



# Strategic Plan for Grantmaking

## Goals

### An anti-racist community

To reduce racism at both the individual and institutional level through education, direct action, and/or increased dialogue and understanding. (The Saint Paul Foundation recognizes racism as fostering dominance and control of one group over another based on social definitions of race.)

### Economic development for disadvantaged people and communities.

To develop and increase economic capacity through job training and support, job creation, education, and business and commercial development.

### Strong families that provide healthy development for children and youth.

To assure that families' basic needs (e.g. stable housing, safe family environment, adequate nutrition) are met and that parents have the skills and resources needed to raise healthy, productive children and youth.

### Quality education

To assure that people of all ages and racial and ethnic backgrounds have access to high quality, culturally appropriate educational instruction and support that will maximize their personal success.

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## Strategies

Promote neighborhood decision-making and community building efforts.

Community building within neighborhoods is effective when it is driven by community-based decision making. The health of communities is as dependent on developing strong social connections and informal networks as it is on physical development.

Rely on communities of color as primary resources for defining and addressing the challenges and opportunities of their communities.

Communities of color have culturally relevant ways of defining and addressing challenges and opportunities. Culturally specific approaches ensure the ownership and engagement of the communities and are often more effective in achieving results.

Adopt a form of leadership that works in partnership with its constituent communities to influence the public agenda.

This type of leadership ensures that relevant community groups and individuals are actively involved in shaping the public agenda and it serves as a bridge between those with power and those without.

Support holistic approaches to strengthen families and communities.

Holistic approaches meet the needs of families and communities by building on overall strengths and focusing on the interrelationship among the issues that affect them through the integration of services, systems, and policies.

Support efforts that promote the importance of spirituality and the values of personal and social responsibility.

Spirituality can be an important force in providing a sense of hope and meaning in people's lives and in promoting personal and social responsibility. Organizations that are motivated by spiritual convictions often play an important role in guiding personal growth, meeting basic needs, and promoting social justice.