

---

# Tu Casa, Inc.

---

## Mission Statement

To support healthy, violence-free lives and relationships for all children and adults in the San Luis Valley by:

- providing crisis intervention, shelter services, advocacy, and counseling for victims and survivors of domestic and sexual violence, and their non-offending family members/caregivers.
- empowering the community to affect sustainable social change through awareness building and prevention education.
- coordinating professional efforts to respond to interpersonal violence in a victim-centered manner.

## Vision

Empowering all children and adults to live healthy, violence-free lives.

## Core Values

The following values influence the organizational culture and the public image of Tu Casa as an effective community-based organization serving primary and secondary victims of domestic violence and sexual assault.

- Caring Attitude
- Responsiveness
- Respectfulness
- Individualized Support
- Diversity
- Integrity and Accountability
- Best Practices
- Partnerships
- Community Education
- Financial Sustainability

## **Organizational Goals (Ends)**

Crisis intervention, shelter services, advocacy, and counseling are provided for victims and survivors of domestic and sexual violence, and their non-offending family members/caregivers.

The SLV community is empowered to affect social change to reduce domestic and sexual violence through awareness building and prevention education.

Professional efforts to respond to interpersonal violence in the SLV are coordinated in a victim-centered manner.

## Board of Director Goals (Ends)

1. Tu Casa is fiscally responsible and sufficiently funded to meet its mission
2. Tu Casa has a clearly identified role for stakeholders, its board, partners, staff and clients
3. Tu Casa has appropriate and intentional policies, procedures, practices and organizational structure to support its mission
4. Tu Casa grows in honor of the organizational history (Sankofa)

1. Tu Casa is fiscally responsible and sufficiently funded to meet its mission

Objective	Action	Indication of success	Person Responsible	Date Due	Completed?
1.1) Maintains current funding streams	Quarterly review of budget	Q1, Q2, Q3, Q4 Reviews	Executive Director	Dec. 31,2015	
	Ongoing Donor Cultivation	Maintain level of funding from year to year	Executive Director & Resource Development Assistant	Dec. 31,2015	
1.2) Diverse financial support	Analyze funding model	Pie chart of funding	Executive Director & Finance Committee	Dec. 31,2015	
	Increase diversity in funding	<ul style="list-style-type: none"> <li>• Increase number of potential individual donors through Point of Entry Events (POE) (2 per month beginning in April 2015)</li> <li>• Add 2 new funding sources (private or government)</li> </ul>	Executive Director & Resource Development Assistant	Dec. 31,2015	

2. Tu Casa has a clearly identified role for stakeholders, its board, partners, staff and clients

Objective	Action	Indication of success	Person Responsible	Date Due	Completed?
2.1) Provide victims with voice	Survivor voice is used in programs and services	<ul style="list-style-type: none"> <li>• 2 survivor focus groups are held (April 2015)</li> <li>• Survivor Task Force or Advisory Board is created</li> </ul>	SLV Anti-Violence Task Force Coordinator & SART Coordinator	Dec. 31,2015	

<b>2.2)</b> E.D. is supported and empowered	Organizational ends are clearly communicated	E.D. is aware of board goals	President & Board	Mar. 30,2015	
	E.D. has the means to accomplish ends	Annual Strategic plan is completed/ approved	President	Mar. 30,2015	
<b>2.3)</b> Leverage Relationships	Key partnerships are clearly defined	Execution of Rural and CAC MOUs	Executive Director	February 28, 2015	Completed
	Tu Casa provides expert consultations and training for region & state	<ul style="list-style-type: none"> <li>• Staff provide 4 local trainings annually</li> <li>• Staff present at state-level conference</li> </ul>	Staff & Executive Director	Dec. 31, 2015	

### 3. Tu Casa has appropriate and intentional policies, procedures, practices and organizational

Objective	Action	Indication of success	Person Responsible	Date Due	Completed?
<b>3.1)</b> Assesses policies, procedures and practices on a regular basis	Annual review of Policies & Procedures	Appropriate changes have been made in P&P	Subcommittee of the Board of Directors	Dec. 31,2015	
	Org Chart reviewed	Appropriate Changes made	Executive Director	Dec. 31,2015	
<b>3.2)</b> Plans for transitions in leadership	Leader succession plan created	Board & ED are aware of the leadership succession plan	President & Executive Director	Jul. 30,2015	
	Board transition manuals	Reviewed and completed	President	Jul. 31,2015	
<b>3.3)</b> Communicates P&P in a clear and consistent manner	<ul style="list-style-type: none"> <li>• Create P&amp;P manuals</li> <li>• consistent training</li> </ul>	P&P manuals are available and used in training	Program Director	Jul. 31,2015	

4. Tu Casa measures its growth in celebration of the organizational history (Sankofa)

Objective	Action	Indication of success	Person Responsible	Date Due	Completed?
4.1) The story of Tu Casa is widely known	BOD members know the story of Tu Casa	All BOD members able to recite story  All BOD members able to educate community on prevention and social change efforts	Board of Directors	Jun. 30,2015	
	BOD members share the story of Tu Casa	<ul style="list-style-type: none"> <li>All BOD participate a minimum of 1 time annually in a POE Event</li> <li>All BOD invite a minimum of 4 people to a POE event during the year</li> </ul>	Board of Directors	Dec. 31,2015	
4.2) Commemorates Organizational History	A comprehensive history of Tu Casa is created	Digital and Print copies available	Board of Directors & Executive Director	Jul. 30,2015	
	Award outstanding persons	<ul style="list-style-type: none"> <li>John and Margaret Biles Award given annually</li> <li>Champion of Children Award given annually</li> </ul>	Executive Director	Dec. 31,2015	
4.3) Grows programs and services according to community needs	Rubric created to weigh new programs with need	Future growth rubric used to weigh need	Executive Director	Sep. 30,2015	

## Board of Director Goals (Ends)

1. Tu Casa is fiscally responsible and sufficiently funded to meet its mission
  - a. Maintains current funding streams
  - b. Diversifies financial support to meet changing financial needs
2. Tu Casa has a clearly identified role for stakeholders, its board, partners, staff and clients
  - a. Provides opportunities for victims in the delivery of services (victim voice)
  - b. Empowers and supports the work of the Executive Director in meeting ends
  - c. Leverages relationships with key constituents to maximize impact
  - d. Values diversity in experiences and perspectives
3. Tu Casa has appropriate and intentional policies, procedures, practices and organizational structure to support its mission
  - a. Assesses policies, procedures and practices on a regular basis
  - b. Plans for transitions in leadership
  - c. Communicates policies, procedures and practices in a clear and consistent manner
4. Tu Casa measures its growth in celebration of the organizational history (Sankofa)
  - a. Tells the story of Tu Casa widely
  - b. Commemorates organizational history
  - c. Grows programs and services according to community needs