Goal 1 - Listening - Build in regular and thoughtful feedback to our key ‘services’ (SPRING, The Sanctuary, The Drop-In) to ensure the highest quality delivery done in solidarity with those seeking sanctuary.

Goal 2 - Advocacy and System Change - Identify and pursue key advocacy goals (inc lifting the ban and challenging housing standards) centering the voices of people with lived experience in the formation and pursuit of those goals.

Goal 3 - Communications - Build our external communication so that it effectively supports our work and establish strategic relationships within the local media which will amplify our impact.

Goal 4 - Partnerships - Cultivate effective relationships with existing and new partners, who are allies in our strategic mission, ranging from a local to a national scale.

Goal 5 - Volunteering - Develop volunteer communication and increase volunteer training to help establish and strengthen existing and new teams that maintain/improve the representation of people with lived experience of seeking sanctuary.

Goal 6 - Staffing - Consolidate staffing in all areas of City of Sanctuary Sheffield so that, in working towards our vision, staffing levels reflect the work we have committed to, and staff are well equipped and well looked after as they do this work.

Goal 7 - Fundraising - Improve the individual donor journey, and secure sufficient statutory funding that supports City of Sanctuary Sheffield’s core functions; SPRING; and core partner organisations to further establish their work.