PRIORITY - ORGANIZATIONAL VITALITY					
Goal: To be a sustainable organization that is a desirable place to work, that balances revenues and expenses, and that has a strong Board of Directors.					
No.	**Objective**	**Year 1 23/24**	**Year 2 24/25**	**Year 3 25/26**	**Progress**
1.1	Enable an **immediate shift to a 3-staff model and continue to expand staff benefits** (e.g., professional development, retirement contributions).				3-person core model is well established at this point. Work is on going to improve as an employer, with a current priority being developing & formalizing leave policies and benefits.
1.2	**Create a financial plan** to move to a 4-staff model by 2027, invest in our equipment and facility, and create an operating reserve.				Financial planning remains difficult with continued uncertainty around trends with university enrollment and related levy revenues. In particular, four-staff model remains out of reach without further revenue.
1.3	Continue to **develop our Board** and make the most of student leadership.				Board capacity has been steadily increasing - this year, board took on significant leadership in committee work & policy development.
1.4	Explore a **formal fundraising model**.				Trent Radio Fundrai$io continues to be a very successful annual event. In 2026, we received our charitable gaming eligibility and ran a 50/50 raffle as part of Fundrai$io, with another currently ongoing.
1.5	**Engage members and volunteers** to reinvent their roles and provide meaningful connection.				In process, always in our yearly plan. In person engagement continues to grow, at Trent Radio House, at socials and with radio project days.
1.6	Consider ways to **articulate, demonstrate, and communicate our values**.				Trent Radio Fundrai$io feels like a good embodiment of this objective - meaningful partnerships both within Trent Radio and with local events & organizations that support and communicate our values as a community organization.
1.7	Promote the development of Trent Radio as a **highly desirable employer** among Trent University students and in the broader Nogojiwanong/Peterborough community.				In YE26, added annual retirement contribution to permanent staff compensation in lieu of a formal pension plan.
PRIORITY - ACCESSIBLE AND SUPPORTIVE ORGANIZATION					
Goal: To be a welcoming environment that allows our community to amplify their voices, interests, and skills.					
No.	**Objective**	**Year 1 23/24**	**Year 2 24/25**	**Year 3 25/26**	**Progress**
2.1	Continue to examine how to **minimize physical and other barriers to participation.**				Accessibility renovations to the Parkhill Rd entrance, funded in YE25, are now underway. Further improvements to the house & studios will be designed with accessibility in mind as well.
2.2	**Expand training and educational opportunities** for programmers and operators, including methods to connect with listeners if desired.				Continued to provide workshops to programers about home recording for the RPM challenge.
2.3	**Foster mutual learning, feedback, and mentorship** among volunteers.				On going work hosting regular Radio Project Days and socials that encourage programmers to socialize and share skills.
2.4	Continue to **support in-studio programming, while enabling more remote broadcasting** by training volunteers.				On-going work, fostered by more staff & volunteers in person at Trent Radio House. More remote programming this year, especially from campus (The Dugout), live music broadcasts fro campus, pre-recorded community projects (Trent U & KPR), live student broadcast (ASCVI). Continue to rely primarily on staff support, with opportunities for volunteers to attend and engage with the production process.
2.5	**Invest in renewal** of Trent Radio house, its studios, and equipment.				Beginning with accessible entrance, with renovation to studio spaces a next priority.
2.6	Explore current and new **digital opportunities and digitization** to augment our analogue radio operation.				Trent Radio News site (news.trentradio.ca) has demonstrated some potential in this area, hosting programming beyond regular news stories such as school workshops and special broadcasts. This is an area that can use futher consideration in future plans.

PRIORITY - DEEPENED CONNECTIONS					
Goal: To be thoughtful and deliberate about our outreach to diverse communities, particularly those who are under-represented in radio, to encourage participation and ownership.					
No.	**Objective**	**Year 1 23/24**	**Year 2 24/25**	**Year 3 25/26**	**Progress**
3.1	Continue and, where possible, **strengthen existing outreach practices.**				On-going work, the Dugout and work of Student Outreach committee are continuing efforts that were increasingly successful through YE26 .
3.2	Continue to **focus on relationship-building** with Indigenous peoples, new Canadians, international students, and the arts community.				In addition to previous progress with student staff positions & institutional relationships, established fund specifically for building our collection of Indigenous music. There is always more work to do.
3.3	Continue to explore innovative ways and partnerships to **engage students**.				Continue to host regular broadcasts from campus (the Dugout, Radio on the Go) and events to engage students. Continuing to be invloved in University hosted events such as Clubs and Groups Day and Orientation Week.
3.4	**Develop an engagement strategy** to encourage listeners to deepen their involvement as members, volunteers (including Board members), and donors.				Continue to strive to engage members in socials and Radio Project Days as well as in person events such as Arts Week.
3.5	**Develop an integrated, multi-media approach** to building and enriching Trent Radio's connection and outreach to the Nogojiwanong/Peterborough community and our global digital communities.				Continuing to do this to the best of our ability, the futher development of Trent Radio News available on demand.