



BCS Thinking and Learning Exercises

#5: Your Organization's Mission and Work

Discussion

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Overview:

This discussion explores your organization's mission and how it is supported by the work you do.

Time: 45 – 60 minutes

Leader preparation/instructions:

- Review Chapter 1 in Building Comprehensive Solutions to Domestic Violence Leadership and Organizational Guide.
- Post your organization's mission statement.

Activity:

- Review your organization's mission statement with staff.
- Ask staff to brainstorm all the things they do with victims and children.
- List their responses around the posted mission statement.
- Write all responses, even if they don't fit. These can provide good learning opportunities.
- Process/debrief the brainstorm.
 - Consider starting by acknowledging staff for all the extraordinary work and advocacy they do on behalf of victims and their children. This work is both rewarding and challenging and sometimes we forget how much people are doing on any given day.
 - Follow up by asking the advocates to discuss how each service (or guideline) either supports or creates barriers to carrying out the mission.
 - Wrap up by discussing how this conversation can be a catalyst for developing a more mission driven approach to victim -defined advocacy.
- Option: If you are a shelter -based program, you could use this process to examine your rules and guidelines. Instead of listing services you could write your guidelines around your mission and use the following debrief questions to guide your exploration.