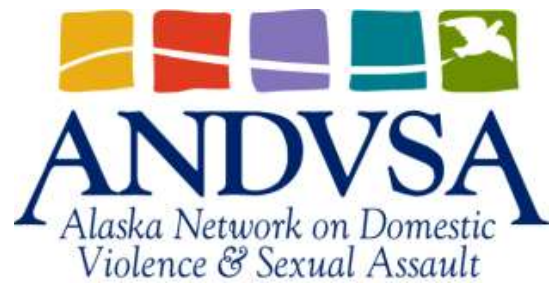


2010 -2011 Strategic Plan

Working in Alaska Communities for
Safety, Justice, Advocacy & Education,
and Violence Prevention





Our Collective Voice

On November 2 – November 4, 2009 the Alaska Network on Domestic Violence & Sexual Assault Board of Directors met to develop strategic plan goals for the next two years. As part of the process we reviewed the progress of our organization over the past three years, analyzed our strengths and weaknesses, and reaffirmed our vision and mission. This document synthesizes the Board’s strategic planning work with work completed by staff.

This document also reflects our collective work, hopes and dreams.

ANDVSA Vision

The Alaska Network on Domestic Violence and Sexual Assault promotes and sustains a collective movement to end violence and oppression through social change.

(Revised November, 2009)

Our Values and Principles

Collectively, we believe interpersonal violence is the use of force or threat to achieve and maintain control over others.

Collectively, we believe societal oppression is the abuse of power which systematically creates conditions that condone violent acts.

Collectively, we believe that the elimination of interpersonal and societal violence is most effectively advanced through: grass roots efforts of local-based programs; communities that hold abusers accountable; and networking and coalition building at the local, state, and national levels.

Collectively, we believe in individual self-determination, empowerment through support and education, and the right of all persons to live without fear of interpersonal violence regardless of race, gender, national origin, age, level of ability, religion or sexual orientation.

Our Mission

This corporation was formed for exclusively charitable, educational and scientific purposes.

The specific and primary purposes are:

1. To provide communication and linkage among programs and organizations whose primary focus is the elimination of domestic violence and sexual assault;
2. To promote and support cooperation among agencies and institutions committed to challenging and changing the conditions that allow violence to continue;
3. To expose the roots of domestic violence and sexual assault in the institutionalized discrimination against women, children and those who are viewed as having less power;
4. To assure that the voices, experiences and expressed views of survivors of sexual and physical violence are a guiding force in development and implementation of initiatives to end violence;
5. To support full autonomy to community based programs so that control and direction of services provided remains in the hands of persons being served;
6. To ensure that funding for programs, agencies and services is sought in a cooperative and non-competitive fashion; and
7. To support a more just, ethical and humane model of social service delivery.

Our Strengths

We succeed because we ...

- Have expertise and experience in programs and service delivery;
- Demonstrate respect for each other's experience and disagree in respectful ways;
- Are available whenever assistance is needed;
- Are a collective, dedicated group, that is inclusive of urban, rural and remote locations;
- Are proactive;
- Are committed to the work and are forward thinking;
- Are accessible and victim/survivor informed;
- Are unified;
- Are representative, providing all an equal voice;
- Maintain a sense of humor;
- Maintain a sense of sisterhood, brotherhood and family;
- Work together and are supportive.

Overarching Goals 2010-2011

- (1) In 2010-2011, the Network will play a greater role in sexual assault issues in Alaska.
- (2) The Network will adopt a sustainable fiscal plan by May 2010 that increases diversification of Network funding sources by 10 percent to better support programs that advocate for victims and prevent violence in Alaskan communities.
- (3) In 2010-2011 the Network will focus on ways to implement policy change in the criminal justice and other systems, to increase the safety, accessibility and accountability to victims of violence.
- (4) In 2010-2011 the Network will increase its role in civil and criminal justice systems and will work beside coalition members and provide resources and support to more effectively advocate for social justice.
- (5) In 2010 the Network will improve its communications and increase support for member programs' through the development of tools and resources.
- (6) By 2011, the Network will have provided training opportunities for Board members who may be unfamiliar with the roles and responsibilities of Board membership.
- (7) In 2010-2011 the Network will work to increase its impact on communities statewide through activism and leadership and will improve its role as an advocate for collective community action.
- (8) In 2010-2011 the Network will provide and support opportunities for member programs to build capacity and leadership skills to increase and strengthen the ability of member programs to amplify the voices of the people being served.

ANDVSA Strategic Plan Goals and Indicators

(1) In 2010-2011, the Network will play a greater role in sexual assault issues in Alaska.

(a) In 2010 the Network will complete an analysis of its historical role in the Sexual Assault movement and determine how member programs can maintain their leadership role.

(b) In 2010-2011 the Network's proactive strategies to Sexual Assault issues will increase to ensure the coalition continues to play a leadership role in the state and ensure survivors are guiding system change.

(c) In 2010-2011 the Network will increase its role as an advocate for survivors of Sexual Assault in policy, training, and prevention.

(2) The Network will adopt a sustainable fiscal plan by May 2010 that increases diversification of Network funding sources by 10 percent to better support programs that advocate for victims and prevent violence in Alaskan communities.

(3) In 2010-2011 the Network will focus on ways to implement policy change in the criminal justice and other systems, to increase the safety, accessibility and accountability to victims of violence.

(4) In 2010-2011 the Network will increase its role in civil and criminal justice systems and will work beside coalition members and provide resources and support to more effectively advocate for social justice.

(a) The Network will develop a Legal Advocacy Advisory Board by October 2010 to ensure the Network is comprehensively advised on various statewide legal issues.

(b) By 2011, the Network will increase the availability of civil legal assistance services by 10 percent to victims of domestic violence, sexual assault and stalking.

(5) In 2010 the Network will improve its communications and increase support for member programs through the development of tools and resources.

(a) In 2010 the Network will conduct a communications audit to inventory, solicit ideas for improvement and prepare an action plan to improve communications between the Network and member programs.

(b) In 2010-2011 the Network will provide training and technical assistance to help Member Programs to improve communications within their communities.

(c) In 2010-2011 the Network will prepare communications messages that better define and describe the scope and impact of domestic violence and sexual assault in Alaska.

(6) By 2011, the Network will have provided training opportunities for Board members who may be unfamiliar with the roles and responsibilities of Board membership.

(a) In 2010, the Board will establish an internal, ad hoc committee to make recommendations to the Board on how to strengthen Board governance, increase the effectiveness of Board oversight, and ensure a sustainable organizational staff structure.

(7) In 2010-2011 the Network will work to provide opportunities to increase member program's impact on communities statewide through activism and leadership and improve their role as advocates for collective community action.

(a) In 2010-2011 the Network will establish and maintain a leadership role concerning statewide prevention efforts by increasing member programs' capacities to implement prevention programming.

(b) By January 2011, the Network will strengthen coordinated training, policy, resources and partnerships to support statewide and local prevention efforts.

(c) In 2011 the Network will improve its ability to be a voice for member programs and a voice for victims while increasing its cooperation and collaboration with others involved in the issue.

(8) In 2010-2011 the Network will provide and support opportunities for member programs to build capacity and leadership skills to increase and strengthen the ability of member programs to amplify the voices of the people being served.

(a) In 2010 the Network will be an advocate for empowering people to take individual and collective community action within their communities to bring about change.

(b) In 2010, the Network will provide training and assistance to increase capacity within member programs to effectively access and affect the public policy process.

(c) By December 2011, the Network will develop clear public policy objectives that promote prevention efforts and address the needs of domestic violence, sexual assault and stalking victims.

(d) In 2010, the Network will leverage resources to foster system change and strengthen collaboration between local member programs and community allies through interdisciplinary training and mentoring partnerships designed to enhance best practices for serving victims of domestic violence, sexual assault and stalking.

(e) In 2011, the Network will increase statewide provision of telephonic, electronic and on-site interdisciplinary training and technical assistance for social, medical, legal and community service providers and people who work with persons who are underserved.

(f) By December 2011, the Network will complete development of Real Tools 3 Training materials with a focus on advocacy and support of women who have experienced multiple abuse issues including trauma from sexual assault/sexual abuse issues.

Accountability

We will ensure accomplishment of our goals and objectives by.....

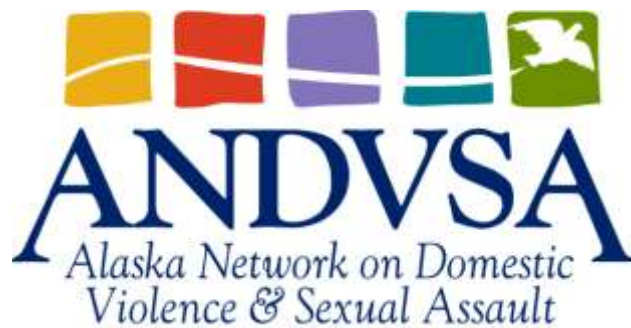
- Using these goals and indicators as the foundation of our work;
- Developing action plans within 90 days of final approval of the Strategic Plan by the Board for each of the key goals and indicators;
- Monitoring progress toward the goals at every Board meeting;
- Seeking feedback from our members and collaborators about our programs;
- Reporting to our members through our annual report.

Our Planning Process

Throughout the duration covered by our previous strategic planning process, it became evident that more specific goals and objectives were needed. The Board, Executive Director and Network staff were committed to a process that would allow for meaningful input from staff and board members and result in a new plan that would more fully reflect the Network's direction.

Two day-long sessions were held, one with staff and one with Board members, in which the Network's strengths and weaknesses, and threats and opportunities were identified. A comprehensive review of other coalition's strategic plans was undertaken and a consultant was hired to assist with facilitation of planning efforts. The plan was then presented in draft form to the Steering Committee of the Board and the entire Board for review and changes.

Throughout the next several months, Network staff will develop specific action plans and benchmarks for the plan elements to support active monitoring and accountability. The Board will monitor progress on each aspect of the plan throughout the next two years and provide its regular feedback on these initiatives.



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