



Ending homelessness
Rebuilding lives

FY 21 ADMINISTRATION LOGIC MODEL

Agency Strategic Goal(s):

- Strengthen our internal capacity to deliver effective, person-centered services through smart investments in staff and infrastructure.
- Steward and grow our private resources to support and enhance our services and fill funding gaps.

Administration Goals

- Goal 1: To Build capacity for outcomes measurements, risk management and compliance.
- Goal 2: To steward and grow our private funding to support and enhance our services and fill funding gaps.
- Goal 3: Create a positive experience for job seekers and employees by strengthening talent acquisition, onboarding, employee development, and work environment.
- Goal 4: To strengthen Friendship administrative and operational capacities to deliver effective, person-centered services.

INPUTS OR RESOURCES	ACTIVITIES	OUTPUTS	SHORT-TERM OUTCOMES	INTERMEDIATE OUTCOMES	LONG-TERM OUTCOMES
1 FTE Budget for 1 Data Analyst Consultant Budget for 1 Evaluation Consultant Computer Cellphone	Regular Meetings and Consultations with Chiefs and staff. Review of Contractor requirements, Policies and Procedures, Deliverables Risk assessment Tests	Number of Clusters with Logic models Number of staff with knowledge of Organizational Compliance Plan and Contractual Requirements Number of Clusters with a Risk Management Plan	FP staff demonstrate increased skills on how to create logic model throughout the organization. FP Staff demonstrate increased awareness of the Compliance Plan and Contractual Requirements. FP Staff demonstrate increased use Risk Management Plan to minimize risk.	At least 80% of FP programs use logic models to predict program needs, changes and milestones. At least 80% of FP programs can meet compliance with Contractor requirements At least 80% of FP programs can avoid risk	FP programs improve outcomes-measurement practices, internal and external program compliance and risk management practices.
Staff Government and Private Funding Contractors	Research and Create investment Policies	At least one Investment portfolio is designed and approved.	Prudent growth-oriented policies are implemented	Finance supports and enhances the organization's capacity to provide its services.	Friendship Place is recognized as an effective and financially steward organization.

<p>HR (Talent) Team</p> <p>Hiring Managers</p> <p>External Workforce Partners</p> <p>Paylocity Recruiting Platform</p>	<p>Recruitment & Selection</p> <p>Review current practices.</p> <p>Develop a talent acquisition strategy that promotes our employer branding efforts, diversity, and creates external workforce partnerships to support staffing needs.</p>	<p>Recruitment & Selection practices that support a positive hiring experience for job seekers and Hiring Managers</p> <p>A talent acquisition plan that supports our brand, mission, and current and future workforce needs</p>	<p>Alignment of Friendship Place’s Recruitment & Selection practices with key skills needed to successfully achieve our goals, and cultural fit</p>	<p>Consistency and standardization of Recruitment & Selection practices</p> <p>Improved hiring for highly skilled talent</p>	<p>Increased commitment to Friendship Place’s mission, vision, core values, and strategic plan/goals (HR-Talent)</p>
<p>FTES (Operations and Administration personnel)</p> <p>Office space</p> <p>Transportation</p> <p>Technology equipment</p> <p>Funding</p>	<p>Staff meetings</p> <p>Supplies purchases</p>	<p>All Friendship programs and employees are supported by operations and administration.</p>	<p>At least 75% of employees learn how to maximize the utilization of Friendship operations and administration to deliver effective services.</p>	<p>At least 80% of employees express satisfaction with Friendship operations and administrative support.</p>	<p>Friendship employees recognize operations and administrative support as key factors enabling them to deliver effective and person-centered services. (Administration and Operations)</p>