



Dismas Home

NEW HAMPSHIRE

2022–2025 Strategic Plan

Vision

*“New Hampshire will be a place where
previously incarcerated individuals can thrive.”*

Our mission is to offer previously incarcerated women with co-occurring substance use disorder and mental illness opportunities to improve their lives. We achieve our purpose by—

- Providing **effective clinical treatments** and a wide range of **social support services** in a safe, loving home-like **residential environment**.
- Offering post-residential support in **job assistance, housing,** and ongoing **mental health support**.
- **Collaborating** and **partnering** with outside service and program providers.

Dismas Home creates a **strong foundation for recovery** to achieve long-term, successful independence and re-entry into society. We build returning citizens' communication, social, and educational skills so they may secure sustainable employment and achieve lasting reconciliation with their community. And when a society can draw on every person in it, that community's quality of life is collectively improved.

This strategic plan emphasizes several initiatives we will undertake in the next three years, enabling us to reach many more women and increase our service offerings.

Our Strategic Priorities

Programs and initiatives carried out by Dismas Home will be innovative, relevant, and engage a wide range of participants, partners, and community leaders. We will invest in our employees, Board, and volunteers through a culture of engagement, diversity, inclusion, and overall productivity and retention.

Program Goals

- Secure a transitional home for post-residential living.
- Create post-residential support programs.
- Develop vocational training programs and opportunities.
- Strengthen and expand fundraising and development.
- Establish a capital reserve.
- Create a multi-year financial plan.

Collaboration and Partnerships Goals

- Establish viable, sustainable relationships with all New Hampshire criminal justice system sectors.
- Build relationships with landlords and developers to increase post-Dismas housing options.
- Build a network with service providers to increase operations efficiencies and increase resident opportunities.
- Build relationships with local higher education institutions.
- Build relationships with civic groups and municipalities.

Human Capital Goals

- Be a preferred employer; recruit, and retain exceptional staff.
- Invest in Board development.
- Establish a comprehensive volunteer program.