

National Expansion Strategy

Process for National Expansion

Determine Core Function (Nov. 2007)

(What Org. Design and Locale Will Serve Core Function?)

Model Analysis (July 2008)

- Interview organizations
- Interview consultants
- Survey research
- Talk to pro bono firms
- Talk to donors
- Demographic data

Model Decision (September 2008)

City Analysis (March 2007)

- Location of law firm partners
- Presence of local donors/funders
- Services provided by other organizations
- Demographic need

Travel and recruit potential partners for final decision (donors, law firms, local service orgs.)

City Decision (September 2008)

Communicate Organizational Model and City and Recruit Funding and Support (internally and externally)

Final Organizational Design (Dec. 2008)

Hire (Dec. 2008)

Launch (Mar. 2009)

Evaluate (on-going)

Spheres of Decision-Making

The research, analysis, and recommendations for national expansion will be led by the Executive Director and Director of Operations. The ultimate decisions rest with the Board. The process for decisions, analysis, and advice is laid out below.

Board of Directors

(Decides)

Board Strategic Planning Task Force

(Recommends)

Executive Director & Director of Operations

(Gathers information, analyzes, and recommends)

Staff Directors

(Provides information and advice)

Staff

(Provides information and advice)

2009 Initial Expansion Goal: Open one pilot field office

- To serve more immigrant women and girls (organization wide),
- To respond to a national need (in part, expressed by women who call us from around the country),
- To leverage one of our greatest assets (the pro bono attorney network), and
- To add new funding sources outside of DC

Field Office Core Function:

1. Provide immigration law services to immigrant women fleeing violence, leveraging pro bono attorneys
2. Provide social service referrals
3. Local fundraising capacity

Goal of Pilot Project:

To serve more women (organization wide), while maintaining financial sustainability, a positive unified spirit and culture, high level of quality, and our commitment to Tahirih's values.

Metrics to Measure Effectiveness of Pilot:

- Increased # served through immigration legal services and social services referrals (organization wide)
- # pro bono attorneys
- Financial support
- Quality of services
- Spirit/culture of the organization