**VISION: CREATE A COMMUNITY WHERE ALL FAMILIES OF CHILDREN WITH DISABILITIES THRIVE.**

**MISSION: VELA EMPOWERS FAMILIES OF CHILDREN WITH DISABILITIES THROUGH HANDS-ON COURSES, SUPPORT AND COMMUNITY BUILDING.**

<table>
<thead>
<tr>
<th>OPERATIONS</th>
<th>COMMUNITY PARTNERs</th>
<th>INVESTMENT</th>
<th>PROGRAM DEVELOPMENT</th>
<th>BOARD EXCELLENCE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Established organizational policies and processes and capacity building are the foundation for continued sustainability and growth.</td>
<td>We are trusted partners of educational, healthcare, social service agencies as well as the community of families of children with special needs.</td>
<td>We are driven by a diverse sustainability model that attracts partners, volunteers and investors.</td>
<td>We provide replicable peer to peer family centered family empowerment programming that create change in families and systems</td>
<td>An active and diverse board leads with effective vision and strategy for mission impact and sustainability</td>
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### 3 YEAR GOALS

- Strengthen operational and financial policies
- Assess programming, location/ geography, community need to determine where to serve
- Create collaborative programmatic partnerships for best mission impact
- Engage in active storytelling for community engagement, impact reporting and mission sharing
- Develop sustainable and effective outreach and recruitment activities
- Strengthen and sustain corporate and foundation partnerships
- Cultivate long term donor and investor relationships
- Establish contracts for onsite workshop delivery for schools
- Integrate into schools in our community to expand services
- Formalize replicable curricula, metrics and teaching strategies to develop train a trainer model
- Engage in ongoing development of innovative projects and programs based on community need via collaborative partnerships
- Develop “Train a trainer” model for program scaling
- Advance board member growth & learning for expanded impact
- Champion organizational growth through strategic business development and outreach
- Strengthen board health through succession planning and board member engagement
- Ensure board diversity is a key element of recruitment and engagement

### 2020 OBJECTIVES

- Streamline organizational policies and HR practices by end of Q2
- ED will hire and onboard a FT Director of Programs in Q4
- Staff and BOD will evaluate physical program location by end of Q4 and submit recommendations
- Establish MOU partnerships with at least three school districts and one charter school by end of Q3
- Develop and implement comprehensive communications plan by start of Q2
- Establish partnership agreement with one healthcare partner for program delivery by Q3
- Develop and implement goals for the “Parent Champions” program by end of Q4
- Increase program enrollment by 30% by Q4
- Executive and monitor progress on VELA’s Fundraising Plan through Q4
- Develop and implement a pricing model for off-site programming by end of Q2
- Apply for capacity building grants and secure at least 2 by end of Q2
- Launch Sustainable Monthly Giving Online Campaign by end of Q3 and secure 10 new donors
- Host 9th Annual Be the Light to raise funds, create and deepen funding and program partnerships
- Develop and share VELA’s Corporate Partnership Program to secure 5 new corporate partners by Q4
- Develop and offer new course about transitioning to adulthood by end of Q4
- Review current metrics and expand measures to include workshop models by end of Q3
- Onboard 1-2 new Parent facilitators
- Research and document resources needed for development of Train the Trainer program by end of Q2
- Research and document at least 3 digital platforms for selection of one for program service delivery by end of Q3
- Develop succession planning plan for ED and board members by Q3
- Develop & implement board learning topics Q2
- Evaluate ED & board performance by Q4

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