



RISING SUN
CENTER FOR OPPORTUNITY

STRATEGIC PLAN

2021-23

WHO WE ARE

- **Diversity, Equity, and Inclusion** Promote a diverse, equitable, inclusive, and antiracist work environment through our policies, processes, and program design, with metrics for accountability.
- **Staff Experience** Provide a work environment and experience that people want to be part of and grow with.
- **Board** Cultivate an effective, committed, and engaged Board of Directors that reflects and upholds our values, employs best practices in nonprofit governance, and maximizes Rising Sun's impact.

MISSION BUILDING
CAREER PATHWAYS FOR
ECONOMIC EQUITY AND
CLIMATE RESILIENCE

VISION A JUST AND
SUSTAINABLE FUTURE
FOR ALL PEOPLE AND
OUR PLANET

WHAT WE DO

- **Youth Programs** Reimagine our social enterprise model to better prepare youth for the world of work while increasing community climate resilience in the Bay Area and San Joaquin County.
- **Adult Programs** Continue to grow and improve the training and supportive services offered for adult participants and alumni, with an increased focus on women and individuals impacted by the justice system, opportunities with high-road employers, and supporting long-term economic resilience.

HOW WE DO IT

- **Development and Finance** Improve Rising Sun's financial sustainability and flexibility by further diversifying our funding portfolio, practicing community-centric fundraising principles, and following best practices in financial management.
- **Communications** Share Rising Sun's story and impact in a manner that inspires and lifts up others, and that elevates our profile, encourages interest in our programs, advances our policy agenda, and supports our financial goals.
- **Policy** Advance both Rising Sun's on-the-ground work with individuals and our mission at the intersection of economic equity and climate resilience at the state and systems-level through policy and advocacy work.