

# Tri-CAP STRATEGIC PLAN

**MISSION: To empower individuals and families experiencing poverty by providing resources, building partnerships, and transforming systems to remove barriers and expand opportunity for all.**

		<b>2026 – 2030</b>	
<b>Strategic Focus Area #1: External programming</b>	<b>Strategic Priorities</b>	<b>A. Increase awareness and community engagement</b>	<b>Goal #1:</b> Increase collaboration and leverage partnerships to build capacity and maximize impact of programs and services, expanding relevant, new services to fill community gaps.
			<b>Goal #2:</b> Strengthen organizational impact through strategic partnerships and community alignment.
			<b>Goal #3:</b> Increase awareness of services provided by TriCAP to extend our reach.
		<b>B. Funding and fiscal health</b>	<b>Goal #1:</b> Establish and expand fee-for-service, innovative income generating models.
			<b>Goal #2:</b> Explore local funding supports, establish formalized partnerships.
			<b>Goal #3:</b> Increase awareness of services provided by TriCAP to extend our reach.
<b>Strategic Focus Area #2: Internal processes and structure</b>	<b>Strategic Priorities</b>	<b>C. Employee engagement and staff development</b>	<b>Goal #1:</b> Develop career paths within agency programs.
			<b>Goal #2:</b> Establish and maintain a culture that fosters an engaged, supported, knowledgeable, and empowered team of professionals.
			<b>Goal #3:</b> Increase internal strategic operations and efficiency. i.e. communication overall, internal committees/work groups, cross organizational collaboration, onboarding new employees & volunteers.
			<b>Goal #4:</b> Evaluate and implement internal structural changes in order to respond to organizational needs.
		<b>D. Staff capacity, compensation and retention</b>	<b>Goal #1:</b> Improve overall staff compensation (i.e., pay structure, benefits, wages, employee recognition)
			<b>Goal #2:</b> Increase staff development and advancement opportunities as well as expectations across the agency.
			<b>Goal #3:</b> Increase staff retention, while anticipating natural turnover, and establishing intentional succession planning.
		<b>E. Operational funding and fiscal health</b>	<b>Goal #1:</b> Increase fund development efforts through grant writing, fundraising, and earned revenue opportunities.
			<b>Goal #2:</b> Fully utilize fiscal technology for forecasting, budgeting, resource allocation and distribution.
			<b>Goal #3:</b> Ensure responsible stewardship of resources that leads to long-term financial stability, predictable cash flow, and room for growth.