

Seeds of Hope Strategic Plan 2026–2028

(Approved August 2026)



Introduction

Founded in 1999, Seeds of Hope is dedicated to helping women build healthy, stable, and independent lives through recovery, housing, healthcare, childcare, and supportive services.

The 2026–2028 Strategic Plan establishes the organization's priorities for the next three years. As the needs of women and families continue to evolve, Seeds of Hope is committed to strengthening its programs, expanding organizational capacity, investing in people and facilities, and ensuring long-term sustainability.

This plan provides the framework for organizational decision-making, resource development, and strategic growth. It reflects the Board of Directors' commitment to responsible governance and positions Seeds of Hope to meet the changing needs of the community while remaining focused on its mission.

Planning Process

The Strategic Plan was developed through a comprehensive planning process involving the Board of Directors, leadership, staff, and community stakeholders. The process included organizational needs assessment, program evaluation, financial review, facility planning, and discussions regarding future opportunities and community needs.

The result is a focused strategy built around five strategic priorities that will guide the organization's decisions and investments through 2028.

Organization Overview

Founded in 2001, Seeds of Hope has grown into a comprehensive recovery organization serving women and families through an integrated continuum of care.

Today, Seeds of Hope operates a recovery campus that provides housing, healthcare, childcare, and supportive services designed to promote long-term recovery and stability. Through coordinated programs and strategic partnerships, the organization helps women and their families move from recovery to transitional housing, affordable housing, and independent living.

Recovery Campus

Seeds of Hope House

A recovery residence providing a structured, supportive environment for women beginning their recovery journey through housing, recovery support, case management, and life skills development.

Father Glenn House

A transitional housing program that helps women continue their recovery, strengthen independent living skills, and prepare for permanent housing.

Grimes Center

A 36-unit affordable housing community operated in partnership with Volunteers of America (VOA). The Grimes Center provides stable housing for individuals and families and is home to the Seeds of Change Health Clinic, St. Mary's Early Childhood Center, and supportive services that strengthen long-term stability and well-being.

Core Programs

- Recovery Housing
- Transitional Housing
- Affordable Housing & Resident Services
- Seeds of Change Health Clinic
- St. Mary's Early Childhood Center
- Case Management
- Recovery Coaching
- Life Skills Development
- Employment Support
- Community Resource Navigation

Strategic Framework (5 Pillars)

PILLAR #1 - Program Model and Recovery Continuum

Goal: Strengthen the continuum of care by expanding programs, improving service quality, and supporting long-term recovery outcomes.

- Strengthen recovery programming.
- Expand supportive services.

- Enhance mental health and family supports.
- Strengthen long-term recovery and alumni engagement.
- Improve program evaluation and outcome measurement.
- Respond to emerging community needs through thoughtful program development.

PILLAR #2 - Organizational Infrastructure and Leadership

Goal: Build the organizational systems, leadership capacity, and operational excellence necessary to support sustainable growth.

- Strengthen organizational systems and processes.
- Invest in technology and data management.
- Improve organizational effectiveness.
- Develop leadership capacity.
- Support employee growth and professional development.
- Build organizational capacity to support future growth.

PILLAR #3 Financial Sustainability and Development

Goal: Strengthen long-term financial sustainability through diversified revenue, philanthropy, and responsible stewardship.

- Diversify revenue sources.
- Expand philanthropic support.
- Strengthen grant and foundation partnerships.
- Enhance donor stewardship.
- Increase fundraising capacity.
- Prepare for future capital investment.

PILLAR #4 - Facilities and Growth Planning

Goal: Invest in facilities that strengthen services, expand capacity, and support future organizational growth.

- Expand the recovery campus.
- Increase housing opportunities.
- Improve existing facilities.
- Evaluate future property and housing opportunities.
- Align facility planning with long-term organizational priorities.

PILLAR #5 - Community Impact and Strategic Partnerships

Goal: Strengthen partnerships and collaborative leadership that improve recovery outcomes throughout Central Indiana.

- Strengthen strategic partnerships.
- Increase cross-sector collaboration.
- Expand community awareness and engagement.
- Support advocacy that improves recovery and housing outcomes.
- Position Seeds of Hope as a trusted community resource.

Board Development

Strengthen governance through engaged leadership, strategic oversight, and responsible stewardship.

- Recruit and retain diverse leadership.
- Strengthen governance practices.
- Increase Board engagement in philanthropy.
- Invest in ongoing Board education.
- Align Board committees with strategic priorities.

Looking Ahead

Seeds of Hope has spent more than two decades building a comprehensive model that integrates recovery, housing, healthcare, childcare, and supportive services to help women and families achieve lasting stability.

The 2026–2028 Strategic Plan builds on that foundation by strengthening organizational excellence, investing in people and facilities, expanding strategic partnerships, and ensuring long-term financial sustainability. Guided by this plan, Seeds of Hope will continue evolving to meet the changing needs of the community while remaining focused on its mission and its commitment to helping women and families build healthy, stable, and independent lives.