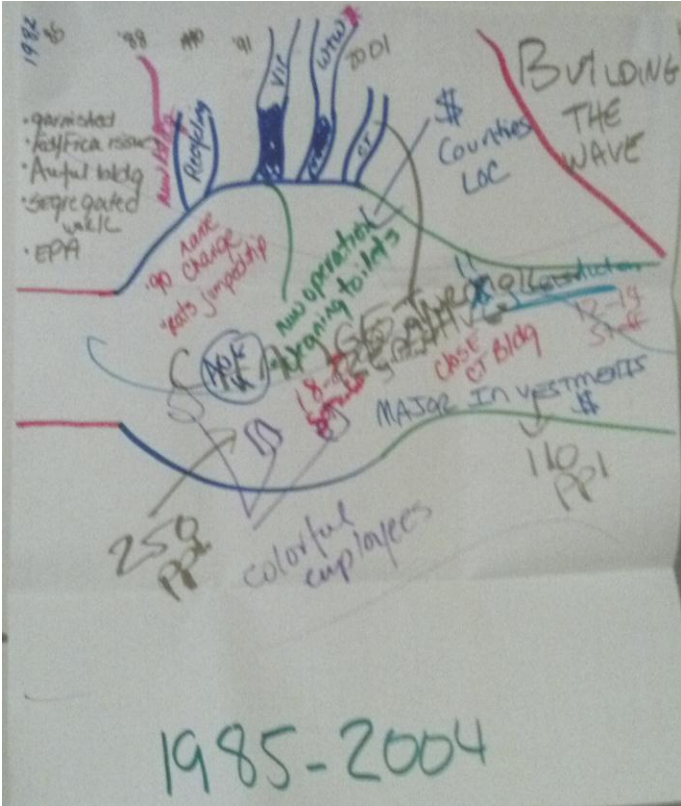
STEPS, Inc meets people where they are in life, offering options and opportunities specific to the need. We support each person's ability to make good decisions to move their lives forward. We bring a value to the entire community through our work in economic & workforce development, education, and housing solutions.

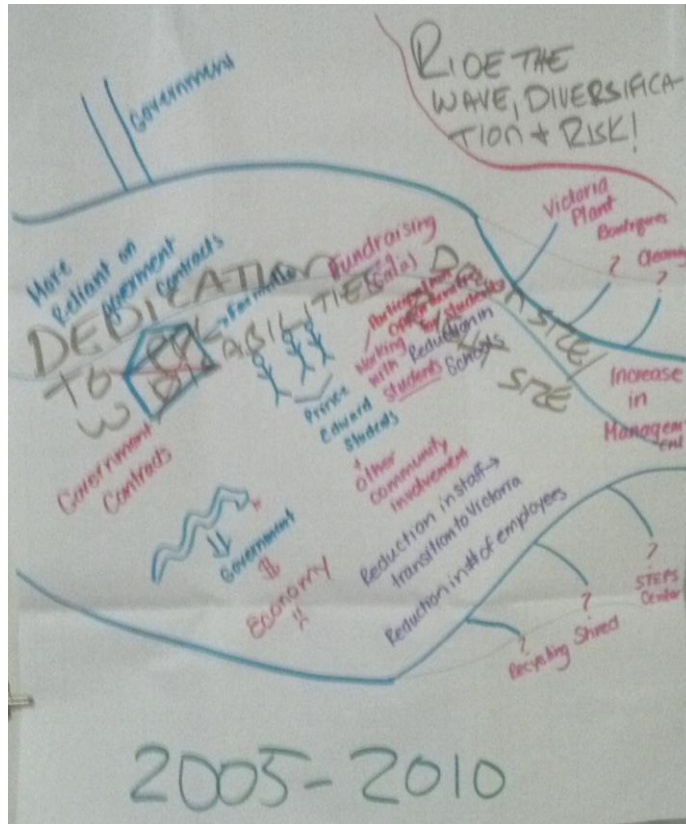
STEPS VISION 2018

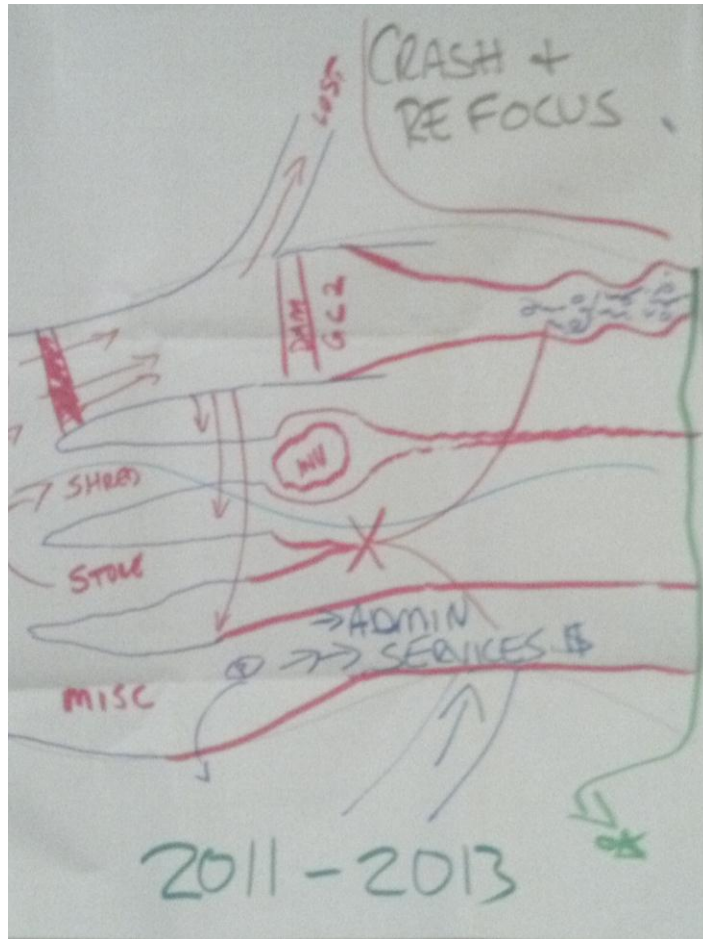
As we move forward, in service to persons with barriers within our region, STEPS is committed to creating increased employment opportunities and providing quality multi-faceted comprehensive services.

We will achieve this Vision through the efforts of energized, proactive leadership, engaged, collaborative community partners and a sustainable, accountable organizational infrastructure.

Historical Assessment 1985- 2013







Learnings from our Past

Warnings!	Keep on!
<ul style="list-style-type: none"> • Factor in change – don't be reactive • Upfront study • Watch the cash/investment minded • Don't chase the dollar • Financial analysis 	<ul style="list-style-type: none"> • Be entrepreneurial • Focus on what we're good at → case management services

2014 Score Card

Where have we moved forward?	Where have we met repeated challenge?
<ul style="list-style-type: none"> • Hired well qualified employees • Diversification (including funding stream and programs) (4) • Organizational staffing structure • Realism 	<ul style="list-style-type: none"> • Cash flow (manufacturing employment) • Community opinions • Staffing (# of employees, skills sets) • Board not fully seated / challenged
<p>What we have learned...</p> <ul style="list-style-type: none"> • We can persevere • Hire employees with proper skills sets/ adds value to organization • Ways to meet the needs of the community • STEPS needs primary goal that all members work toward • Can't put all eggs in one basket • We need to recognize our achievements 	

Current Organizational Capacity

<p>Strengths</p> <ul style="list-style-type: none"> • Board and Senior Staff= Team • Reputation as a "Go to..." • Better cash position 	<p>Opportunities</p> <ul style="list-style-type: none"> • Relationship building with community and employees (Able to be more diversified) • Improve cash flow • Wider base of employee recruitment (the more people who know us, the more that will want to be a part of us)
<p>Weaknesses</p> <ul style="list-style-type: none"> • Not enough employees to accomplish our tasks • Total dependency on government funding • Policies for different programs and organization are still in development 	<p>Risks</p> <ul style="list-style-type: none"> • Investing in opportunities that don't pay off • Expectations of the community • Cash flow

2015-2016 Goal Areas

Goal #1: Create and Maintain a System for Managing a Strong Cash Position

Goal #2: Maximize our Board and Staff Capacity to be able to lead

Goal #3: Alignment of Policies, Processes and Systems for our Various Programs

Goal #4: Expanded Base of Community Relationships