



## 2023-2027 Strategic Plan

Thrive's Mission "Empowering Teens to Succeed"

"Expanding opportunities for teens in critical areas that support success in life, college, and career is what we are all about"

-Sheri Lewin, Thrive Founder

## TEENS ARE THE FUTURE!

The future of humanity is in the hands of the teens we serve. They will lead families, businesses, and communities. They will face many challenges. How can we nurture them to their highest potential? Well, since day one at Thrive, we decided to let them tell us. Thrive's leadership does an excellent job of listening to the teens we serve. Since its inception, Thrive has been providing a safe environment for enriching learning and growth.

I feel fortunate to get to meet many of the great teens who are drawn to our programs and also witness the passion of our volunteer instructors. It creates dynamic learning opportunities. Also, not to be understated is the connection point we create for teens with similar interests. The positive ripple effect has surprised even me.)

-Sheri Lewin  
Thrive Clermont Founder

### 2023 was the year to refocus our efforts...

Our leadership sought to redefine goals, metrics, and strategies to best execute Thrive's mission. This effort began in 2022 as the Board of Directors reviewed the previous plan. Thrive's Strategic Planning Committee (SPC) then invited members of our Teen Advisory Council (TAC) to join the SPC. In January 2023, the SPC conducted an internal SWOT analyses with the TAC and BOD, which identified our current strengths, weaknesses, opportunities, and threats.

The SPC also sought feedback from stakeholders via online surveys. We appreciate the teens, parents, instructors, volunteers, and community members who provided feedback and keep Thrive's performance accountable. The SPC also looked to documents such as the Lake County Community Needs Assessment and the Search Institute's Adolescent Assessment Research Reports.

Collectively, these efforts produced a plan aligned with the needs of OUR teen community. This strategic planning process and the final document will guide us to set achievable targets for the future.

Now let's get to work Empowering Teens to Succeed!

-Dr. Tanya Armstrong  
Chair, Thrive's Strategic Planning Committee



Thrive Founder, Sheri Lewin (Far Right) Leads teens into Adulthood.

## History & Impact

**2016**  
75 Teens Served

- IRS 501(c)(3) received
- Teen Advisory Council (TAC) established
- 1st Event! Teen Summit

**2017**  
275 Teens Served

- Summer PopUps
- Teen Summit
- One Day Closer College Prep Bootcamp
- Teen Advisory Council

**2019**  
550 Teens Served

- Summer PopUps
- Teen Volunteer Plugins
- Fall Adulthood Program
- Winter Festival @Citrus Tower
- Teen Advisory Council

**2018**  
350 Teens Served

- Summer PopUps
- Teen Summit
- Teen Advisory Council

**2020**  
225 Teens Served

- Leap into College Conference
- Virtual Volunteer Training
- Virtual Summer PopUps
- Virtual Adulthood Program
- Formal Strategic Plan 2020-2023 Written
- Teen Advisory Council

**2021**  
280 Teens Served

- Thrive is Five! Celebration Fundraiser
- Summer PopUps
- Fall Adulthood Program
- Teen Advisory Council

**2022**  
350 Teens Served

- Spring & Fall Adulthood Programs
- Summer PopUps
- Teen Advisory Council





## **THRIVE'S FIVE KEY IMPACT AREAS**

**Thrive's programs positively impact students in five main areas**

- 1. Key Life Skills**
- 2. Career and College Readiness**
- 3. Experiential Leadership Training**
- 4. Community Engagement & Volunteering**
- 5. Emotional and Mental Health & Wellness**



# **Thrive's impact is achieved through year-round, teen-focused programming and includes:**

### **TEEN ADVISORY COUNCIL (TAC)**

Our TAC, a diverse teen leadership group, shapes our programs. TAC members engage with businesses and community organizations, help evaluate partnerships, plan and create new ideas and events, and serve as ambassadors for our programs. Thrive's model of teen-advised programming has led to overall appeal and success while growing future community leaders.

### **SUMMER POPUPS**

Summer evening events offering a variety of mini-workshops and activities led by local community members. Summer PopUps offer innovative skill-building and recreational opportunities for area teens.

### **ADULTING PROGRAM**

Preparing students for life post high school. A variety of workshops, career events, and field trips. The Adulting Program focuses on Personal Finance, Career and College Readiness, Entrepreneurship, and other employer partnership events for high school students.



**"I am successful today because of the skills I gained being on the TAC. Comparing my experience to peers who haven't been involved with Thrive, I realize this is the only program that can give such varied and valuable life experiences."**

**-2019-2022 Teen Advisory Council Member**

# Thrive's Mission

"Empowering Teens  
to Succeed"

## Core Values

### INCLUSIVENESS

We create safe spaces for all teens to feel welcome to learn and grow.

### EQUALITY

We offer programs without restrictions to any interested student.

### INNOVATIVE THINKING

We encourage and welcome creative ideas and solutions.

### ORGANIC, TEEN DRIVEN GROWTH

We expand and change our programs based on student feedback, interests, and needs. Our Teen Advisory Council guides our Board of Directors.



Mailing address  
614 East Highway 50 #183  
Clermont, Florida 34711

[www.ThriveClermont.org](http://www.ThriveClermont.org)

# 2023-2027 Goals and Objectives

**Goal 1 - Expand education opportunities for students in college and career readiness, and financial literacy.**

### Objectives

1. Produce six open workshops annually for high school students.
2. Develop and implement interactive workshops within classrooms in local high schools.
3. Increase teens served through these programs to 1,000+ annually by 2027.
4. Expand outreach with other organizations to increase attendance of underserved youth.

**Goal 2 - Grow safe opportunities for teens that enhance mental wellness, improve leadership skills, and positively impact their community.**

### Objectives

1. Conduct semi-annual leadership training for Teen Advisory Council members to build skills and increase self-esteem.
2. Provide skill-based mentoring by placing teens with key adult volunteers in all programs.
3. Offer meaningful and unique volunteer engagement, safe socialization, and opportunities that support teen mental wellness.
4. Foster partnerships with businesses and community organizations that increase impactful opportunities for teens.
5. Recruit and cultivate a diverse Teen Advisory Council.

**Goal 3 - Strengthen organizational sustainability to ensure long-term success.**

### Objectives

1. Elevate fundraising capabilities of Board members with increased training and new board recruitment.
2. Increase annual revenue to \$350,000 by 2027.
3. Establish a six-month reserve fund by December 2024.
4. Recruit and hire a paid Executive director in 2024.
5. Improve tools for measuring outcomes.

"I would definitely recommend this to other students. I am leaving for college next year and I learned so much about budgeting. And also credit scores, which I knew nothing about before tonight "

-2021 Adulting Workshop attendee