**Introduction:**

As we embark on planning with so many significant changes happening around us, we know that the best planning processes are those that are carefully designed from the beginning. The questions below will help you to develop a planning process that meets your organization’s needs, deepens your core values, and positions the organization for continued success and impact.

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| **Questions** |
| 1. **What questions do we want this planning process to answer? What new questions emerged from our reflections on 2020?** |
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| 1. **Who needs to be involved in this process and how? Who will be asked to provide input, who needs to buy-in to emerging directions, and who will make decisions?** |
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| 1. **How can our planning process itself deepen our commitment to diversity, equity, inclusion and justice, not just in the outcomes of the process, but in how we carry out the process?** |
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| 1. **What information do we already have that we can use in this planning process? What new information do we need to obtain in order to answer our questions and how will we do so?** |
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| 1. **How does planning during covid and the recession impact how and when we plan? How can these changes further our mission, vision, and core values and our diversity, equity, inclusion, and justice commitments?** |
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