

Increase Access to Housing

1 Increase youth access to stable housing.

- 1a Provide the right housing intervention for every client.
- 1b Engage in advocacy efforts at the local, state and federal levels to advance affordable housing for homeless youth
- 1c Develop more reliable and robust data sources such as point in time data, trends/markets, etc. for various purposes
- 1d Provide ongoing and detailed evaluation of implementation of 1440 Pine Apartments to board, funders, community and the field.

2 Develop a replicable National Model

- 2a Identify stakeholders that can help champion the design and piloting of the "TGTHR Model" in another local community
- 2b Identify the what (infrastructure, people, methodology) in the TGTHR Model to break the cycle of homelessness.

Excellence In All We Do

3 Promote continuous improvement in service delivery and outcomes

- 3a Develop outcome reporting and evaluation that measures the effectiveness of our programming and aligns with the direction of the field
- 3b Identify gaps in services (geographic, local, etc) and assess opportunities for new program development
- 3c Create a competitive compensation and staff development package to improve employee retention
- 3d Meet or exceed standards set by CARF

4 Prioritize hiring staff that reflect the demographics of population served to ensure participant satisfaction.

- 4a Implement recruiting and interviewing practices to improve DEI hiring practices
- 4b Provide regular cultural competency trainings for staff and board

5 Continue to develop a high functioning BOD that utilizes best practices in Governance using a "shared leadership" model.

- 5a Establish Board accountability processes and procedures.
Set an Annual Review Process and Schedule for relevant documents and processes (to include bylaws, onboarding, board member assessment, strategic plan, training schedule, expectations, demo/diversity survey)
- 5b
- 5c Recruit board members who represent the population we serve and have diverse skill sets needed by the organization

Sustainability

6 Establish new fundraising programs and methods to sustain TGTHR's current and expected growth and impact.

- 6a Leverage Permanent Supportive Housing Programming to establish a Program Endowment to cover program expenses
- 6b Ensure donors of a variety of levels are engaged, upgraded, and retained.

7 Broaden TGTHR's brand awareness.

- 7a TGTHR has a strengths-based brand that positively reflects the clients we serve, the work that TGTHR is doing, and is positioned for national growth
- 7b Develop, implement, and evaluate a Boulder County Community Outreach plan to deepen awareness and engagement.
Build national recognition through speaking engagement/opportunities to bring us a step closer to our mission of ending youth homelessness, grow a national model, and raise awareness for national fundraising.
- 7c

8 Increase the financial security and long-term sustainability of the organization.

- 8a Staff and board work closely to understand the dynamics of change in program costs and incoming revenues, and to anticipate the effects of potential new programming on future costs and revenues, to ensure 100% confidence that we will consistently cover annual expenses for fulfilling our mission into the future.
- 8b Take steps to solve longer-term financial sustainability and leverage Permanent Supportive Housing Programming to establish a Program Endowment to cover program expenses
- 8c Continually improve financial management practices in order to meet or exceed industry "best practice" standards.