

Lincoln Park Children and Families Collaborative

Strategic Plan 2023 - 2025



Adopted May 2023

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Introduction

Purpose of Plan

In 2023 the Lincoln Park Children and Families Collaborative (LPCFC) turned 12 years old. As an organization we remain a vibrant, valued part of the Lincoln Park neighborhood and its families.

Over the last three years LPCFC has continued to provide important and necessary opportunities, despite COVID. Our programs and organization have come through this challenge stronger, nimble, and more committed to continue our work.

We completed a three-year Strategic Plan (2019-2022) and wanted to take the opportunity to assess the success of the implementation of it before moving forward to do more planning. The Assessment Report highlighted our successes and as well as areas we want to develop more fully. It also gave us the opportunity to review our vision, mission, values, strategies, and to articulate the roles we play in the community.

Updating and revising a new three-year strategic plan at this time has given us the opportunity to review where we have been, where we are now, and how to strategically build on that into the future.

We are pleased and confident that this plan gives LPCFC a way forward that will position us to be a valuable partner in the neighborhood for years to come. It also identifies areas for growth.

Process for Updating and Revising Our Strategic Plan

In July 2022, we began a process to revise and update our 2019-2022 Strategic Plan. To that end, Superior Design + Planning was contracted to:

- Assess the successes and challenges in the implementation of the 2019-2022 Strategic Plan.
- Update/revise a new three-year Strategic Plan using a participatory process with Board and staff.

Information for the assessment was gathered from the following sources:

- The Executive Director and other key staff.
- Board members and key community partners, including community assessments.
- Documents that related to the implementation of the Plan (vision and mission statements, values, strategies, goals, and tasks).
- Reports, marketing materials, media releases and website information.
- Grants and grant reports received related to the implementation of the Plan.
- An extensive year-to-year documentation of the activities related to the implementation of each strategy in the strategic plan.
- Fundraising activities and financial reports.

The assessment looked at the successes and challenges identified through:

- How well the new vision and mission statements were embraced and actualized.
- How the organization and all the programs embedded the values in their work and decision-making.

- How well the Five Strategies in the Plan moved the organization forward and what might be carried forward into the next updated Plan.

Using the Assessment Report as a springboard, a Strategic Planning Team, comprised of Board and staff, was developed. This Team met over eight months to review the Assessment Report, review and discuss the vision, mission, values statements, identify LPCFC's roles in the community, and to identify strategies and goals moving forward.

This three-year plan is the result of this process. The updated Plan is vibrant and sustainable. It also positions LPCFC to increase our leadership and impact in our neighborhood and with families. It sets our direction and priorities for the next three years.

About LPCFC

We have a vision of creating strong, thriving, healthy, and equitable communities in the Lincoln Park neighborhood.

Our mission is to support children and families by connecting them to resources and opportunities, embracing our cultures, and building community well-being through strong and equitable leadership. As a non-profit founded in 2011, we have spent the last twelve years focusing on charitable and educational activities for the purposes of:

- Enhancing the lives of the children and families in the Lincoln Park community.
- Coordinating supportive services to children and families in the Lincoln Park community.
- Providing assistance in accessing community-based services that enhance and improve the lives of children and families.

We are dedicated to supporting children, youth, and families who live in Lincoln Park within the context of their communities. We focus our efforts on Bronfenbrenner's child-family-agency-community model to cultivate an ecosystem for healthy child development, provide a sense of safety and security for Lincoln Park area families, and work to address the longstanding family and community challenges that contribute to disparities in early life outcomes.

We believe that, given opportunities and resources, families and family members can emerge as strong leaders in creating a vibrant Lincoln Park neighborhood.

Our work with families, and by extension, building community is relationship based. We believe that all people experience their world as an environment of relationships. Our engagement with the Lincoln Park neighborhood is focused on developing relationships, collaborations, and partnerships.

We believe that we are responsible to the community and our funders as stewards of our organization's resources. We manage our resources in a manner that combines people, programming, and financial resources for the long term by creating and enhancing community well-being.

We are positioning ourselves to sustainably continue our commitment to Lincoln Park and its families for the long-term.

Moving Forward: Our Strategic Plan



Moving Forward: Our Plan

As a result of our current strategic planning process, we have kept our vision and mission statements, added to our explicit set of values, identified and articulated our roles, and revised our strategies and goals. This updated and revised Plan sets our direction and priorities for the next three years and builds on our successes.

During the last three years we have had many successes: We achieved a four-star rating from Parent Aware for our ChildCare; we significantly increased our budget including fee for services for Supported Family Time (supervised visitation); we continued our Circles of Security program and moved it online during COVID to make it accessible and safe, maintaining all of our programs.

We believe that given opportunities and resources, families and family members can emerge as strong leaders. We saw this happen during COVID when participants in Monday Night Family Gatherings and the Rise to Health Power Coalition at LPCFC saw a need and organized to meet it. There is no grocery store in Lincoln Park and during COVID food insecurity was high. These groups worked to bring food to the neighborhood and distribute it. Working with Second Harvest Northern Lakes Food Bank, between 13,000 and 30,000 pounds of food were/are delivered and distributed monthly. As we move forward, we will continue to support these kinds of leadership opportunities as well as work to change the underlying causes of disparities in the Lincoln Park Neighborhood.

This updated and revised Strategic Plan positions LPCFC over the next three years to:

- Continue to provide our programs and services to families in the Lincoln Park neighborhood and be nimble and open to change in their delivery.
- Provide opportunities for families to get together in-person during programming and events to build support, connections, and leadership.
- Maintain a Board and staff sufficient to do the work.
- Maintain an organizational budget with diversified funding streams sufficient to support the organization.
- Explore a Family Resource Center model for our work.
- Engage the Board, business community and funders in a capital campaign to raise money for a new space.

We continue to look forward to working with our community partners and families in creating a vibrant, strong, healthy, and equitable Lincoln Park neighborhood.

Moving Forward: Our Values

Collaboration and Partnerships

We know our successes are deeply connected to maintaining and increasing partnerships and collaborations that focus on building relationships, creating community, and coordinating our efforts.

Community Based

We believe that families involved in our organization are one of our primary partners in determining the needs of our community, and we honor their knowledge and work in partnership to address those needs.

Culturally Centered

We recognize that groups in our community, and their cultures, have been marginalized socially, politically, and economically, and their voices have often not been valued nor embraced historically. We create and maintain our organization's practices that embrace, respect, and use communication and dialogue processes that are inclusive.

Whole Family Programming

We focus on working with and providing children, caregivers, and other family members programming in a comprehensive manner that fosters stable family relationships, increases parenting skills, enhances children's physical and [emotional well-being](#), and creates an environment for developing strong cognitive skills.

Inclusion

We intentionally partner with the Lincoln Park community to cultivate a diverse environment by accepting people from all ethnic, faith, LGBTQAI2S+, economic status, and cultural backgrounds. All children and families are welcome to join together with us to strategically strengthen our inclusiveness and collaboration.

Social Connectedness

We believe in and value a strength based approach as a successful way forward in restoring health, strength, a feeling of well-being, and healing.

Relationship Based

We believe that all people experience their world as an environment of relationships, and that these relationships affect all aspects of their development. We embrace and promote healthy early childhood development and relationships that focus on the whole family. We work to achieve equity in early life outcomes.

Sustainability

We manage our organization in a manner that combines people, programming, and financial resources that stabilizes and grows our organization for the long term by creating and enhancing community well-being.

Efficient and Effective Practices

We assure effective practices through an active Board and Committees, that include strong leadership; established processes to handle issues; regular and ongoing evaluation of programs, annual fundraising plans, goals, and processes for an effective organization; and written policies and procedures for efficient operations.

Nimble

We will proactively and consistently evaluate the needs of the community, be open to changing directions and programs, and will have the fortitude to take risks when necessary.

Moving Forward: Our Strategic Plan Strategies and Goals

We have four key strategies in this Strategic Plan that we will focus on over the next three years. Together these strategies and goals will strengthen our programs, finances, human resources, and partnerships. They create a pathway towards sustainability and greater leadership in the Lincoln Park community.

This Plan also identifies two significant areas of change and growth: exploring a Family Resource Center model that would further coordinate our programs and identifying a new space for the LPCFC and its programs.

Strategy 1. Focus the Direct Service Programming and Increase its Impact	
Goals	Focus of Strategy
1. Maintain and Improve LPCFC ChildCare Program	ChildCare Circle of Security Whole Family Programming Supportive Family Time Reading Resources Family Resource Model
2. Maintain and Improve the Circle of Security Program	
3. Continue Offering Whole Family Programming	
4. Integrate culturally centered programming in all LPCFC programs	
5. Maintain and Improve Supportive Family Time Programming	
6. Provide reading resources for families in Lincoln Park and Duluth	
7. Explore the Family Resource Center model for our work	

**Strategy 2.
Building Community Capacity by Building Leadership Within Our Communities**

Goals	Focus of Strategy
1. Continue to provide opportunities that build community	Build Community Leadership Engage Community Advocate Address Barriers
2. Continue community engagement, advocacy, and public policy activities	
3. Address barriers in Lincoln Park in collaboration with the community	

Strategy 3. Increase Financial and Human Resources

Goals	Focus of Strategy
1. Build the capacity and infrastructure of the Board and Committees	Boards and Committees Staffing Levels
2. Maintain staffing levels appropriate for the work	

Strategy 4. Increase LPCFC's Organizational Ability to Achieve Its Mission

Goals	Focus of Strategy
1. Increase LPCFC's Visibility and Leadership in the Lincoln Park Neighborhood	Increase Visibility Increase Leadership Capital Campaign / New Space
2. Develop a timetable, structure, and tasks for making a decision on purchasing a new space and completing a capital campaign	

Acknowledgements

Thank You to:

The Strategic Planning Committee provided thoughtful guidance and diligently met over eight months to create this Strategic Plan.

Mary Lee-Nichols – Board Chair
Julie Soderberg - Board
Becky Gamache - Board
Jodi Broadwell – Executive Director
Mary Schmitz - Staff
Paula Urrutia - Staff
Nik Allen - Staff

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The Board of the Lincoln Park Children and Families Collaborative for their dedication and leadership in participating in the strategic planning process and final approval of the plan.

Mary Lee-Nichols
Julie Soderberg
Cailyn Schumacher
Amy Niemczyk
Becky Gamache
Vanni Hayden
Roseann Carlson
Suzanne Griffith

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The staff, program participants, partners and collaborators who contributed to ideas during the planning process through their work at LPCFC.

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Superior Design + Planning for their consultation and partnership in the planning process and the development of this Plan.

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The Lloyd K. Johnson Foundation for financial support.