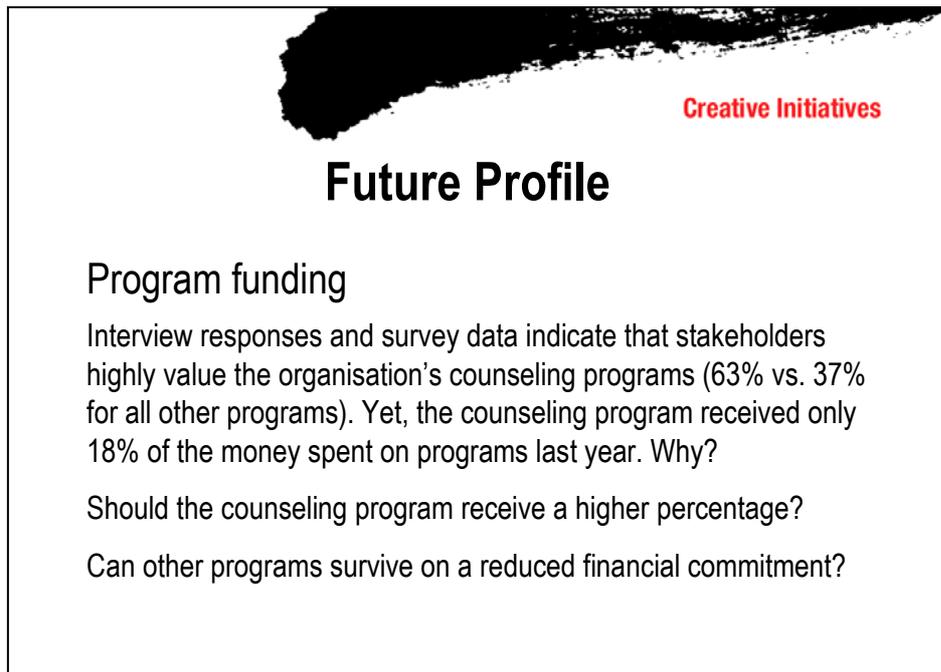


Future Profile Slides

After the group develops a sense of shared vision or purpose, the CIF Associate facilitates the group's describing the values, behaviours, and characteristics the organisation must possess in the future in order to bring the vision to reality. These descriptions are used to develop a desired future profile for the organisation.

The PowerPoint slide shown below was used to help the group think creatively and critically about the organisation's future profile regarding the funding of the program that was most valued by the survey participants.



Creative Initiatives

Future Profile

Program funding

Interview responses and survey data indicate that stakeholders highly value the organisation's counseling programs (63% vs. 37% for all other programs). Yet, the counseling program received only 18% of the money spent on programs last year. Why?

Should the counseling program receive a higher percentage?

Can other programs survive on a reduced financial commitment?

In this workshop, the CIF Associate led a guided discussion in which the workshop participants agreed that:

1. the counselling program should receive a larger percentage of funding;
2. the amount of funding allocated for the counselling program should be close to the amount of revenue that is received from Christian sources; and
3. while everyone agreed on the importance of finding jobs, housing, and transportation for released prisoners, they also agreed that the organisation might be able to find less expensive ways of providing these services.

These decisions will affect several descriptions of the desired future profile:

1. Counselling programs will comprise a larger segment of the organisation's future operations.
2. Counselling programs will be allocated about 50 percent of program expenditures if Christian sources of revenue continue to be about 50 percent of total revenue.

3. The organisation must find other sources of revenue in order to continue providing the same level of support for housing, employment and transportation services.