**ACE Mentor Program of America, Inc.**

**Sample Strategic Plan for ACE Mentor Program Affiliates**

Strategic planning determines where an organization is going over the next year or more, how it's going to get there and how it'll know if it got there or not. The focus of a strategic plan is usually on the entire organization, while the focus of a business plan is usually on a product, service or program. In December 2015, the Executive Committee of ACE national adopted a 2016-2021 Plan and affiliates are encouraged to create their own individual plans.

ACE national seeks to assist through providing:

* The attached template
* Available resources on the Behind the Scenes – Affiliate Resources Section on the ACE website
* Sample strategic plans from other affiliates
* Presentation from All Affiliates Meeting on Strategic Planning
* A planning document provided for your use by national sponsor FMI
* The revised ACE national Strategic Plan
* Increased efforts by your Regional Director and ACE national to help you set and achieve your goals.

**Mission Statement**

ACE engages, excites and enlightens high school students to pursue careers in architecture, engineering and construction through mentoring and to support their continued advancement in the industry.

**Objectives**

ACE Mentor’s two primary goals are to:

* 1. Create a large, diverse, better prepared workforce for our industry
  2. Assist and guide students as they proceed along their pathways to opportunities related to our industry

**Current Situation**

Strengths, Weaknesses and Opportunities:

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| --- | --- | --- |
| Strengths | Weaknesses | Opportunities |
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**Key Strategies**

1. **Board Development/Effectiveness**

Goal: (sample) Increase number of board members and recruit a more diverse board of Directors to represent complete cross sections of the construction industry.

Strategic Action Plan:

* Appoint a chair for Nominating Committee to oversee process
* Develop prospect list of potential board members
* Assign person to contact potential board members

Goal:

Strategic Action Plan:

1. **Financial Management/Stability**

Goal: (sample) Have funds to cover expected costs of insurance, background checks and other expenses.

Strategic Action Plan:

* Set up a fundraising committee
* Organize a fundraiser for program.

Goal:

Strategic Action Plan:

1. **Compliance**

Goal: (sample) Work with Regional Director, accounting and legal experts to put into place compliance policies and follow reporting requirements so the affiliates meet all federal, state and ACE National requirements. These issues involve: insurance, background checks, federal and state tax issues and other compliance issues.

Strategic Action Plan:

* Review National Compliance document
* Develop a compliance plan

Goal:

Strategic Action Plan:

1. **Growth**

Goal: (sample) Increase the number of students in program by \_\_\_\_\_\_\_\_\_\_\_\_

Strategic Action Plan:

* Evaluate current schools and determine if there could be more students
* Identify new schools

Goal:

Strategic Action Plan:

1. **Mentors/Firms**

Goal: (sample) Recruit more mentors

Strategic Action Plan:

* Ask current mentors to assist in recruiting one new mentor

Goal:

Strategic Action Plan:

1. **Students/Schools**

Goal: (sample) Recruit two new schools for the next school year

Strategic Action Plan:

* Identify list of target schools

Goal:

Strategic Action Plan:

1. **Community Support/Public Awareness**

Goal: (sample) Work with other organizations to find alternative ways to recruit students.

Strategic Action Plan:

* Identify if there are community centers that are looking for new programming
* Contact the organizations.

Goal:

Strategic Action Plan:

1. **Other**