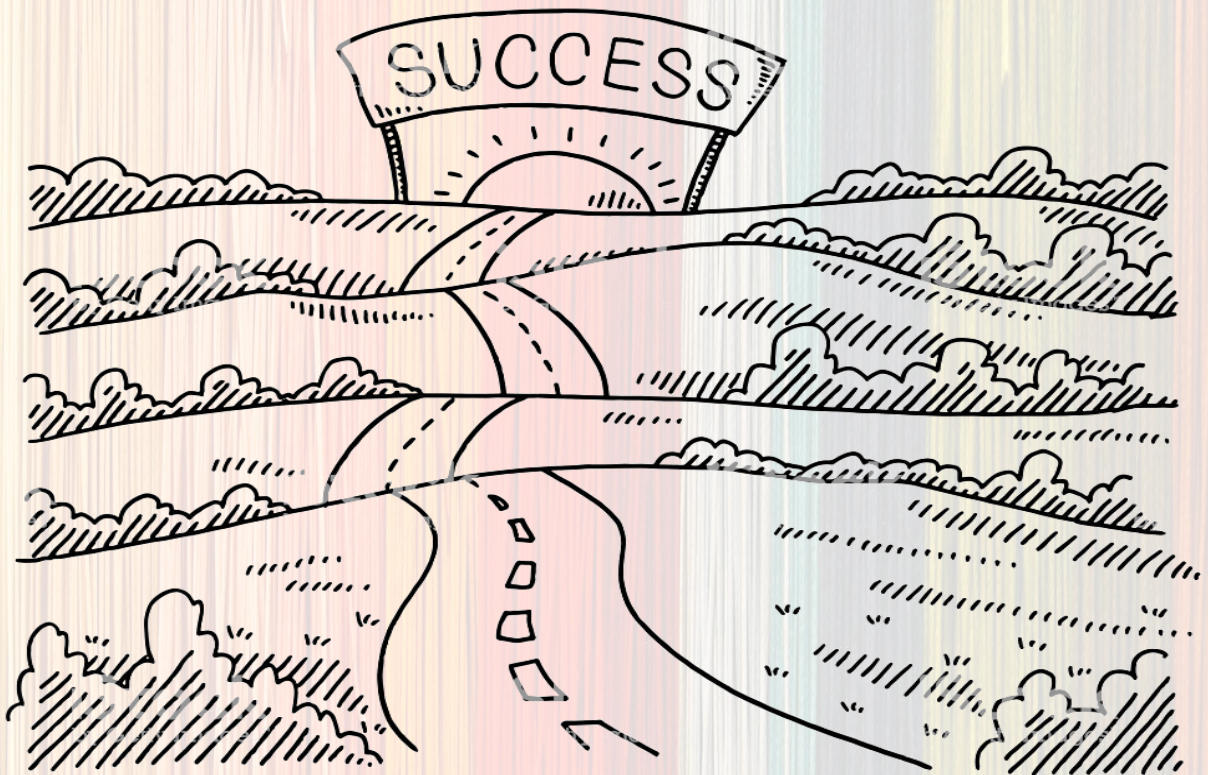


Project *FINE*

Focus on Integrating Newcomers through Education

Strategic Plan *2019-2023*



For tomorrow belongs to the people who prepare for it today.
-African 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 21, 2018. It is intended to serve as a road map, to provide direction for the next five 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 2018 Board and Committee Members for their contributions to the 2019-2023 Strategic Plan:

Board Members:

Dr. Hamid Akbari

Jeff Apse

Heather Bach

Sammy Gondola

Dale Hinckley

Robin Hoeg

David Kramer

Pedro Lopez

Dan Matejka

Paul Mundt

Brian Voerding

Joel Von Haden

Committee Members:

Nicole Messenger

Deb Ward

Vision and Values:

As part of the planning process, we revisited our vision and values, and made changes to better reflect our long-term goals and approach. The updated vision and values statements are:

Vision:

To create a respectful and welcoming community.

Values:

We work to build bridges across cultures.

We work to build respect and trust in the community.

We carry out our work with passion.

We honor partnership and collaboration.

Goals and Strategies:

Goal 1: Share the story of Project FINE and our impact in the community.

Strategies:

- Host 2 main annual events
- Host a variety of welcoming events

Goal 2: Design programs and services that promote integration and address community needs.

Strategies:

- Develop programming that encourages cross-cultural interaction
- Promote diversity training
- Create advisory group to help create/inform programming that meets needs

Goal 3: Strive to provide quality language services.

Strategies:

- Conduct targeted outreach to businesses and agriculture
- Maintain positive relationships with existing clients and customers

Goal 4: Pursue excellence in operations, fiscal responsibility and transparency.

Strategies:

- Strive to incorporate best practices in all operations
- Provide ongoing staff development
- Increase diversity on the board