

Standard 3.4 : Community Needs Assessment

An extensive data collection process was performed to determine community indicators related to population demographics, employment, income, poverty, education, and housing. A compilation of the data and its sources are documented in the **Needs Assessment report**.

An analysis of the indicators was performed and reflected in the **Key Findings reports**. The key findings are grouped into three reports : Population and Households, Income, Poverty, and Housing Units, and Education, Employment, and Crime. Additionally, the organization reviewed the ALICE (Asset Limited, Income Constrained, Employed) report produced by the Indiana Association for United Ways to better understand the scope of the working poor populations residing in designated CAGI counties.

Standard 4.1 : Purpose & Mission

On June 29, 2019 executive staff, program directors, and board members were convened for a half day "Start with Why" strategic planning session. During this session, participants engaged in activities to explore the purpose of the organization and determine if the current mission statement reflects its purpose.

At the conclusion of the session, a consensus was reached regarding the following:

- Purpose of the organization is to fight to end poverty. As such the organization must expand its efforts to include initiatives and programmatic investments that target the root causes of poverty.
- Mission statement would remain intact as it reflects the organization's purpose.

Standard 4.1 : Program Review and Mission Alignment

On June 29, 2019 executive staff, program directors, and board members were reviewed all programs and services to determine mission alignment. After categorizing existing programs (below), it was determined to retain current programming but to explore the restructure and consolidate several programs into a pilot initiative to help families rise out of poverty.

Community Building

- Y.E.S. programs and services
- Foster grandparents program
- We CANN initiative
 - Build program
 - Champion program
 - C.H.A.T. program
 - M.O.V.E. program

Housing

- Section 8
- Weatherization
- Senior & Low Income Housing Developments

Upward Mobility

- Bridges
 - Transportation assistance
 - Referrals
 - Food pantries
 - Rent assistance
 - Emergency vehicle repair
 - Bus tickets
- Ladders
 - Individual development account program
 - Financial education program
 - Job training
 - Vocational training

Standard 4.3 (a) : Customer perspective

As part of the June 29, 2019 session, participants participated in personal reflection and large group exercises to discuss the target population that CAGI serves. This included an introduction of the ALICE Report and facilitated conversation to discuss the needs and perspective of CAGI's target population.

Standard 5.11 : Board engagement

CAGI Board of Directors actively participated in all stages of the strategic planning process as outlined below:

- June 29, 2019
 - Purpose
 - Mission
 - Program alignment
 - Customer perspective
 - Needs assessment data

- September 7, 2019 :
 - SWOT analysis completed
 - Identified priority community and family goals for strategic plan : Housing, Jobs, Violence Prevention, and Safety Net

- November 19, 2019 :
 - Strategy building for agency goals
 - Selection of key performance indicators
 - Analysis of demographics of populations served
 - Board members asked to serve on one or more of three planning teams : Safety Net, Jobs, and Housing.

- December 17 - 18, 2019:
 - Planning teams meet and develop strategies, tactics, and action items

Standard 9.1 : Demographics of population served

On November 19, 2019 staff and board members engaged in a discussion and review of populations served based on the most recent CSBG reporting.

Standard 16.13: SWOT analysis

On September 19, 2019 staff and board members participated in a facilitated SWOT exercise as described in the **SWOT Analysis Report**. The report captures the results of the analysis as well as the prioritized concerns that were reflected in agency and community goals in the strategic plan.

all it takes is a little spark