



Ensuring the youth of our community are READY for the challenges of life through

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Resilience
Enrichment
Advocacy and
Developmental programs for
Youth in Hawai'i

Strategic Plan 2021-2023

Mission Statement:

The mission of Get Ready Hawai'i is to ensure the youth of our community are READY for the challenges of life through Resilience, Enrichment, Advocacy and Developmental programs for Youth.

Vision Statement:

The Board, Staff, and Volunteers of Get Ready Hawai'i envision a world in which children and youth are able to grow up healthy, happy and safe, READY for the challenges they will face in life due to proactive and positive program support which focuses on decreasing abuse, neglect, and at-risk behaviors while striving to build assets and protective factors for youth as well as the community.

Areas of Focus:

Get Ready Hawai'i's area of focus is based on the READY acronym of Resilience, Enrichment, Advocacy, and Developmental programs for Youth.

Resilience – Programming is designed and implemented in a manner which builds resilience in participants. Resilience focuses on assisting in the recovery from a traumatic experience, building positive self-worth in participants to be prepared for future adversity, and providing the skills necessary to face future adverse situation.

Enrichment – Programming is designed to build healthy relationships, personal skills, and self confidence through fun enrichment activities such as the arts, sports, STEM, culinary arts, and more.

Advocacy – Programming addresses inequities in our community and strives to build the skills in our youth to stand up for themselves through community activism, legislative process, and various other venues in order to provide for the needs of the low income, racial minorities, migrant, those with low English proficiency, and others who are under-represented in by traditional voices of advocacy.

Developmental Programs – Programming is designed to address specific developmental needs of youth through age appropriate curricula on topics such as financial management, independent living and life skills, comprehensive reproductive health education, community engagement, leadership, and more.



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Core Values:

1. We are READY for Equality
2. We are READY to believe in the needs, voices, and experiences of the children we serve
3. We are READY for accountability in ourselves as well as the youth we serve
4. We are READY to support one another in order to support the children and community we serve
5. We are READY for fun! Having it on the job, encouraging it in others, and ensuring it for the youth we serve.
6. We are READY for justice, whether for an individual, a group, or a community
7. We are READY to effectively communicate creative and proactive ideas
8. We are READY to stand up for ourselves, our families, our clients, and our community

Strategic Goals:

I. Get Ready Hawai'i will foster a culture of accountable, decisive and generative governance.

Strategies for this goal include:

- a. Ongoing shared governance meetings, including the Board of Directors, Executive Director, and Youth Leadership Alliance Advisory Committee.
- b. The Board of Directors, Executive Director, and all personnel will develop clearly defined outcomes using realistic benchmarks to mark progress.
- c. Get Ready Hawai'i will seek accreditation by the Council on Accreditation and/or similar accreditation body providing accreditation, oversight, and accountability.
- d. Upon the securing of facilities for the "North Kona Ready Center" and the "South Kona Ready Center", Get Ready Hawai'i will seek licensing by the State of Hawaii as a child care provider and seek licensing for key staff.
- e. Within the first half of each calendar year, the Board of Directors and the Executive Director will work together to conduct a Community Needs Assessment to evaluate the needs of the community and the ability of services to meet these needs. This assessment may include public surveys, review of public reports by the State, County, and Federal governments, open community forums, or other tools as determined by the Board of Directors and Executive Director.

II. Get Ready Hawai'i will be economically stable, developing the ability to weather an ever changing economic and political climate in both our local and national communities.

Strategies for this goal include:

- a. The Executive Director will continuously work to identify and solicit appropriate grant funding applicable to the Get Ready Hawai'i Mission Statement, programs, and program priorities.
- b. The Board of Directors will identify ways in which to broaden Get Ready Hawai'i's income portfolio, particularly in the establishment of annual "signature" fundraising events as well as striving to increase major gifts and estate donations.
- c. The Board of Directors will take the lead on ongoing fundraising efforts and strive to both support regular expenses as well as establish a reserve fund through fundraised income.



III. Get Ready Hawai'i will provide services that are beneficial to those served, enhance the community, and are responsive to the needs of the community.

Strategies to meet this goal include:

- a. In the development of new or adjusted programs and services, the following will be considered by the Executive Director, management team, and Board of Directors;
 1. Does the program fit within the values of Get Ready Hawai'i?
 2. Does the program meet the needs of the community?
 3. Is the program financially viable and sustainable?
 4. Will the program build the capacity of our community to meet the needs of those we serve?
- b. In furtherance of the goal of achieving accreditation, all programs will be evaluated using the Council on Accreditation standards.
- c. Get Ready Hawai'i will strategically recruit prospective employees and members of the Board of Directors who share the vision and values of our organization and have the skills necessary to deliver and support the programs and services of Get Ready Hawai'i.

IV. Get Ready Hawai'i will ensure that the public has a clear understanding of our mission and programs.

Strategies to meet this goal include:

- a. The Executive Director, under the advisement of the Board of Directors, will develop and implement a marketing plan to include consistent use of the Get Ready Hawai'i logo and colors in all program promotional materials, such as brochures, flyers, business cards, newsletters, and print advertising.
- b. The Board of Directors and the Executive Director will work together to establish consistent messaging throughout the Get Ready Hawai'i website and social media platforms.
- c. Within the first half of each calendar year, the Board of Directors and the Executive Director will work together to conduct a Community Needs Assessment to evaluate the needs of the community and the ability of services to meet these needs. This assessment may include public surveys, review of public reports by the State, County, and Federal governments, open community forums, or other tools as determined by the Board of Directors and Executive Director.
- d. The Board of Directors, Executive Director, and Personnel will work together with community partners and businesses to establish a presence at community events to share information and resources available through Get Ready Hawai'i.

Program Goals:

I. Establishment of community based "Ready Centers"

Get Ready Hawai'i will establish "Ready Centers" to serve community needs at the local level in various communities throughout West Hawai'i. These centers will serve as an office and "home base" for most programs and services, including daily youth programs, periodic group activities, programs and services offered by partner organizations, and one-on-one services such as case management.



Specific goals in establishing community based "Ready Centers" include:

1. By the end of 2021 securing funding and a facility for the North Kona Ready Center in the Kailua-Kona area of West Hawai'i. Initially this facility will aim to provide services to up to 20 youth at any given time, with services offered five days per week.
2. By the end of 2021 securing funding and a facility for the South Kona Ready Center which will be established somewhere between Kealahou and Hookena in South Kona. Initially this facility will aim to provide services to up to 20 youth at any given time, with services provided between 3 and 5 days per week based on funding.
3. By the end of 2023 securing funding and facilities for Ready Centers in Ocean View, Naalehu, Waikoloa, and the Kaloko/Kalaoa area of North Kona. These community Ready Centers will be smaller facilities, likely offering services to only up to 10 youth at any given time and providing services 3 to 5 days per week.

II. Establishment of Case Management Services

Direct one-on-one case management is one of the most effective tools for working with some of the highest priority clients. These services are particularly essential to any youth who has been the victim of a traumatic experience. Get Ready Hawai'i will establish Case Management services for these one-on-one needs, with each client completing an Individual Service Plan and working with their Case Manager to achieve the goals of the plan.

Specific goals in establishing Case Management services include:

1. By the end of 2021 securing funding to hire a lead Case Manager. Ideally this will be a full time position with an initial case load of 20 youth who will meet with the case manager for one hour each week.
2. By the end of 2022 securing funding to hire two additional part time case managers, each working 19 hours per week and with a case load of 10 youth each.
3. By the end of 2023 increasing all case managers to full time and adjusting case loads to 20 to 30 youth each, as longer-term clients will require slightly less one-on-one time, depending on the needs of the service plan.

III. Expansion of the Youth Leadership Alliance

The Youth Leadership Alliance is a unique program, combining youth leadership with not only self-governance of the YLA program, but also with overall organizational governance by creating a seat on the board for a youth member. As we transition to becoming Get Ready Hawai'i it is important to not only continue, but to expand this unique program for youth.

Specific goals in expanding the Youth Leadership Alliance include:

1. Continuing existing Youth Leadership Alliance activities, including participation in the Hawaii Children and Youth Summit with the Hawaii Keiki Caucus and Hawaii Youth Services Network each October.
2. Establish regular meetings of the YLA advisory committee both in person at our North and South Kona Ready Centers, as well as virtually through Zoom.
3. Establish core enrollment/membership of the YLA Advisory Committee of at least 9 youth, including one individual elected by group as "Youth Outreach Liaison" who will serve as the YLA representative on the Board of Directors.
4. By the end of 2022 have weekly meetings of the YLA at all Ready Center locations and establish monthly activities/events planned and implemented by the members of the YLA.