

# 2023-2025 Strategic Plan Summary

## *Vision*

We envision a community where all people live free of violence and have safe and stable housing.

## *Mission*

Doorways creates pathways out of homelessness, domestic violence, and sexual assault leading to safe, stable, and empowered lives.

## *Values*

Equity

Empathy

Trauma-Informed Care

Collaboration

Empowerment

Integrity & Accountability

Respect

## *The Doorways Way*

Emergency Shelter

Supportive Housing

Community-Based Supportive Services

Community Engagement

Shelter and Housing-Based Supportive Services

## *Strategy*

### Pillars

### Goals

Year One (FY23):

Heal, Celebrate, and Sustain

Programs and Services

- Expand Reach and Impact of Prevention Services
- Strengthen Domestic and Sexual Violence (DV/SV) and Housing First Programs
- Build HomeStart Supportive Housing Client Base
- Evaluate Capacity to Expand DV/SV Services

Year Two (FY24):

Strengthen and Maintain

Workforce and Culture

- Strengthen Organizational Culture
- Attract, Develop, and Retain an Engaged Workforce
- Fuel High Performing Teams

Year Three (FY25):

Build and Grow

Training and Processes

- Emphasize Professional Development
- Improve Operational Resilience

Funding and Communications

- Solidify Financial Strength
- Elevate the Doorways Brand to Increase Visibility in the Community

Technology and Infrastructure

- Relocate Community-Based Programs, Revive Counseling Center, and Administrative Office
- Expand Safehousing Solutions
- Revitalize Technology to Enhance Mission Delivery