FULFILLING OUR MISSION

Old Colony YMCA is a charitable, non-profit Association committed to the development of strong spirit, mind, and body, guided by Judeo-Christian principles, to enrich the quality of life for everyone in our communities.

MEET OUR COMMITTEE

Randy Papadellis, Chair
Joseph Casey
Eli Florence
Kim Hollon
Gary Maestas
Russel Martorana

William Payne
Mary Pritchard
Wayne Smith
Robert Spencer
Joanne Mathews, Staff

STANDING BY OUR MISSION

OLD COLONY YMCA 2015 – 2020 STRATEGIC PLAN
**STRATEGIC PRIORITY 1:** Fully implement family strengthening strategies as a means to promote positive growth and development.
Families we serve benefit from a research-based model that supports and reduces the incidence of child abuse.

**STRATEGIC PRIORITY 2:** Strengthen the Y’s role in promoting positive educational outcomes.
Best practices support positive learning (including tutoring, reading programs, and making books available) and increase positive outcomes; participation in educational gap and summer learning loss programs increases by 50%.

**STRATEGIC PRIORITY 3:** Expand the Y’s Signature programs and innovative approaches with a focus on prevention.
Youth engaged in evidence based prevention programs/practices increases by 50% and new research-based models are implemented.

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**STRATEGIC PRIORITY 1:** Revitalize the Y’s membership value proposition so that membership reach and participation increases.
Membership increases by 8% yearly and OCY engages with families across the lifespan increasing family membership by 2% yearly.

**STRATEGIC PRIORITY 2:** Expand the Y’s signature programs with innovative approaches to address the health needs of our community with a focus on prevention.
Participation in Signature Programs increases by 50%; 70% of participants in Signature Programs achieve key metrics; program to membership conversion increases by at least 30%; three innovative programs are developed to meet needs of underserved population.

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**STRATEGIC PRIORITY 1:** Increase OCY’s opportunity to serve our communities in meeting their most pressing needs.
Develop and provide a range of prevention services to address the issue of substance abuse in our communities. Integrate mental health and substance abuse services into overall health and wellness initiatives at each branch.

**STRATEGIC PRIORITY 2:** Expand the Y’s signature programs, best practices, and innovative approaches to address the needs of underserved and/or high risk youth and families.
We will implement signature programs such as Togetherhood™, and develop new innovative programs and practices that can be replicated throughout OCY and beyond.

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**STRATEGIC PRIORITY 1:** Sustain and enhance an adaptable business model that provides the necessary financial, staffing, and technology resources to ensure that the most strategic capital and programmatic outcomes are achieved.
Build upon sound stewardship practices while maintaining commitment to mission delivery; leverage resources with government and nongovernment partners by $20M; and be prepared to leverage debt to achieve programmatic outcomes for a specific project.

**STRATEGIC PRIORITY 2:** Strengthen the Y’s philanthropic work to advance the Y’s image as a cause-driven, charitable organization that will advance our mission work.
Comprehensive fundraising strategy is implemented incorporating elements of annual, capital and deferred giving; and contributed funds are increased by 15% yearly to advance programs and increase access for all.

**STRATEGIC PRIORITY 3:** Leverage shared services with other nonprofits and entities to ensure the best use of our resources.
Opportunities are maximized for collaboration, merger, or acquisition with organizations with whom we share a common mission and hold a strategic physical presence.

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**STRATEGIC PRIORITY 1:** Strengthen the Y’s capacity and respond to changing communities and ensure that all segments of our community have access, are welcomed, and are deeply engaged.
Meet the criteria to be identified as an Affirming YMCA for LGBT population per standards of YUSA; maintain a membership base that reflects the diverse makeup of each of its communities; and branches develop at least 20 formal partnerships/coalitions representing diverse populations.

**STRATEGIC PRIORITY 2:** Leadership is reflective of the diverse communities we serve.
OCY achieves incremental increases in board and staff leadership diversification according to goals and benchmarks.

**STRATEGIC PRIORITY 3:** Intentionally integrate diversity and inclusion practices and global strategies into all aspects of operations and programming and become a Global Center of Excellence.
Achieve status of an Advancing Global Center of Excellence fulfilling the six critical operational areas as set forth by YUSA and fulfill all requirements for becoming a part of the YUSA coalition partnering with the YMCA of Haiti.

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**STRATEGIC PRIORITY 1:** Ensure that the leadership of the Y, both board and staff, are prepared for the challenges of the future that results in a stronger, more viable community-based organization.
A permanent standing Board Leadership Committee ensures that board development, staff development, and succession planning goals are created, monitored and measured.