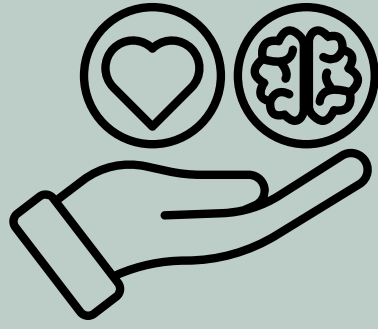


STRATEGIC PLAN 2024-2026

The Next Door, Inc.

SUPPORT TEAM MEMBER WELLNESS

- Reduce burnout and turnover
- Strengthen team connection and belonging
- Improve benefits offered to team members



1

2

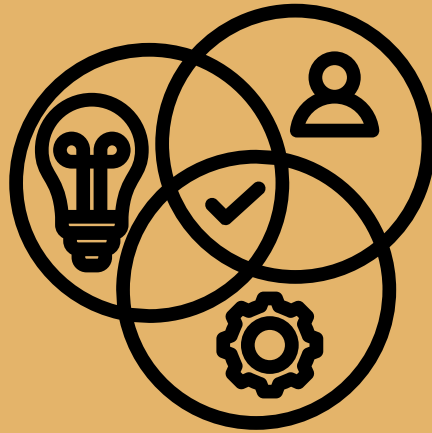
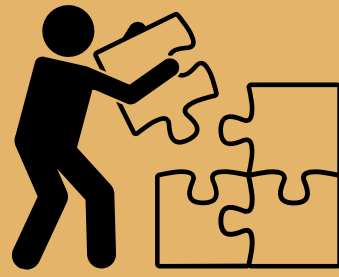


INCREASE BOARD ENGAGEMENT

- Expand and diversify the board
- Utilize board expertise and abilities
- Build connections between board and team

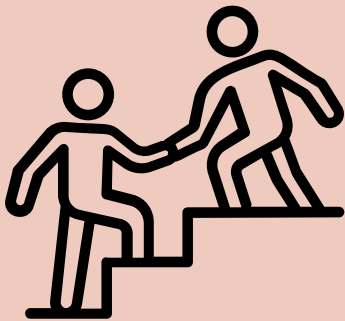
CONTINUE TO BUILD INTERNAL CAPACITY

- Continue to build capacity around communications, development, operations and finance
- Address facility needs
- Report on and analyze TNDI's evaluation data



3

4



PILOT NEW LEADERSHIP PROGRAMS AT TNDI

- Explore, design, pilot and assess new Leadership Development programs for TNDI team members

STABILIZE & STRENGTHEN EXISTING PROGRAMS

- Assess/address current program capacity needs
- Formalize a process for evaluating opportunities for programs to expand or pivot as needed



5

STRATEGIC PLAN 2024-2026

The Next Door, Inc.

SUPPORT TEAM MEMBER WELLNESS

- 1.1 - By the end of each fiscal year, align team member compensation to be competitive with regional employers.
- 1.2 - BY the end of 2024. improve benefits offers to team members.
- 1.3 - By the end of 2025, assess the viability of providing childcare vouchers for team members.
- 1.4 - Through the end of 2026, hold time and space for trainings and retreats.

1

INCREASE BOARD ENGAGEMENT

- 2.1 - By the end of each year, expand the Board to include new members representing diverse identities & communities.
- 2.2 - By the end of 2024. establish a voluntary Board/Team Member mentorship initiative.
- 2.3 - Through the end of 2026, ensure Board members attend at least one Team Member/Board event per year.
- 2.4 - Though the end of 2026, host annual Board Skill Shares with TNDI Team.

2

CONTINUE TO BUILD INTERNAL CAPACITY

- 3.1 - Through the end of 2026, increase internal communications.
- 3.2 - Through the end of 2025, ensure the Marketing & Development Department increases its reach and brings in donations.
- 3.3 - By the end of 2025, improve operations functions within TNDI.
- 3.4 - By the end of 2025, systematize finance functions to continue to improve everyday tasks & the annual audit.
- 3.5 - By the end of 2024, TNDI's facilities have systems in place to be safe & fully functional.
- 3.6 - By the end of 2026, ensure TNDI's Reflection system is providing information for a full evaluation of the organization and its programs.

3

PILOT NEW LEADERSHIP PROGRAMS AT TNDI

- 4.1 - Through the end of 2026, offer quarterly team member training related to leadership development.
- 4.2 - By the end of 2026, train 20-25 TNDI team members on how to serve on a nonprofit board.
- 4.3 - By the end of 2026, train 6-8 TNDI team members on how to run for public office.

4

STABILIZE & STRENGTHEN EXISTING PROGRAMS

- 5.1 - By the end of 2024, assess and address staff, capacity, and resources needs of current programs.
- 5.2 - By the end of 2024, ensure that each department has a program level strategy in place.
- 5.3 - By the end of 2024, formalize TNDI's process for evaluating opportunities to expand or pivot programs.

5