

SHN VITO

<p>Core Values</p> <ul style="list-style-type: none"> • Know your job description and do it in a way that makes your supervisor's job easier • Work to be better at your job • Asks questions to improve your performance • Be motivated to learn on your own and from other staff <p>Values kids with intellectual disabilities</p> <ul style="list-style-type: none"> • Understands needs of children and families • Prioritizes children's health, safety, and well-being • Speaks up for the rights of children and families <p>Faith active</p> <ul style="list-style-type: none"> • Cause is to bring Glory to God through this work • Demonstrate a Christ-like faith by bearing the fruit of the Spirit, Gal. 5:22 • Love • Joy • Peace • Patience • Kindness • Goodness • Faithfulness • Gentleness • Self-control • Knowledgeable about scripture as it relates to disability • Shows hopefulness in their attitude and demeanor <p>SHN is in the front of your mind</p> <ul style="list-style-type: none"> • When you make a decision, you first think of how it will affect SHN • You do not put yourself, your pride, or your feelings before what will make the organization stronger • Understand SHN decisions are based on: <ul style="list-style-type: none"> • the people we serve • the people who carry out our work • those who support our work 	<p>Driven by Progress</p> <p>Future Date: 31 Jan 2024</p> <p>Revenue: \$800,000 USD (due to Covid this number is not even close)</p> <p>Profit: \$80,000 USD (due to Covid there is no profit)</p> <p>Measurables: 15 Community Partners (school, church or clinic that is disability inclusive) 600 successful family units What does it look like? - 5 Conferences Annually - Certified Continuing Education - 70+ training faculty (25-50) - Sustainable, quality-driven RC - 6 CCCs using 2-yr program - Fully functioning Accounting/HR staff departments (ECFA seal) - Locally generated revenue of \$150,000 - 50 RPRS - Fundraising Team (annual event, 50 Ambassadors, 2 RPRS) - Community Team (6 including 1 manager) - Clear departmental budgets - 15 Sponsorship program</p>	<p>3-YEAR PICTURE™</p>
<p>CORE FOCUS™</p>	<p>Purpose: Bring glory to God by creating a world where kids are valued</p> <p>Our Niche: Impacting communities by improving lives of kids with intellectual disabilities</p>	
<p>10-YEAR TARGET™</p>	<p>January 2029 7 Communities with 20 disability inclusive partners each, with a focus on churches, schools, and clinics</p>	
<p>MARKETING STRATEGY</p>	<p>Target Market "The List" Missions Coordinators from U.S. churches, churches with special needs ministries and the families being served, U.S. businesses, teachers and therapists in churches, U.S. Board Members, family members of children/people with ID, young professionals, professionals in fields of Special Education, OT, PT, ST, ET, individuals connected with special needs schools in other countries, U.S. special education students and graduates, friends and family of our largest and longest donors, U.S. businesses that have a presence in Zambia, Disability Grants, Vulnerable Population Grants, Parents Training Grants, Equal Education Grants</p> <p>Our Message: We provide excellent resources and support to parents of children with intellectual disabilities who receive limited provision from the Zambian government.</p> <p>Three Uniques: Teaching Advocacy Hopeful Growth Believe children with disabilities are created in God's image</p> <p>Proven Process:</p> <p>Promise: We promise to help each parent understand their child to care for and advocate for them better</p>	

1-YEAR PLAN	ROCKS	ISSUES LIST
<p>Future Date: 30 January 2022</p> <p>Revenue: \$600,000 (due to Covid shutdowns, not going to happen)</p> <p>Profit: break even</p> <p>Measurables: 5 disability partners and 380 successful family units</p>	<p>Future Date: 30 January 2022</p> <p>Revenue: \$150,000</p> <p>Profit: \$0</p> <p>Measurables: 5 CCCs on the 2 yr program</p>	
<p>Goals for this year:</p>	<p>Goals for this quarter:</p>	
<p>Theme: Stability - RC programs return with 40 students - Fully functioning Finance/HR departments - 325 CCC kids seen weekly - Define and Implement our Funding Model (Where we get funds, how we get funds, who gets funds, where the funds go, create our target market to hand off to future fundraisers, marketing strategy to support funding model (includes sponsorship/events), know our budgets/how much we can spend) - Setting up community outreach to reach 5 disability partners (schools/churches/clinics) and 70 disability advocates</p>	<p>1. Staff Orientation and Training 2. Contracts 3. Fundraising in Zambia 4. 2022 Budget</p>	

Personal Rocks: Building Trust with Staff, Accountability Chart # Understanding and Performance Evaluations set for 2022


