



# Strategic Planning for Nonprofits

Gundars (Gundy) Kaupins, Ph.D.

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# MISSION FRAMEWORK

**Why** the organization exists

**Who** does it serve

**How** does it serve them

# INNOVATE

Proposed missions

- 1
- 2
- 3
- 4
- 5
- 6

# Idaho Nonprofit Center Mission

- To educate, advocate, and collaborate in support of stronger nonprofits.



# Idaho Food Bank Mission

- To help feed, educate and advocate for Idaho's hungry through collaborative partnerships to develop efficient solutions that strengthen individuals, families and communities.

# Idaho Food Bank Vision

- A hunger-free Idaho



# Idaho Food Bank Values

- Integrity – We take responsibility for our words, are accountable for our actions and demonstrate honesty.
- Dignity – We treat our clients, partners, volunteers, donors and coworkers with respect, empathy and compassion without bias or judgment. We welcome and value the differences in all people.
- Agility – We promote an organizational culture that encourages new ideas, improvements, flexibility and innovations, and turns challenges into opportunities.
- Collaboration – We promote partnerships that engage individuals and organizations focused on the common goal of a hunger-free Idaho.

# Internal Strengths

Support Staff Skills  
Computer Technology

# Internal Weaknesses

Funding Shortages  
CEO

# External Opportunities

Online  
Improving Economy

# External Threats

Government  
Unstable Economy

# Short-Term Objectives

- Open satellite branch in Star by February
- Hire and train three marketing staff in Meridian in May
- Send 2 staff to the New York Autism conference in June



# Outcomes Assessment

## Goal:

Identify employee-related issues and appropriate management practices in dealing with these issues.

## Measurement:

Employee Survey (store file)

Rubric (9.5 rating per item)

## Results:

74% below, 9% at, 17% above

Store and manage examples.

## Follow-up:

Manage the follow-up actions that will occur.

# Metrics

- Costs (e.g. Cost per hire, Cost per beneficiary)
- Number of homeless served
- Quality (e.g., Service ratings based on survey)
- Timeliness (e.g. % of employees trained before the deadline)
- Loss (e.g. annual turnover rate, waste generated)