

NAHRO Strategic Plan

Measurable Outcome Information for Committees

NAHRO's Strategic Plan development has been moving forward with **Intentionality** and **Collaboration**.

NAHRO Committees are tasked with the creation of Measurable Outcomes that will amplify and enhance NAHRO and its members **Collective Impact**.

Each Committee will develop Measurable Outcomes that incorporate and use the following information:

NAHRO's Values: Knowledge – Leadership – Professionalism – Collaboration – Equality – Fairness – Opportunity – Sustainability – Innovation

NAHRO's Proposed Vision: Thriving communities with affordable homes for all.

NAHRO's Proposed Mission: To advance the creation of strong, sustainable, equitable, and affordable communities through advocacy, professional development, and empowerment of our diverse members.

NAHRO's Proposed Goals:

- Enhance innovative and comprehensive resources to increase professional expertise, skills, and integrity of housing and community development professionals.
- Optimize the flow of funds, time, technology, and other resources while adapting to changing circumstances to maximize resiliency and efficiency.
- Champion and advocate for innovative and resourced housing and community development policies and programs.
- Amplify and unify the vital work of NAHRO's national, regional, and state members in our communities.

Task: Create 3-6 Measurable Outcomes over the four goals.

- 3-6 total Measurable Outcomes – not 3-6 Measurable Outcomes per goal

Each Measurable Outcome should include a timeline, roles, responsibilities, and anticipated resources.

- **Timeline** – think short-, medium-, and long-term. Measurable Outcomes can take up to 5 years to achieve.
- **Roles & Responsibilities** – include other NAHRO committees and outside stakeholders that are needed for success.
- **Resources** – what resources will be needed for the Measurable Outcome to be successful.

SPAC asks that each Committee and its members bring your collective knowledge, experience, and expertise (both personal and professional, both individual and gathered from others including from your agencies and other leadership roles) to the discussion and development of Measurable Outcomes.

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DEI and Equity Lens: As you develop your Measurable Outcomes, use NAHRO's Diversity Statement (below) and [Equity Framework](#) as part of the committee's **Intentionality** and **Collaboration** process to ensure your Measurable Outcomes result in **Collective Impact**.

NAHRO's Diversity Statement: NAHRO is committed to diversity. We recognize and value the rich and varied experiences and world views of groups and individuals, and how these provide the potential for greater creativity and innovation. We also value the essential points of view that arise from our differences in organizational size and geographic place. By respecting race, religion, skin color, gender, nationality, sexual orientation, gender identity, physical abilities, age, work and behavioral styles as well as the perspectives of each individual as shaped by environment and experiences, NAHRO remains vigilant in our efforts to appreciate diversity and its implications. At all levels, NAHRO will cultivate a culture in which each individual is welcomed, respected, supported and valued as a member.

Process: Measurable Outcomes should be developed using the SMART technique.

- **Specific** – What do you want to accomplish? Who needs to be included? When do they need this by? Why should achieving this outcome be prioritized?
- **Measurable** – How can you measure progress? How will you know if we successfully met the Measurable Outcome? How will you define success? What metrics will you use to measure success?
- **Achievable** – Do you have the skills required to achieve this Measurable Outcome? If not, can you obtain them? What resources do you need to accomplish this Measurable Outcome? Do you have access to these resources? If not, can you improvise? What is the motivation that's driving this Measurable Outcome? Is the amount of effort required on par with what the Measurable Outcome will achieve?
- **Relevant** – Why should you set this Measurable Outcome now? Is this Measurable Outcome aligned with a NAHRO goal?
- **Time-Bound** – What is the deadline? Is this timeline realistic?

The Committee's draft Measurable Outcomes must be sent to Georgi Banna (gbanna@nahro.org) by **May 15, 2024**. SPAC will then review the Measurable Outcomes, coordinate the Measurable Outcomes from all of the Committees, and continue communication with each Committee.

If the Committee Leadership or Liaison have any questions or if you need any assistance in the Measurable Outcome development process, do not hesitate to contact Georgi Banna (gbanna@nahro.org / 202-580-7234) and SPAC will be happy to assist.