

Report To: City of Champaign Township Board

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Date: December 2025

Reporting Period: November 1, 2025-December 1, 2025

Executive Summary

This document serves as a strategic benchmark tracker to report progress on the Strides Revisioning Plan, presented in the October 14th Town Board Report. The plan is broken down into 5 pillars (as highlighted below), and each pillar outlines Strides Revisioning Benchmarks and their status for the current reporting period. Attention to these 5 pillars will position Strides to establish a safer, more operationally efficient and successful shelter that benefits both our community and the people we serve.

1. Operational Strengthening

Objective: To revitalize and rebuild the foundation of Strides Shelter by establishing focus and attention on neglected areas of leadership, policy, structure and capacity.

Date	Benchmark	Progress	Notes
11/1	Policy Updates: Redefine low-barrier model & harm reduction approach; progressive discipline	In Progress	October Benchmark: Will provide via PIE meeting or email prior to next scheduled Town Board meeting.
11/1	Policy Updates: Attendance; Coverage & Call-Offs	In Progress	Will provide prior to next Town Board meeting.
11/7; 11/12	Payroll: Met with ADP, APS and Paycor to inquire about moving payroll & timeclock to external service provider to prevent errors.	Complete	When obtained, will provide contracts to board for approval.
11/4	Staffing Structure: Phase 1 reductions completed.	Complete	This phase was achieved without the need for layoffs, as staffing changes occurred through natural attrition and other personnel transitions.
11/21	Service Capacity: Formally notify guests of service model updates in Guest Forum (incl: new low-barrier; stay-limits; focus on 60 in-house guests)	Complete	Informed in November Guest Forum and via formal letter to all guests
11/21	Service Capacity: Began planning for service level reduction roll-out, set for December 1.	In Progress	Waited until the overflow shelter opened so people would have somewhere to go.

2. Fund Development & Financial Stability

Objective: To position Strides for financial stability and sustainability, through redesigned structure & staffing, renewal of current grants, expansion of funding base and identification of additional funding opportunities.

Date	Benchmark	Progress	Notes
11/18	Expand Grants: ETH – Emergency Transitional Housing Winter Expansion. Completed Survey & Submitted Budget.	Awarded	Allows Strides to prepare for the Winter overflow and associated staffing shortages and enhanced safety precautions
-	Expand Grants: IMRCBI – Illinois Medical Respite Capacity Building Initiative - \$60,000	Awarded	Allows Strides to better serve individuals who are medically fragile.
-	Expand Grants: Complete application for ETH – Renovation Purchase Project - \$25,000	In Progress	Application due December 1st
11/20	Expand Grants: Potential funding for program, staffing and operational expenses related to supporting addiction recovery.	Decision Pending	In communication with a potential funder regarding addiction/recovery funding.
-	Fundraiser: Meet with board members to inquire about creating a resolution to accept donation funds.	Complete	Would like direction.

3. Improved Safety & Security

Objective: To provide a framework for a more physically and emotionally safer environment both inside and outside of Strides Shelter.

Date	Benchmark	Progress	Notes
11/18	Police Intervention: Requested meeting with City of Champaign & Champaign Police	In Progress	To address large encampments on City property outside of Strides. To come up with new plan for unwanted activities & predators outside of Strides.
10/24	Fence Installation: Fencing Quote for fence around exterior of property	Decision Pending	Quote received. Sent funding proposal to Champaign Urbana Public Health District.
10/12	External security personnel: Received quote and need to secure funding.	Need Funding	Received quote and hopeful to use awarded ETH grant to fund.
11/10	Emotional Safety: Repaint walls; install baseboards; hang wall art & motivational quotes; display plants for aesthetic and air quality.	In Progress	Created a series of volunteer events to address. First event is scheduled in December.

4. Enhanced Program & Impact

Objective: To increase our impact by focusing on a lower service level, enhancing overall program impact and introducing on-site case manager lead programming.

Date	Benchmark	Progress	Notes
Ongoing	Partner Services: Continuing current partner services, including Avicenna Health, Illini Medical Screening, GROW in America, Health Care Consumers, Mobile Computer Lab, Public Health Vaccine Clinics	Complete	Continuing service provision. Signed MOUs currently in place.
Ongoing	Service Levels: We have been meeting with other entities about the possibility of moving Strides to a women's-only shelter.	In Progress	Will eliminate majority of the issues Strides has had attempting to hold an all-gender congregate space.
11/28	Programming: Rolled out first, weekly case manager lead program.		All programming aligns with 8 dimensions of wellness.
11/1	Care Plans: Service plans have been created to aid guests with substance use disorder.	Complete	Requires treatment prior to returning to shelter.
11/21	Partner Services: Officially began and will continue weekly.	Complete	2 facilitators; CM & Leadership referrals as well as fliers & staff encouragement to peak guest interest.

5. Community Building & Trust

Objective: To rebuild trust, provide transparency and to incorporate the voice of the community in solutions for our local homeless shelter. To connect, collaborate and become better neighbors.

Date	Benchmark	Progress	Notes
Ongoing	Connected with several local faith-based organizations to collaborate & discuss Strides revisioning	In Progress	Strengthening relationships with churches will assist with building trust & educating on homelessness
Ongoing	Reconnect with businesses and establish regular communication.	In Progress	
11/18	Made contact with a business across from Strides and had a good conversation. Intend to build relationship to better understand how Strides can help with issues they're experiencing	In Progress	
11/2	Reached out to connect with Martin Luther King Homeowners Association to establish relationship.	Completed	Reached out a second time in hopes to connect.

November Challenges & Mitigation:

Benchmark	Challenge	Mitigation
Safety & Security	Difficult to manage outdoor visitors who aren't associated with Strides.	Requested meeting with City and Police for better support. Will discuss a current event as well as ongoing issues outside of Strides.
Staffing Restructure	Staff reduction due to attrition	This actually assisted with completion of phase 1 of restructure. Completed baseline for performance evaluations and measurements and

		will begin evaluations in November to move forward with Phase 2 in December.
Payroll Solution	Errors on 10/24 payroll.	Meeting with payroll companies to secure a new time-keeping system and payroll service.
Connect with other Low-Barrier shelters	Limited time to schedule outing. Awaiting CSPH group to confirm date & will join.	In addition to Connections for the Homeless conversations, I have started to contact local shelters to setup our own tours, and will join with CSPH as they become available.

Priorities for the month of December include: Safety & Security, Funding Gaps and Long-term Planning for Strides

Next Steps:

- Request study session or PIE meetings to continue discussion on revisioning plan with reprioritization based on Town Board comments.
- Finalize all November tasks that are in progress or have not yet been started and follow up on outstanding funding decisions.
- Prepare Benchmarks Progress Report for December 1st - January 1st