

Lutheran Volunteer Corps Strategic & Action Plan

September 1, 2017 through August 31, 2018

This document is presented as the working strategic and action plan for the 2017 program and fiscal year. There are five components: Mission, Core Values, Strategic Objectives, Delimiters, and Strategies. The mission, strategic objectives, and delimiters have been established by the board. The core values are to be voted upon in our meeting in August 2016. The strategies and associated goals are those that the President is putting forth as recommendations that will be discussed at that same meeting.

Mission (describes our purpose, the effects we intend to produce in the world, and for whom)

- *LVC is a community of faith that unites people to work for peace and justice.*

Core Values (describe the assumptions that guide our approach to the world. Things we hold to be true and valid even without proof.)

As the Lutheran Volunteer Corps, our values are:

- Simple and sustainable living honors the abundant resources that God provides. These resources must be shared equitably so all can thrive.
- We are unique individuals, yet we are bound to each other. Living in intentional community creates the supportive space to engage in social justice, live sustainably, and explore meaning and vocation.
- Exploring spirituality in community promotes understanding of diverse beliefs and values.
- Our journey to inclusive community must confront racism and oppression through intentional and often uncomfortable personal and institutional transformation.
- Social justice compels us to strive for a peaceful world where basic human rights are met.

Strategic objectives (are discernible, verifiable or measurable indicators of progress toward accomplishing our mission)

- All LVC placement agencies report that their Volunteers positively contribute to helping each organization achieve its respective mission.
 - Percentage of placements that return for a Volunteer or hire their Volunteer
 - Net Promoter Score of Placements
 - Anecdotal evidence drawn from select interviews
- Grounded in LVC's Core Values, all LVC Volunteers will discover, develop and utilize skills, talents and attributes that equip them to pursue a lifelong commitment to LVC's mission of peace with justice.

- Occupations of Alumni and/or percentage actively involved in social justice efforts
- Alumni report on their continued use/LVC help with
 - Simple/Sustainable living
 - Racial Equity/Oppression Awareness
 - Intentional Community
 - Spirituality
- What are Volunteers doing first year out of LVC
- LVC engages a diverse and growing community in the work for peace with justice, consisting primarily of Volunteers, placement organizations, LVC alumni, and community members interested in supporting our work with Volunteers.
 - Increase in diversity of our Volunteers (and alumni) (How have these changed as an average over periods of time (2012-2015 v 2008-to 2011))
 - LGBTQI
 - Racial
 - Religious
 - Increase in donations to LVC
 - Amount of donations
 - Number of donors
 - Diversity of donors
 - Alumni
 - Friends and Family of volunteers and alumni
 - Churches/Church Members, foundations and grant making organizations
 - Board and staff members
 - Increase in participation of people in LVC's programs
 - Hospitality/Mentoring for Volunteers in Program
 - Host families
 - Community Mentors
 - Spirituality Guides etc
 - People involved with recruiting and admissions process
 - Increase in participants in fundraising events

Delimiters describe the bottom line conditions that we operate under, without exception:

1. LVC's commitment to JIC and spirituality will be integrated into all levels of the organization.
2. LVC provides staff with wages and benefits that allow for a sustainable career in the social justice movement.
3. Because of LVC's commitment to JIC, institutional policies and practices will be produced, examined, and evaluated using a racial equity approach that honors the multiplicity and intersection of identities (intersectionality).
4. LVC maintains a three month operating reserve at all times and will direct at least 50% of year-end unrestricted net income toward reserves until such a time as it achieves this goal.

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5. LVC highly values the opportunity to build relationships in person. Therefore, LVC will prioritize in-person meetings of the board and staff by allocating money in each annual budget for at least one in-person meeting.