



2025-2028 Strategic Plan

Executive Summary

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Overview

RNJ Youth Services is committed to empowering youth and families through a range of supportive programs designed to address their unique challenges. Our services focus on prevention, early intervention, and helping individuals overcome obstacles such as mental health issues, addictions, and involvement with the justice system. We believe that by providing the right resources at the right time, we can help youth and adults build brighter, more productive futures



Vision and Mission

Vision

All individuals have opportunities to lead productive lives, supported by a compassionate and effective network of community partners.

Mission

Providing proven and effective services, in collaboration with community partners, such that every client we engage realizes opportunities for personal growth.



Values

- Respect
- Understanding
- Positivity
- Empowering
- Innovative
- Safe and Inclusive
- Accountable
- Informative



Message from Board Chair Margaret Fancy

We are excited to share the updated Strategic Plan for RNJ Youth Services that will guide the organization over the next three years. The plan is also a tool that will assist RNJ in communicating priorities internally, to our partners, and to the communities we serve.

The development of the plan was a collaborative effort involving the Board, Executive Director and staff, guided by input from community partners and clients. Thank you to everyone involved for their engagement in the process and commitment to the children and youth we serve.

Four priorities have been developed to guide our work: Enhancing Community Awareness, Communicating Who We Are, Strengthening our Partnerships, and Diversifying our Funding Portfolio. Clear deliverables for each priority have been established. I look forward to working with the Board and our Executive Director and staff to work towards meeting the goals outlined in the plan as we strive to build communities where all children and youth are safe, healthy, and resilient.



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Message from Executive Director Rachel Burns

In 2024-2025, RNJ Youth Services served over 7500 young people through a comprehensive range of programs. Our programs address the unique challenges these young people face, offering support that encompasses education, navigation, life skills development, and opportunities for community reintegration. Through strategic partnerships, evidence-based practices, and a trauma-informed approach, we have expanded both our reach and our impact.

I also want to express my deepest thanks to our board for their outstanding commitment and leadership. Their dedication, insight, and steady guidance have played a crucial role in advancing our mission and supporting our effectiveness.

The willingness of both the Board and the Staff, to go above and beyond, often behind the scenes, has not gone unnoticed. I deeply appreciate the time, energy, and expertise you bring to every meeting and initiative. Your contributions have made a meaningful impact, and it has been a privilege to work alongside you.





Message Executive Director

At RNJ Youth Services, we believe that every young person deserves the opportunity to realize their full potential. Over the past year, our team has worked tirelessly to support, mentor, and empower youth across our community, providing them with the tools and guidance they need to thrive—academically, socially, and emotionally. Our success would not be possible without the commitment of our staff, the support of our partners, and the resilience of the youth we serve.

As we look ahead, our focus remains clear: to build a more inclusive, equitable, and supportive environment where all young people can succeed.


Thank you for standing with us on this journey. Together, we are shaping the future—one youth at a time.



Strategic Planning Process

 Board & Staff Retreat and ongoing dialogue

 Stakeholder Engagement
online survey to gather partners insights.

 Document Review
Analysis of historical plans and organizational documents.

 Best Practices Research



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Strategic Plan #1

Enhance community awareness of the full scope of RNJ Youth Services

Objectives

- Raise awareness of RNJ Youth Services among youth, parents, educators, and community leaders
- Highlight the diverse range of services, activities, and outcomes achieved
- Foster community engagement and participation in programs



Strategic Plan #2

Increase advocacy efforts to explain the purpose and value of RNJ Youth Services

Objectives:

- Strengthened community trust and visibility
- Advocate for youth needs and rights in the community
- Ensure youth have access to the resources and opportunities they need to thrive

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Strategic Plan #3

Nurture and formalize partnerships with community agencies

Objectives

- Enhance community collaboration: stronger partnerships with schools, community organizations, government agencies, and families
- Sustain partnership engagement for the benefit of youth

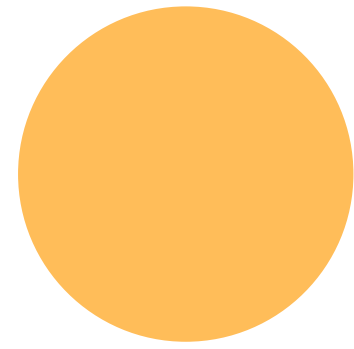
Strategic Plan #4

Diversify funding portfolio and plan to mitigate risks

Objective:

- Increase financial stability through diversified funding
- Reduce dependency on a single funding source
- Enhance capacity to manage and mitigate risks





OUR PROGRAMS

After School Program at Stingers

Connections Program

Direct Accountability Program

Extrajudicial Measures and Extrajudicial Sanctions

Intersections

Rebound Choices

Youth-in-Transition Worker Program

Youth Justice Committee

Youth Mental Health Court Worker

