

Strategic Plan

2024 - 2027

Our Work Ahead

I am honored to share Foster Success's next strategic plan. This plan represents our commitment to hear, support, and empower every young person transitioning out of foster care. Our work continues to be collaborative, informed by those with lived experience in foster care, and grounded by our five Impact Areas - Educational Success, financial empowerment, Health & Well-Being, Workforce Readiness, and Youth Engagement.

With your support, over the next three years, we will work to meet the most immediate challenges for teens and young adults as they work toward their goals while also working to break down the barriers they may face and improve the systems that surround them.

We invite you to join us in our work to impact the lives of our older foster youth. Together, we will make a lasting impact and ensure that each person we connect with has the opportunity and support to build the future they dream of.



Maggie Stevens, Ed.D
President & CEO



Kate Hussey
Foster Success Board Chair



VISION

Every young person transitioning out of foster care has the resources and support they need to thrive.

MISSION

To hear, support, and empower teens and young adults transitioning out of foster care on their journey to self-sufficiency.

Foster Success prioritizes the voices of those with lived experience in the foster care system within each impact area and program. Our approach supports the whole person through five impact areas:



STRATEGIC FOCUS

As trusted experts in supporting young people transitioning out of foster care, Foster Success will realize this vision through a strategic focus on:

- Ensuring all Foster Success programs and operations are of the highest quality and impact, and
- Expanding the delivery of Foster Success programs and services outside of Indiana in communities with established needs, resources, and capacity.





TRANSFORMATIONAL PROGRAMS & POLICIES

Formalize processes for evaluating, measuring, and investing resources in transformational programs & policies informed by lived experience.

- **1.1** Engage participating young people more deeply in programming and policy efforts.
- **1.2** Pursue opportunities for program expansion through an intentional process to affirm need, resources, and capacity.
- **1.3** Continually assess and refine programs and services to ensure maximum impact.
- **1.4** Expand relationships with complementary organizations and advocates for foster youth.



SUSTAINABLE GROWTH

Safeguard sustainable growth through an organizational structure and diversified revenue stream that supports a national vision for supporting youth transitioning out of foster care.

- **2.1** Recruit, engage, and position a diverse board of directors to oversee sustainable fiscal and operational growth.
- **2.2** Establish a scalable administrative infrastructure that increases capacity in development, finance, technology, HR, and marketing & communications.
- **2.3** Ensure financial independence, sustainability, and flexibility through the ongoing diversification of funding sources, including the exploration of emerging opportunities for impact to increase unrestricted revenue.
- **2.4** Standardize all marketing & communication activities to protect the integrity of the Foster Success brand throughout expansion.



ORGANIZATIONAL CULTURE

Promote an exemplary organizational culture that supports and retains top talent.

- **3.1** Implement a comprehensive staff development process that effectively prepares and supports all staff.
- **3.2** Establish pathways for employee growth supported by ongoing opportunities for performance management and professional development.
- **3.3** Assess and adjust staff capacity and organizational structures as needed to support quality standards and staff retention.
- **3.4** Increase internal communication and change management efforts to ensure inclusion and transparency as programs, locations, and organizational structures continue to scale.





“ I wish everyone had a Foster Success. In whatever capacity you need them, they'll try to be there.

-Jordan

Foster Success
program participant

“ Foster Success has always gone beyond a simple program. It's shown me love, compassion, and support like no other. A second family that rooted for me every step of the way while I navigated through young adulthood.

-Tyana

Foster Success
program participant



**Scan to continue
your impact:**



partnered with

