

# Lawrence Hall Strategic Plan FY25–FY28

**Vision:** Hope, healing, and resiliency.

**Mission:** Empowering those who have experienced trauma by providing healing, stability, and community connection.

**Pillars:** Respect, Empowerment, Safety, Teamwork

We Facilitate Inner Healing	We Promote Stability	We Support Community Growth
<p style="text-align: center;">Strategic Priority #1 <b>Revolutionizing Social Services: Lawrence Hall’s Innovator Programming</b></p> <p>Lawrence Hall is poised to become the premier social service agency in Illinois through our groundbreaking Innovator Programming that facilitates Inner Healing.</p>	<p style="text-align: center;">Strategic Priority #2 <b>Empowerment Through Culture:</b></p> <p>We’re championing a culture of collaboration, creativity, and excellence. We’re dedicated to creating a workplace where employees feel valued, engaged, and supported to achieve their full potential. This plan combines data-driven insights, clear communication, and a focus on employee well-being to cultivate a thriving workforce.</p>	<p style="text-align: center;">Strategic Priority #3 <b>Conceiving a South Shore Community Wellness Center:</b></p> <p>We envision a new facility in the heart of South Shore. The Community Wellness Center celebrates equity, empowers residents, and inspires employees. We will be intentional about how we harness the culture of the South Shore community. We’ll cultivate partnerships in the community. We’ll merge our Lawrence Hall’s Community Wellness, Workforce Development, Foster Care, and Transitional/Independent Living Program.</p>
<p><b>1.1 Empowering Transformation:</b> The CARE (Children and Residential Experiences) program will be implemented across the agency. This fosters personal investment among all employee levels, creating a synergistic environment that empowers both employee and youth.</p> <p><i>Outcomes</i> — Cornell University will provide the implementation and integration strategy over a four-year period.</p>	<p><b>2.1 Continuous Communication:</b> We’re establishing a consistent annual communication plan to keep team members informed and engaged.</p> <p><i>Outcomes</i> — Improve our Communication Outcomes on our annual employee surveys. We’ll establish a comprehensive “Help Library” — a one-stop shop for all employee needs. This centralized resource will house company policies, training materials, employee benefits information, and much more.</p>	<p><b>3.1 Lawrence Hall is establishing a Board of Directors Exploratory Committee.</b> This cross-functional group will be comprised of professionals and stakeholders with diverse expertise, ensuring a well-rounded approach.</p>

<p><b>1.2 Inspiring Inclusivity:</b> Lawrence Hall is expanding our LGBTQIA+ programming fostering a more inclusive continuum of services.</p> <p><i>Outcomes</i> — Lakewood home will be transformed into a facility, providing a safe and nurturing Community Transitional Home for LGBTQ+ youth aged 14-17.</p>	<p><b>2.2 Data-Driven Recruitment: Finding the Perfect Fit.</b> We're harnessing the power of data to understand our recruitment patterns. By analyzing demographics, application sources, and interview outcomes, we'll identify areas for improvement. This data will guide us in developing targeted recruitment strategies that attract top talent from diverse backgrounds.</p> <p><i>Outcomes</i> — Develop a data-driven recruitment plan that attracts, hires, and retains top talent to support Lawrence Hall's mission and strategic goals.</p>	<p><b>3.2 The committee will secure a comprehensive feasibility study to assess the viability of this project.</b> This study will evaluate partnerships, potential locations, construction costs, and operational considerations.</p>
<p><b>1.3 Expanding Medicaid Services:</b> Lawrence Hall will maximize our Medicaid billing capacity within programs, ensuring financial stability for continued service provision to serve a wider age range and to make a greater impact in our communities.</p> <p><i>Outcomes</i> — We will attract and retain top-tier licensed clinicians by offering competitive compensation and a stimulating work environment. This ensures our children, youth and families receive the highest standards of mental health treatment.</p>	<p><b>2.3 Retention Insights: Investing in our workforce.</b> We'll leverage data from exit interviews, employee surveys, and retention studies to uncover areas for improvement. This data will inform initiatives that foster a positive work environment, encourage engagement, and empower employee growth.</p> <p><i>Outcomes</i> — Lawrence Hall will increase our retention of employees in all programs annually.</p>	<p><b>3.3 The committee will develop a detailed roadmap for identifying and securing funding for either constructing a new facility or renovating an existing one.</b> This roadmap will explore grants, public-private partnerships, and other innovative solutions to ensure the project's financial feasibility.</p>
<p><b>1.4 Focus on Prevention and Family Support:</b> Lawrence Hall is taking a proactive approach to family well-being! We're strategically evaluating and expanding our programs, empowering the entire family, and preventing involvement with state systems.</p> <p><i>Outcomes</i> — We will focus on securing funding to give us flexibility to create prevention programs to strengthen families.</p>	<p><b>2.4 Empowering a Thriving and Inclusive Workplace:</b> We're implementing the DEI's Action Plan embarking on a transformative journey to cultivate a workplace that celebrates diversity, fosters equity, and promotes a strong sense of belonging for everyone.</p> <p><i>Outcomes</i> — Employee-Driven: Building a Culture of Belonging through Resource Groups. These groups will foster a strong sense of community, empower members, and provide invaluable support systems.</p>	<p><b>3.4 The committee will establish a clear governance structure with a strong focus on equity.</b> This structure will ensure diverse voices are heard and all stakeholders are represented in the development of the South Shore Community Wellness Center. This project is more than bricks and mortar; it's about creating a vibrant space that empowers residents, fosters a thriving community, and makes employees proud to be a part of it. With a diverse Exploratory Committee and a focus on partnership and equity, we're confident this Community Wellness Center will be a beacon of opportunity for South Shore.</p>