



**BOARD RESOLUTION
APPROVAL OF THE FY2024
STRATEGIC PLAN**

At the Thursday September 28, 2023, meeting of the Board of Directors of Society of St. Vincent de Paul Archdiocesan Council of St. Louis, the following recommendation was proposed and approved.

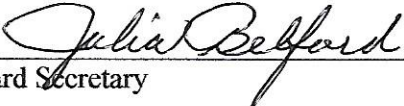
WHEREAS the current strategic plan covers a period of FY2022 through FY2025, and

WHEREAS changes are required based on the FY2024 budget, and

WHEREAS changes are required based on organizational restructuring as we combine Programs Department and Formation Department into a single Vincentian Services Department, changes are required to:

- Respond to All Things New
- Eliminate 24 tactical or outdated goals and focus on 13 strategic opportunities to strengthen our Conferences and our Servant Leaders. See the attached "strategic" list of goals being retained and the "tactical" list of goals being eliminated.

THEREFORE, BE IT RESOLVED that the Board approves the attached list of FY2024 strategic goals.

 _____ Board Secretary	 _____ Date
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VINCENTIAN SERVICES STRATEGIC GOALS BEING RETAINED
Goal 1-1a: Develop and implement a plan for promoting Home Visit 101 & 201 Formation. Initiate with renewal of formation, then promote implementation forward in FY 23, 24, 25.
Goal 1-2f: Implement repeatable workshop on Spiritual Advisor Handbook for Spiritual Advisors by September 30, 2023. Renew FY24, 25.
Goal 1-4b: Initiate Vincentian Wisdom series as context for ongoing Formation and training related to Vincentian Formation and serving Neighbors in Need - in partnership with Vincentian Programs and Partnerships. Continue in FY 24, 25.
Goal 1-4e: Utilize Standards of Excellence with Conference and District Leadership to assess and improve Conference vitality and growth. Initiate FY23, ongoing FY24, 25.
Goal 1-5e - Create Vincentian subcommittee for Conference and District Reorganization
Goal 2-1b: Present to the Board by July 2024, and implement a plan that incorporates flexible approaches attractive to all ages and ethnicities for the recruitment and retention of Vincentians in the context of All Things New reorganization.
Goal 2-2e: Explore pilot for a "Welcome Desk" within the Thrift Store staffed by a Volunteer/Vincentian who can serve Neighbors in Need who need a "home visit," information on other services, in addition to goods from the Thrift Store.
Goal 3-2e: Maintain current Homeless Prevention Program to reduce homelessness while encouraging Neighbor self-sustainability.
Goal 3-2f: Monitor housing/homeless initiatives throughout the Archdiocese to share results, best practices, and success stories of efforts in an annual publication at the end of FY 22, 23, 24 and 25 for distribution to Vincentians, SVdP, staff and stakeholders.
Goal 3-2h: Establish a VOP Subcommittee on systemic change to identify a pilot Conference for enhanced home visits to determine impediments to prosperity, assess community needs and impact change.
Goal 3-3a: Receive and review recommendations from the Credit Empowerment Task Force.
Goal 3-4b: Evaluate current programs and make recommendations as needed.
Goal 3-5b: Establish a Neighbor Advocate position within the Program Department to help Vincentians navigate complex cases, identify resources such as State Assistance for Housing Relief (SAFHR), and provide information and eligibility guidelines for government programs to increase Neighbors' capacity for sustainability by January 31, 2023.

VINCENTIAN SERVICES TACTICAL GOALS BEING DELETED
Goal1-1b: Develop and promote Model of Stages of lifelong engagement for Vincentians from recruitment forward. Develop by January 31, 2023, promotion ongoing FY 24, 25.
Goal 1-1c: Communicate onboarding process by outlining steps on website for new Members, Spiritual Advisors, Conference Presidents, and District Presidents. Will be on Formation Hub by June 30, 2022 and update annually.
Goal 1-1d: Incorporate spirituality of the Home Visit reflection process into Home Visit training explicitly and provide book to participants. .
Goal 1-1e: Create yearly Report of Formation Participation for District Presidents. Initiate September 30, 2022, renew annually for FY 23, 24, 25.
Goal-1-2a: Develop and implement a yearly Council-wide Day of Recollection. Initiate June 30, 2024, renew FY25.
Goal 1-2b: Integrate Catholic Social Teaching into Formation offerings. FY 23, 24, 25.
Goal 1-2c: Offer yearly VOP sponsored workshops. FY 23, 24, 25.
Goal 1-3a: Utilize Vinnie's Voice and Society Scoop to inculcate Gospel Values and Vincentian Virtues through monthly Vincentian Meditations and new media (podcasts). FY 23, 24, 25.
Goal 1-3b: Create quarterly short videos on Gospel Values and Vincentian Virtues available for staff and Vincentians.
Goal 1-3d: Celebrate Vincentians/Conference who complete/host Formation by recognizing them through Newsletter by September 30, 2022. Monthly after that.
Goal 1-3e: Meet regularly with District Presidents (recommended quarterly) to support and foster Formation at Conference level. FY 22, 23, 24, 25.
Goal 1-4a: Develop/implement a plan for promoting Conference utilization of Serving in Hope Modules and/or other similar resources aimed at Vincentian Vocation & Mission
Goal 1-4c: Utilize Formation Hub Learning Management System (LMS) to make delivery and facilitation of best practices more consistent and repeatable. FY 23, 24, 25.
Goal 1-4d: Create a pamphlet/brochure that facilitates Vincentian evangelization in the context of the home visit. Review approach annually.
Goal 1-5c: Develop Communications Plan ready for changes that will be announced Pentecost 2023 by March 31, 2023.
Goal 1-5d: Assess the need for additional staff members to assist in facilitation of conference reorganization post pastoral plan release. Initiate Pentecost 2023, Review 2024 and 2025.
Goal 2-1h: Communicate and make available succession planning tools for key Vincentian positions to District and Conference Presidents.

Goal 2-2a: Develop a support and training system for Vincentians with ServWare including staff support and training technology.

Goal 3-2a: In FY22, program staff will represent SVdP at Continuum of Care (COC) meetings in St. Louis City, St. Louis County, St. Charles, and MO Region 1.

Goal 3-2b: Inform Vincentians of COC best practices, updates, other housing/homeless initiatives, and resources a minimum of two times per fiscal year.

Goal 3-2c: Expand Rapid Rehousing (RRH) with St. Patrick's Center to include Ste. Genevieve, St. Francois, and Jefferson Counties and to serve up to 37 new Neighbors during calendar year 2022.

Goal 3-2d: Explore additional partnership opportunities to expand RRH to remaining parts of the Archdiocese and propose expansion opportunities to the Board of Directors.

Goal 3-4a: In FY 23, establish a Board Program Committee with a resolution to review current programs and make decisions regarding future programming that best fulfills the Vincent element of service.

Goal 3-5c: Implement changes and communicate methods of support for Vincentians by January 31, 2023.