

Hope at Miracle House  
Strategic Plan Goals  
FY 2024-2025

I. Annual Fundraiser

- i. **Goal:** The annual fundraiser will continue to be developed with a focus on profitability, reasonable amount of volunteer effort, and creating a community annual event.
- ii. **Status: Ongoing with progress.** The goal is in process and will continue into FY 2025-2026. A first annual golf tournament was held in July of 2025 with great success. The annual fundraiser will continue be a part of the Strategic Plan ensuring a profitable and sustainable source of income.

II. Job Descriptions

- i. **Goal:** A recommendation for future employee needs will be developed based upon current needs and projections for the future. This will include the number of employees, job descriptions, and job titles.
- ii. **Status: Ongoing with progress.** The goal is in process and will continue into FY 2025-2026.

III. Update/modernize By-Laws

- i. **Goal:** The H@MH By-Laws will be updated to better reflect the work that is currently done at H@MH and to better reflect current nonprofit business practices.
- ii. **Status: Ongoing with progress.** The board enlisted the help of a retired board member to work on updating the By-Laws. The work will begin in December 2025 and will be completed in FY 2025-2026.

IV. Recruitment of board members

- i. **Goal:** A system for ongoing recruitment of new board members will be developed by creating a profile of talents of the current board. Using this profile, some perspective board members will be identified including how to reach out to them
- ii. **Status: Completed.** Several new board members have been added during the last few years. In addition, the process for board development has been added to the By-Laws and will include an annual review of term limits and members needed.