

Threshold Clubhouse Working Strategic Plan Vision, Goals, Strategies and Actions

As developed by Threshold Staff, Board and Members in March and April, 2008

Threshold Vision:

Threshold affirms the dignity and worth of all members by fostering an environment of acceptance, supportive relationships and access to resources. It provides the foundation from which new experiences and attainment of one's full potential can occur. Threshold strives to be an exemplary model for the community while promoting awareness of and appreciation for those among us living with mental illness in Durham County

Goal: (Member Services) To provide imaginative and creative member services, both existing and new, with a focus on new roles for people in the Clubhouse

Strategy: Activate Program Committee to include Board, Staff and Members

Action step What is it? How will it happen?	Who Is accountable? Who initiates?	When will this action step be initiated?	Resources: What do you need to make this happen?	Success measures: What will success look like?
1.) Pick a committee	All Present Tonight All – by volunteer Kim, Bill, Richard, Monica, Ashley	Tonight	Volunteers	Active Committee with Plan to Meet
2.) Set a date to meet. We recommend monthly	Program Committee CEO of Program Committee	Tonight On or before 5/19 at the latest	Input from Committee Members	Regular Meetings that generate ideas for members, board, and staff to consider

Goal: (Member Services) To provide imaginative and creative member services, both existing and new, with a focus on new roles for people in the clubhouse

Strategy: Prioritize issues and develop a plan for one or more needs and key areas by establishing a time and place to listen, brainstorm, and problem solve on a regular basis

Action step What is it? How will it happen?	Who Is accountable? Who initiates?	When will this action step be initiated?	Resources: What do you need to make this happen?	Success measures: What will success look like?
<p>Identify role of Program Committee</p> <p>Develop Liaison of PC with Members</p> <p>Use Suggestion Box (Suggestion Box, PC, and CC all flow through one another in a triangular relationship)</p>	<p>Ali & Board / Staff</p> <p>Ali initiates</p>	<p>June – 4th meeting of months</p>	<p>Time</p> <p>Clubhouse Culture Meeting – to listen, brainstorm, problem-solve</p>	<p>Committee meets bi-monthly for 6 months</p> <p>Monthly Clubhouse Culture discusses program issues</p>

Goal: (Financial Stability) Have an operations model that is flexible, proactive, and opportunistic

Strategy: Investigate other clubhouse diversification planning strategies

Strategy: Identify non-profit / analogous models with successful growth, complexity, replication, or diversification

Action step What is it? How will it happen?	Who Is accountable? Who initiates?	When will this action step be initiated?	Resources: What do you need to make this happen?	Success measures: What will success look like?
<p>Members, Staff, Board develop questions to ask of other clubhouses/mental health organizations</p> <p>People can e-mail ideas to one person</p> <p>Staff / Board will identify places to investigate – both clubhouses and mental health organizations & learn about their funding and other diversifications</p>	<p>Marya / Board / Brenda/ Erica</p>	<p>As soon as feasible</p>	<p>Web Research</p> <p>Phone Conversations with at least 6 organizations within 6-9 months</p>	<p>Implementation of one new “diversification” strategy within 1 year</p>

Goal: (Financial Stability) Develop clear short- and long-term financial plans and Goal: (Infrastructure) Establish a stronger infrastructure in order to support and enhance growth and integrity of Threshold

Strategy: Achieve CARF Accreditation: Cooperation and collaboration between staff, board, members, and stakeholders

Action step What is it? How will it happen?	Who Is accountable? Who initiates?	When will this action step be initiated?	Resources: What do you need to make this happen?	Success measures: What will success look like?
Develop a system to implement CARF standards Pass P & P	Staff Everyone is accountable Ali initiates	ASAP	Time Organizational skills Cooperation Collaboration Money	P & P in place by 6/1/08 Achieve CARF Accreditation (3 year) by 3/20/09

Goal: (Infrastructure) Establish a stronger infrastructure in order to support and enhance growth and integrity of Threshold

Strategy: Begin to brainstorm about how to better develop, recognize and promote staff (with funding to do it)

Action step What is it? How will it happen?	Who Is accountable? Who initiates?	When will this action step be initiated?	Resources: What do you need to make this happen?	Success measures: What will success look like?
1.) Look at Program / Member Needs for development Areas	Program Committee	6 months	ICCD, Self-Study, CARF	Staff Retention; Job Satisfaction; Promotional Opportunities
2.) Create Internal Professional Development Plan	Board of Directors?	12 months	Other Programs & their Staff Development	Staff Retention; Job Satisfaction; Promotional Opportunities
3.) Target staff development funds	Depends on #2	6-12 months	Budget	Use for these purposes
4.) Look for specialized training opportunities funded by others	Develop / BOD / Staff	6-12 months	State / Feds / County / Internet	Participation