







## Strategic Plan FY2025 - FY2027

**Mission:** Empower young people and families to succeed through a continuum of care that promotes healing and growth

**Vision:** To be the leader in creating communities where every young person has the opportunity to thrive

PEOPLE 	PROGRAMS 	CLIENTS 	COMMUNITY 
<p>Further develop an <b>organizational culture</b> focused on:</p> <ul style="list-style-type: none"><li>• Belonging</li><li>• Equity</li><li>• Appreciation</li><li>• Growth opportunities</li></ul>	<p>Grow existing programs, with a specific focus on:</p> <ul style="list-style-type: none"><li>• Prevention services</li><li>• Youth mental health</li><li>• Youth violence reduction</li><li>• Employment readiness</li><li>• Accessibility of services</li></ul>	<p>Further client self-advocacy through the <b>incorporation of youth voice and leadership</b> beyond homelessness programs.</p>	<p>Reinforce and enhance the <b>Lighthouse brand</b> through effective marketing and communication strategies.</p>
<p>Enhance <b>employee safety and security</b>.</p>	<p>Develop an assessment of the <b>long-term sustainability of each program</b>.</p>	<p>Implement <b>successful evidence-based models</b> more broadly across the agency.</p>	<p>Develop a plan to <b>grow the next generation of volunteers</b> and donors.</p>
<p>Increase <b>leadership bench strength</b> by developing supervisory talent.</p>	<p>Utilize key <b>program and community data</b> to demonstrate impact.</p>	<p>Expand client <b>DEI cultural competency</b> strength beyond LGBTQ+ into other diverse populations through grassroots visibility and connection.</p>	<p>Lead <b>youth systems change</b> advocacy in the areas of Juvenile Justice, Child Welfare, and Housing.</p>