



## STRATEGIC PLAN OVERVIEW

### Mission Statement

Compass House – A community rebuilding lives and hope through purposeful opportunities for adults living with mental illness.

### Values

- Empowerment
- Partnership
- Respect

### Vision

Compass House is a welcoming place, empowering adults living with mental illness to improve their quality of life. More than a program or social service, a clubhouse is above all a community of people who are working toward a common goal to get their lives back. Members are a part of a vibrant community where they are valued, wanted, needed and expected. We offer our members living with mental illness opportunities for employment, housing, education and socialization, so they can recover and fully participate as valued and respected members of society.

### Rights of Membership

- A right to a place to come
- A right to meaningful relationships
- A right to meaningful work
- A right to a place to return

### Goals

#### I. Program Development

1. Compass House will increase average daily attendance to 40% of active membership.
2. Members will be fully engaged in the work-ordered day as evidenced by participation in an average of at least three clubhouse activities per attendance day.
3. We will develop one new unit with enough members, staff and meaningful work to sustain a full and engaging work-ordered day.
4. An ever-increasing number of our members will live in safe and secure housing, as evidenced by a drop in homelessness (from 32%) among our membership.

#### II. Financial Stability

- We will develop, implement and maintain diverse activities supporting financial stability and development.

#### III. Capital Campaign

- We will successfully complete the Capital Campaign, raising \$1.5 million.

#### IV. Staffing

1. We will foster an environment to recruit and retain a full staff of consistent, reliable, and content employees secure in their positions to provide a sense of stability for our members.
2. We will foster a functional working team of self-directed, self-reliant, accountable experts.
3. We will build unit identity and pride. Staff will ensure that at each visit every member feels wanted, needed and engaged.

#### V. Board Development

- 100% of the board will fulfill their responsibilities, as described in their contract and personal trustee plan.
- We will develop a robust, effective, skilled, proactive board.
- The board will engage actively in fundraising.
- The board will be actively involved in community engagement.

#### VI. Community Engagement

- We will create and maintain at least 13 transitional employment placements as a result of employer partnerships.
- We will increase community partnerships by 30%.

#### VII. Clubhouse International Community

- We will be an active participant in the Clubhouse International community.

