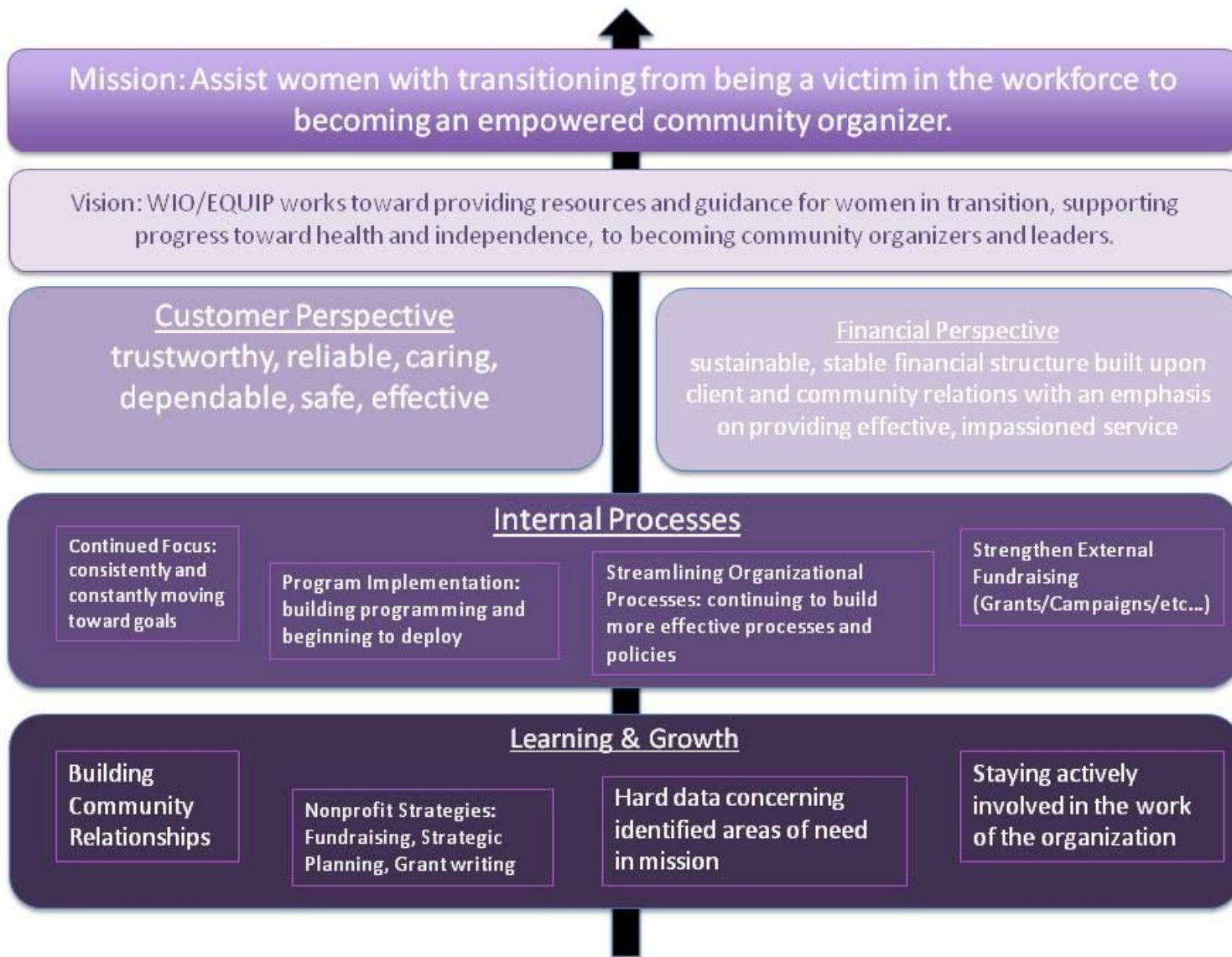


WOMEN IN ORGANIZING

STRATEGIC PLANNING WORKSHOP

Fall 2013



Mission Statement (WIOEQUIP.ORG & Form 990)

Women In Organizing is a faith based non-profit organization that consist of women organizers who work with women that have been hurt in the work place. We came together to promote alternative ways in which women can live, love and work for change and create a healthy work environment for ourselves.

Our Goal

Assist women with transitioning from being a victim in the workforce to becoming an empowered community organizer.

WIO/EQUIP TIMELINE OF GOALS

1-3 years

2013

Developing consistent infrastructure (timelines, etc...)

2014

Sheroe's Banquet 2014

Greensboro Sheroe's Banquet Ad Book sold out

Board members in Charlotte

Start the EQUIP House process: Grants/Fundraising

Housing for Greensboro: look for and start

Update website with testimonials

Award sponsorship for Sheroes

Deploying partial programs: mentors/mentees, pilot reunification

- Step Up (jobs)
- Wheels 4 Hope
- IDA/Financial Education
- Government Agencies
- Fatherhood Coalition
- Child Support
- Best
- DSS

- Guardian Ad Litum
- Children's Home Society
- VA Benefits

Reunification process

WIO Tea Fundraiser (Paula Pile)

Healing Retreat: Tara Sandercock

2015

Capital campaign

WIO sponsor leadership training

Mentoring program

Sheroes Banquet Charlotte

3-5 years

Start with women then children

EQUIP is up and running staff; working on Charlotte house

2016

Women in Organizing Beach Retreat

Housing in Charlotte

2017

Structure & Design Transition Housing

3 Houses in Greensboro: substance, regular, veterans

5-10 years

2020

Four houses in Greensboro

Four houses in Charlotte

2023

Leading force in transformative services

CREATING A CONTEXT

SWOT Analysis will help provide some insight into how we see our organization and its surrounding environment. What do we have or could we have both within our group and outside of the organization that could help achieve the mission and vision of the organization?

What We Have

Strengths	
External: Community connection (IMPACT GSO, etc...) Power of mission Women's Commission Fatherhood Coalition Other nonprofits Department of Social Services	Internal: Dedicated core board Programming is partially written Commitment
Weaknesses	
External: Substance abuse/ex-offender social stigma Competition from sister organizations (why did Summit House fail?) More to carry message (limited messengers)	Internal: Lack of accountability Community involvement in GSO is limited

SWOT Analysis

What We Could Have

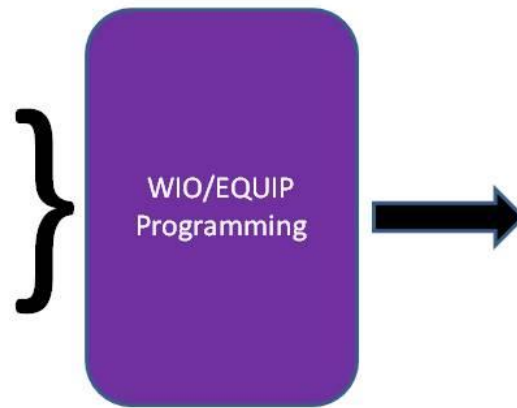
Opportunities	
External: There is a gap in transition services (only Malachi House/Tabatha House, particular gaps in family programming) Community interest in interrupting the cycle Possible funding pipelines Community involvement Students in community service and leadership Client referrals	Internal: Strategic planning Sheroe's as an outlet for EQUIP funding New board members
Threats	
External: Government funding slim Perception of these social issues	Internal: Lack of participation or focus Fear of failure

DEVELOPING STRATEGY

What do we have to put in to achieve our goals?

INPUTS

OUTPUTS/
OUTCOMES



EQUIP Reunification

Needs:

- Sobriety
- Parenting skills
- Communication (plus methods)
- Counseling between him & her
- Partner with individuals and agencies for direct contact
- Special considerations
- Assessment—very careful & specific, potentially on a sliding scale
- Focus on the child
- Transition period (no child for at least 30 days)
- Consider timelines for transitioning
- Sustainability (Small Business/mission related income)

Outcomes:

- Child involvement in system reduced (long-term)
- Improved self-esteem & trust increased (immediate)
- Social accountability increased (immediate, intermediate & long-term)
- Language of apology increased (immediate, intermediate)
- Community awareness increased (long-term)
- Community support—experience direct changes in the community (long-term)

Challenges:

- Funding
- Sobriety
- How intake happens
- Timing
- Client transportation (can we use alumnae/mentors?)
- Obligations (court, fines/restitution, etc...)
- Government agency relations
- Long-term structural and systemic violence

Mentoring

Within WIO & EQUIP

Programming is mostly written for EQUIP side mentoring; consideration should be made for WIO side implementation which may be the most effective at this point in time. This is particularly true as WIO has the Sherroe's Banquet which creates a culminating opportunity for mentors and mentees to experience.

Outcomes:

- Increased stability (intermediate & long-term)
- Positive behavior change (immediate, intermediate & long-term)
- Increased rates of child placement (long-term)
- Decreased involvement in social support systems (long-term)
- Increased independence (immediate, intermediate & long-term)
- Making progress toward healing (long-term)

Indicators:

- Education: achievement of GED, college enrollment, etc...
- Continuous employment: 6 months to 1 year as a baseline
- Reunified setting for children