



# IMMIGRANT LAW CENTER OF MINNESOTA

## 2013-2016 STRATEGIC PLAN

### VISION

We envision a country in which immigrants are accepted and valued as full participants in the community.

### MISSION

The Immigrant Law Center of Minnesota enhances opportunities for immigrants and refugees through legal representation for low-income individuals, and through education and advocacy with diverse communities.

**Our values are grounded in respect for and partnership with our immigrant and refugee clients.**

- We bring our full legal passion, dedicated attention and highest quality service to our low-income immigrant/ refugee clients and their families
- We value relationships with the communities we serve and seek to express their full potential and contributions through our work together
- We work with excellence and integrity
- We believe in taking action to make immigration systems work for all

### Goal 1: Expand high quality services to meet growing and changing demand

ILCM produces high quality services that are in high demand not just in the metro area, but also in greater MN. Especially as immigrant and refugee communities move into greater Minnesota in greater numbers, ILCM will work to maintain accessible and responsive services. An expanded focus on education will allow ILCM to reach greater numbers of individuals in the metro, in greater Minnesota and to strengthen relationships with all refugee and immigrant communities.

#### Strategies

- ✓ Continue to expand comprehensive immigration services to greater MN
- ✓ Build strong relationships with more immigrant and refugee communities
- ✓ Expand educational programming

### Goal 3: Ensure long-term sustainability and ongoing responsiveness

ILCM is a fiscally strong organization and sees great and growing demand to expand services. In order to not only respond but continue to lead, it recognizes a need to continue to strengthen and expand its capacity. ILCM will continue to focus on finding ways to ensure organizational longevity.

#### Strategies

- ✓ Generate additional stable and diversified funding
- ✓ Increase staff capacity and expand expertise
- ✓ Use technology to enhance productivity
- ✓ Expand workplace space for staff and volunteers
- ✓ Develop succession plan for leaders and redefine staff roles as the organization grows
- ✓ Provide additional opportunities for guidance and engagement from a variety of immigrant communities
- ✓ Strengthen communication planning and strategy for maximum impact

### Goal 2: Capitalize on ILCM's position and networks to bolster core work related to the mission

ILCM is well-known for its expertise on immigration issues and commitment to greater systems change. It will therefore continue to provide information to policymakers in this role. Further, partnerships and collaboration will help leverage ILCM advocacy efforts and address the diverse needs of immigrants and refugees.

#### Strategies

- ✓ Continue providing respected advocacy at the state, regional and national level
- ✓ Increase and nurture key partnerships around the state to better serve the holistic needs of refugees and immigrants

