

Our Principles

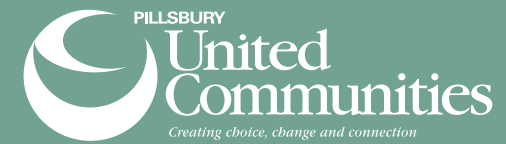
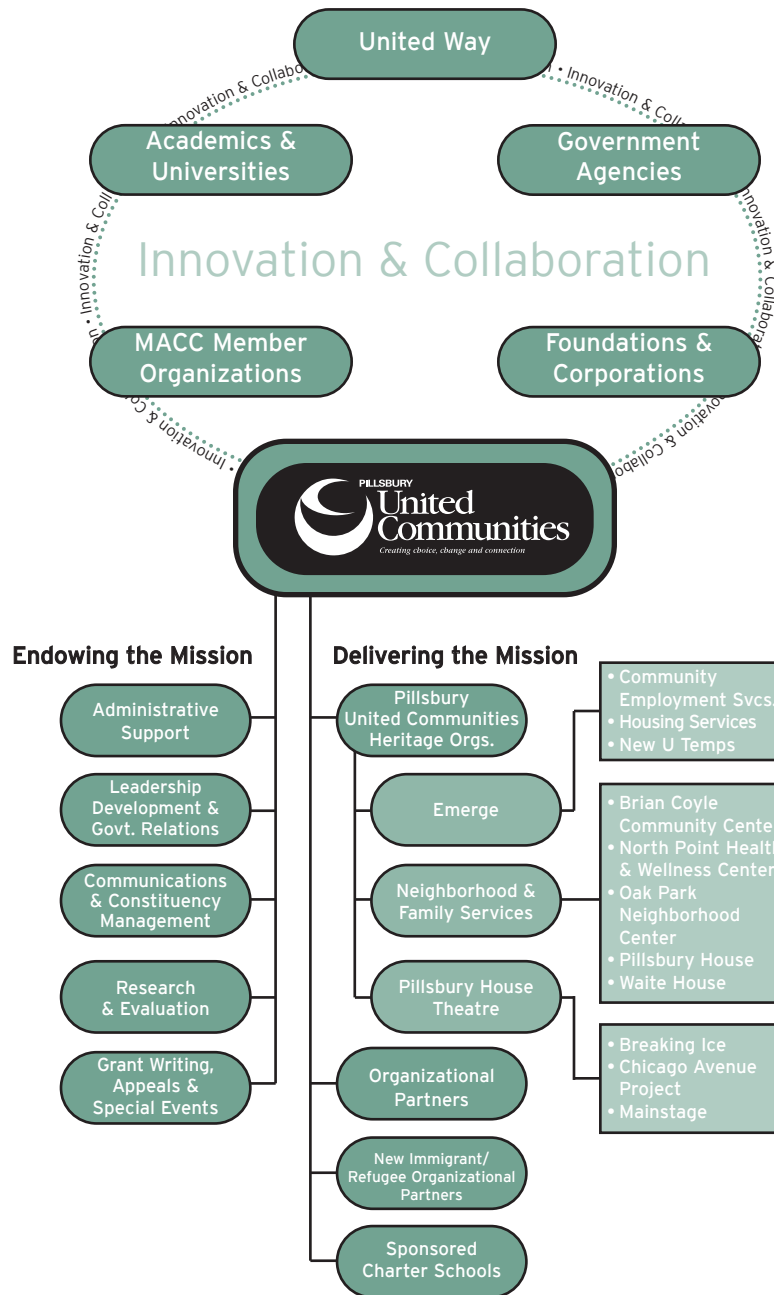
At Pillsbury United Communities, our principles are rooted in the Settlement House Movement. We value every individual we meet – whether that meeting takes place in one of our neighborhood centers, at a community event, in a family’s home, during a theater performance, or at a donor luncheon.

By value we mean that we demonstrate **respect**; we try to get to know each name and face – learn about a person’s goals, fears and joys. For years we have been seen as one of many service providers. Indeed we deliver many tangible services – food, childcare, tutoring, job banks, housing, alternative education, supervised visits, parenting classes, financial workshops – the list goes on. But we do not deliver all of these things to anonymous groups of people. We connect with our neighbors to determine what they want to achieve and what they have to offer.

As an established neighborhood-based organization we have the strength of experience and the benefit of resources. Our neighbors bring ideas, innovations and passion. By taking the time to learn about their priorities and working together to merge people’s gifts with our resources, we are able to generate systemic **reform**. We work toward social justice, neighborhood safety, and a healthier community.

We cannot do this alone. Our ideal is to invest in relationships in such a way that stimulates **reciprocity**. We encourage each person whom we encounter to give back – not just financially, but through time, ideas, art, and compassion. We believe that each of our neighbors, participants, donors, volunteers and visitors has something of value to contribute to our community.

Our Position

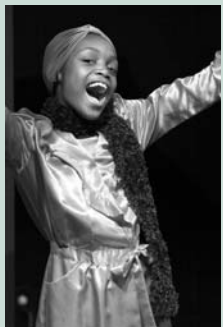
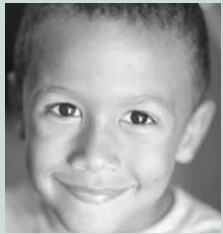


Our Vision

2006-2010

Our Purpose

We invest in each relationship in order to demonstrate respect, generate reform & stimulate reciprocity




Our Plan

Strategic Initiatives, 2006 - 2010




First Initiative:

 We will demonstrate respect by developing state-of-the-art facilities & services with critical resources that bring diverse groups of people together in attractive, safe & welcoming spaces

Strategies for Success

- We will develop and implement a facilities plan that will maximize opportunities and resources for participants, consolidate and eliminate surplus buildings, and create "hub" sites - integrated, community connection centers
- We will create and enhance partnerships with businesses, schools, sister organizations, and other collaborators based on our values and guiding principles


Second Initiative:

 We will generate reform by building the capacity of staff and participants to become leaders & improve the systems that affect their lives

Strategies for Success

- We will create a culture of shared equity leadership within the organization and among our staff by developing employee skill sets, creating meaningful connections to the agency and creating opportunities for staff to exercise their skills
- We will build the capacity for neighborhood residents and participants to become engaged owners of their communities by facilitating access to information and resources, and by providing them with education and skill development opportunities

Third Initiative:

 We will stimulate reciprocal relationships by connecting our core constituencies to close gaps between races, income levels, & suburban/urban communities

Strategies for Success

- We will reorganize the agency in order to cultivate and enhance relationships with and among our many constituents. In identifying our constituencies, we will commit to contributing our own strengths while encouraging all parties to develop mutual expectations with us and each other.
- We will transform our culture, restructure our governance systems and strengthen our ability to measure outcomes

