



Vision: To enrich lives and build community as leaders in youth mentoring

Mission: To create and support one to one mentoring partnerships between positive adult role models and youth facing challenges in their personal, social and/or academic lives.

Strategic Overview 2019-2021:

Background: In July of 2018, the BOD of Partners Mentoring Youth held a strategic planning retreat and outlined strategic goals and objectives for the next three years. At this retreat the BOD reaffirmed the organizational vision to enrich lives and build community as leaders in youth mentoring. They renewed their commitment to providing the highest quality mentoring programs in Northern Colorado, and to achieving incremental growth annually in the number of youth served through those programs. Board Members set specific goals regarding strategic partnerships, BOD/Staff development, number of youth served, and resource development in terms of mentor recruitment and revenue raised. Those goals and objectives are outlined as follows:

1) Strategic Partnerships and Collaborations: Consistent with our vision, we aim to build community through the work we do at Partners Mentoring Youth. This means holding a leadership role in significant community collaborations focused on positive youth development and advocacy efforts. We are already involved in this capacity in several partnerships/collaboratives (i.e. Partnership for Healthy Youth, Directing Change, Mentor Colorado, etc.). Furthermore, we work with other Partners affiliates across Colorado to ensure that we are providing quality services, following mentoring best practices and sharing ideas and resources. A significant collaboration among the Partners affiliates is our evaluation tool (PMSEI).

In addition to these collaborative efforts, we are committed to driving strategic community dialogue that will continue to elevate services for youth, create efficiencies for the nonprofit sector serving youth and families, and enhance the communities we serve. We look forward taking action in areas such as shared data collection and outcome reporting, shared resources and backend operational support, and even shared services. Efforts to this end have already begun as we pilot our group mentoring model—providing group mentoring curriculum to other nonprofit youth serving organizations in our region—and through conversation with select providers in areas such as shared space and shared backend operational support. The goal in these efforts is to:

- Shift our resources to be even more effective for program services
- Streamline and find efficiencies in our expenses
- Create new revenue streams through shared efforts
- More fully integrate with youth and family services in our community, serving a critical and complimentary role in that network, helping to reduce gaps and barriers in service.

2) Staff and BOD Development: Recruiting and retaining high quality leadership on the BOD and qualified professional staff for the organization is essential in achieving our strategic goals and objectives. We will continue to invest in our staff both in competitive salary and benefits as well as in professional development. BOD development will remain a top priority with increased BOD diversity in many areas as a focus. To achieve the strategic goals and objectives outlined below, we anticipate growing our current staffing model from 13 staff and 3 contractors in 2019 to 17 staff and 3 contractors in 2021.

- 3) Youth Served:** Maintaining our existing quality programs and expanding them as we are able remains a focus. Further, we look forward to enhancing our existing programs with new elements and adding complimentary programs such as group mentoring when the needs of the youth we serve dictate. We plan for incremental and strategic growth serving 540 youth in 2019, 550 in 2020, and 570 in 2021. Achieving those goals means recruiting enough high quality volunteers to do so with the aid of marketing tools and partnerships.
- 4) Revenue Raised:** To support the youth served goals we have over the next three years, maintaining the highest quality staff and programming, our budget will need to increase incrementally as well. In 2019, 913,590 needs to be raised and we project a 6-10% increase each of the next two years to stay on track. Revenue is generated through Grant and Foundation Funding, Special Event Fundraising, and Individual & Corporate Giving. Detailed plans for each of these areas are in place.