



## Programs and Services

Develop and affirm programs and services to advance MayBell's vision and mission

*A well-defined program model will contribute to MayBell's success and address the needs of participants and the community they serve*

### Desired Impact

MayBell distinguishes itself through a community-driven approach that prioritizes meaningful relationships, sustainable program design, and culturally responsive services. MayBell seeks to create a foundation where individuals and communities can thrive, become self-sufficient, and contribute to the community.

#### Initiative 1: Program Development

Develop and maintain evidence-based, impact-driven programs that align with community needs and best practices

#### Initiative 2: Program Review

Implement a comprehensive program review process to determine the relevance, impact, and sustainability of programs offered by MayBell

#### Initiative 3: Advocacy & Public Engagement

Raise the profile of MayBell and its programs through advocacy efforts

## Governance

Develop and strengthen effective non-profit governance structures and processes

*An effective governance framework (articles, bylaws, board policies, and terms of reference) consistent with its values, creates a strong foundation for the achievement of Maybell's mission*

### Desired Impact

The Board operates with strong governance principles, ensuring legal and fiduciary compliance while strategically advancing MayBell's mission.

### **Initiative 1: Strengthen Governance Framework**

Enhance MayBell's functionality and stability through strong governance policies in alignment with best practices in non-profit governance

### **Initiative 2: Board Development & Succession Planning**

Ensure smooth board transitions and robust succession planning processes are in place

## **Management and Administration**

Strengthen and expand management (human resource) and administrative functions within MayBell

*Strengthening and expanding the human resource structure and administrative systems will improve the delivery of programs and services offered to participants*

*Streamlining current and generating new administrative policies and procedures professionalizes these practices and ensures alignment with MayBell's mission and values*

### **Desired Impact**

A dynamic workforce with the capacity and agility to navigate evolving organizational and programmatic needs.

### **Initiative 1: Reassess Administrative & Financial Systems**

Implement systems and processes that enhance efficiency, accountability and service delivery

### **Initiative 2: Staff Development & Retention for Growth**

Maintain an innovative and progressive approach toward human resource capacity for strategic growth

### **Initiative 3: Develop Role-Based Succession Plans**

The maintenance of proactive succession planning minimizes risk to MayBell, the programs and services it delivers, and the people it serves

# Business and Finances

Create an innovative, risk-informed business planning framework

*A progressive and solid business plan and corresponding practices, including financial stewardship, provide stability for MayBell to enhance program and service delivery*

## Desired Impact

MayBell maintains financial integrity and sustainability, earning trust from funders, stakeholders, and community partners.

### Initiative 1: Manage & Mitigate Organizational Risk

Develop a comprehensive risk management framework that ensures organizational stability

### Initiative 2: Ensure Financial Stability, Sustainability & Transparency

Implement proactive financial forecasting and strategic budgeting to ensure long-term sustainability and adaptability to emerging opportunities

