



THE FOUNDATION FOR DELAWARE COUNTY

STRATEGIC PLAN 2023-2026

The Foundation for Delaware County

The Foundation for Delaware County plays a unique role in bringing our diverse county together to advance philanthropy and address critical community issues. Our 2023-2026 strategic plan represents a crucial inflection point as we honor this important responsibility and set the course to expand our impact in Delaware County.

The plan reflects a collaborative partnership with our community. We are thrilled to unveil a fresh vision for the future, underpinned by strategic priorities that will steer our philanthropic efforts in the coming years.

In developing the strategic plan, we conducted over 40 interviews, collected surveys, and convened focus groups that brought together staff, donors, community members, nonprofit partners, colleagues, and board members. Their invaluable insights, concerns, and recommendations were carefully incorporated into this plan. We are committed to engaging residents from every part of the county as we move forward so that we can respond to pressing challenges and take advantage of every opportunity to create positive change.

With the community's input, the strategic plan will assist us in making informed decisions on resource allocation, whether in staffing, programs, or financial investments. These resources include those invested in our nonprofit services, our public health program services, and our philanthropic services that match generous individuals with opportunities to have an impact in Delaware County.

We are deeply grateful to the numerous stakeholders who helped us hone our vision and develop this strategic plan over the course of 2023. Your thoughtful insights, expertise, and dedication made this plan possible.

OUR VISION

A fully engaged community working together to achieve opportunity, equity, and an excellent quality of life for everyone in Delaware County.

OUR MISSION

To ensure an equitable, vibrant future for Delaware County by promoting generosity, inspiring participation and partnership across our communities, and improving the quality of life for all.



GOALS

Five strategic goals will direct the efforts and investments of The Foundation for Delaware County during the years 2023 – 2026.

The goals, key objectives, and strategic initiatives reflect our tremendous optimism for Delaware County and the role that we promise to play in helping all in our community thrive.



Increase Resources to Strengthen Delaware County



Serve as a Unifying Catalyst for Delaware County



Advance Opportunity and Equity in Delaware County



Align All Foundation Services and Programs



Invest In Our People and Infrastructure

STRATEGIC PRIORITIES

1

INCREASE RESOURCES TO STRENGTHEN DELAWARE COUNTY

Attract, secure, and distribute increased resources

Cultivate partnerships with private and public institutional funders to increase the county's resources and leverage support for community priorities.

Facilitate new philanthropic funds and develop special initiatives to encourage individual and collective donations and community engagement, including planned giving services and an annual Delco Gives Day.

Broaden our donor base to include younger generations and individuals from diverse socioeconomic backgrounds.

Explore alternative financial asset options, including program-related investments (PRIs) and mission-related investing.

Through the Center for Nonprofit Excellence

Introduce a comprehensive curriculum for new staff and board members of area nonprofits.

Act as a thought partner, fostering collaboration and connections across sectors.

Provide capacity-building support for high-impact nonprofits that are addressing the Foundation's priorities.

Nurture young and diverse board members, staff, and volunteers through outreach, training, peer groups and education efforts.

2

SERVE AS A UNIFYING CATALYST FOR DELAWARE COUNTY

Promote county unity, pride, and engagement

Increase Foundation visibility countywide.

Lead and convene around community issues and promote awareness of local philanthropy and area nonprofits.

Actively seek community feedback to shape our strategies and resource allocation.

Promote messages that build a sense of community pride and belonging.

Gather and disseminate data and research about Delaware County needs, and opportunities to highlight shared progress.

Facilitate dialogue and collaboration among philanthropic, government, corporate, nonprofit, and civic stakeholders to address important issues.

3

ADVANCE OPPORTUNITY AND EQUITY IN DELAWARE COUNTY

Lead and support efforts to advance social and economic equity, with special attention to historic and current racial inequities

Support community building and civic engagement across all parts of the county to advance racial and social equity.

Strengthen the Foundation's capacity to create and support more equitable and inclusive systems, and economic opportunities for Delaware County residents.

Advance grantmaking and non-grantmaking strategies that will reduce racial and social gaps and disparities in income, wealth, health, education, and access to services and opportunities.

Direct resources to support nonprofit capacity-building, partnership development, and initiatives with the goal of creating more equitable systems, promoting inclusive growth, and encouraging economic development opportunities.

Support the efforts and development of community leaders, within and outside of established organizations, who are working in historically marginalized and under-resourced communities.

4 ALIGN ALL FOUNDATION PROGRAMS AND SERVICES

Strengthen our outcomes by aligning all Foundation programs and services

Ensure all aspects of the organization are integrated and complement each other, united around the organization's mission framework and strategies.

Ensure the Foundation advances a cohesive message and distinct brands for all programs and services.

Invest in planning for direct service programs to identify areas for expansion and improvement.

Review staff structure within and across all programs to optimize service delivery.

5 INVEST IN OUR PEOPLE AND INFRASTRUCTURE

Position the Foundation for continued excellence

Nurture a positive and unified organizational culture to ensure that all staff feel valued and inspired, and have professional development opportunities.

Ensure a workforce that is representative of the communities served by the Foundation.

Invest in Board and committee development.

Prepare for personnel transitions at all levels of staff and Board.

Optimize technology, including cybersecurity and communications.

Evaluate our organizational impact: complete a five-year Impact Grant program analysis, and review grantmaking priorities to ensure they align with community needs.

OUR GUIDING PRINCIPLES

Collective Good



We believe in the exponential power of collective service, action, and giving.

Community



We forge deep connections and partnerships within our community.

Equity and Inclusion



We are dedicated to fostering an interconnected, dynamic, equitable, and inclusive community.

Trust



We strive every day to earn the trust of our community and to be excellent stewards of the assets that have been entrusted to us.

Leadership



We listen, learn, and lead, and we support the leadership of others.

Excellence



We hold ourselves accountable to high and clear expectations that are reflected in our programs, interactions, and stewardship of the organization.



Learn more about the ways we can help you have a positive impact on the community and the causes you care about.

Visit us online at delcofoundation.org or in person at 200 East State Street, Suite 304, Media, PA 19063.



Photos provided by Elizabeth Leitzell, Daniel Paschall, and Jack Zigon.