

### 3 Year vision:

SCRS envisions a community-led nonprofit with strong management by community members. Continual capacity building and self-improvement within the leadership will transform the organizational abilities to manage and run programming. At the completion of this strategic plan, SCRS will be a viable, professionally-run organization with a growing reputation in the community as a catalyst for positive change.

### What are SCRS's strengths, weaknesses, opportunities, and threats (SWOT analysis)?

*SCRS's strengths are perhaps better termed internal organizational potentials and weaknesses are perhaps better termed internal organizational areas in need of improvement.*

*It is great news that all SCRS strategic planning has the trust, buy-in, and ear of the Somali community with incredible potential to organize and galvanize the Somali community. The individuals that comprise the SCRS leadership have ideas for community improvement and a relationship to the community that cannot be obtained by American-led organizations. The SCRS leadership is eager and willing to undergo a long term process of capacity building in organizational and program management.*

When cultural knowledge and community relationships are combined with management techniques, SCRS is poised for tremendous success to serve as change agents throughout the Somali community.

### *Strengths*

- Unique strategic niche – intimate knowledge of Somali culture, traditions, relations, etc.
- Strong trust of all the Somali community – SCRS leaders are viewed as resources
- SCRS leadership has strong, community-informed ideas to drive program development and design
- Has buy-in from other community leaders
- SCRS leadership has key contact in grant-making circle
- SCRS leadership is eager and willing for professional capacity building and improvement
- By-the-community, for-the-community concept results in beneficiaries feeling open and free to discuss
- Community-for-Community model invites marginalized women and girls to participate