



2025

Strategic Plan

Dear community members, partners and staff:



We've completed the annual update of the Health District's 2024 – 2027 Strategic Plan, which reflects the priorities that support the health and well-being of our neighbors in northern Larimer County.

These values-driven focus areas hold that we operate with integrity, transparency and accountability as we reflect our populations' needs in our work. We're finding new ways to engage with our community. We're modernizing infrastructures and systems to bring our plan to life most efficiently. And because we know we can't do this work alone, we're fostering partnerships so we can tackle increasingly complex health challenges together.

The strategic plan also recognizes that imbalances exist throughout health care — and that progress means making sure everyone gets the care and support they deserve. That's why we're putting health equity at the center of everything we do.

We want to recognize our talented and compassionate staff in this work. They do more than treat and educate clients — they provide peace of mind each day, so families know we'll be there for them when they need us most.

The Health District has been a mainstay in northern Larimer County for 30 years, and our strategic plan is designed to continue lifting up the community with lasting impact for years to come.

Erin Hottenstein

Erin Hottenstein
Board President
Health District



Great governance

Great governance is essential to an impactful and high-performing organization.

It's inclusive and participatory.

Each process ensures fiscal stewardship, open and transparent communication, and informed decision-making.

Policies, processes, decisions, direction and actions support accountability and responsiveness to the current and future needs of Health District residents and taxpayers.

Goals

Support the Health District Board of Directors to successfully carry out duties of governance and transparency.

Ensure the integrity of the Health District's financial position and provide fiscal stewardship and accountability.

Reflect community needs in the Health District's work.

Shape Health District policy to promote positive health outcomes and operational excellence.



Organizational excellence

Organizational excellence emphasizes the importance of the people, along with processes, technology and systems, that enable the Health District to carry out its mission: to enhance the health of our community.

Organizational excellence involves oversight, structures, processes and standards to ensure that impactful and needed services are efficiently delivered using available resources. Organizational excellence focuses on the role of cross-cutting functions (communications; and the Community Engagement and Health Equity teams) in organizational operations and continuous improvement. Organizational excellence enables health equity, partnerships and great governance.

Goals

Support transparent and engaging internal communications so everyone in the organization feels seen, heard and respected.

Strengthen infrastructure in all areas, including programs, services, finance, human resources, information technology, communications and facilities.

Strengthen external communications strategy to promote visibility and transparency of programs and services.

Use improved data collection analysis for decision-making.





Health equity

By implementing our health equity strategy, we'll align with and support the achievement of the Health District's mission: to enhance the health of our community.

Through a lens of cultural humility, we aim to improve access, inclusivity and reach of the Health District's programs and services, and become a model of responsiveness and trust for the health care community.

Goals

Cultivate an environment that welcomes diverse thought and experience, and invests staff knowledge and a commitment to equity.

Model inclusive excellence for health care partners and collaborators.

Center community voices and remove barriers to meet individual needs, helping all community members achieve their best health.



Partnerships

We'll cultivate broad, cross-sector partnerships to effectively address the full array of complex factors impacting community health.

Goals

Expand community engagement.

Build and strengthen partnerships to maximize impact on community health.

Improve collaboration between the Health District and our partners to advance health equity.

Focus on transparent and engaging external communications to build and strengthen relationships.

