

Table of Contents

01	Overview of Strategic Planning
02	Mission Statement
03	Outline of Goals by Year
04	Goal 1: Grief Support
05	Goal 2: Long Term Continuity Planning (Part I)
06	Goal 3: Fundraising during difficult times
07	Goal 4: Volunteers
08	Goal 5: Long Term Continuity Planning (Part II)
09	Goal 6: Expanding Community Awareness (Part I)
10	Goal 7: Assess Core Values
11	Goal 8: Expanding Services to Community
12	Goal 9: Long Term Continuity Planning (Part III)
13	Goal 10: Expanding Community Awareness (Part II)
14	Goal 11: Annual Events



Core Purpose

End of Life Care

Core Values

Join their journey

Meet needs

Reduce fears

Offer comfort

Vision

***An organization of neighbors helping each other finish life's journey
with dignity and compassion***

***To join the journey of those
facing life threatening
illness or loss, meeting
needs, reducing fears,
offering comfort.***

HOSPICE AND PALLIATIVE CARE OF KODIAK
MISSION STATEMENT

Goals by Year

Year One (2021)

- Goal 1: Grief Support
- Goal 2: Long Term Continuity Planning (Part I)
- Goal 3: Fundraising during difficult times

Year Two (2022)

- Goal 4: Volunteers
- Goal 5: Long Term Continuity Planning (Part II)
- Goal 6: Expanding Community Awareness (Part I)
- Goal 7: Assess Core Values

Year Three (2023)

- Goal 8: Expanding Services to Community
- Goal 9: Long Term Community Awareness (Part III)
- Goal 10: Expanding Community Awareness (Part II)
- Goal 11: Annual Events

Grief Support

ACTION ITEM 1:

Revise "Bereavement Coordinator" job description; Fill Volunteer Bereavement Coordinator position

ACTION ITEM 2:

Offer more for those who are experiencing grief: identify gaps in service and generate proposals for increased support

ACTION ITEM 3:

Collect data showing who uses Grief Share

TIMELINE:

Year One (2021)



Long Term Continuity Planning (Part I)

ACTION ITEM 1:

Staff Compensation

- Renew and/or create employment contracts
- Explore benefit options

ACTION ITEM 2:

Organization-Wide Continuity Planning

ACTION ITEM 3:

Succession Planning

- identify individuals who can step in to cover essential functions / training for this or develop a manual

ACTION ITEM 4:

Office Space

- Secure contract to use office space when the new PKIMC CEO is hired

TIMELINE:

Year One (2021)



Fundraising during difficult times

ACTION ITEM 1:

Identify and apply for two new recurring grants

ACTION ITEM 2:

Increase Society of a Thousand to 30 donors

TIMELINE:

Year One (2021)



Volunteers

ACTION ITEM 1:

Ensure ongoing recognition and support of existing volunteers

ACTION ITEM 2:

Identify skillsets required to serve our current and future/aspirational client base and recruit volunteers who embody/offer these and other skills and attributes

- Different languages (non-English speakers)
- Various skills such as hair stylist, massage, artist, etc.
- Two of the quarterly volunteer trainings will focus/include presentation on cultural attitudes towards death

TIMELINE:

Year Two (2022)



Long Term Continuity Planning (Part II)

ACTION ITEM 1:

Staff Compensation

- Ensure competitive salary (perform salary survey)

ACTION ITEM 2:

Continuity Planning Organization-Wide

- Leadership Development
- Cross-Training Volunteers/Board

TIMELINE:

Year Two (2022)



Expanding Community Awareness (Part I)

ACTION ITEM 1:

Website Update

- Share more photos of volunteers with their clients
- Share more facts regarding our services
- Increase resources and FAQ on website, etc.

TIMELINE:

Year Two (2022)



Assess Core Values

ACTION ITEM 1:

Update / clarify organizational values

TIMELINE:

Year Two (2022)



Expanding Services to the Community

ACTION ITEM 1:

Grow volunteer base to increase volunteers who are available to support each client

ACTION ITEM 2:

Exploration of Hospice House

- Collect data on need for this resource
- Explore possible collaboration with assisted living resources in our community

TIMELINE:

Year Three (2023)



Long Term Continuity Planning (Part III)

ACTION ITEM 1:

Board Development

- Delegating more responsibility to BOD members
- Providing more training to the BOD (including volunteer training)

TIMELINE:

Year Three (2023)



Expanding Community Awareness (Part II)

ACTION ITEM 1:

Help our community celebrate holidays that are pertinent to culture and hospice

ACTION ITEM 2:

Open Death Conversation series to draw the community in and normalize talking about death

- Ideas:
 - Coco by dance studio
 - Reader's theater
 - Empower yourself in your death
 - Have a plan and your choice already made

TIMELINE:

Year Three (2023)



Annual Events

ACTION ITEM 1:

Explore development of a third annual event development consideration

- Fundraising
- Community awareness

TIMELINE:

Year Three (2023)

