

Three-Year Strategic Plan (2024-2026)

Executive Summary:

QUEERSPACE collective stands at a pivotal juncture as we unveil our strategic plan for the next three years, charting a course that will solidify our role as a transformative leader in LGBTQ+ intergenerational mentorship, LGBTQ+ youth development, and fostering inclusive spaces with and for ALL youth. This strategic plan reflects our unwavering commitment to empowering young individuals, fostering a nurturing community, and advocating for a society that celebrates diversity and inclusion.

Throughout the past year, we embarked on a comprehensive strategic planning process that involved rigorous assessments, candid discussions, and collaborative visioning exercises with our staff and board members. Our plan is grounded in the collective insights and aspirations of our stakeholders and is designed to respond proactively to the evolving needs of the LGBTQ+ community we serve.

Vision Statement

"In the next three years, QUEERSPACE collective will emerge as a national leader in LGBTQ+ youth mentorship and development, empowering and connecting young people through dynamic programming, impactful partnerships, and advocacy. Our commitment is to foster inclusive and diverse communities where LGBTQ+ youth are recognized as influential leaders, shaping society with a sense of empowerment, belonging and pride."

Strategic Focus Area 1: Program Content & Delivery Enhancement - We aim to expand our QUEERSPACE hangouts Mentorship Programs and QUEERSPACE Training Institute offerings to reflect a broader spectrum of the LGBTQ+ community, ensuring inclusivity and intersectionality is at the heart of all we do. Continuous improvement mechanisms and the development of digital platforms will enhance our reach and impact.

- **Objective 1.1:** Broaden program offerings to include a wider range of LGBTQ+ voices and intersectional perspectives.
- **Objective 1.2:** Enhance program quality and impact through continuous feedback and improvement mechanisms.



QUEERSPACE

collective

- **Objective 1.3:** Launch a comprehensive digital platform for accessible remote learning and support.
- **Objective 1.4:** Create a structured program journey for participants, including informative sessions, streamlined onboarding, and recognition of program completion milestones.

Strategic Focus Area 2: Community Needs and Outreach – Through continuous listening and assessment, we will tailor our programs to be responsive and relevant to community need. Outreach initiatives and community advisory boards led by Youth will deepen our connections and enrich our programming.

- **Objective 2.1:** Perform community needs assessments to guide program evolution and maintain relevance.
- **Objective 2.2:** Expand QUEERSPACE's reach, ensuring LGBTQ+ youth have broader access to our programs, prioritizing LGBTQ+ youth with multiple marginalized identities and those from rural communities.
- **Objective 2.3:** Incorporate LGBTQ+ youth voices throughout QUEERSPACE activities including programs and governance
- **Objective 2.4:** Foster collaborations with local and national organizations and leaders to enhance our reach and impact.

Strategic Focus Area 3: Organizational Streamlining & Optimization – Our commitment to operational excellence will see us refining processes to maximize efficiency, resource allocation, and participant accessibility. A framework for program evaluation will guide our continuous evolution.

- **Objective 3.1:** Streamline operations to enhance efficiency and align resource allocation with program effectiveness.
- **Objective 3.2:** Refine our program evaluation framework to include all QUEERSPACE programming.
- **Objective 3.3:** Increase program and training accessibility to be more inclusive of ALL experiences

Strategic Focus Area 4: Internal Organizational Development - Recognizing that our strength lies within, we will invest in board governance, organizational policies and procedures, and board member and staff development. A comprehensive organizational policy framework will underpin our growing team and aspirational work environment.

- **Objective 4.1:** Develop and implement comprehensive governance policies and procedures.
 - **Objective 4.2:** Implement organizational policies and procedures to support team growth and a positive work environment.
 - **Objective 4.3:** Invest in the development of staff and board members, providing necessary resources and spaces for growth.
 - **Objective 4.4:** Diversify revenue sources and grow current support to ensure long-term financial health.
-

Operationalizing the Plan

Operationalizing this plan will involve a series of targeted actions, the development of clear KPIs for accountability, and a financial strategy that aligns with our ambitious goals. We will embrace adaptability, ensuring our plan remains responsive to new opportunities and challenges that may arise.

This strategic plan is dedicated to advancing QUEERSPACE collective's mission to create space for LGBTQ+ youth to feel safe and empowered to be their true selves. Each objective is strategically designed to build upon our foundational values of inclusion, empowerment, and advocacy, ensuring that we effectively meet and adapt to the evolving needs of our community.

For further details or to join our cause, please visit our website or reach out to us at info@queerspacecollective.org.

Together, we can create a lasting impact in the lives of LGBTQ+ youth.

With commitment,

Nicki Hangsleben, Executive Director & Founder and Casey Nichols, Board Chair