

LONG RANGE PLAN

ABBREVIATED VERSION

Mission: To strengthen and enhance the lives of children, youth and families through partnerships that support safe, nurturing, vibrant, homes and communities.



**A Strategic Plan
of Black Family Development, Inc.
2011-2014**

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INTRODUCTION

The Strategic Plan was developed with the input of Black Family Development, Inc. consumers, staff, and other stakeholders. This plan provides guidance as we work to fulfill our mission with maximum efficiency and impact. It also provides our stakeholders with an overview of BFDI's business and service delivery processes and details the future direction of the organization.

As we answer the question of where we have been, where we are currently and where we are going; this plan addresses BFDI's capacity, processes, and the infrastructure needed to support BFDI as a comprehensive family service organization. The expanded focus is on helping to nurture the environments in which our consumers live by increasing community capacity within select neighborhoods throughout the city of Detroit.

This plan further details BFDI's internal capacity to provide program services, make policy decision that reflect our values, and build on the organization's strengths enabling BFDI to successfully maneuver within external environments. Through our continuous improvement process, we analyzed data assessing the strengths, challenges, threats and opportunities of the organization. The goals, objectives and strategies align short-term decisions with our long-term goals.

The Strategic Plan is approved by the Organization's Board of Directors. This Plan is a flexible document that responds to trends and patterns in the larger environment. It also details strategies developed through systematic environmental scans and SWOT analysis. This practice ensures that the organization maintains its competitive edge in the market place and remains a going concern. Thus, our achieved goals enable BFDI to sustain the resources required to advance the mission of this organization.



PLANNING



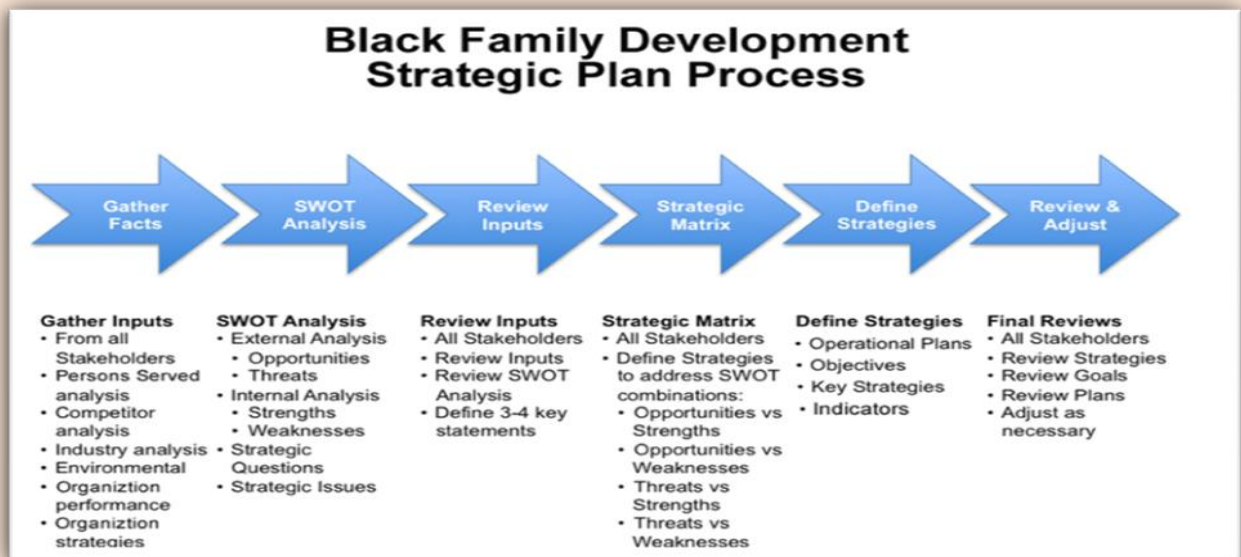
In 2011, Black Family Development, Inc. (BFDI) launched its annual self study in an effort to set direction for continuous improving of service delivery and business process. As we assess business and practice through the continuous improvement process, we asked questions such as: How does the service delivery exceed the expectations of persons served and other stakeholders? Are these strategies integrated into the strategic planning process?

The planning committee identified how information on competitors is gathered and analyzed. How financial threats, opportunities, and the organizations

capabilities were identified and strategically integrated into the strategic planning process. In addition, the planning committee analyzed how regulatory and legislative issues affect the organization.

Black Family Development, Inc. is pleased to present its 2011 - 2014 Strategic Plan. While BFDI's Board of Directors has adopted this three-year plan, we have also adopted a process for updating our Strategic Plan annually. BFDI is committed to continuous quality improvement and regularly assess the needs of our consumers, staff and other stakeholders and while making adjustments as they are needed.

Our commitment to excellence has helped to shape this Strategic Plan. The Board of Directors and staff of BFDI are committed to excellence and therefore, have wholeheartedly embraced the trademark of our international accrediting body CARF, which is "ASPIRE to Excellence".



MISSION, SHARED VALUES & SERVICE PHILOSOPHY

The Mission

“To strengthen and enhance the lives of children, youth, and families through partnerships that support safe, nurturing, and vibrant homes and communities.”

Overarching Goal

“To promote wholesome family life and human growth via the development and implementation of a full range of social work services with a focus on improving outcomes for children and their families, and building community capacity.”

Service Values/Philosophy

BFDI’s values are to interact with children and their families in their communities, within their natural support systems, in a culturally competent and respectful manner, ensuring that each family child and/or young adult has a voice in the service delivery process. The work of BFDI is achieved through seeking and providing continuous opportunities to receive input from persons served and other stakeholders.

BFDI uses a home-based model approach to delivering programs and services to our consumers. The home-based model reduces barriers to services such as architectural barriers, transportation and child care. BFDI’s home based-model of service flows from the principle that families in distressed communities have inherent strengths that should be the focus of treatment plans. This embodies a non-deficit approach that requires counselors to build upon consumer/family strengths.

BFDI strength-based philosophy is critical because it represents the organization’s attitudes, purposes, and thoughts about the people we serve. Every element of treatment, case management, prevention, recovery, and crisis intervention service flows from this philosophical principle.

BFDI believes that there must be a feeling of hope emanating from each counselor and conveyed to the family. The counselor must be committed to looking at a variety of options to help families; to withstand disappointments; to be willing to try and try again with families, and to give support and praise for small accomplishments. BFDI's philosophy is one that focuses on strengths and incorporates the principles of person-centered planning throughout each of the organizations programs and services.

GOALS

The Board of Directors of BFDI approved the organization goals after assessing if the goals support the mission of the organization. The goals represent targets to achieve over the next three years. The objectives expand on each goal and the strategies describe specific actions that will help achieve the goal.

- Goal 1. To improve the well being of children and families who are consumers of BFDI services
- Goal 2. To improve the academic results of children and youth residing in Promise Neighborhoods communities and attending the seven schools partnering with BFDI.
- Goal 3. To expand positive youth development opportunities for consumers and students attending local school partners of BFDI.
- Goal 4. To improve support to families living in distressed communities in the city of Detroit.
- Goal 5. Achieving the Promise Neighborhoods planned results in both Osborn and Southwest Detroit.
- Goal 6. To improve the safety of three targeted communities through community police relations.
- Goal 7. To build the community capacity in the neighborhoods of Osborn and Cody Rouge.
- Goal 8. To continue the growth of the organization to ensure adequate resources to advance the mission as indicated by valid and reliable fiscal determinants.
- Goal 9. The organization will maintain high levels of satisfaction service delivery and the business practices of the organization as indicated by satisfaction surveys that achieve at or above 80% scoring.

Black Family Development, Inc.

ANNUAL REVIEW

Annual Review Process

BFDI reviews its Strategic Plan annually. The Plan is updated based upon the analysis of information received from performance improvement plans in the areas of business functions and/or service delivery. The following cycle represents the ongoing strategic planning cycle.

Strategic Planning Cycle



If you would like to have the comprehensive version of the 2011-2014 Strategic Plan, please email athompson@blackfamilydevelopment.org.