

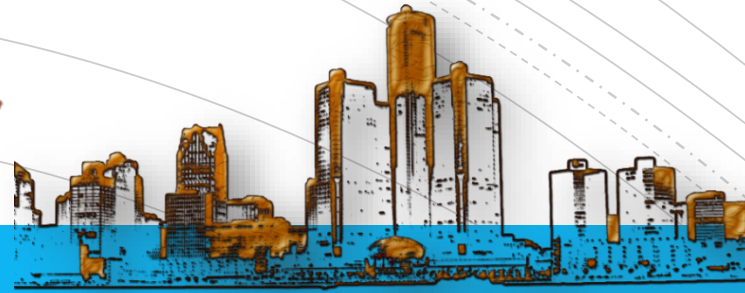
Black Family Development, Inc.



# Strategic Plan

2019 – 2022  
“Our Best is  
Yet to Come”





Black Family Development, Inc.

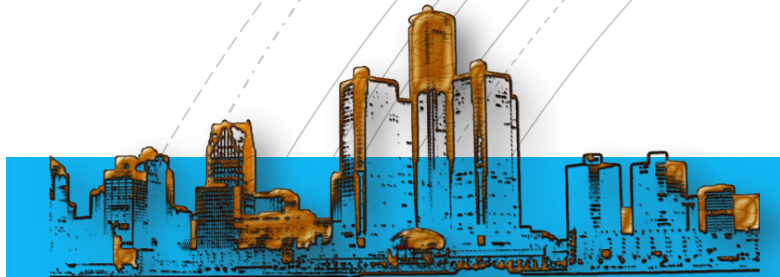
## Our Mission

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



# "ASPIRE to Excellence"©

*The Board of Directors and staff of BFDI are committed to excellence and this commitment has shaped the Strategic Plan focus. BFDI has wholeheartedly embraced the trademark of our international accrediting body CARF, which is "ASPIRE to Excellence"©.*



**Advancing the Mission of BFDI**  
Through Strategic Planning  
and Strategic Alignment



## OUR COMMITMENTS

Improving the well-being of children

Improving academic results

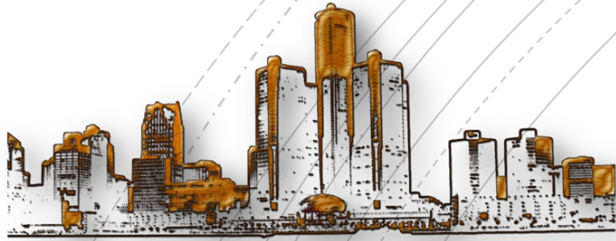
Expanding positive youth development

Improving support to families

Building community capacity

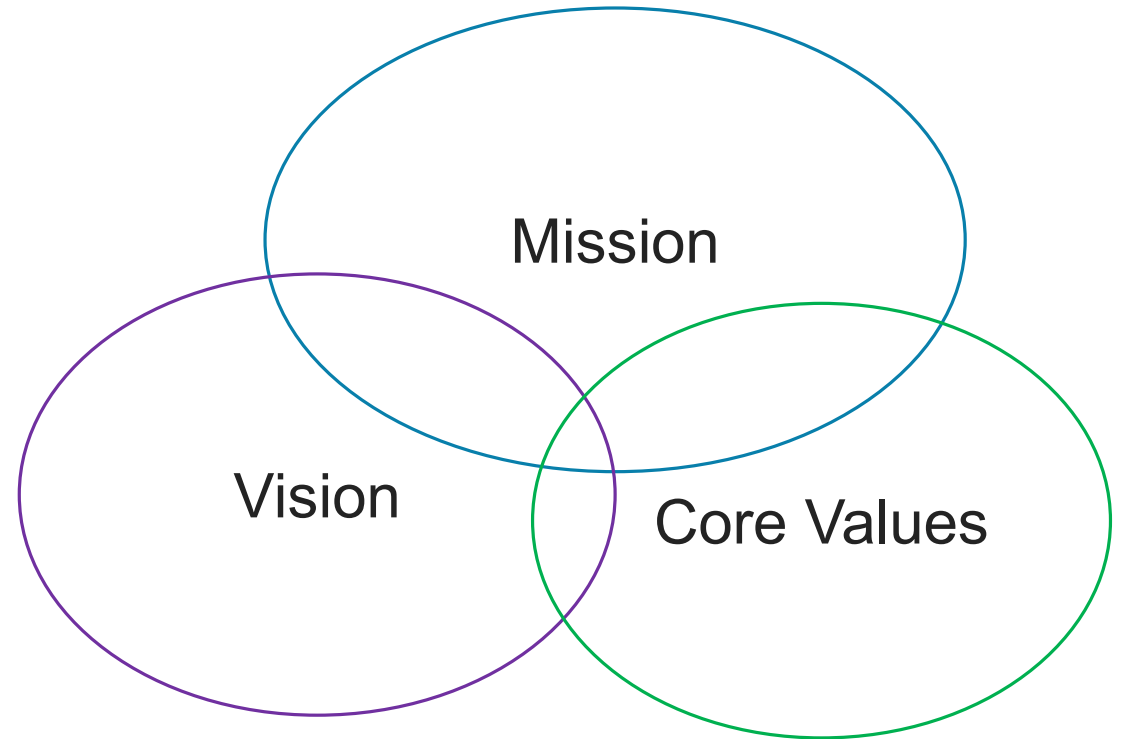
Improving neighborhood safety

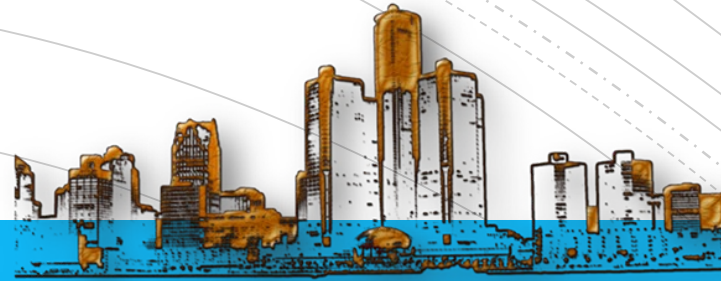
Improving the life outcomes of boys and young men of color.



**LEADERSHIP FOCUS**

Strategic  
Alignment

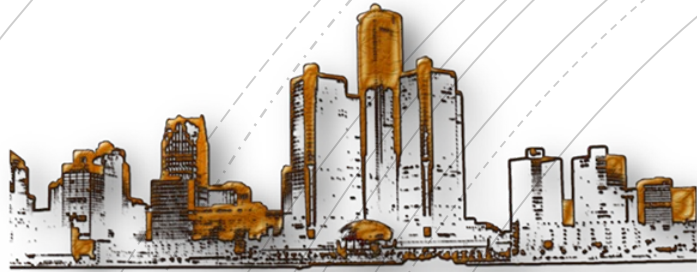




# Black Family Development, Inc.

## Survey Responses Strengths and Challenges





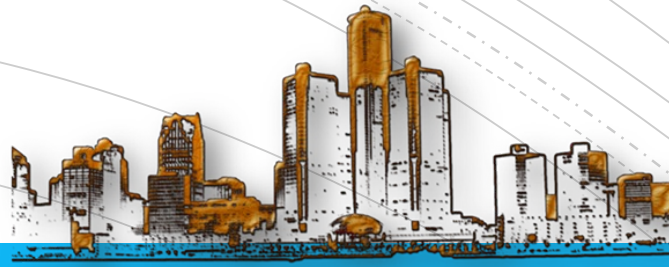
# STRENGTHS

- BFDI is known for its corporate citizenship and its commitment to community engagement.
- BFDI is known for its integrity, ethical practices and sound fiscal management.
- BFDI's mission statement is relevant to the current needs of the community.
- BFDI collaborates with other agencies and educational institutions to address community issues.



## ***OTHER STRENGTHS INCLUDE:***

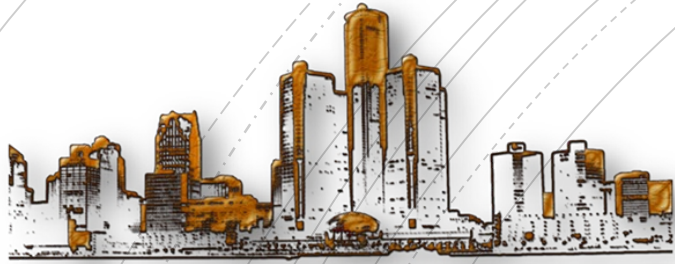
- Accessibility to services
- Advocacy for the needs of persons served
- Cultural competence in servicing consumers
- Has a consistent positive presence in the community
- Focus on positive youth development services/ activities
- Range of services provided
- Focus on family preservation
- Responsiveness to requests from consumers
- Quality of services provided
- Competent and qualified staff



## Weaknesses

The overall survey responses in the area of weaknesses did not yield any statistically measureable issues of weaknesses.





## Challenges

Although BFDI is positioned as a premier leader among local nonprofits, it continues to be confronted, as are other nonprofits, with community and environmental challenges.



These challenges include:

- Child poverty rate remained at about 48%.
- 60% of Detroit's Children 0-5 live in poverty.
- A need to provide adult education and job training programs to increase labor force participation.
- In Wayne County, 53.3% of children age 3-4 were not in preschool.
- 86.5% of Detroit's third graders are not reading at grade level.
- A need to provide services that many families say they need. . .transportation and financial assistance for services and programs.
- Nearly 30,000 eligible young children have no high quality early learning or child care options.



# A Strategic Plan of Black Family Development, Inc. 2019-2022 PROGRAM GOALS

## OUR COMMITMENTS

Improving the well-being of children

Improving academic results

Expanding positive youth development

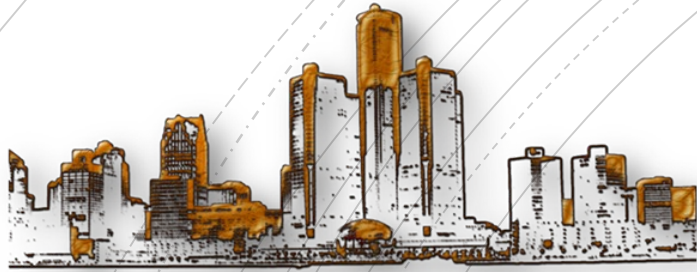
Improving support to families

Building community capacity

Improving neighborhood safety

Improving the life outcomes of boys and young men of color.





## Goal 1

TO IMPROVE THE  
WELL-BEING OF  
CHILDREN AND  
FAMILIES

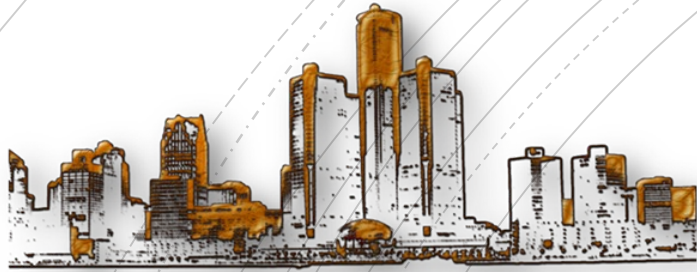


### ***Sub-Goal 1:1***

To increase the application of research - based prevention programs to improve the well-being of children and families.

### ***Sub-Goal 1:2***

To increase the availability of community-based, home-based alternatives to support youth and family needs, and quality of life issues.



## Goal 1

TO IMPROVE THE  
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FAMILIES

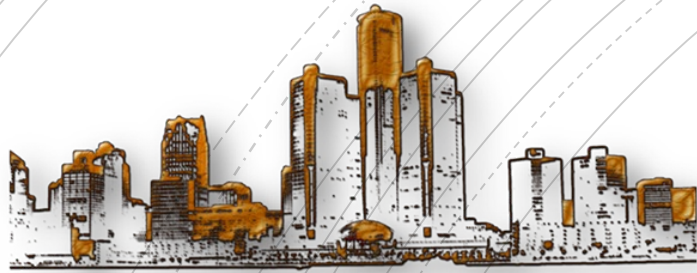


### ***Sub-Goal 1:3***

Increase the availability and access to afterschool programs for children and youth to support their social, emotional, and academic potential.

### ***Sub-Goal 1:4***

Provide information and education quarterly at community meetings, and annually at the Mayors' Task Force Leadership Breakfast on strategies for improving health and wellness, and the well-being of children, youth and families.



## Goal 2

### TO IMPROVE THE ACADEMIC RESULTS OF CHILDREN AND YOUTH



### ***Sub-Goal 2:1***

Identify and work with early childhood providers to access quality programming to enhance the growth and development of children.

### ***Sub-Goal 2:2***

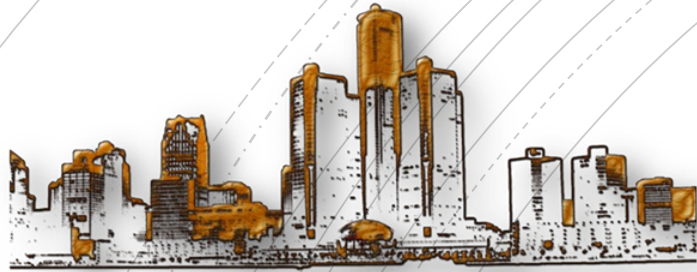
Educate parents and the general community on the importance of learning to read by 3rd grade: “From preschool to 3rd grade, a child learns to read; and from 3rd grade on, a child must read to learn”.

### ***Sub-Goal 2:3***

Provide families access to age appropriate reading material and information on core concepts in the science of early childhood.

### ***Sub-Goal 2:4***

Provide families and the general community age appropriate literacy packages designed to close the 30 million word gap and improve the vocabulary and reading skills of children and youth.



## Goal 3

**TO EXPAND POSITIVE  
YOUTH DEVELOPMENT  
OPPORTUNITIES FOR  
CONSUMERS AND  
STUDENTS ATTENDING  
LOCAL SCHOOL  
PARTNERS OF BFDI.**



### ***Sub-Goal 3:1***

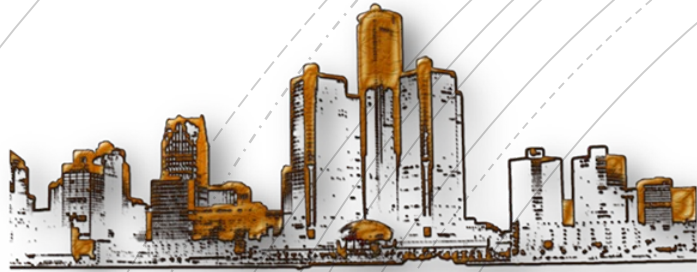
To provide youth with positive youth development opportunities in their homes, school, and community that will support continued growth and development, including afterschool and weekend programming.

### ***Sub-Goal 3:2***

Identify and work with early childhood providers to access quality programming to enhance the growth and development of children.

### ***Sub-Goal 3:3***

Educate parents and the general community on the importance of learning to read by 3rd grade: "From preschool to 3rd grade, a child learns to read; and from 3rd grade on, a child must read to learn".



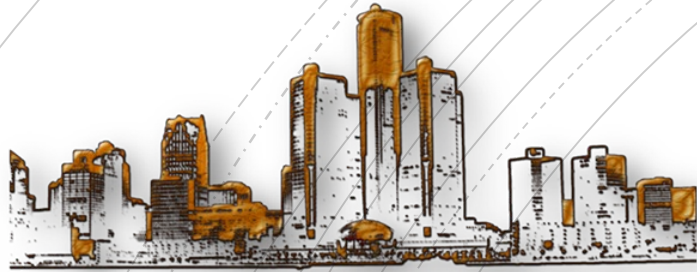
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OPPORTUNITIES FOR  
CONSUMERS AND  
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LOCAL SCHOOL  
PARTNERS OF BFDI.**



### ***Sub-Goal 3:4***

- To advance the following recommendations and milestones outlined in the national agenda for “My Brother’s Keepers” initiative in collaboration with targeted partners:
- Entering school ready to learn; reading at grade level by third grade; graduating from high school ready for college and career
- Completing postsecondary education and training, successfully entering the workforce
- Reducing violence and providing a “second chance”



## Goal 4

To improve support to families living in distressed communities in the city of Detroit

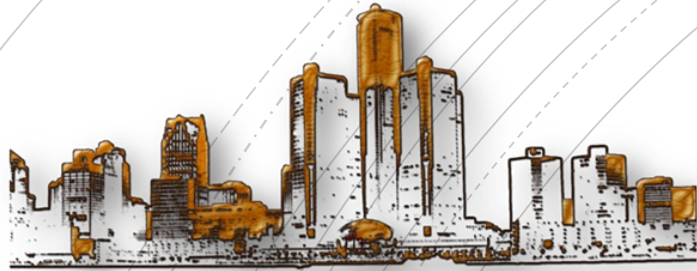


### ***Sub-Goal 4:1***

- Provide training to families and the general community regarding brain research and the impact of healthy growth and development of children on a child's developing brain and academic potential.

### ***Sub-Goal 4:2***

- Provide parent education training on a monthly basis on a range of topics that will help parents ensure that their children have all the support they need to be successful in school and in life.



## Goal 5

TO INCREASE STRATEGIC PARTNERSHIPS WITH LOCAL AND NATIONAL FOUNDATIONS TO ADVANCE THE MISSION OF BFDI, AS ALIGNED WITH THE MISSION OF THE FOLLOWING FOUNDATIONS: THE SKILLMAN FOUNDATION, THE KRESGE FOUNDATION, W.K. KELLOGG FOUNDATION, BALLMER GROUP, AND THE OBAMA FOUNDATION.



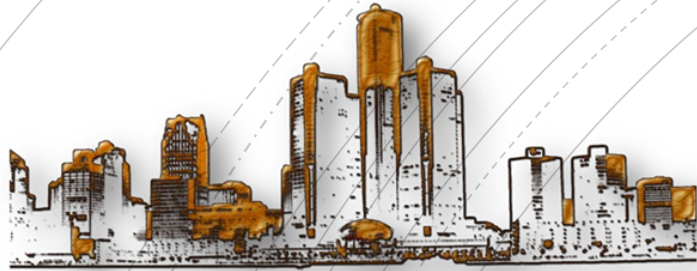
### Sub-Goal 5:1

- To expand funding relationships with The Skillman Foundation for continued support of the My Brother's Keeper Program and Restorative Practices community culture transformation.

### Sub-Goal 5:2

- To work in alignment with The Kresge Foundation and W.K. Kellogg Foundation to achieve the 15 identified strategies and six (6) imperatives for the Hope Starts Here initiative, with a particular focus on imperative #2- *Support parents and caregivers as children's first teachers and champions*; and imperative #3- *Increase the overall quality of Detroit's early childhood programs.*





## Goal 5

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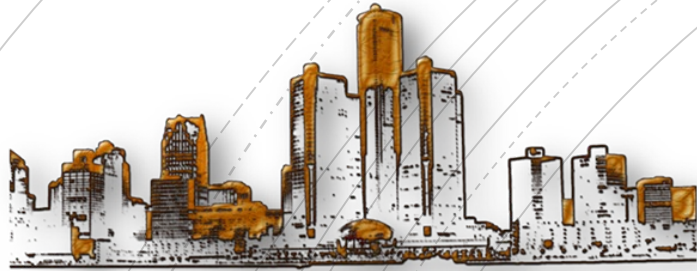


### Sub-Goal 5:3

- To expand funding relationships with the Obama Foundation to continue the delivery of My Brother's Keeper services for two (2) additional years, through 2022.

### Sub-Goal 5:4

- To partner with the Ballmer Group to expand collaborative partnerships with other organizations to bring to scale the collective work to improve the life outcomes of boys and young men of color.



## Goal 6

**TO INCREASE STRATEGIC COLLABORATION WITH KEY PUBLIC AND PRIVATE FUNDERS TO ADVANCE THE MISSION AND GOALS OF BFDI.**

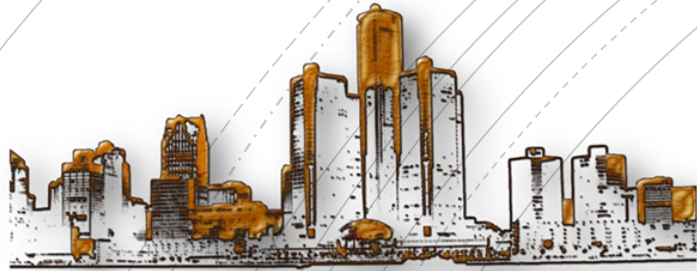


### ***Sub-Goal 6:1***

- To increase the availability of mental health and prevention services in Detroit Public Schools Community District (DPSCD) and charter schools in Wayne County, through an expanded contract with Detroit Wayne Mental Health Authority.

### **Sub-Goal 6:2**

- To partner with DPSCD leadership to expand the present Memorandum of Understanding to include additional Pre-K, 8th grade, and high schools.



## Goal 6

**TO INCREASE STRATEGIC COLLABORATION WITH KEY PUBLIC AND PRIVATE FUNDERS TO ADVANCE THE MISSION AND GOALS OF BFDI.**

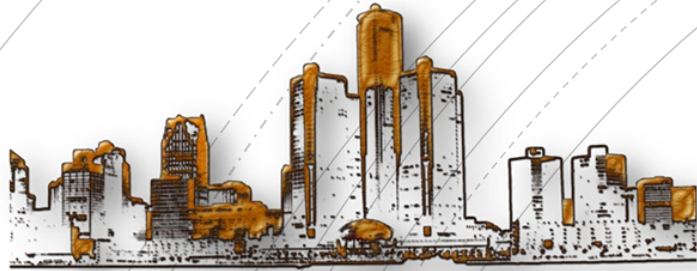


### ***Sub-Goal 6:3***

- To expand strategic partnerships with United Way For Southeastern Michigan to increase BFDI's service delivery in early childhood and, particularly, the Early Learning Community eco-system in targeted zip codes with the greatest need.

### **Sub-Goal 6:4**

- In collaboration with the Hudson Webber Foundation and Wayne County Department of Health, Veterans and Community Wellness, improve the Care Management System Juvenile Justice System of Care through the adoption of two (2) or more of the Juvenile Justice transformational policies based on the current needs in Wayne County.



## Goal 7

### BOYS AND YOUNG MEN OF COLOR

TO IMPROVE THE LIFE  
OUTCOMES OF BOYS  
AND YOUNG MEN OF  
COLOR, AND BRING THE  
WORK TO SCALE IN  
DETROIT.



### ***Sub-Goal 7:1***

- To provide leadership, oversight, and strengthen the alignment with partner organizations focusing on this same target population.

### ***Sub-Goal 7:2***

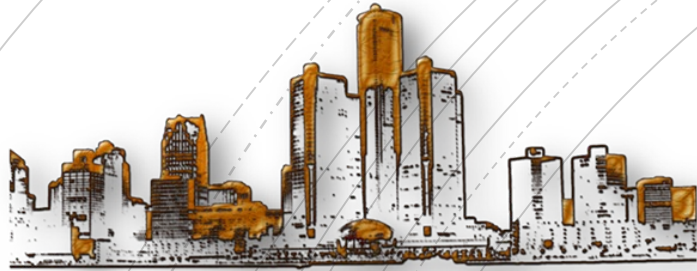
- To establish a Community of Practice, as evident by a Memorandum of Understanding with partner groups working with the target population.

### ***Sub-Goal 7:3***

- To develop a common theory of change and theory of action model that would be adopted by the partner groups.

### ***Sub-Goal 7:4***

- To provide ongoing training to partner groups operating in this space on the art of collaboration and the Theory of Aligned Contribution.



## Goal 8

**TO BUILD THE  
COMMUNITY CAPACITY IN  
THE NEIGHBORHOODS  
OF OSBORN, CODY  
ROUGE, SOUTHWEST  
DETROIT, AND DENBY**



### ***Sub-Goal 8-1***

- Engage the residents and other stakeholders in place-based strategies in the communities of Osborn, zip code 48205; Cody Rouge, zip code 48228; Southwest, zip codes 48209 and 48217; and Denby, zip code 48224.

### ***Sub-Goal 8-2***

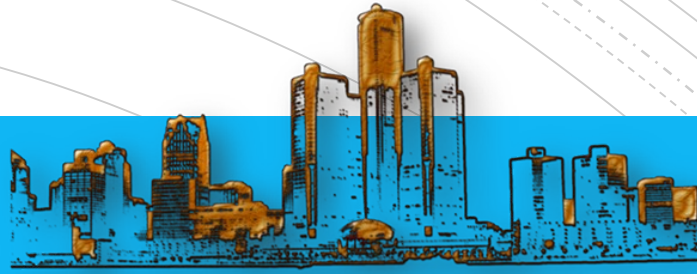
- To empower residents in targeted communities by providing organizing and leadership training.

### ***Sub-Goal 8-3***

- Continue to work in collaboration with MAN Network to recruit and train volunteer patrols, and build community safety zones in Osborn and other targeted areas.

### ***Sub-Goal 8-4***

- Host monthly community celebrations in recognition of progress.



Since 1978

**bfd**  
Inc.  
BLACK FAMILY DEVELOPMENT INC.



**COMMUNITY**