

### Our Mission

To inspire people and connect resources to enrich our communities.

### Our Vision

A vibrant region of thriving people.

## Using the Lens of Racial Equity



Since 1956, we have been inspired by the generosity and commitment of people and organizations who love their community. It is our honor to work with all our partners in creating communities where ALL PEOPLE have the opportunity to flourish.

We believe all people should be equally seen, heard, valued and respected. The Community Foundation of Northeast Iowa is committed to fully embracing our core value of inclusion and taking action to end systemic racism and creating equitable communities. We are committed to listening and learning from people of color in our communities and expanding our collaboration with community partners working to end racial disparity, injustice and inequality.

To accomplish this, we are viewing our strategic plan, which encompasses all aspects of our work, through a lens of racial equity.

## Community Leadership



CFNEIA will be an active listener, partner, and advocate, serving as a convener and leader in building a stronger community by amplifying its diverse voices.

### Key Outcomes

- Bring an equity lens to all community leadership initiatives, which focus on child care, the arts, workforce readiness, and nonprofit capacity building
- Increase focus on community leadership initiatives
- Strengthen nonprofits' capacity beyond grantmaking
- Implement a system that guides advocacy efforts that create awareness of, and drives action for, community solutions and Foundation priorities

## Transformational Grantmaking



CFNEIA will be a transparent, trust-based funder that utilizes grant making to support our core initiatives and make large scale impacts on issues that matter to our communities.

### Key Outcomes

- Ensure our grantmaking advances racial equity
- Increase practices and implementation of Trust-Based Philanthropy grantmaking
- Prioritize community initiatives in all grantmaking
- Support Affiliates in improving grantmaking practices

## Growing Assets for Impact



CFNEIA will increase our community impact by growing and preserving charitable assets in traditional and innovative ways that help donors achieve their goals and create responsive, proactive funding.

### Key Outcomes

- Grow current and secure new assets to enable us to be proactive and innovative in our support of racial equity
- Increase community impact by growing assets for community initiatives
- Cultivate and strengthen relationships with existing and prospective stakeholder groups
- Support affiliates in seeking ways to grow assets

## Strengthening Organizational Capacity



CFNEIA will demonstrate continuous learning and organizational development to strengthen our systems and culture, and inspire our community through our mission and vision.

### Key Outcomes

- Become a learning organization that deepens our understanding of community needs and racial disparities and models the equity we want to see in our community
- Strengthen organizational capacity and practices, ensuring they are aligned with our values and are informed by our community learning
- Build our awareness of the community and the community's awareness of CFNEIA through meaningful communications and engagements
- Ensure affiliates are connected to and supported by CFNEIA as partners in working towards our mission and vision

## Our Values

### Collaboration is essential.

We believe the most innovative ideas for addressing a community's challenges come from within the community.

We will develop deep connections with the communities we serve to create impacts leading to transformational change.

### Equity is not optional.

We believe everyone must have an equitable opportunity to thrive.

We will work to dismantle barriers to equity with an intentional focus on advancing racial equity to create an inclusive and just society for all people.

### Leadership is a responsibility.

We believe we must boldly take the lead on important community issues.

We will ensure the resources entrusted to us support changemaking organizations and that we champion ideas and actions making our communities better for all people.

### Trust is earned.

We believe we have a responsibility to address the power dynamics and inequities present in philanthropy.

We will earn the trust of our community by taking actions rooted in authentic listening, clear communication, fiscal integrity and sustainability, and a commitment to transparency.

This strategic plan is our guide and is filled with big ideas but we're confident, with your partnership and support, it will drive our mission forward and create stronger, more equitable communities.



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Confirmed in Compliance with National Standards for U.S. Community Foundations.

