



# STRATEGIC PLAN 2018-2023

## MISSION

HealthSpark Foundation invests in nonprofit organizations, networks, and coalitions promoting a more just and healthy community.

## VISION

We envision an equitable, connected, and thriving community.

## GUIDING PRINCIPLES

We, as an organization, and as individual board members, community members, and staff, commit to the following Guiding Principles:

- **Justice:** We recognize that the roots of inequity run deep in our society, and we strive to understand our own roles in sustaining structural inequity. Seeking justice is integral to our work through the Foundation as well as our interpersonal interactions.
- **Inclusivity:** We believe that the lasting solutions to our county's deepest problems lie within our community. We seek to co-create solutions with community partners through meaningful and authentic relationships.
- **Integrity:** We strive to be transparent, ethical, and accountable to the community and ourselves in all we do.
- **Professionalism:** We are fair, respectful, honest, and professional in our work and conduct.
- **Excellence:** We hold ourselves to the highest standards in achieving philanthropic excellence.

# STRATEGIC GOALS

## **GOAL 1** Serve as trusted, proficient stewards of the community's resources.

Strategies:

- Continue to assess and prioritize foundation goals in the context of current events and align philanthropic activities to best meet the evolving needs of the community.
- Ensure the continued and smooth operation of the foundation.
- Assure and maintain the financial health of the foundation, while also maximizing use of the foundation's assets to best achieve the foundation's goals.

## **GOAL 2** Provide thoughtful, engaged leadership by cultivating a culture of learning.

Strategies:

- Build a strong, active, and diverse organization and community of partners.
- Provide meaningful opportunities for learning through engaging experiences, and build relationships between foundation staff and board members, grantees, and community partners.
- Strive to expand and include the perspectives of others to inform our understanding of unmet community needs.

## **GOAL 3** Deepen trust, accountability, and impact in the community through innovative and best practice philanthropy.

Strategies:

- Create a culture of responsive, community-led philanthropy by routinely listening to community needs and adjusting foundation activities to best meet evolving needs.
- Promote and nurture trusting relationships, creativity, and transparency in all aspects of the grant application, award, and stewardship activities.
- Exhibit respect for community partners by quickly acknowledging and assessing new funding opportunities, and exhibit reasonable risk taking by exploring unique opportunities for partnering.
- Actively seek opportunities to deepen and broaden impact by leveraging all aspects of the foundation's philanthropic standing as a convener, researcher, facilitator, and advocate.