## NMC – Strategic Framework 2023 and Beyond!

	Core Mission our aspiration for 100 years We seek civility and resolution for all conflicts in Northern Nevada		
			Core Values our essential tenets and their signal behaviors
Core Objectives our vehicle by which we pursue our aspiration by Openly sharing our conflict resolution skills and tools		NEIGHBORHOOD MEDIATION CENTER	Empower Others (be humble, direct process not content, listen, be curious, deliver tools) Trust (understand how trust works and build it with everyone) Tenacity / Resilience / Hope (never give up, represent optimism, celebrate all wins) Expertise Matters (collaborate to be better, give freely to those who have less)
Strategic Objectives what we do to best pursue our aspiration in the next 3-5 years		5 Year Vision by 2027 NMC will	Strategic Values how we do what we do to best pursue our aspiration in the next 3-5 years and their signal behaviors
<ul> <li>Work to support targeted organizations who are doing critical work that reduces conflict</li> <li>Gather and nurture the best conflict resolution service providers possible</li> <li>Bolster our financial strength</li> </ul>		<ul> <li>Solidify 25 ongoing strategic relationships</li> <li>Service 500 conflicts per year</li> <li>Train 1,000 people in conflict skills per year</li> </ul>	Staff and Volunteers are the Engine         (train, reward, provide opportunities, support, celebrate, repeat)         Stick to Our Niche         (move ever closer to what we are good at and support others in a way that honors that core expertise, let distractions go)         Teamwork Counts         (see teams in all relationships, support the creation of best teams anyone has ever been on, help unblock barriers the team is facing)         Partnerships are Critical         (work with others in the community that are doing good work, seek long-term relationships, relieve the biggest pain points)
Strategies what we do, how we do it and how we allocate our resources to blend strategic objectives and strategic values over the next yearly cycle (annual plan and budget)		support the 5-year visior	ly to build relationships, revenue, staff, and volunteers that will n. th organizations that support young people in our community.

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