

Strategic Plan – New Ventures, Inc.

Mission statement: New Ventures is a training company that teaches necessary skills for successful employment.

Vision statement: All Clients served gain skills for meaningful employment.

Values: Teamwork, Integrity, Excellence, and Respect.

After meeting to discuss previous year's plans and current concerns, legislative changes, customer changes, etc. Leadership performed a SWOT Analysis:

Strengths:

- Calumet Center for Healing and Attachment
- Lease income with Remington, M Group, and SPS remains strong.
- CARF Accredited for 26 years.
- Diversified income strength
- Board of Directors is knowledgeable, committed, and involved.
- Customer relationships and community relationships.
- Experienced staff.
- Reputation of New Ventures.
- Debt free with cash on hand.

Weaknesses:

- Adequate workforce and client base from GA Vocational Rehabilitation Services.
- Customer partnerships/work opportunities.

Opportunities:

- Changing client base (opportunity to offer new services such as Pre-ETS).
- Partner with incoming industry.
- Blind community services as well as mental health, and English as a second language.
- Potential State of AL service opportunities.

Threats:

- Changing stakeholders (Mayor, City Council, Board of Commissioners, Troup County School System)
- Workforce needs.
- Staff retention
- Information Technology (hacks, technology changes)
- GVRA frequent changes to policies and procedures.

General Information:

- Our Strategic Plan is reviewed with employees and their input utilized.
- Staff and employees work daily to meet the needs of those we serve and those who seek our services.
 - All of us are unique, and all have input into developing services, training, placement, etc.
 - Commitment from all exists to ensure what New Ventures provides is relevant, understandable, and developed for the individual.
 - Below are a few items we keep in mind when developing and providing services:
 - Learning capability.
 - Delivery methods.
 - Socio and economic backgrounds.

- Family and friends support and involvement.

Goals were identified through 3rd quarter of 2025:

Continuously:

- Maintain required licenses and postings for state, federal, and other regulatory agencies.
- Continue monthly staff training on areas of compliance, regulatory, and legal information.
- Seek out opportunities to expand geographical services.
- Continue to monitor income and seek new revenue streams and evaluate renters to potentially seek out others.

1st quarter 2025:

- Obtain CARF accreditation.
- Research opportunities to develop janitorial services certification with GVRA.
- Revise Board of Directors By-law committee.
- Create a network folder for handbooks and policy manual for staff “read” only access.
- Share the revised Succession Plan with staff.
- Encourage Board members to recommend new members and obtain confirmation.
- CEO & President to develop relationships with new legislators.
- Develop and implement New Ventures, Inc. University by beginning of second quarter 2025.
- Research opportunity to develop back-office support functions for other Not-for-Profits.

2nd Quarter 2025:

- Implement New Ventures, Inc. University
- Confirm opportunities for New Ventures, Inc. for use of OPIOD Grant money given to Troup County.
- Hire an Accounting Payables and Payroll administrator.
- Have Pre-ETS curriculum reviewed and ready for school year beginning August 2025.
- Budget presentation and review for fiscal year beginning July 1, 2025.

3rd Quarter 2025:

- Complete the review of fiscal year end cost accounting reports to review trends and discuss gaps in reports of missing or needed data.

Discussions frequently occur with staff and employees on:

- **Financial:**
 - Financial opportunities and threats to our service and business. Opportunities that impact finances and training opportunities for persons served are sought and encouraged with Staff involvement to provide revenue and training.
 - New Ventures has a strong financial position with cash, a sweep account, and investments that earn a higher rate of interest, and an approved Line of Credit with one of the local financial institutions.
- **Legislative:**
 - we must stay up to date to maintain compliance and remain in good standing with regulatory requirements and referral sources.
 - Relationships with the Executive Director of GVRA and different city and state officials are strengthened by continuous outreach.
 - Bill to amend and reauthorize the Workforce Innovation and Opportunity Act (WIOA) presents an opportunity to improve Title IV, which authorizes employment-related vocational rehabilitation services for individuals with disabilities.

- **Troup County demographics:**
 - 15% of the population has a disability with the largest portion identified as difficulties with ambulation, cognition, and independent living. Additionally, 5.1% of the Troup population are veterans and 16% are older individuals (65+).
 - Social determinants of health are front of mind as the population we serve experiences a range of concerns. Work hours, days, work accommodations such as reduced work hours, rotation of work duties and physical labor, sitting and standing, and providing ergonomic workstations are a few of the actions taken.
 - Transportation remains a concern throughout Troup County; various committees, groups, chamber sessions, and school support meetings are attended by New Ventures staff to not only express our concerns and needs but also to align with the employers and hear and discuss potential solutions.
 - 52% of families live below the poverty line. Frequent conversations with customers, potential customers, school system employees, HR, Goodwill, etc. occur to understand education and job opportunities to share with our clients and trainees.
- **Relationships:**
 - Customer relationships remain strong. Projections for 2025 are for added janitorial services on-site at Remington Arms; on-going talks with KIA Motors Manufacturing GA and another company to perform plastic recycling with scrapped car parts,; on-going talks with a textile customer to add services to their manufacturing facility
 - Partnerships with local organizations, other not-for-profits, Goodwill Career Center, Harmony House, Branches of Hope, Pathways Center, Community Supervision, to name a few are in place and continue to refer individuals in need of our services. Board members volunteer their time with local organizations and send referrals, and we continue to make opportunities with the local Department of Labor Career center.
 - Competition within our geographical area is non-existent. New Ventures provides work skills. Roosevelt Warm Springs targets transitional students for employment certifications in areas such as Hospitality, Retail, and Logistics. Goodwill Career Center targets anyone seeking employment that does not require accommodations.