



Strategic Plan 2023-2028

Our Mission

Lakes & Prairies Community Action eliminates poverty by empowering families and engaging communities.

Our Vision

We are a strong, responsive organization that provides hope and life changing opportunities for people to help themselves and each other.

Our Core Values



Raise the Bar - We always strive for excellence and never settle for the status quo.

- Be your best self
- Think outside the box
- Hold yourself and others accountable



Be Brave - We challenge ourselves to go further than before, endure obstacles, and try new things.

- Take risks
- Think big
- Say the hard things and be part of the solution



Do the Right Thing - We have the strength of character to do the right thing even when it's not easy.

- Lead by example
- Be mission-driven
- Be professional and ethical, even when no one is looking



Care for Each Other - We respect, trust, and care for ourselves, our customers, and our teammates.

- Be kind
- Assume the best
- Take time to build relationships
- Celebrate success



Help People - We help people help themselves and each other, focusing on those who need us the most.

- Show compassion
- Embrace diversity

Strategic Anchors

Better Together - We choose to engage the community and partners to provide collaborative solutions to some of society's most challenging problems.

Holistic Helping Hearts - We choose to provide hands on, ongoing, holistic, and evidence-based support for our clients to be their long-term guide as they build a better future.

Intentional Leadership - We choose to use measurement and evaluation to hold ourselves accountable for results. We do not protect the status quo. We make difficult decisions and necessary changes to advance our mission.

Commitment to Development - We choose to make significant investments in the growth of our people, knowing they are the key to fulfilling our mission and vision.

Clear and Compelling Brand - We choose to invest in a brand that engages the community with our cause.

GOAL 1:

Individuals and families with low incomes are stable and achieve economic security.



Strategy 1:

Implement the Family-Centered Coaching Model agency-wide.



Strategy 2:

Grow programs that end generational poverty.



Strategy 3:

Implement tools agency-wide to measure effectiveness of anti-poverty efforts.

GOAL 2:

Communities where people with low income live are healthy and offer economic opportunity.



Strategy 1:

Advocate for policy change at the Local/State/Federal level.

GOAL 3:

People with low-incomes are engaged and active in building opportunities in communities.



Strategy 1:

Nothing about us, without us - involve the low-income client and their feedback.



Strategy 2:

Intentional training for customers on how to get engaged, and training opportunities for soft skills, StrengthsFinder, and leadership development.

GOAL 4:

Agency capacity supports high achievement.



Strategy 1:

Increase sources of unrestricted funds to support program improvement and innovation.



Strategy 2:

Achievement of Pathways to Excellence Award.



Strategy 3:

Implement professional development plan to support employee engagement and growth.

GOAL 5:

Organizational culture built on diversity, equity, and inclusion.



Strategy 1:

CAPLP will provide DEI education and coaching opportunities for all stakeholders.



Strategy 2:

CAPLP will be a driving force for DEI in the communities we serve.



Strategy 3:

CAPLP will establish a sustainable DEI culture.

GOAL 6:

Employees continue to be engaged and active in shaping the future of CAPLP and understand their impact on the Community Action Movement.



Strategy 1:

Provide intentional opportunities for cross-agency collaboration, communication, and celebrations.



Strategy 2:

Opportunities to lead in the position you have.



Strategy 3:

Develop formal structures to show employee appreciation and feedback.

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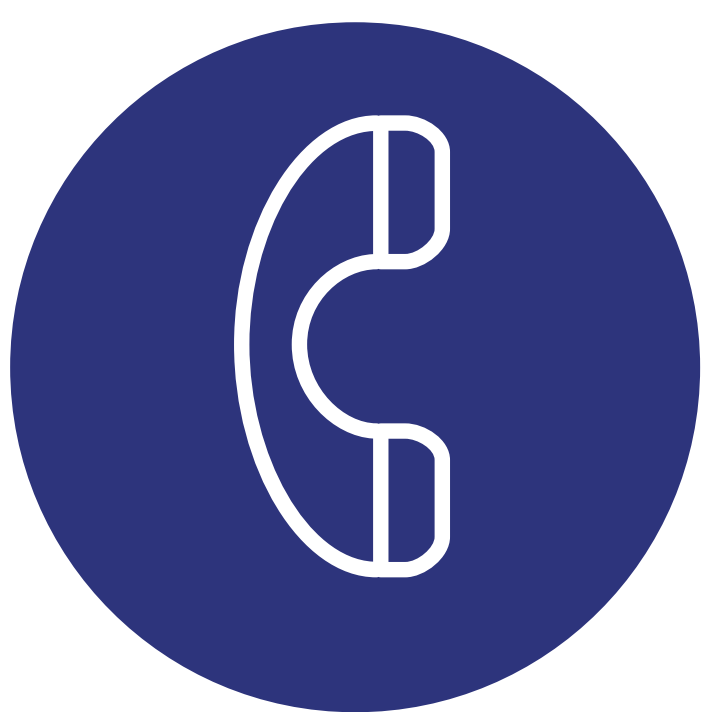
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