

Daily Work

Strategic Plan 2013–2015
Executive Summary



building a foundation for success

history

Daily Work was founded in 2000 by a collaboration of Twin Cities' congregations working together to assist unemployed or underemployed job seekers in finding and keeping living wage jobs. The vision for the new ministry was to utilize congregational volunteers to support, mentor and assist community members failing to make ends meet in low-paying jobs.

today

Daily Work is an independent, non-profit organization operating from two Lutheran churches – Christ on Capitol Hill in St. Paul and Christ the King in New Brighton. The people we serve are eager and willing to work, but for a variety of reasons, struggle to successfully secure living-wage employment or advance their employability on their own. We fill that gap by providing one-to-one, personalized coaching and mentoring to help them address their immediate needs and craft a plan to achieve permanent, living-wage work.

We welcome people of all faiths and backgrounds as volunteers or who need help finding work and achieving financial self-sufficiency. Daily Work continues to be primarily a volunteer-driven and staffed organization. In addition to volunteers, we provide internship opportunities for students who are completing fieldwork requirements as part of their college degrees.

strategic plan: 2013-2015 a foundation for success

The 2013–2015 Strategic Plan incorporates the best of what Daily Work has been along with everything we strive to be – a dynamic and effective resource for people who want to become self-sufficient. Key stakeholders, past and present, participated in a six-month planning process. What resulted is a blueprint for codifying and strengthening Daily Work's operations and programs, for better quantifying and demonstrating key outcomes, and for becoming a sustainable, responsive resource in our communities for years to come.

Throughout the planning process, we affirmed our commitment to serving people who desire long-term self-sufficiency. Our goal is to work collaboratively with job seekers, both to help them achieve their immediate employment needs and to chart a course to build skills and plan for employment that will enable them to achieve permanent, living-wage work for their lifetime.

Daily Work was founded on the belief that we are called to serve others and to share our personal gifts in meaningful ways. In answer to that call, we strive to make an immediate, direct, and lasting impact in the lives of the poor and struggling. In so doing, we create opportunities for volunteers to make consequential contributions in the lives of others. With that in mind, our strategy for long-term growth and sustainability is to build upon Daily Work's existing and potential relationships with church congregations to engage new individuals, communities, employer partners, volunteers, and contributors in accomplishing our mission.

We believe everyone has unique and meaningful gifts to share. Our vision is that empowered, self-sufficient individuals create strong communities. We strengthen all, by strengthening one. We invite you to join us in creating diverse, vibrant communities where all people who desire it can not only meet their basic needs, but who can thrive and be active participants in community and family life, benefitting all with their gifts and presence.

Mission

Daily Work's mission is to guide and to mentor job seekers who desire to be self-supporting by helping them prepare for, find and maintain work that enables them to sustain themselves and their families.

goals: 2013-2015

Operational Excellence

Achieve operational excellence and strengthen organizational credibility through rigorous governance, sound financial management, and relevant data collection and analysis.

1. Develop, document and deploy nonprofit governance and financial policies consistent with Charities Review Council Standards.
2. Develop, implement and monitor an outcomes management system to provide timely, informative data regarding Daily Work performance trends.
3. Regularly evaluate and reflect on ways to improve overall organizational excellence.

Effective Services

Improve the overall experience of and outcomes for job seekers.

1. Develop an effective system for service delivery, including ways of identifying and preparing job seekers for employment.
2. Establish a comprehensive volunteer recruitment and training program.
3. Cultivate and secure partnerships with potential employers in the faith-based, nonprofit and local business communities.
4. Provide a welcoming, respectful and effective work environment.

Financial Sustainability

Develop sustainable, long-term revenue streams that will allow for organizational growth and enhanced services.

1. Build productive relationships with key people and institutions including: current donors, new donors, faith-based organizations, foundations, and nonprofit and corporate partners.
2. Create and implement an organizational communications strategy that will engage and inspire key stakeholders.
3. Explore the feasibility and practicality of growing revenue and service by expanding the model currently in use at Daily Work's New Brighton location to other places.

vision Daily Work envisions people who support and who sustain themselves through work, and as a result, take active roles in the lives of their families and communities, benefitting all.

values

Dignity: We acknowledge and honor the fundamental value of all people. We pledge to create and to maintain an environment that respects diverse traditions, heritages, and experiences.

Person-centered: We respect each person's individuality. We are committed to providing personalized, comprehensive, and caring assistance to job seekers. We also wish to foster each person's unique strengths, interests, and dreams to help them achieve their goals.

Community: We believe in our collective strength. We bring people, businesses and community organizations together to act in partnership to provide resources, education, and mentorship to job seekers, build productive relationships, and transform lives and communities.

Trust: We are committed to mutual trust and accountability in all our relationships. We trust job seekers to be our partners and to be active participants in accomplishing their goals; and we can be trusted to act with care, understanding, honesty, and accountability in our stewardship of all resources and information entrusted to us.

Ministry of Service: Daily Work was founded on the belief that we are called to serve others and share our gifts in meaningful ways. We welcome people of all backgrounds and beliefs to join us in our common goal of building communities where all people can support and sustain themselves through work.

strategic planning process

Daily Work's 2013–2015 strategic planning process began in December 2012 and included: two visioning sessions, first with the Advisory Team for Christ the King and then with the Daily Work Board of Directors; a full day retreat with all board and committee members; and five working committee meetings. The final plan was presented to and approved by the Daily Work Board of Directors on June 6, 2013.

The process was intentional about encouraging and cultivating meaningful conversations with all stakeholders and about involving past and present Daily Work community members. Each participant helped us fully understand the strengths and challenges of our past and chart a realistic and inspiring vision for our future.

planning committee

Pastor Gary Dreier

Pastor, Christ on Capitol Hill

Jerry Dufeck

Pastoral Care Coordinator, Living Waters Lutheran Church; Board of Directors, Daily Work

Gary Floss

Marvin Windows and Doors, Director, Special Projects; Adjunct Professor, School of Engineering Graduate School, University of St. Thomas; Alumni Examiner, Malcolm Baldrige Performance Excellence Program Board of Examiners; Daily Work Advisory Team, Christ the King

Yemane Gadissa

Office Manager, Rift Valley Transportation; Job Seeker, Daily Work

Pastor Stephen Grove

Chaplain, Hennepin County Medical Center; Chaplain, St. Croix Hospice; Former Director, Daily Work

Julie Hoff

Executive Director, Daily Work

Elouise Johnson

Administrative Vice President, CMS Direct (retired); Chair, Daily Work Advisory Team, Christ the King

David Krahn

Research Scientist, Dupont/3M, retired; Board Chair, Daily Work

Ethan Williams

Program Assistant, Daily Work

Erika Thorne

Planning Process Facilitator, Training for Change

board of directors

David Krahn, Board Chair

Research Scientist, Dupont/3M, retired

Maryellen Skan, Secretary

Consultant, Safety and Health, retired

Richard Gehrman, Treasurer

Executive Director, Safe Passage for Children of Minnesota; HIT Consultant, Stratis Health

Jerry Dufeck

Pastoral Care Coordinator, Living Waters Lutheran Church

Howard "Hob" Weiss

Financial Advisor, Thrivent Financial for Lutherans

key staff

Julie Hoff

Executive Director, Daily Work

contact info

Main Office

Daily Work
105 University Ave. W.
St. Paul, MN 55103
Inside Christ on Capitol Hill
(651) 204-9343

New Brighton Office

Daily Work
1900 7th St. N.W.
New Brighton, MN 55112
Inside Christ the King Lutheran Church
(651) 204-1041

Fax: (651) 204-9343

Email: help@Daily-Work.org

Website: www.Daily-Work.org

Daily Work

Hands-on help for struggling job seekers