



New Mexico
Department of Finance
and Administration

Strategic Plan FY26



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Welcome to DFA

Welcome to DFA, an agency that touches every aspect of state government. Our work spans an increasingly wide range of duties, from overseeing the state's executive budget, helping local entities, to distributing funds for a wide range of programs and initiatives that affect the lives of nearly every New Mexican.

The pandemic was a catalyst of change for DFA, presenting unprecedented opportunities for diverse service and pushing the boundaries of our duties and expectations. Our new role transcends historical missions, positioning DFA as more than a fiscal oversight agency. DFA has transformed into a financial and programmatic hub for state and local governments. Amid the dynamic forces and challenges New Mexico faces, DFA has evolved to better help our state. DFA will change again beginning in FY25 as we welcome two new divisions, SHARE and Infrastructure Planning and Development, along with countless special appropriations that continue to diversify our efforts.

With our history and future in mind, we recently underwent a comprehensive multi-year strategic planning process to support our evolution, engaging every member of our agency's staff and incorporating feedback from key stakeholders.

This process has redefined our agency's identity and our strategic goals. To align with the demands of the present and anticipate what lies ahead, our new vision, mission, and values underscore the breadth and depth of DFA's commitment to serving New Mexico. We envision New Mexico communities supported by effective, accountable, and fiscally responsible government, fostering a brighter future. Committed to our mission, we strive to serve and strengthen partnerships across the state through collaborative solutions, capacity building, and fiscal leadership, guided by core values of service, quality, communication, accountability, and being solutions centered.


DFA's strategic goals for the next five years emphasize critical opportunities for New Mexico that demand a clear focus on creating value and delivering quality. As we continue to provide financial services and ensure fiscal accountability, our journey includes adapting and enhancing services annually, embracing new roles, and launching programs that better serve the diverse needs of state government, local entities, and the public. Our strategic planning process and our new vision, mission, and values serve as the cornerstone, shaping the trajectory of DFA towards a future marked by service and sustained excellence.

Our Vision, Mission and Values

DFA's organizational identity composes three fundamental pillars: our vision, mission, and values. The vision statement looks to the future to paint a picture of the change DFA wants to help create. The mission statement serves as our compass for the present and describes how we will work toward our vision. Our values embody the principles we uphold as an organization. Crafting our refreshed vision, mission, and values was a collaborative effort, engaging those within DFA and stakeholders associated with our work. This inclusive process ensures our organizational identity includes diverse perspectives and speaks to the needs of those involved. We embrace this new organizational identity with a clear sense of purpose and unity. It signifies our commitment to DFA's continuous improvement, growth, and adaptation.



Vision: New Mexico communities are supported by effective, accountable, and fiscally responsible government to foster a brighter future.



Mission: To serve and strengthen partnerships across the state through collaborative solutions, capacity building, and fiscal leadership.

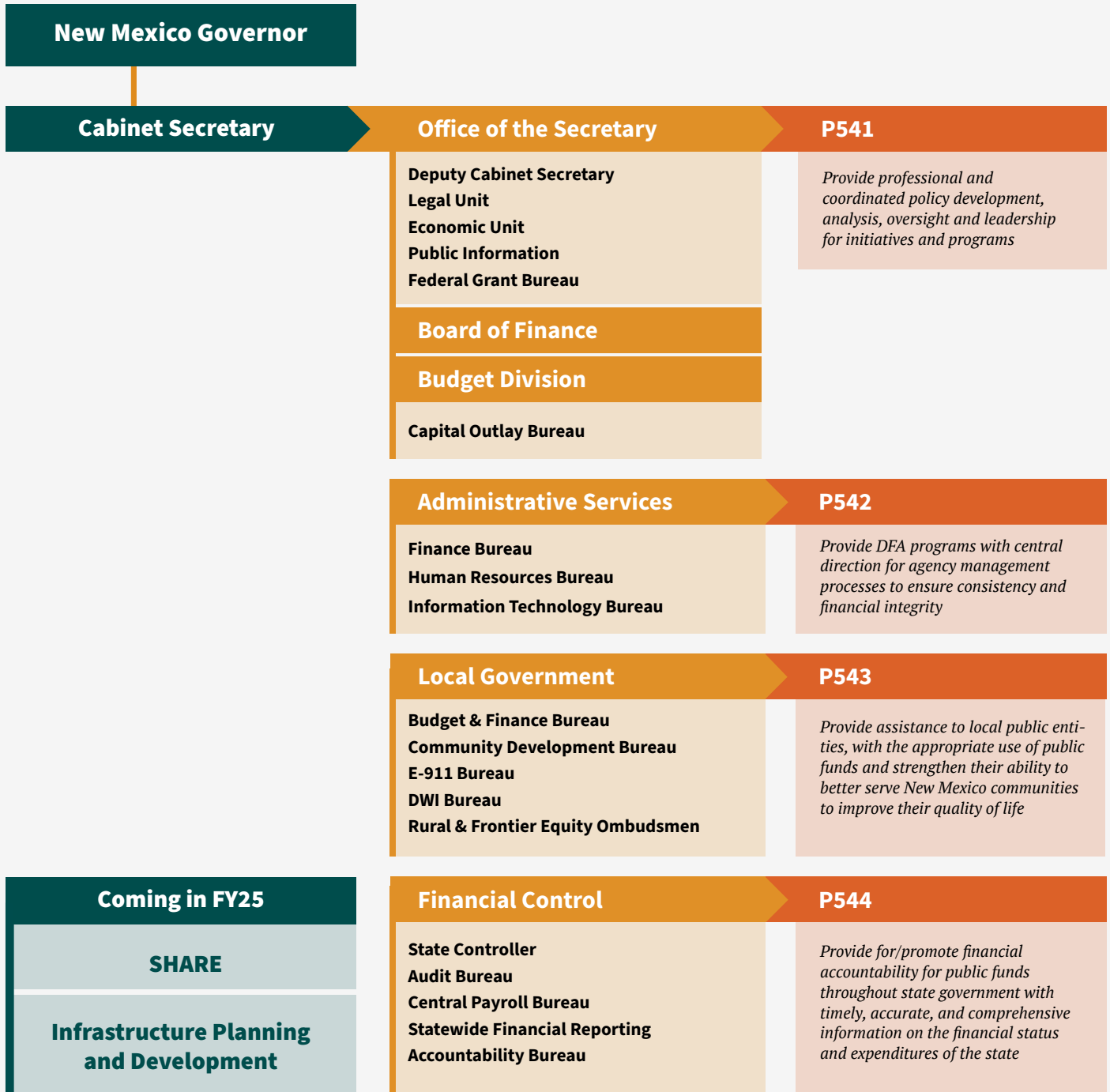


Values:

- Service
- Quality
- Communication
- Accountability
- Solutions-centered

Our Organization

DFA’s responsibilities range from reviewing and processing contracts for the state and setting state accounting standards to coaching local government finance leaders and operating the state’s payroll system, which pays the state’s more than 20,000 employees every two weeks. The following provides a snapshot of how the agency works.





Strategic Goal #1: Governance Excellence and Accountability

Build strong governance structures, transparency, and accountability to increase the capacity of partners and enhance the agency's mission and operations.

Objective 1.1: Improve internal and external alignment of teams and functions to enhance the agency's capacity to serve partners.

Objective 1.2: Create structures and systems that increase transparency and help partners succeed.



Strategic Goal #2: Value-driven Services

Deliver high-quality, valuable services supported by strong stakeholder engagement and trust-based relationships with partners.

Objective 2.1: Develop initiatives with partners in response to needs identified in a bi-annual survey.

Objective 2.2: Formalize training approaches across the agency and increase offerings that are responsive to stakeholder input.

Objective 2.3: Grow internal project management capacity.

Objective 2.4: Define and manage customer expectations through accessible public digital queue management systems for new programs, initiatives and Executive Orders.



Strategic Goal #3: Transformational Communication

Develop a set of communication goals that emphasize collaboration, educate state and local governments about fiscal best practices, promote knowledge-sharing, and fulfill employee and constituent satisfaction.

Objective 3.1: Increase communication internally and with partners through formalized outreach and engagement strategies.

Objective 3.2: Increase transparency of online information about funding and division-level processes.

Objective 3.3: Launch intranet site to enhance agency communications and accessibility to documents (i.e. policy and procedures, agency forms, etc.).



Strategic Goal #4: Policy Alignment

Influence policymaking to maximize funding flows in service of positive and sustainable outcomes.

Objective 4.1: Develop and update collaborative short-term and long-term policy priorities.

Objective 4.2: Initiate proactive approaches to address and support new programs, initiatives, and Executive Orders.



Strategic Goal #5: Talent and Workforce Development

Prioritize hiring, retention, and training of skilled personnel within the agency and support similar workforce and resource development efforts among partners.

Objective 5.1: Customize tiered talent development programs to support retention.

Objective 5.2: Cross-train team members to bolster succession planning.

Objective 5.3: Update flexible employment policies to ensure market competitiveness.

Objective 5.4: Increase partnerships with higher education institutions and others to enhance recruitment and develop recruitment pipelines (internships, guest presentations, etc.).



Strategic Goal #6: Resource Empowerment

Elevate the agency with the necessary financial, personnel, and technological resources to innovate while adapting to evolving needs.

Objective 6.1: Provide incentive-based opportunities to recruit and retain employees.

Objective 6.2: Develop and implement up-to-date technology to improve tracking, data sharing, program and project management as well as internal communications and collaboration.



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