



NCAI Fund Victim Services Micro-Grant Program Strategic Planning

DECEMBER 15, 2020



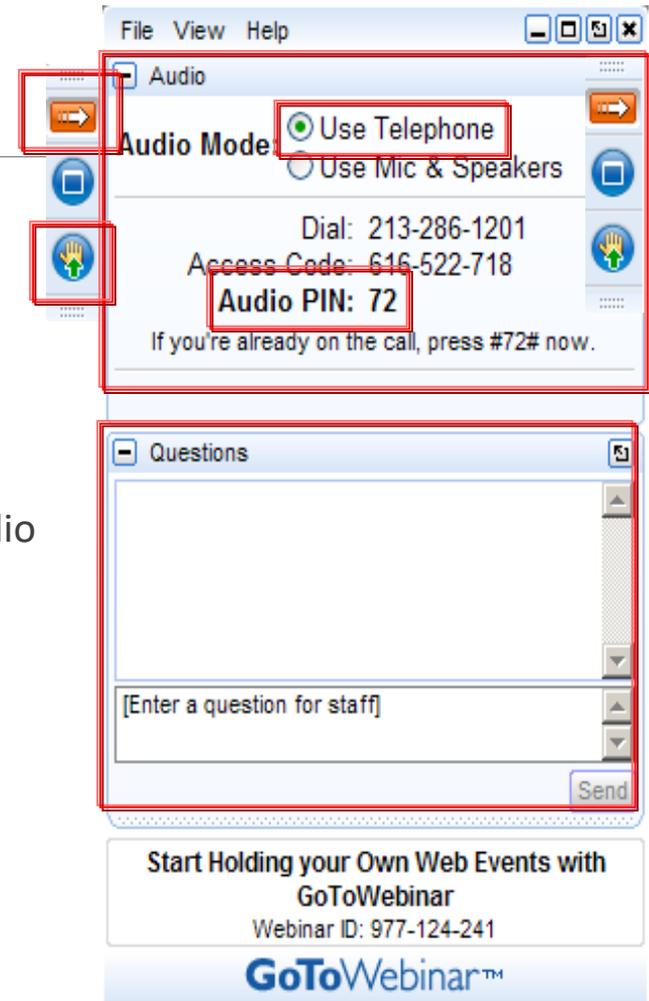
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Before we begin...

Here are some friendly housekeeping reminders:

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2. To minimize the control panel, use the orange arrow at the top left panel.
3. All attendees will be muted during the presentation.
4. Once you call into the meeting call line, enter your Audio PIN shown on your control panel.
 - i. In Audio: you can view, select, and test your audio.
5. Use the questions box on your panel to submit questions and responses via text.
6. During the discussion portion, please 'raise' your hand by clicking the hand icon to signal to be unmuted.
7. Everyone will receive an email with a link to a survey about today's session.
8. A recording of the webinar will be made available on www.tribalvictimservices.org.



Welcome and Opening

Review of Goals:

1. Provide an overview of strategic planning that includes examples of models and processes.
2. Highlight insights, suggestions and considerations for engaging in an Indigenous/cultural strategic planning process that is based on the subgrantee's respective Tribal/cultural worldview.

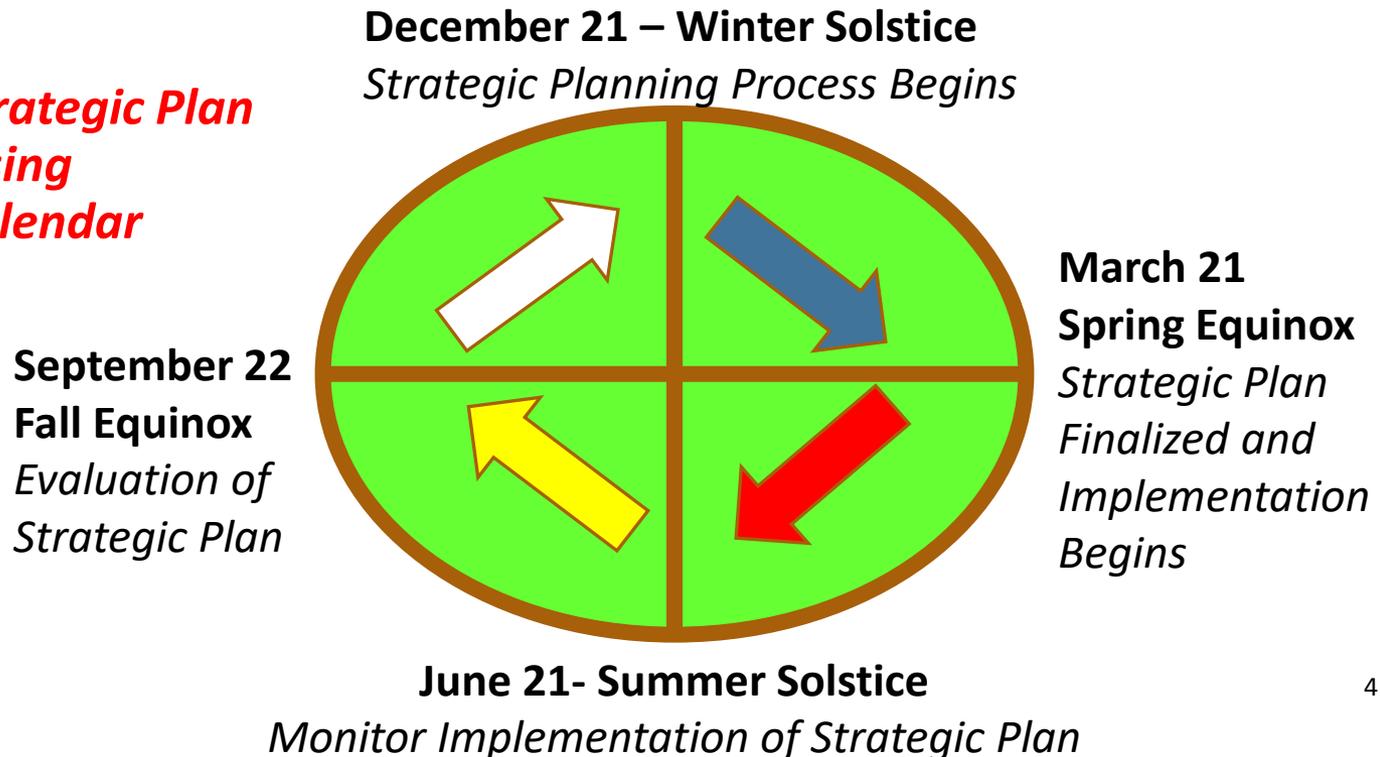
Panelists:

- Lonna Hunter, Tribal Victim Resource Specialist, Tribal Law & Policy Institute
- Tasha Fridia, Assistant Director, Tribal Youth Resource Center, Tribal Law & Policy Institute
- Ethleen Iron Cloud-Two Dogs, Senior Technical Assistance Specialist, Tribal Law & Policy Institute

Historical Strategic Planning

Historically, Indigenous/Tribal Nations used strategic planning processes that included honoring all of creation, sacred spaces/places, traditions and ceremonies. For example, Spiritual Calendars were followed that involved honoring the Star Nation as guides for planning hunts, moving the camp, and planning pregnancies.

Example Strategic Plan Timeline Using Spiritual Calendar



What is a historical example of strategic planning that your Tribal Nation has engaged in?

Feel free to type your response in the chat box.

Why have a Strategic Plan?

- Creates a roadmap for where we want to go and how we are going to get there
- Establishes goals which serves as guides for the project/program
- Informs decision-making
- Measures effectiveness of the strategies
- Engages the community, stakeholders, Tribal governments in addressing a specified need
- Keeps the project/program on track

Overview of Strategic Planning Process – One Example

Prepare - make offerings according to the respective Tribal/Indigenous worldview so that the process is spiritually/culturally grounded.

Assess - engage in a Strategic Planning Needs Assessment to determine how and where to start strategic planning

Create - develop the strategic plan

Implement - put the strategic plan into action

Communicate - ensure that communication is effective, timely and inclusive internally and externally

Evaluate - are the goals, strategies and activities in the strategic plan meeting the project's overall goal

Strategic Planning Process – Another Example

1. *Preparing to Plan* – who needs to be involved in strategic planning; what is the organization's level of readiness to engage in strategic planning; establish cultural foundation
2. *Environmental Scan* – engage community in strategic planning
3. *Develop the Vision Statement*– what are the values of the organization, where does it want to be in the future
4. *Develop the Mission statement* – what is the purpose of the organization, what does it do and for whom

Strategic Planning Process Another Example (Cont.'d)

5. *Determine the Goals, Objectives and Activities* – are they aligned with the Vision and Mission;
6. *SMARTen the Goals* – make sure they are **S**pecific, **M**easurable, **A**chievable, **R**ealistic and **T**ime-oriented
7. *Operationalize the Goals* – create Action Plans for each Goal
8. *Allocate Resources* - make sure there's enough people power, financial resources to implement the plan
9. *Monitor, Review, Evaluate, Assess, Reassess*

First Steps in Strategic Planning – Suggestions and Considerations

1. Engage in Cultural Strategic Planning (sample list provided)
2. Determine organizational readiness for strategic planning (see examples of tools)
3. Convene a Working Group with specific roles and responsibilities
4. Create a culture that supports strategic planning, e.g., provide training in strategic planning
5. Create a Partnership Network – establish Memorandums of Understanding (geared toward commitment to collaborate) or Memorandums of Agreement (geared toward commitment of resources)

Cultural Strategic Planning

1. Define the culture of the people
2. Define the culture of the organization – is it aligned with the culture of the people
3. Determine the cultural needs to address the issue/problem
4. Determine the cultural resources to respond to the needs
5. Identify and engage the cultural resource people that can help lay the cultural foundation of the organization and the strategic planning process
6. What are the cultural training needs of the organization, staff, partners, stakeholders
7. Discuss and determine how the participants in the program are viewed and related to – as clients, cases or *as relatives*

Suggested Elements of a Strategic Plan

1. Vision
2. Mission
3. Advisory/Guidance Committee Listing
4. Community Partnerships Listing
5. Needs/Strengths Assessment
6. **Logic Model (examples provided)**
7. Goals, Objectives, Strategies, Activities with Action Plans for Implementation
8. Data Collection Plan
9. **Evaluation Plan (example of overview provided)**
10. Communication Plan
11. Sustainability Plan

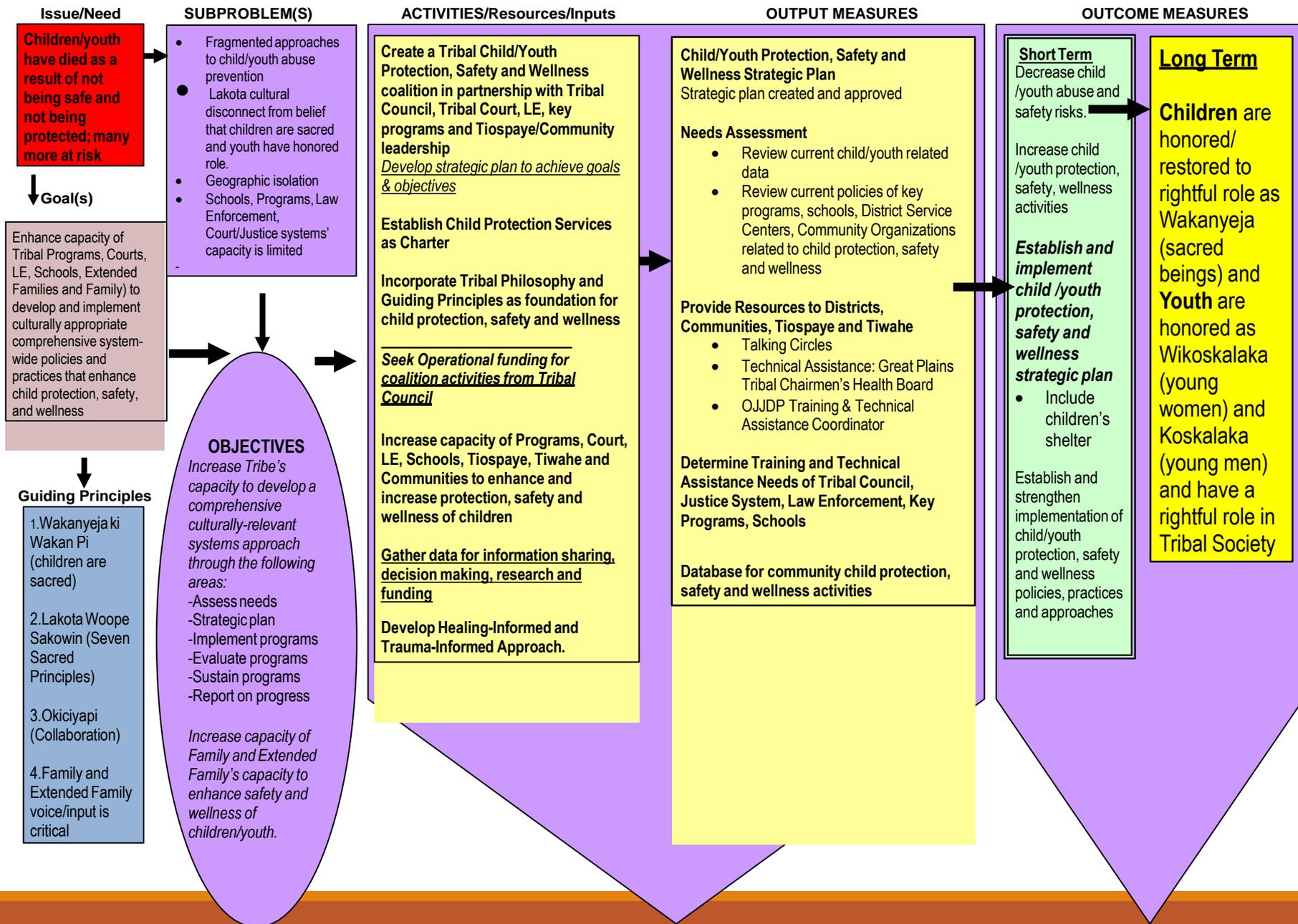
Overview – Logic Models

- a) Shows relationship among components of program
- b) Serves as a visual graphic of intent, strategies, and hoped for results of the program
- c) Is one of the major elements of an evaluation design
- d) Should evolve and be flexible
- e) Can be linear or circular/non-linear, culturally based

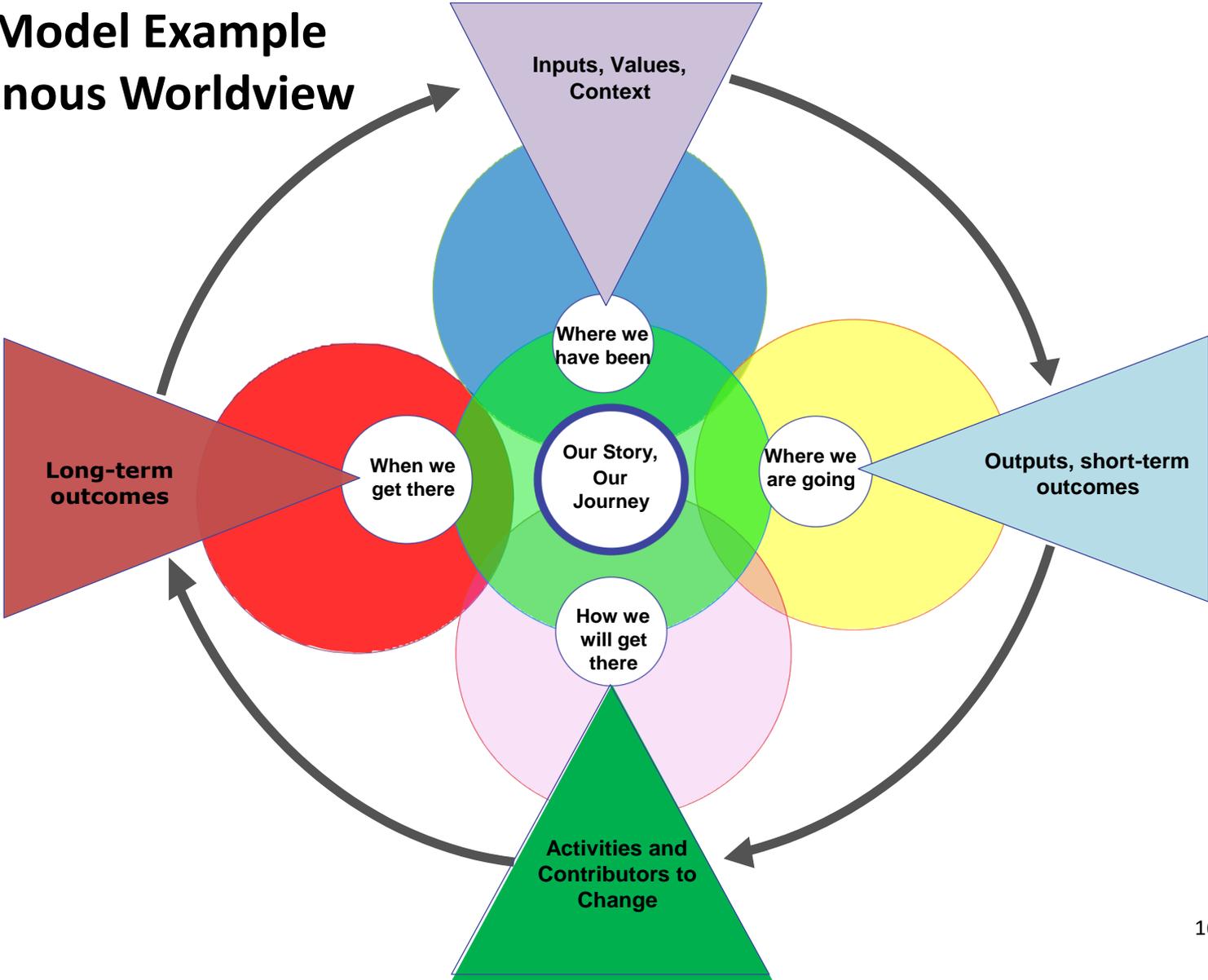
Strengths of Logic Models

- Graphic and visual – easy to read, digest
- Shows “logical” flow from problem to strategies and activities to results
- Based on input from key stakeholders
- Allows for Theoretical framework for the project

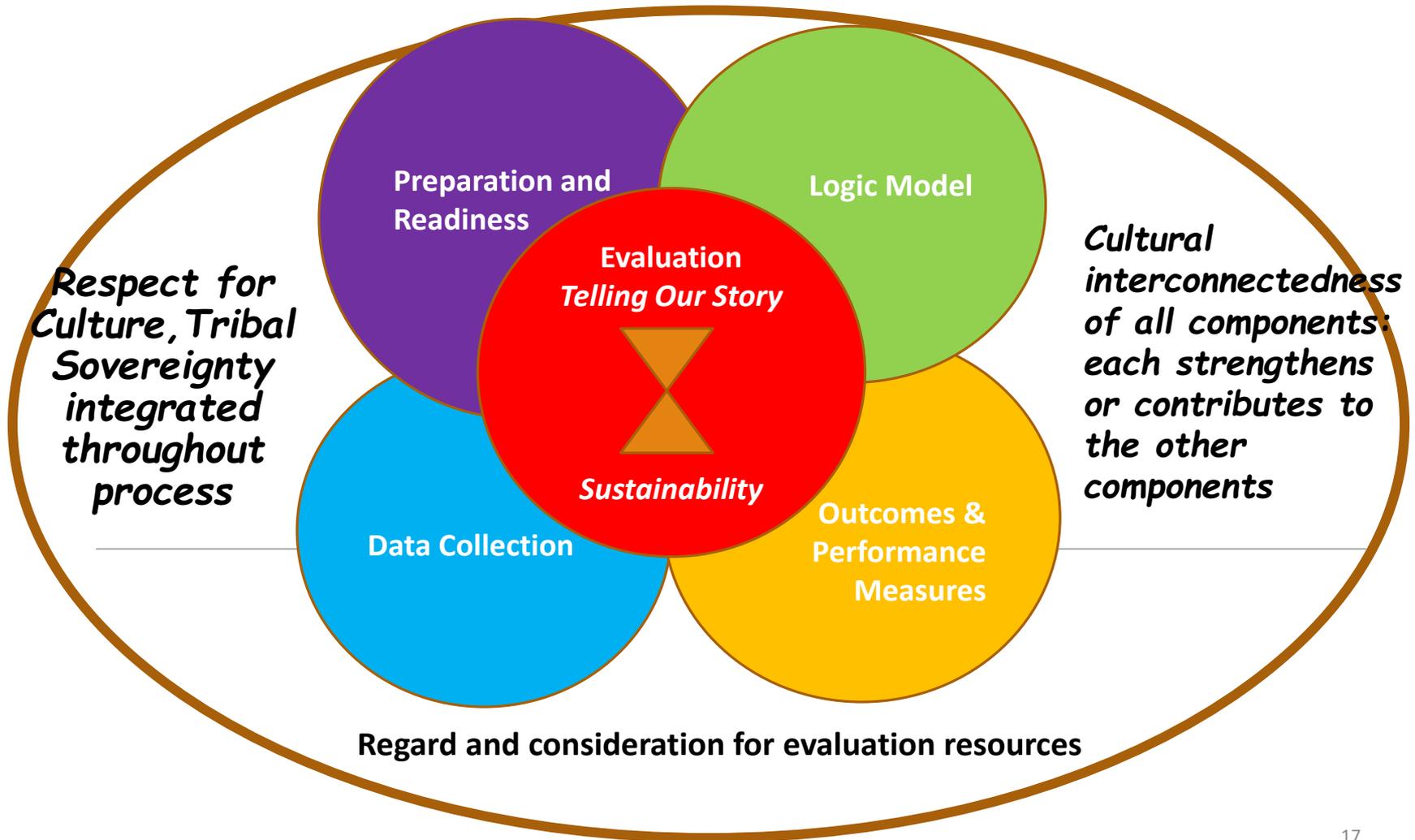
EXAMPLE: CHILD/YOUTH PROTECTION, SAFETY AND WELLNESS LOGIC MODEL



Logic Model Example Indigenous Worldview



TRIBAL YOUTH RESOURCE CENTER EVALUATION OVERVIEW - EXAMPLE



Summary

1. A strategic plan can be a roadmap, guide or blueprint of where your project/program or organization is going and how it will get there.
2. There are many strategic planning models and processes to choose from.
3. Cultural relevance and appropriateness is key to establishing the foundation for the strategic plan.
4. Strategic planning requires collaboration with internal and external partners/relatives.
5. Strategic planning is an ongoing process that includes monitoring, review, evaluation and when needed, revision of the strategic plan.

Questions?

1. Use the questions box on your control panel to submit questions and responses.
2. 'Raise' your hand by clicking the hand icon to signal to be unmuted.

Resources

1. Examples of Strategic Plans
 - a) [2015 Victim Survivors Plan](#)
 - b) [Domestic Violence Strategic Plan](#)
 - c) [LCS Strategic Plan](#)

2. [Strategic Planning Needs Assessment Questionnaire](#)
3. [Strategic Planning Pre-checklist](#)
4. [What can we do – Basic Steps in Strategic Planning](#)
5. [CCVS Strategic Planning Guide](#)
6. [Tribal Youth Resource Center Evaluation Resource Binder](#)

Closing,

Wopila Tanka
(Great
Appreciation)!

Tsu-theets

Gunal'cheesh,
Wopida Tanka,
Thank you



More resources available on our website



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www.Home.TLPI.org



Indigenous Pride:
How the Stonewall Riots helped bring Two Spirit & LGBTQ issues to the forefront.



The Tribal Law and Policy Institute stands in solidarity with our Black relatives and condemns the unlawful and violent actions of federal, state, and local law enforcement.

COVID-19 Resources



TLPI has launched an Indian Country resource page with links to information and resources concerning tribal, state and federal initiatives, best practices, and service provision strategies for the COVID-19 pandemic. Please check back periodically as this site is being updated regularly.

Tribal Law and Policy Institute Websites:



Contact Info

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