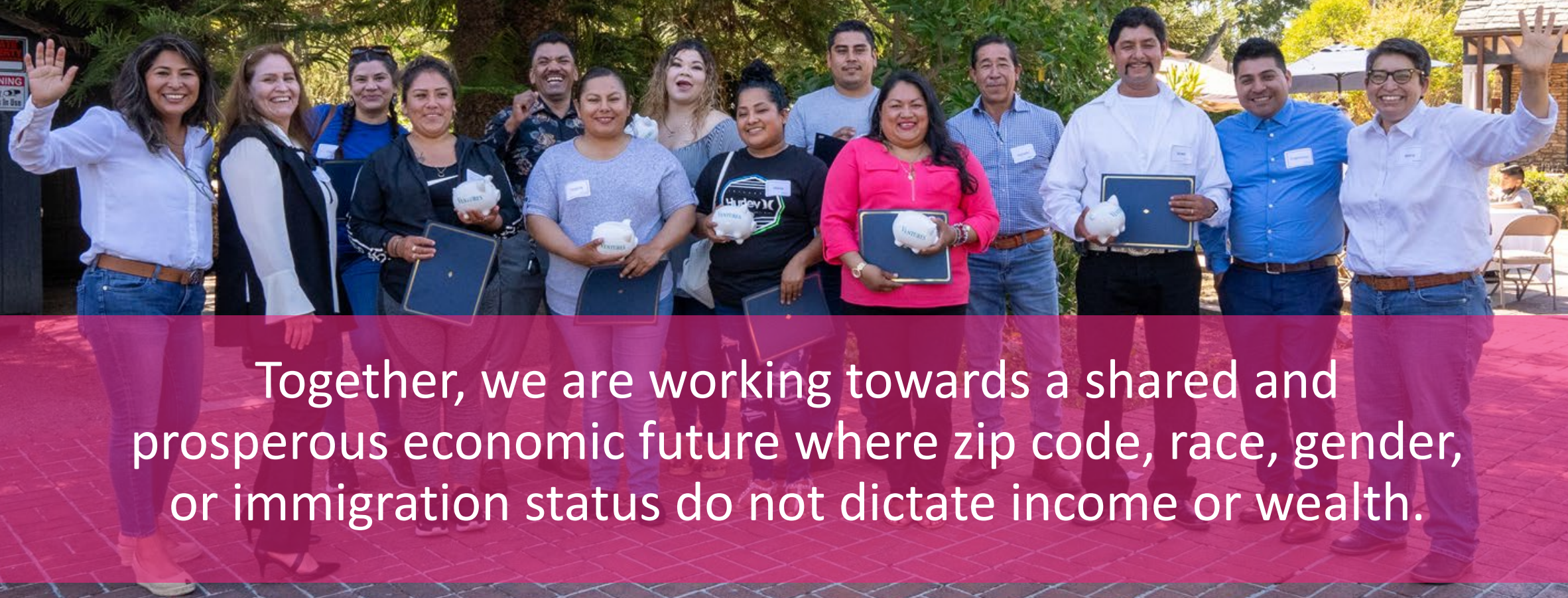





2022-2025 STRATEGIC GOALS

VENTURES



Together, we are working towards a shared and prosperous economic future where zip code, race, gender, or immigration status do not dictate income or wealth.



Transformational Programs Powered by **VENTURES**

All programs are interconnected and are the vehicles from which we implement our vision



Strategies

2022-2025



Community Own Structures

Priority	Goal	Outputs	Outcomes
High	Update Staff structure and operations	<ul style="list-style-type: none">• Employee and Operations Manual• Compensation and Benefits Structure• Leadership and Management Model• Budget process for organization and programs• Staff Evaluation process• Talent Development Model• Onboard guidelines	<ul style="list-style-type: none">• Equitable framework in our work, compensation, and organizational structures, that reflects Vision and Mission• Maintain an organizational culture that reflects Vision and Mission and wellbeing of staff



Community Own Structures

Priority	Goal	Outputs	Outcomes
High	Sustain Fund Development	<ul style="list-style-type: none">• Meet budget goals• Establish leads for future growth	<ul style="list-style-type: none">• Increase donor retention• Diversified income streams
High	Board and Advisor structure and roles	<ul style="list-style-type: none">• Board make up guidelines including demographics, competencies, skills, and networks• Advisory Body Roles• Processes and guidelines for operations, including meeting structures, budgeting, and strategy	<ul style="list-style-type: none">• Equitable framework in our Steward leadership that reflects Vision and Mission



Community Building Communication

Priority	Goal	Outputs	Outcomes
High	Document stakeholder stories and impact	<ul style="list-style-type: none"> • 5-10 program stakeholder videos, at least one per program and at least one per stakeholder type • 5-10 written participant stories, at least one per program 	<ul style="list-style-type: none"> • Increase equity, visibility, and voice of community members
High	Document methodology/approach, including for program creation	<ul style="list-style-type: none"> • Guide for program implementation, design, and evaluation, that presents clear reasons link to our Mission/Vision • Narrative text for creation of Futuro, Semillitas, UndocuFund, Alas, etc. 	<ul style="list-style-type: none"> • Increase visibility and influence of model across region and State to build equity and power of community members we partner with.



Community Building Communication

Priority	Goal	Outputs	Outcomes
High	Clear evaluation tools and analysis processes	<ul style="list-style-type: none">• Evaluation tools• Program dashboards with key indicators	<ul style="list-style-type: none">• Share impact and reach of work that strengthen voice and power of community members we partner with.
Medium	Communication and event guidelines	<ul style="list-style-type: none">• Event and Communication Guidelines• Informed consent form that maintains community ownership	<ul style="list-style-type: none">• Clear tools and expectations on the collection and dissemination of work, including stories.



Cement Central Coast Partnerships

Priority	Goal	Outputs	Outcomes
High	Strengthen strategic relationships across each county	<ul style="list-style-type: none">• Power Map• Partnerships tracked including by type, reach, and industry• Clear relationship management across Board and Staff• Partnership relationship stewardship journey map	<ul style="list-style-type: none">• Increase reach and trusted partnerships• Leverage of local resources• Lifting up of existing work of partners

