



# 5 Year Strategic Plan

The Homeless Assistance Leadership Organization's plan for continued success over the coming five years. This plan follows HALO's mission to provide pathways to self-sufficiency for those experiencing homelessness in Racine County.

Objectives	Strategies
 <p><b>To focus 80% of supportive services on the root causes of homelessness</b></p>	<p>Secure funding for a peer specialist program with the help of NAMI</p> <p>Train HALO staff to become qualified to address mental health issues</p>
 <p><b>Strengthen internal organization for long term stability through staff hiring and training</b></p>	<p>Establish a HALO Staff performance appraisal system</p> <p>Establish a succession plan for all operations staff positions</p>
 <p><b>To develop affordable housing options throughout Racine County</b></p>	<p>Work on programs offered by Federal, State, County, City and Private organizations to provide affordable housing options</p>
 <p><b>To find alternative funding sources to support HALO's administrative and shelter operating budget</b></p>	<p>Find new sources for non-government grants</p> <p>Build donor base via corporate partnerships</p>
 <p><b>To increase community awareness of HALO and lead education on homelessness, poverty, addiction and hunger</b></p>	<p>Work to coordinate fundraising, mailing and outreach to the community, aiding in donor retention</p> <p>Be proactive in building communication between HALO and local community</p>
 <p><b>To build an increasingly effective staff, board and committee in the organization</b></p>	<p>Recruit new board and committee members</p> <p>Develop protocols for finance, fund development and human resources</p>
 <p><b>Develop the second floor to best support the HALO mission</b></p>	<p>Establish partnerships with interested local programs &amp; begin capital campaign</p>