



Strategic Plan

2015-2018

Project
FINE

Focus on Integrating Newcomers through Education

*If you are planning for a year; sow rice; if you
are planning for a decade, plant trees; if you
are planning for a lifetime, educate people.
Chinese Proverb*

The following plan was developed based on the identified needs of newcomers, service providers and community partners and approved by the Project FINE Board of Directors on September 19, 2014. It is intended to serve as a road map, to provide direction for the next three years as we continue to carry out our mission: *“To strengthen and enrich our community by facilitating the integration of people who are ethnically diverse.”*

Project FINE would like to thank the 2014 Board and Committee Members for their contributions to the 2015-2018 Strategic Plan:

Board Members:

Heather Bach	Kevin Kearney	Mark Roubinek
Bernie Brenner	Dan Matejka	Tom Severson
Dave Dicke	Nicole Messenger	William Spitzer
Eduardo Fortini	Paul Mundt	Brian Voerding

Committee Members:

Al DuCett
Deb Ward

Goals and Strategies:

Goal 1: Promote Project FINE in our community and beyond

Strategies:

- Host the Annual Report to the Community and 1-2 fundraising events per year.
- Provide tools for Board and staff to promote and inform the community of Project FINE.
- Promote community awareness by sharing the story of Project FINE and those we serve.

Goal 2: Develop and maintain educational programs based on community needs.

Strategies:

- Conduct periodic needs assessments to identify unmet needs.
- Develop new partnership or expand upon existing collaborations to meet the needs.
- Implement and evaluate programs according to organizational and funding guidelines, and make adjustments or changes as needed.

Goal 3: Expand the geographic reach of interpreting services.

Strategies:

- Develop relationships with prospective clients and customers outside of Winona County.
- Maintain a roster of quality interpreters to meet needs.
- Find new ways to recruit interpreters.

Goal 4: Continue to strive for operational excellence and fiscal responsibility.

Strategies:

- Develop an operational plan on an annual basis.
- Increase the diversity of the Board of Directors.
- Build reserves to a level of 200% of the annual operating budget.