

## PROJECT BACKGROUND:

6.25.23

In November 2022, The Children's Trust of Alachua County (the Trust) contracted with Seek Higher Ground to complete a strategic planning process that was already underway. Nikki Martin-Bynum and Vashti Rutledge facilitated the process for six months and offer the following recommendations to support the ongoing work of the Trust.

## RECOMMENDATIONS:

### Community Engagement

- Messaging progress on the plan to partners, at minimum annually
- Create space and access for parents to provide feedback on plan progress
- Integrate Participatory Grantmaking practices into your grantmaking process

### Convening

Define its role as a “Convenor” - when will CTAC lead versus participate. To align with the plan’s commitment to participate strategically with system partners and community members for each goal, CTAC will need to review current staff capacity and possibly make adjustments.

### Capacity Building

- Intentionally resourcing BIPOC-led organizations
- Intentionally resourcing grassroots and small organizations
- Investing in additional capacity building

### Organizational Values

- Using the Guiding Principles, create Organization Values that uplift the commitment to just and equitable grantmaking. These can also serve to communicate to the public, who the Trust is, since it was noted the current Guiding Principles are difficult for some to understand.

## Action Items

### Implementation Steps:

- Breakdown the high-level plan into action items and work plans
  - Set Goals
  - Assign Champions & Staff Roles (assess staff capacity)
  - Set Checkpoints to review progress, reflect, and revise plan details as needed
  - Evaluate Outcomes

### Resource:

- [Living into Strategic Plan](#)

### Develop Communications Plan:

- Identify your target audiences for plan buy-in and education
- Draft Focus Area narratives that provide foundation for RFP materials
- Develop communications materials that succinctly share focus and goals

### Monitor Progress:

- Plan to complete at least annual review to assess plan progress, delays, and adjust as needed