



AMIKIDS



2026-2028

STRATEGIC PLAN

AMIKids will be nationally recognized for delivering **consistent, high-quality, values-driven** programs that empower youth and families, strengthen communities, and expand opportunities through meaningful impact and strategic partnerships, **intentionally expanding its reach by 20%**.

Our vision is driven by consistent excellence and lasting impact through four strategic goals:

Mission-Aligned Growth:

Grow with Purpose

Expanding reach and impact through clear, community-focused models.

Expected Outcomes:

- 100% of new business and continuation decisions use a standardized mission-alignment evaluation tool
- 100% of programs implement the AMIKids Personal Growth Model™ with fidelity through ongoing process improvement

Talent Development:

Invest in People

Support talent development by building strong programs through staff growth, leadership, and engagement.

Expected Outcomes:

- Defined and centrally located career advancement pathways established for all major roles
- 10% increase in internal promotions
- 10% increase in team members' sense of belonging, as measured by the Employee Voice Survey

Service-Driven Excellence:

Do It Well, Do It Right, Do It Smart

Delivering efficient, high-quality services and consistent results organization-wide through data-informed, streamlined processes.

Expected Outcomes:

- 100% of Home Office departments achieve a satisfaction score of 4.0 or higher
- 100% of AMIKids programs achieve a quality score of 4.0 or higher
- All Home Office departments and programs identify and track efficiency measures for continuous improvement

Financial Resilience:

Secure Our Future

Building long-term financial strength through diverse funding, engaged boards, and responsible growth.

Expected Outcomes:

- 25% increase in board-generated contributions or donor referrals
- 100% board participation in annual fundraising across all programs
- 15% increase in total unrestricted revenue across AMIKids programs
- 10% reduction in operational costs through data-driven cost-saving measures

Together, we are building a stronger AMIKids—one that puts **Kids First** and creates lasting impact for youth, families, and communities.

amikids.org