

Northwest Family Services Strategic Direction 2018-2020

Northwest Family Services

Northwest Family Services supports family stability, child well-being, and victims of crime by focusing on the social determinants of health. Since 1983, our mission has supported individual success, family stability, and child well-being to reduce poverty through health, education, employment, and social justice.

1. **What we do:** Reduce poverty and personal/community trauma by focusing on the social determinants of health such as
 - a. Access to physical and behavioral health, economic and family stability, successful education, safety, and cultural and social connections.
 - b. Integrate equity, diversity and inclusion as core values that are integrated into volunteers, hiring, and service delivery.
 - c. Continuously enhance sustainable practices whenever possible.

2. **Funding our services:** Stable and sustainable
 - a. Collaborate with community partners, including the business community, to expand our ability to efficiently and effectively serve the community.
 - b. Expand and deepen NWFS' regional presence (e.g., Clackamas, Multnomah, Washington, Marion, Polk, and Yamhill).
 - c. Strengthen management of data and security so that relevant information is available for reports, grants, and cross-sector partnerships.
 - d. Increase unrestricted funds allowing NWFS to bridge funding gaps and to ensure 10-12% administrative support for program staff.
 - e. Communicate our work, stories, needs, and successes (e.g., print, video, social media) including the return on investment.

3. **Build work culture:** Strong, stable, competent workforce
 - a. Have a welcoming and supportive internal culture that is compatible with our mission and resources.
 - b. Provide cross-training, leadership opportunities, and wage, salary, and benefit opportunities that are comparable to similar non-profits in the area.
 - c. Integrate equity, diversity and inclusion as core values that are integrated into volunteers, hiring, and service delivery.