

ITS OUR NEIGHBORHOOD

STRATEGIC GROWTH PLAN



HELPING NONPROFITS SET A FOUNDATION



Propel as a resource: We work to fuel the impact and effectiveness of nonprofits with guidance, expertise, and capital.



We believe nonprofits and their leaders, boards, and staff are champions of good, dedicated to creating healthier, connected, and more equitable communities. We're here to be the champions of YOU.



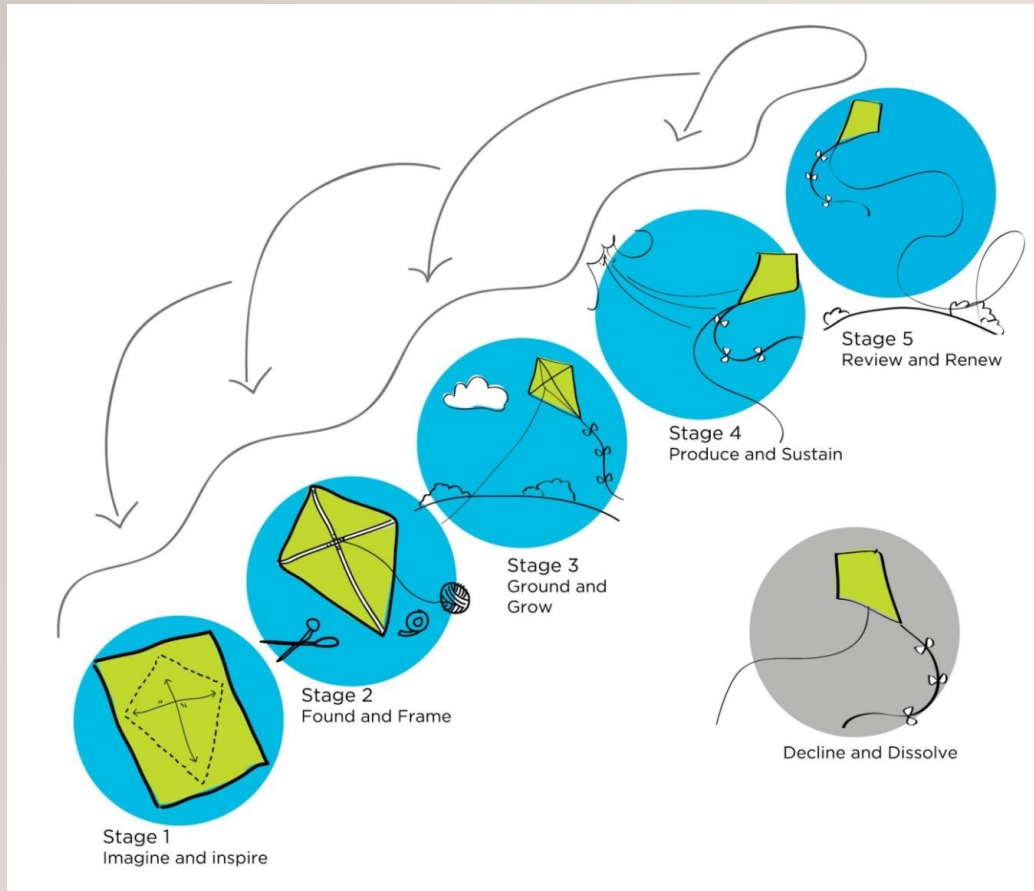
All of our team and our services – accounting and finance, board governance, fiscal sponsorship, lending, skills and knowledge sharing, strategic consulting, and training – are resources to help you power your mission.



INTRODUCTION

Its Our Neighborhood (ION) is an emerging organization uniquely positioned to support youth as they learn how to become entrepreneurs.

- ION strives to create an environment where young people develop a business mindset that foster critical thinking, positive youth development, and giving back to the community.
- Values
 - Grassroots Organization
 - A can-do attitude where we all learn from mistakes, failures as an asset
 - Fosters exploration by discovering gifts, realizing dreams, and cultivating talent in young people
 - Strives to build character in young people through a strong youth development framework
 - Guide youth in facing fears



NONPROFIT ORGANIZATION LIFE STAGES

THE PLANNING FRAMEWORK

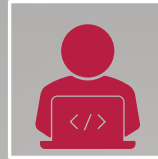
- **Desired Impact**
- **Business Model**
- **Goals**
- **Key Activities and Processes/Infrastructure**
- **Metrics**
- **Our Team**
- **Timeline of Activities**

FOCUS AREAS



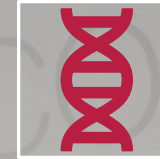
Bring

Bring organization to full operating capacity by stabilizing operations, building stronger community and funding partnerships, formalizing curriculum, and engaging a consistent number of participants.



Programming

Scale programming: Increase the number of young people served.



Acquire

Acquire a building to house all of ION's program activities.



Build

Build ION's legacy by creating a replicable model that supports youth entrepreneurship in other geographic areas.



BUSINESS MODEL

BUSINESS MODEL

Business Model Mix



- Four key components of a business model:
 - **Revenue** that supports the achievement of the organization's mission.
 - **Program costs** related to delivering on the organization's mission.
 - **Infrastructure** needed to operate the organization.
 - And **Capital**, either long term assets or financial capital, that is the financial foundation for the organization.

CURRENT BUSINESS MODEL FOR ION

Revenue

- Grants
- Earned revenue from food truck
- Individual donations

Infrastructure

- Fulfill Staffing Budget
- Refining business model and growth plan
- Developing the systems, processes, and other infrastructure needed to operate the organization
- Identifying staffing structure and human resource policies

Program Costs*

- Property management
- Providing direct service programs and connection to resources
- community engagement
- Leadership, management and fund development

Capital

- Capital to acquire and develop property
- Working capital for organization
- Commercial buildings

*A large portion of program costs is employee salaries.

A close-up photograph of several hands of different skin tones gently holding small green seedlings with dark soil. The hands are arranged in a circle, with the central hand in sharp focus. The background is dark and blurred. A thin horizontal line is positioned above the text.

Key Activities and Processes/Infrastructure

Bring Organization to Full Operating Capacity

- Key Activities:
 - Assess key infrastructure needs
 - Determine what's needed to operate within budget
- Key Processes/Infrastructure:
 - Process and procedures for human resource and financial planning
 - Process for assessing the organization's capacity

Scale Existing Programming

- Key Activities:
 - Develop new program descriptions
 - Create budget for new programs
- Key Processes/Infrastructure:
 - Systems for regular cycles of programming
 - Process and criteria for program decisions
 - Management capacity (internal capacity or external vendor)

Acquire a building to house all of ION's program activities.

Key Activities:

- Provide technical assistance resources in community
- Identify technical assistance needs for

Key Processes/Infrastructure:

- A network of referrals and partners

Build ION's Legacy

Key Activities:

- Build partnership and buy-in from community members and key stakeholders

Key Processes/Infrastructure:

- Process and criteria for leveraging strategic partnerships
- Marketing and communications capacity to share ION's successes and opportunities

Leadership, management, and fund development

Key Activities:

- Identify financing sources for acquisition property
- Board focuses on governance and strategic direction
- Build relationships with funders, developers, and others

Key Processes/Infrastructure:

- Technology that improves efficiency and effectiveness and helps position the organization to grow
- Tangible work plans with milestones that guide key activities, and serve as an accountability and communication tool.

OUR TEAM



ORGANIZATIONAL CHART

Current team

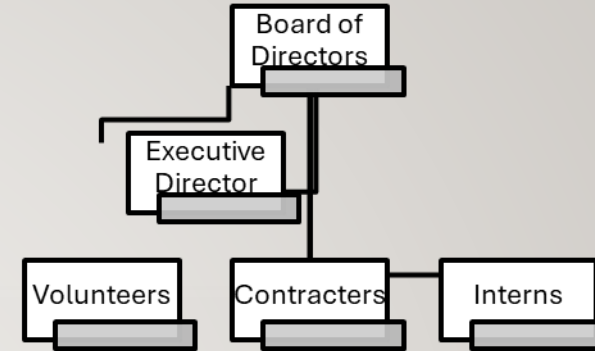
Current team

The current team consists of a part-time executive director and volunteers. The organization is also being supported by consultants.

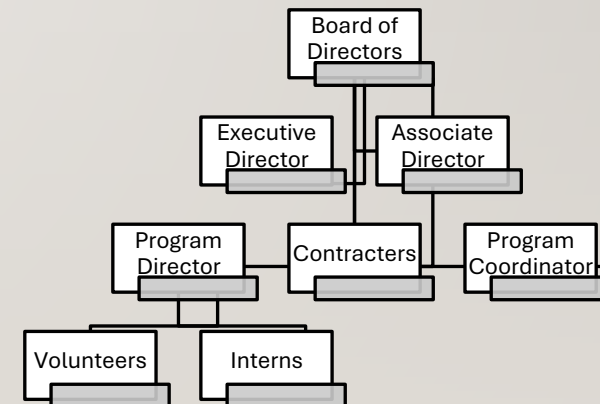
Team in 1-2 years

As the organization grows, it will have a full-time executive director, program director, and coordinators. An active board participates on numerous committees and participate in some operational decision making for the organization. In the future the board would shift more towards a governance role as more staff is added.

Current Team



Potential Team in near future



ROLES



Executive director

- Implement strategy and lead external relations
- Liaison with Board
- Supervise program management staff
- Implement organization's communication strategy
- Craft and implement fund development strategies
- Lead growth planning
- Effectively manage financial resources
- Support board in their governance role

Board

- Facilitate partnerships and community engagement
- Support and monitor executive director
- Develop goal metrics
- Ensure implementation of action plan



TIMELINE

SEQUENCING ACTIVITIES

The slide features two horizontal grey bars, one under each column of text. In the bottom-left corner, there are overlapping geometric shapes: a purple triangle, a teal triangle, and a white triangle. The bottom of the slide is decorated with a wooden floor texture.

Mission-centered

- Strongly aligns with organization's mission
- Enables long-term success and viability
- Aligns with organizational values
- Keeps ION accountable to community

Operation-centered

- Another task is dependent on this task being completed
- Enables short-term success and viability
- Falls within current financial constraints
- ION has human capacity to complete task



ROBUST MEETINGS

TIMELINE AND MILESTONES* FOR 2025

