

RENEWED MISSION

FamilyWorks partners with families to alleviate food insecurity and ensure they have resources and support to overcome systemic barriers to equity, build stable communities, and thrive.

BOLD VISION

FamilyWorks envisions vibrant, equitable neighborhoods strengthened by resources designed by and for families furthest from justice.



COMMITMENT TO EQUITY

FamilyWorks knows systemic racism perpetuates the generational wealth gap, poverty, and housing instability for Black, Indigenous, and People of Color (BIPOC) families. More than 75% of the families served at FamilyWorks identify with a marginalized racial identity. We center equity and participant feedback in all stages of FamilyWorks' decision-making process. We are committed to keeping our programs flexible and adaptive to our participants' changing needs.

FamilyWorks' leadership and staff are reflective of the community. The majority of our executive team are BIPOC, as well as approx. 50% of the Board and Staff. Staff members have lived experience with homelessness, racism, discrimination, and poverty. We provide services in multiple languages through multilingual staff, volunteers, and technology.

VALUES

Dignity and Empowerment

We believe in treating others with respect and humanity in every facet of our programs and services. We design our programs to emphasize an individual's ability to make their own choices and determinations in life.

Justice and Anti-Racism

We advocate for the families we serve to have freedom from the social and economic systems that oppress our communities. We are committed to actively changing policies, behaviors, and beliefs that perpetuate racist ideas and actions.

Innovation

We are committed to adapting to what's best in service of our mission instead of what we've always done before.

Joy

We center feelings of joy and positivity in our relationships with the families we serve.

Participants as Partners

We design programs and policies with input and leadership from the communities and families we serve. We prioritize strong and equitable relationships with participants, partners, volunteers, and funders.



BIG QUESTION

The biggest question facing FamilyWorks right now is:
How can FamilyWorks grow and refine our services to best improve outcomes for families in North Seattle through addressing food insecurity, resource needs, and offering responsive family services?

In order to address this big question, we will use the following **strategies** and **tactics**:

1 Enhance and expand programming for families across physical locations, mobile sites, and through partnerships.

- Increase the number of families we serve, with a focus on helping families build supportive community connections, strengthen social capital and networks, and improve family well-being.
- Expand and enhance our food and economic security programming

2 Invest in holistic program design

- Evaluate/audit programs to ensure they align with FamilyWorks' operating model and effectively serve families furthest from justice
- Implement opportunities for participant feedback and program co-design to ensure programs are accessible and effective for families
- Understand how our food access and family support programs are linked so we can provide the most critical family supports and develop internal structures to support integration across programs

3 Deepen collaborative relationships

- Develop and enhance strategic partnership with other service providers to offer a broad range of family support programs
- Engage with other service partners to create and maintain a referral process to serve those with needs and obstacles that FamilyWorks programming cannot meet

4 Strengthen organizational capacity

- Strengthen our fundraising capacity and assess funding shifts and their impacts on our fund development strategy.
- Communicate effectively to stakeholders about FamilyWorks' strategic direction and goals
- Create a plan and a timeline for evolving programs and adding additional programming
- Evaluate what resources and staff are needed to achieve these strategies and tactics, including looking at staffing structures, and adding additional staff positions, benefits, and supports