

Our Mission Statement

The mission of Share is to lead the hungry and homeless to self-sufficiency by providing food, shelter, housing, education, advocacy and compassion through the strength of our community.

Our Vision Statement

Share envisions a community without hunger, where all people have safe and adequate housing and the skills to enhance their quality of life.

Strategic Focus – Fund Development

Share will raise funds to build capacity and sustainability while meeting the needs of the hungry, homeless and low income people in our community. Reliable sources of income will be developed to sustain the organization, volunteers will be recruited and managed to best serve Share, and a marketing, fundraising, and communication plan will address the long term viability of Share.

Specific Goal

Create and implement a strategic, comprehensive fundraising plan

Commit to outstanding donor recognition

Action Steps

Develop a comprehensive fundraising plan for the next five years to help focus Share's leaders and board directors, structure donor identification and stewardship strategies, expand the endowment fund, meet program strategies and eliminate non-essential activities.

Keep the website current and relevant

Implement a major donor program

Implement a planned giving program

Prepare an evaluation dashboard of each fund development activity for board review

Focus on donor cultivation and recognition committing to face to face meetings, phone calls and events to appreciate the donors

Maintain an easy to update website that is redesigned every three years

Ensure that Share's online giving process is easy to use and accessible across multiple platforms (computer, mobile phones, tablets, etc.)

Communicate the benefits for Share that result from thoughtful gift planning through the newsletter, brochure, advertisements and workshops

Research and submit applications to multiple grant sources, both private and governmental

Provide Raiser's Edge training to all development staff

Propose annually a board resolution to fund the endowment with excess operating funds

Strategic Focus – Human Resources

Share, in recognition of the value of our staff who professionally and compassionately fulfill the goals of our programs and meet the needs of our community, will strive to excel as an employer.

Specific Goal

Ensure adequate staffing and infrastructure to meet the strategic and operational goals of Share

Offer a benefit package that employees value and results in job satisfaction with low turnover.

Maintain a pay structure that at a minimum pays the median salary for each position

Maintain a year end salary adjustment policy to reward long term staff in financially strong years

Promote the achievement of work-life balance and wellness for Share employees

Action Steps

Obtain salary survey data to benchmark all positions every 18 months when released

Conduct an employee climate survey for job satisfaction and staff retention annually in January

Inform employees about the importance of education, awareness, self-care and behavioral change in improving wellness and productivity quarterly

Provide effective training opportunities annually - Program Directors prepare a training schedule prior to budget development

Review and evaluate job descriptions and staffing levels to ensure the most productive use of talent and staffing levels annually in February with any recommended changes in time for budget preparation

Collaborate with our insurance provider and community partners to deliver a broader range of wellness programs and services for improved physical and mental health – provide as available and provide a presentation at the June all staff meeting

Quarterly report to the board the client exit interview responses regarding quality of staff actions

Strategic Focus – Affordable Housing/Addressing Chronic Homelessness

Share will significantly reduce the number of homeless and chronically homeless in Clark County through development and implementation of a county wide affordable housing model.

Specific Goal

Identify with community stakeholders 180 additional affordable housing units for individuals and families and 60 units dedicated for chronically homeless.

- Collaborate with public and private land owners to place 45 additional families in affordable units each year for 4 years beginning in 2015.
- Lincoln Place successfully houses 30 of the most critical chronically homeless in our community by 2016.

Action Steps

Establish, or be an active partner in, a Stakeholder Housing Task Force consisting of public, private and non-profit organizations and individual private real estate owners

Identify obstacles to affordable housing and work with community partners to create more housing opportunities for people who are experiencing homelessness

Collaborate with private real estate investors to create market incentives for dedicated, long-term affordable housing units dispersed throughout the community

Evaluate initial outcome of Lincoln Place and explore development of up to 30 additional units for chronically homeless by 2019

Strategic Focus – Hunger Response

Share will provide nutritious, accessible food to people living in poverty.

Specific Goal

Enhance child nutrition during the school year by offering fresh food pantries at schools in which over 65% of the students qualify for free or reduced lunches

Increase by 50% fresh food pantries at schools where Share is already providing backpacks to children

Create a comprehensive mobile food service model during the summer to bring food to children who reside at low-income apartment buildings, choosing apartments nearby schools in which over 65% of the students qualify for free or reduced lunches

Add one new site per summer (as long as the need increases) for a total of 5 sites over the next 5 years

Focus on using the My Plate structure for providing nutritious meals and greatly reduce the number of desserts offered through the Hot Meals Program

Action Steps

Work with school districts to create pantry space and staffing in school Family Community Resource Centers. (Volunteer Department in collaboration with Assistant Director of the Hunger Response Program)

Work with other agencies to help increase the offering of fresh food for pantries and to support the mobile food service model for the summer program. (Volunteer Department in collaboration with Assistant Director of the Hunger Response Program)

Obtain a permanent Share vehicle that is feasible for transporting food to our pantries and clients (Finance Department in collaboration with Development)

Reach out to churches and organizations to obtain volunteers to prepare and distribute summer meals (Volunteer Department in collaboration with Assistant Director of the Hunger Response Program)

Provide training to select volunteers who would act as site monitors at meal sites (Volunteer Department in collaboration with Assistant Director of the Hunger Response Program)

Post the My Plate model at Share House and train staff and volunteers in the reasoning behind using this structure (Volunteer Department in collaboration with Food Coordinator and Share House Program Director)

Record a baseline in the first year of the use of fresh fruits and vegetables and increase over the following next four years a minimum of 5% per year

Share will offer reduced portion sizes for first servings in our Hot Meal Program (Food Coordinators)

A report will be provided to the board of directors on a quarterly basis identifying accomplishments and work in progress.