

STRATEGIC PLAN from Oct. 1, 2021- Sept. 30, 2024

Green = Met; Yellow = On Target; Red = Not Met

Goal	Objectives	Key Results Outcome Indicators	Responsible Parties <small>**Strategic Planning Committee will oversee all planning**</small>
Community			
Goal #1. MATURA will identify opportunities to engage in its communities to address low income needs.	A. MATURA will increase community awareness by developing new partnerships or maximizing existing partnerships by December 31, 2022.	1. MATURA will identify one new partner in each of the six core counties. 2. Strategic Plan Updates to be provided at each of the six regularly scheduled board meetings.	1. Program Directors, Governing Board 2. Executive Director, Governing Board
	B. MATURA will create or expand relationships to better serve diverse populations by December 31, 2022.	1. Each MATURA program will identify a plan to help with translator services. 2. MATURA will identify one partnership to identify and reach the diverse populations.	1. Program Directors 2. Executive Director, Program Directors
	C. MATURA will partner with community serving organizations (Eagles, 4H, schools, churches) in our core counties to do a personal care items, diaper and/or food drive to benefit MATURA Customers by December 31, 2022.	1. MATURA will host one food, one personal care and one diaper drive 2. MATURA will identify partners and specific needs	1. Executive Director, Program Directors, Outreach Directors, Staff 2. Executive Director, Program Directors, Outreach Directors, Staff
Agency			
Goal #2. MATURA will be viewed as a premiere workplace.	A. MATURA will maintain 80% staff satisfaction with quarterly surveys beginning January 2022.	1. Create staff satisfaction evaluation. 2. Staff satisfaction evaluation sent out quarterly. 3. An executive summary will be provided to all staff and governing board. 4. Strategic Planning Committee will also act as Staff Satisfaction Committee and will form an action plan.	1. Program Directors, Strategic Planning Committee/Staff Satisfaction Committee 2. Executive Director and Admin. Assistant 3. Strategic Planning Committee/Staff Satisfaction Committee 4. Strategic Planning Committee/Staff Satisfaction Committee
	B. 75% of exiting employees complete and exit interview. 100% of staff moving into other positions within MATURA will complete a transition interview. All interviews will be reviewed.	1. Executive Director will conduct the interviews with staff. 2. Strategic Planning Committee/Staff Satisfaction Committee will review all exit interviews quarterly to ensure transparency.	1. Executive Director 2. Executive Director, Strategic Planning Committee/Staff Satisfaction Committee
Community and Agency			
Goal #3: MATURA will increase staff and community educational opportunities specific to our mission.	A. MATURA will provide 6 educational opportunities about our mission (topics such as healthy eating, poverty education, etc) to each county to increase community education/ awareness by Sept. 30, 2024.	1. Develop a plan for education. 2. Determine who and where presentations will take place. 3. Develop a meeting schedule. 4. Determine suggested topics and who will present when/where 5. MATURA staff will present educational opportunities during at least 6 community meetings/ gatherings. 6. Executive Director will present information to community/school/ agency members.	1. Executive Director, Strategic Planning Committee/Staff Satisfaction Committee 2. Executive Director, Strategic Planning Committee/Staff Satisfaction Committee 3. Executive Director, Program Directors 4. Executive Director, Program Directors 5. Executive Director, Program Directors 6. Executive Director
	B. MATURA will hold at least 4 all staff professional development days specific to our mission each calendar year starting 2022.	1. Continue yearly All Staff training and add quarterly agency wide webinars.	1. Executive Director, Program Directors