



OUR MISSION

Our mission is to promote the dignity of God-given life by providing a nurturing home environment, support services, and independent living skills to pregnant and parenting mothers of all faiths and their children.

Strategic Plan

2022-2024

Introduction

In early 2022, with the capital campaign behind us and the renovations of what would be our new home (funded by that campaign) complete, we reassessed the organization's goals. We established a strategic plan to support expanded operations and enhance our programs. It will take the combined effort of the Malta House Board of Directors, staff, and volunteers over the next 2 years to achieve our goals.

Strategic Goals and Objectives

Goal #1 By June 30, 2024, increase annual revenue from fundraising activities by \$500,000 to cover increased operating costs of our new home.

Objectives:

- Develop and implement strategies to identify new donors (individuals, foundations, and organizations).
- Explore new sources of state, local, and federal funding.
- Explore new corporate funding sources.
- Review, refine, and implement strategies to increase revenue from and maintain our current donor base.
- Develop benchmarks for each revenue source and plans to reach those benchmarks.
- Consider holding smaller-scale fundraising events.
- Develop "planned giving" strategies (e.g., estates, bequests) and an implementation plan.

Goal #2 Establish a staff structure that supports optimal, efficient operations, and ensure our compensation, benefits, and training programs are geared toward attracting, developing, and retaining staff.

Objectives:

- Define the ideal staff structure for Malta House and propose a realistic implementation plan to work toward achieving that structure.
- Assess compensation/benefits and recommend improvements aligned with non-profit best practices.
- Set training and development goals for each staff member and find programs to meet those goals.
- Institute a formal performance management program that recognizes and rewards performance.

Goal #3 Establish procedures to achieve leadership continuity for the Board of Directors and Malta House staff.

Objectives:

- Develop a succession planning process for Board officers and committee chairs.
- Ensure that needed diversity of skills/experiences are present on the Board of Directors.
- Develop an "emergency succession plan" for critical staff.
- Develop a succession planning process for key staff.

Goal #4 Ensure that our programs operate in a manner that incorporates our mission and core values with current best practices and the highest standards of care.

Objectives:

- Reassess our Residential Program and document its goals, objectives, and expected standards of care.
- Review the goals and policies of our Nursery Program; explore steps necessary to obtain a childcare license.
- Review and clarify the purpose and goals of our Partnering Success Program; rename the program to better reflect those goals, and ensure that all aspects of the program are defined.
- Develop a plan to expand services provided through our Community Outreach Program in a cost-effective manner.

