



EFAA Strategic Plan FY26-28

EFAA's Strategic Plan supports our vision mission and values and drives our operations



STRATEGIC GOAL #1

Reinforce the quality, efficacy, and sustainability of EFAA's safety net

Vision of Success: A Resilient and Responsive Safety Net

EFAA has just concluded a period of intense safety net expansion in response to a hundred-year pandemic and the resulting inflationary period which saw the number of people served by EFAA's safety net doubling over FY19-FY24. This has stretched EFAA's physical, financial and human resources and capacity. We expect that over the next three years, levels of need will remain high. To keep in place an effective safety net, Strategic Plan priorities will focus on quality, efficiency, adequacy, and targeting of EFAA resources to those with highest levels of need, while ensuring the sustainability of EFAA's safety net at these higher levels of community need.

- ***Focus Area 1.1: Evaluate and align access and eligibility guidelines to match resources and prioritize target groups across EFAA's safety net programs***
- ***Focus Area 1.2: Strengthen the effectiveness of the Basic Needs safety net by improving access, ensuring adequacy, enhancing responsiveness to participant needs, and building a more robust resource and referral system***
- ***Focus Area 1.3: Right-size infrastructure and resources of the Food Bank to meet service objectives and safety standards, collaborating among partner agencies***
- ***Focus Area 1.4: Improve food sourcing for the Food Bank to meet the quality, cultural preferences and dietary needs expressed by participants***

STRATEGIC GOAL #2:

Strengthen family resilience and economic well-being for longer-term impact

Vision of Success: Thriving Families Build Strong Foundations for the Future

EFAA's more intensive programs seek to build the basis for lasting stability and economic well-being beyond immediate crisis stabilization. Some of this programming had been put on hold in favor of crisis response during COVID. Over the next three years, EFAA will seek to rebalance and rebuild this longer-term impact programming focusing on family strengthening, housing stability and economic resilience. These programs reinforce EFAA's family development pathways as a Family Resource Center.

- ***Focus Area 2.1: Maximize the effectiveness of EFAA's housing program by evaluating and adjusting the allocation of units, length of stay, eligibility criteria, impacts of revised housing laws, and program performance metrics***
- ***Focus Area 2.2: Strengthen family development pathways programming in housing, leveraging community partnerships to heighten impact and ensure relevance to the evolving population profile EFAA serves***
- ***Focus Area 2.3: Promote long-term improvements in family well-being through the continued successful implementation of family development pathways programming in Basic Needs (Housing Stabilization Program, Prevention Program and Keep Families Housed)***
- ***Focus Area 2.4: Based on a clearer Children, Youth and Family (CYF) strategy, build out CYF programming based on the five protective factors for strengthening families, first in housing and then more broadly to EFAA families***
- ***Focus Area 2.5: Improve employment opportunities and increase incomes, through goal setting, resourcing, and referrals, first in Housing and then to other families in Basic Needs's family development pathways programming***
- ***Focus Area 2.6: Support lower-income Boulder County residents to build financial knowledge and skills to promote economic resilience***
- ***Focus Area 2.7: Bring together stakeholders (public, private, and non-profit) to better collaborate and build alliances in Boulder County around economic empowerment***

STRATEGIC GOAL #3

Build awareness and engagement around EFAA and issues affecting our participants to improve conditions in our community

Vision of Success: A Community Aware and Engaged for Improving the Lives of EFAA Participants

EFAA has deep roots and is a trusted source in our community. EFAA seeks to directly engage community members as ambassadors, volunteers, donors, participants and partners. Investing in this network of relationships helps raise awareness of issues and builds the case for EFAA's critical role in our community. Increasingly, EFAA leverages its position to inform and move local policy and legislative issues of relevance to EFAA participants. At the heart of this awareness raising and improving conditions must be the voice and lived experience of EFAA participants. Through this vision, EFAA will not just be an organization providing services but will contribute to creating a future where the entire community thrives.

- ***Focus Area 3.1: Build public awareness of EFAA and issues in the community through targeted outreach and strategic partnerships***
- ***Focus Area 3.2: Focus EFAA's legislative and policy agenda to go deeper on key areas that have the greatest positive impact on our participants***
- ***Focus Area 3.3: Center participants and their experiences as drivers of EFAA's advocacy and communications efforts***

STRATEGIC GOAL #4

Invest in EFAA's organizational capacity to enhance agency impact and workplace experience

Vision of Success: A High-Impact Organization Powered by People

Achieving the objectives of this Strategic Plan relies on the ability of EFAA to manage resources and support the staff and volunteers that underpin everything EFAA does. This includes creating an equitable, inclusive and welcoming place for all. The strengthened capacity of the agency, combined with a deeply fulfilled workforce, will enable EFAA to deliver greater impact for families. EFAA seeks to stand as a model of excellence, both in the services it provides, in the way it empowers its workforce and in its standing as a Family Resource Center. Through strategic investments in organizational capacity, EFAA will grow further into a more agile, efficient, and innovative agency that maximizes its impact in the community. At the same time, EFAA will cultivate an inspiring workplace where staff feel valued, supported, and motivated to drive meaningful change. Together, staff and stakeholders will build an organization that embodies resilience, innovation, and a commitment to uplifting the community.

- ***Focus Area 4.1: Improve quality of EFAA following the Standards of Quality for Family Resource Centers***
- ***Focus Area 4.2: Enhance satisfaction and engagement of staff and volunteers, build leadership pathways, retain talent, clarify change management processes and foster long-term stability***
- ***Focus Area 4.3: Build formal structures and practices on diversity, equity and inclusion into key aspects of EFAA's operations, ensuring equitable access to EFAA services and work environment to create an inclusive culture at all levels***
- ***Focus Area 4.4: Leverage technologies including artificial intelligence (AI) and data analytics to strengthen cyber security, make data-informed decisions, improve efficiency, and evaluate programs***
- ***Focus Area 4.5: Provide adequate facility space to meet short-term needs, including selective expansion in programming and accessibility improvements, while balancing a longer-range plan for EFAA facilities***