



MISSION – TOGETHER WE CAN

Siouxland Human Investment Partnership provides leadership, identifying and responding to community needs by advocating for and collaboratively supporting the delivery of health, human services, education, and public safety with positive community impact.

VISION

In community with others, individuals and families are healthy, resilient and contributing to improved quality of life.

PURPOSE

SHIP’s role is an advocate for the community to partner and achieve positive community impact:

- Increase awareness, listen, educate, engage, and elevate.
- Guide creative collaborative partnerships, building connections and pathways forward.
- Attract multiple funding opportunities to leverage community resources, fostering positive change(s).
- Ensure the delivery of sustainable quality programs and services for those served.

FOCUS AREAS

ADVOCACY, HEALTH, HUMAN SERVICES, EDUCATION, PUBLIC SAFETY AND COLLECTIVE IMPACT

CORE VALUES (Define)

INTEGRITY, TEAMWORK, LEADERSHIP; COMPASSION, RESOURCEFULNESS

Priority Focus

POSITIVE COMMUNITY IMPACT Objectives 2024—2027

<p><u>PARTNERSHIPS</u> Create Collaborative Partnerships with Community Awareness to get things done</p>	<p>1. Strengthen community collaborations and partnerships by providing leadership, expertise and/or support. a. Facilitate/Participate in community and systems planning to improve quality of life including Legislative influence and State Level Planning and/or ongoing Alignment.</p>
	<p>2. Improve Community awareness of SHIP’s purpose and impact among all sectors of our community - Develop effective marketing & communication plans. a. Marketing and Branding – “Powered by SHIP” – DUAL Logos for Alignment and Image awareness (internal and external)</p>
	<p>3. Develop Community Relationships – city, area schools, and higher learning institutions, other non-profit agency leaders; area Employers; future generation leaders.</p>
	<p>4. Explore growth opportunities to meet community needs and assure alignment with our mission, vision, values, with appropriate resources including sustainable funding sources.</p>
	<p>5. Identify and access Network of Resource Support for programs and services.</p>
	<p>6. PLANNING - Ongoing Community and SHIP Planning to stay relevant.</p>

<p>PROGRAMS & PRACTICE</p> <p>Review Sustainable Programs and Services for positive community impact - meet needs.</p>	<ul style="list-style-type: none"> a. Identify community needs and determine SHIP’s involvement when aligned with Mission, Vision, and Core Values to address needs. b. Identify strategies to engage and serve the Black and African American community, including children and families accessing services <p>7. PROCESS Excellence for Quality Improvement - Review existing Programs and Practice for Quality Service Improvements and Outcomes</p> <ul style="list-style-type: none"> a. Stop; Start; Do More Of; Take Inventory & Evaluate the purpose, impact and funding of existing programs and services to ensure effective community impact and sustainability. <ul style="list-style-type: none"> i. Develop and keep current a Program Matrix/Guide of all Programs, Services, Systems and Funding Sources b. Develop effective Transition and/or Exit Strategies as appropriate. c. Address and remove barriers to access Services. <ul style="list-style-type: none"> i. Quality Childcare, Mental Health needs, Substance Use ii. BOOST GO, BOOST Re-Entry, Beyond the Bell, Native Resiliency, Sky Ranch Behavioral Services, SUNS, SHIELD d. Develop Successful Launch of New Grant Programs: Time/Energy/Resources <p>8. Marketing and Branding for each program/service</p> <ul style="list-style-type: none"> a. Update and keep SHP Website current. b. BOOST, BTB, ECI, Native Resiliency, Sky Ranch, etc. <p>9. Stewardship for Strategic & Sustainable Funding with FISCAL responsibility</p> <ul style="list-style-type: none"> a. Contingency planning – cashflow management with multiple funding and grant timelines b. Explore new and sustainable funding sources and models. c. Identify and improve Budget Management by Program and Service for Operations and Growth, mitigating variance with gap closure strategies. <ul style="list-style-type: none"> i. Including Employer of Record, Fiscal Agent & Admin Cost Centers etc. <p>10. Enhance Systems Support for ECI, DCAT, GCC, Community Planning</p> <ul style="list-style-type: none"> a. Local Grant funding; Employer-sponsored Matching Funds b. United Way; Women United, MRHD, etc.
<p>PEOPLE</p> <p>Invest in People to Sustain Today and Grow Tomorrow</p>	<p>11. Build Board Bench Strength. Board Development and engagement to stay relevant in advancing Mission and Vision for the next 100 years.</p> <ul style="list-style-type: none"> a. Clarify Mission Statement, Vision Statement and Core Values b. Review effective structure, Identify New Members recognizing demographics, geographics, skill qualifications using best practices for Non-Profit Agencies c. Identify planning and development criteria with desired characteristics to involve next generation of leadership for Governance d. Review and Update By-Laws, Officer Structure, Committee Structure e. Education – Onboarding and Orientation of Board Members; Ongoing Education f. Determine Frequency of Progress Report to Board Metrics of Action Plan implementation <p>12. Grow and Develop Workforce – Culture & Campus – High performing Work Environment</p> <ul style="list-style-type: none"> a. Retention & Recruitment - Fully Staffed to Meet Demand b. Promote value: Total Rewards Statements – to include Comp & Benefits, IPERs, Loan forgiveness, career experience, resume building, flexibility, networking, etc. c. Succession Planning & Transition Planning for Key Positions d. Invest in People – skill and development as a growth strategy – career pathways. e. Facilities need assessment; planning and growth for all service and admin sites

CORE VALUES – DRAFT MEANING and DEFINITION

INTEGRITY – Doing the Right Thing

Respectful, Dependable, Responsible, Trustworthy, Accountable, Honest, Credible, Impactful, Good Stewardship, Ethical, Principled, Reliable with Follow Through

TEAMWORK – Greater Good Oriented

Collaborative, Cooperative, Adaptable, Helpful, Supportive, Encouraging, Coachable; Aligned; Dedicated, Committed, Elevating and Championing Others

LEADERSHIP – Purposeful Influence

Vision and Mission minded, Purpose Driven, Resilient, Adaptable, Self-Aware, Courageous, Competent, Capable, Transparent, Informative, Progressive, Responsive, Inspiring, Humble, Connecting Others

COMPASSION – In Service to Others

Others-Oriented, Caring, Understanding, Empathetic, Respectful, Concerned, Non-Judgmental, Attentive, Active Listener, Encouraging, Fully Present

RESOURCEFULNESS – Getting Things Done

Valued, Collaborative Partner, Connected, Inclusive, Creative, Solution-Oriented, Results-based, Innovative; Curious, Courageous, Determined, Disciplined, Networked

WHOM DO WE SERVE – and Those YET to BE SERVED - Our Stakeholders

Community at Large, Parents, Children, New Moms, New Parents, Parents to Be, Each Other, Indigent and Underserved populations, Urban Native Center, Urban Indian Connections, Black and African American population, Counselors, Social Workers, Community Service Providers, Beyond the Bell, Area Schools (SCCSD, South Sioux, BHCS), Sky Ranch, BOOST Go, BOOST Re-Entry, Preschools and Childcare Centers and Providers, ECI, Siouxland District Health, Hopes, I-Smile, Crittenton Center, Resource Center, JCS, HHS Children and Families, Child Nurse Consultant, Community Action Agency, AEA, Ida and Woodbury County, Dakota County, Growing Community Connections, Civic and Community Leaders, Legislators, Area Chambers, Area Employers, Former Offenders, Law Enforcement, Higher Learning Institutions Morningside University, Briar Cliff University, Western Iowa Tech, Northeast Community College, Mercy Child Advocacy Center and Other Impact Agencies, Area Hospitals and more