



Strategic Plan

Mission Driven

FY 2025-2029

Mission:

To assist primarily American Indian communities and other underserved Michigan residents with training, business incubation, and access to capital.

Vision:

To promote healthy and sustainable living—building a better community and society for generations to come.

Strategic Pillars and Goals

1. Economic Empowerment and Access to Capital

Goal: Increase financial opportunities and access to capital for Native and underserved entrepreneurs.

Objectives:

- Expand loan and microloan programs tailored to Native-owned businesses.
- Partner with banks and credit unions to leverage capital pools.
- Expand capital by 25% in revolving loan funds by Year 2.

Key Metrics:

- \$3M in capital deployed by 2030.
- 50 businesses funded over 5 years.
- 85% loan repayment rate maintained annually.

2. Entrepreneurial Development and Business Incubation

Goal: Foster sustainable Native-owned businesses through culturally relevant training and incubation.

Objectives:

- Launch a Tribal Business Incubator Hub by Year 2.
- Offer business training programs monthly.
- Provide mentorship and peer networking for Native entrepreneurs.

Key Metrics:

- 100 entrepreneurs trained by 2030.
 - 30 startups launched from incubator programs.
 - 70% of incubated businesses still operating after 3 years.
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3. Workforce and Community Capacity Building

Goal: Enhance workforce readiness and community resilience through training and education.

Objectives:

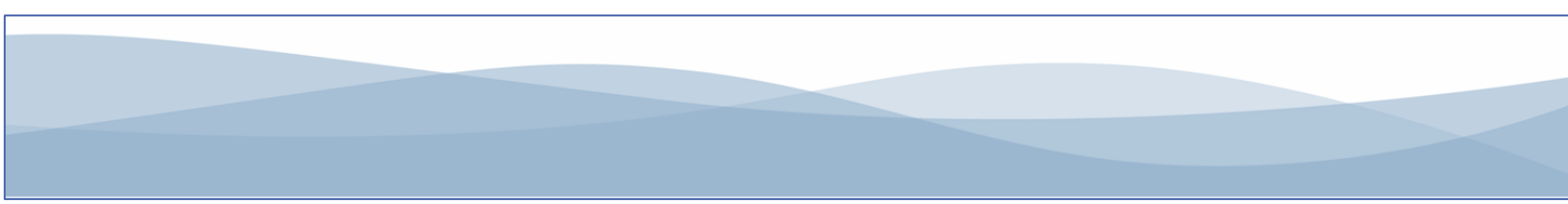
- Partner with tribal colleges, tribal education departments and vocational centers for certification programs and grant opportunities.
- Provide financial literacy, digital skills, and leadership training.
- Partner with CDFIs, CDFI staff to provide statewide training for Indigenous peoples.

Key Metrics:

- 250 residents were upskilled over 5 years.
 - 50 youth engaged in career financial literacy training.
 - 75% of participants report improved income or increased jobs in businesses.
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4. Sustainable Living and Infrastructure

Goal: Promote sustainability through eco-conscious programs, community development, and resource access.



Objectives:

- Support indigenous business development and renewable energy projects.
- Advocate for affordable housing infrastructure improvements.
- Expand programing and access to affordable capital to businesses focusing on food sovereignty and wellness.

Key Metrics:

- 10 sustainability-focused businesses supported.
 - 25 homes improved with CDFI support.
 - 40 Indigenous people and businesses that hold capacity to ensure cultural wellbeing of their communities
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5. Organizational Growth and Strategic Partnerships

Goal: Strengthen internal capacity and external collaborations for long-term impact.

Objectives:

- Expand staff and board diversity and expertise.
- Secure sustainable funding through grants, philanthropy, and earned income.
- Forge strategic partnerships with tribes, nonprofits, governments, and academia.

Key Metrics:

- Annual budget growth of 10%.
 - 10 active cross-sector partnerships by 2030.
 - Staff satisfaction and retention above 85%.
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Implementation & Review Framework

- **Annual Strategic Review:** Adjust goals and metrics based on community needs and data.
- **Transparency & Reporting:** Publish an annual impact report and share success stories.