Northern Virginia Family Service will serve our community locally and inspire others nationally as the leading service provider for children and families in need. We will be a recognized thought leader by offering accessible solutions designed in partnership with our participants and other stakeholders.

Priority #1 / WHOLE PERSON, WHOLE COMMUNITY

Whole people contribute to and build whole communities. As a leader of high quality, responsive, and innovative human services, we will sustain and improve existing services and ideate, create, and evaluate fresh approaches to meet needs and ensure every person has the tools and resources essential to move from survival to a thriving future.

FIVE-YEAR GOALS

- **GROW THROUGH NEW OPPORTUNITIES AND PARTNERSHIPS**, including where there are gaps in services for underrepresented populations and communities.
- **PROVIDE ALL PARTICIPANTS ACCESS TO COMPREHENSIVE SERVICES** that address their individualized needs and complex trauma history.
- **MAINTAIN AND STRENGTHEN OUR ABILITY TO BE NIMBLE** in delivering existing and expanded services during a community crisis.

Priority #2 / FIRM FOUNDATION, FUTURE READY

In 2024, NVFS will achieve 100 years of service to the community. This milestone provides the opportunity for NVFS to clarify who we are, what we stand for, and where we are going. We will ensure our programs and operations are sustainable and resourced. We will grow our assets, diversify our funding, and steward investments to remain a strong and nimble organization with the infrastructure and capacity to advance our mission and securely propel us towards the next centennial.

FIVE-YEAR GOALS

- **ADVANCE OUR INFRASTRUCTURE** to support strategic priorities.
- **EXECUTE A COMPREHENSIVE FUNDRAISING STRATEGY** to sustain and grow existing core service areas, provide a safety net during financial uncertainty, and propel growth for the next 100 years.
- **CULTIVATE OUR IDENTITY** and refresh our brand to build greater awareness.
- **CALL TO ACTION**: LAUNCH A CAPITAL CAMPAIGN to propel growth for the next 100 years.
- **CULTIVATE A COMPREHENSIVE BUSINESS DEVELOPMENT STRATEGY** to support innovation with the creation of new, unrestricted revenue sources.

Priority #3 / ALL TOGETHER

Remain a catalyst for positive change through our equity, diversity, and inclusion journey. We will continue to challenge ourselves and deconstruct frameworks of oppression by confronting our own biases and operationalizing our values, while building opportunities for learning, change, and accountability. We will integrate diverse perspectives and reflect inclusive and equitable behavior as we support and strengthen the Northern Virginia community.

FIVE-YEAR GOALS

- **BE AN ANTI-RACIST ORGANIZATION**: address the beliefs, practices, programs and processes that perpetuate inequity inside and outside of the organization.
- **SEEK AND VALUE THE PARTICIPANT’S VOICE**, and incorporate their feedback into all aspects of organizational development.
- **CREATE POSITIVE IMPACT ON THE CONDITIONS IN OUR COMMUNITY** and in the nonprofit human service field through advocacy and thought leadership.