

NATIONAL VISIBILITY (Change name to PR/ Visibility)

GOAL

SUCSESSES

Growth in the # of Families Served

Stakeholders Experience: Growth in the number of families served
 Project: Completion of 3-4 New Retreat Locations
 Mapping 2 new locations for 2027
 Person: Kathy Gates and Carrie Sockwell
 Date: November 2026

Maximiizing Budgetary Constraint

Budget and Funding: Maximizing Budgetary Constraints
 Project: Website redesign, foundational messaging, and pilot mailer
 Person: PR Workgroup/ Susan Fulginiti/ Jeanine
 Date: July 2026

Marketing Plan

Internal process: Marketing Plan and Direction
 Project: Workgroup to present phase 2
 Person: PR Workgroup/ Susan Fulginiti
 Date: 10/1/2026

Capacity: TBA by Marketing Workgroup

Project:

FUNDING

GOAL

SUCSESSES

Distributed Leadership for our Voluteer Leaders

Stakeholders: Leadership planning and implementation
 Project: Equipping retreat leaders with tools to identify possible funding sources in retreat areas and provide support
 Person: Jordan Helms
 Date Completed: August 1, 2026

Increased Revenue

Budget and Funding: Hope in Motion Cultivation and Hope Tables
 Project: Board members commit to 2 Hope in Motion Cultivation and 1 Hope Table Event
 Person: Cindy Dudley as Champion
 Date: see Fundraising Calendar

Development Plan for Major Gifts

Internal Processes: Development plan for major gifts
 Project: Grant work (identify grant LOI and applications each month and report to board. Cultivation of new major donors.
 Person: Jeanine and Kristen/ Board
 Date: Ongoing

Identify National Partners

Capacity: Ongoing Identification of National Partnerships
 Project: Identify timeline for the ask
 Person: Jeanine
 Date Completed: December 2026
 Metric: 2 National Partnerships at \$50,000+

PEOPLE DEVELOPMENT

GOAL

SUCSESSES

Best Practice Executed Retreats

Stakeholders Experience: Close Gap so we don't have lynch pin syndrome
 Project: Develop SOP documents and ensure that each staff member is not working in a silo.
 Date: LP staff identify April 1, 2026
 Person: Jeanine and Kathy
 Date: SOP and Process development Person: All staff
 December 1, 2026

Broaden Donor Base

Internal Processes: Expanding ambassador in retreat communities and online
 Project: Focus on individual retreat locations leaders and community members to do small fundraisers./ Expand onine ambassadors
 Date: September 2026
 Person: Kathy Gates and Jordan Helms

Identify Staffing Needs and Training

Internal Processes: Next Hire Position
 Project: Funding plan for Development Hire
 Person: Bryan and Board
 Date: August 2026

Expanded National Board of Directors

Capacity: Workgroup Future Engagement
 Project: Develop workgroup succesion plan and onboarding process to keep them engaged
 Person: Bryan and Reed
 Date:

SUSTAINABILITY

GOAL

SUCSESSES

Technologic al Advances

Stakeholders Experience: Close technology gaps where they exist
 Project: Assess technological deficiencies and prepare a report on needs for board
 Person: Leslie
 Date: August 2026

Founder Deployment

Budget/ Funding: Founder Deployment
 Project: Support deployment through board fundraising initiatives
 Person: Executive Committee
 Date: July 1, 2026
 Metric: free up 25% of Jeanine's time

Facilities/ Work Model

Internal Processes: Identify needs and possible plans for facility move or expansion or creating new work model for current space.
 Organize facilities / work model committee to figure out logistics and opportunities
 Person: Cindy Dudley and Reed LaPlante
 Date: Nov 1 is Lease end date

Succession planning for all leadership and Shared Leadership

Capacity: Succession Planning
 Project: Completed Succession and Emergency Plan
 Person: Brad Shaw and Bryan
 Date: March 31, 2026

Internal Processes: Shared Leadership/ Defined Roles
 Project: Develop board matrix and an ongoing pipeline for board continuity and success
 Person: Adam Willets and Mary Grandeau
 Date: by August 2026