

# Lumpkin Family Foundation Strategic Plan Update 2023



**Our Vision:** A Healthy, Sustainable World

**Our Mission:** Supporting people working together to build healthy, sustainable communities in East Central Illinois and across the US.

## Our Values:

- ❖ We value family, and we enjoy working together to improve lives.
- ❖ We value our roots in East Central Illinois as a lens through which we see the broader world in which we're engaged.
- ❖ We value trusting relationships that arise from being open, transparent, and accountable.
- ❖ We strive to be a learning organization.
- ❖ We accept our responsibility to care for the earth.
- ❖ **(Under consideration)** *We value and are committed to just and equitable practices in our processes and programs.*

## The Plan:

*Acknowledging the small size of LFF relative to the systems we hope to change, **HOW** we do our work is as important as the choices we make in our goals and programs. If the vision, mission, and values are the heart of The Plan, its soul is in the HOW as described in the green headings.*

### I. Maximize Impact Together

In pursuing opportunities to create and sustain impact, our work is most effective in collaborations or deep partnerships, and leveraging our resources to support our mission.



**EIU Gail & Richard Lumpkin School of Nursing**  
The first cohort of nursing students are expected to graduate spring 2023.

#### A. Collaborate:

We actively pursue, maintain, and deepen relationships with like-minded funders, our rural and Chicagoland grantees, and those who are actively engaged in the program areas that are of interest to the Foundation.

#### B. Leverage:

We strategically align all our resources to maximum effect in our grantmaking processes, to pursue and fulfill our mission, and to deepen and broaden our impact investing portfolio.

**C. Leadership:**

We seek opportunities to provide leadership among funder peer groups and grantees that add value to our mission above and beyond responsive grantmaking, and to be at the forefront of Philanthropy in our practices and approach.

**Goal 1: To have a measurable, positive impact on the health of the people and communities we serve, especially East Central Illinois (ECI) and Coles County, and historically disadvantaged communities within the City of Chicago and neighboring areas**

Strategy 1.1: Seek opportunities to provide leadership among grantees and funder groups that adds value above and beyond responsive grantmaking, and to be at the forefront of Philanthropy in our practices and approach

Strategy 1.2: Deepen relationships with like-minded funders, grantees, and other partners

Strategy 1.3: Align resources to maximize our grantmaking processes and impact investing portfolio

**II. Pursue Equity with Intention and Purpose**

With humility and intention, Equity guides our actions.

**Goal 2: To take visible steps in guiding the Foundation to become an equity-minded grantmaking organization that better reflects member values (See Approved Equity Self-Assessment Rubric)**

Strategy 2.1: Prioritize and pursue programs and community-facing activity that aligns with LFF’s equity goals and member values, and demonstrates leadership

Strategy 2.2: Refine or develop grantmaking processes (i.e., application, review, evaluation) that increase transparency and have an intentional regard for social justice and equity

Strategy 2.3: Audit management and governance processes and plan changes to support increased organizational (LFF) equity and fairness

Strategy 2.4: Fortify and establish partnerships with organizations aligned with the Foundation’s equity journey



**Food Chain Workers Alliance**  
FCWA was founded to connect disparate struggles across the food chain, and to make sure labor figures centrally in the “food justice” movement.

### III. Create and Sustain Organizational Excellence

We encourage, develop, and support the leadership capacity of our people.



#### 2022 Board Retreat

Attendees discussed Systems Thinking and considered new programs.

#### A. Maintain a Vibrant Organization

Through deliberate and active engagement, continue to foster growth and development among members and staff ensuring they have the tools and resources to provide maximum value and leadership.

#### B. Learn, adapt, and improve our programs and processes

Through active learning, we strive to be fully cognizant of the social, political, and economic landscapes in which the Foundation operates. As such, our goal is to be as nimble as needed to effectively adapt our programs and processes to the changing world around us.

**Goal 3: To pursue and sustain organizational excellence at all levels, creating a vibrant, accountable organization.**

Strategy 3.1: Cultivate and develop Member talent for the long haul

Strategy 3.2: Sustain an energized, effective, and accountable board

Strategy 3.3: Build and sustain a high functioning, high achieving team focused on the Foundation’s mission

Strategy 3.4: Develop and maintain trusting, authentic relationships that are open and responsive to communities served by the Foundation