

# Strategic Plan for 2019/2020/2021

Strategic Goals for 2019	Strategic Goals for 2020	Strategic Goals for 2021
#1 Subcommittees will meet quarterly to discuss yearly goals.		
#2 Recruitment of Board Members/Bigs/Littles will be the focus for the Board Development and Program Development Committees.		
#3 Board Meeting Structure will be the focus for the Executive Committee.		
#4 Partnerships/Resources will be the focus for the Finance Committee.		
#5 Awareness will be the focus for Staff, Program Development and Board Development Committees.		
#6 Yearly evaluations of programs, staff, Strategic Plan, goals and Board Members self evaluation will be the focus of the Planning & Evaluation Committee.		

## Subcommittee Yearly Goals

Goal #1: Subcommittees				
Subcommittee	What must we do?	Who will do it?	When will it be done?	How will we measure success?
Board Development	<ol style="list-style-type: none"> <li>1. Ice Breaker at each meeting</li> <li>2. Organize a Board Retreat in March and August</li> <li>3. Review Board Member Demographics</li> <li>4. Recruit and recommend new board members</li> <li>5. Conduct new board member orientation</li> </ol>		<ol style="list-style-type: none"> <li>1. Monthly</li> <li>2. January and June</li> <li>3. December 2019</li> <li>4. As needed</li> <li>5. As needed</li> </ol>	Committee members meet quarterly and report at the board meeting. It will be noted in the minutes.
Planning and Evaluation	<ol style="list-style-type: none"> <li>1. Conduct self-evaluations</li> <li>2. Review staff evaluations</li> <li>3. Conduct Executive Director evaluation</li> <li>4. Evaluate all programs</li> <li>5. Evaluate Strategic Plan</li> <li>6. Evaluate growth goals</li> </ol>		<ol style="list-style-type: none"> <li>1. December 2019</li> <li>2. December 2019</li> <li>3. December 2019</li> <li>4. December 2019</li> <li>5. November 2019</li> <li>6. November 2019</li> </ol>	Committee members meet quarterly and report at the board meeting. It will be noted in the minutes.
Finance	<ol style="list-style-type: none"> <li>1. Propose Annual Budget</li> <li>2. Organize and implement plans to achieve the finances necessary to support Strategic Plan, committees and goals.</li> </ol>		<ol style="list-style-type: none"> <li>1. October 2019</li> <li>2. October 2019</li> </ol>	Committee members meet quarterly and report at the board meeting. It will be noted in the minutes.
Program Development	<ol style="list-style-type: none"> <li>1. Monitor Service Delivery and # of programs</li> <li>2. Public relations with Social Media</li> <li>3. Assist in recruitment of Bigs and Littles</li> <li>4. Make recommendations for growth</li> </ol>		<ol style="list-style-type: none"> <li>1. Monthly</li> <li>2. 2. Monthly</li> <li>3. 3. As needed</li> <li>4. 4. November 2019</li> </ol>	Committee members meet quarterly and report at the board meeting. It will be noted in the minutes.

## Subcommittee Yearly Goals

Goal #1: Subcommittees				
Subcommittee	What must we do?	Who will do it?	When will it be done?	How will we measure success?
Executive Committee	<ol style="list-style-type: none"> <li>1. Run efficient meetings</li> <li>2. Monitor the budget</li> <li>3. Assist staff to meet goals</li> </ol>	President Vice President Treasurer Secretary	<ol style="list-style-type: none"> <li>1. Monthly</li> <li>2. Monthly</li> <li>3. Monthly</li> </ol>	Committee members meet quarterly and report at the board meeting. It will be noted in the minutes.

Goal #2: Recruitment of Board Members, Bigs and Littles			
What must we do to accomplish this goal?	Who will do it?	When will it be done?	How will we measure success?
Bring 1 potential new board member	Board of Directors	December 31, 2019	Guest will be noted and tracked on board agendas.
Review Board recruitment materials	Board Development Committee	January 1, 2019	Information presented at the January Board meeting and documented in the minutes.
Develop, Review or Update materials for staff and board members to use at service club meetings and potential new partnerships	BBBS Staff, Board of Directors and Program Development Committee, and Board Development Committee	January 15, 2019	Information presented at the January Board meeting and documented in the minutes. Brochures, pens, PPT, Business cards, scrapbook
Develop, Review and Update materials for recruitment of Bigs/Littles	BBBS Staff and Program Development Committee	December 31, 2019	Report at a Board Meeting and documented in the minutes. Facebook, Newspaper, Info Sheets
Participate in 2 recruitment events for potential new Bigs	BBBS Staff and Program Development Committee	December 31, 2019	Report at a Board Meeting and documented in the minutes. Volunteer day, Eaton, CW School, Book Bag, Auglaize Fair,

Goal #3: Board Meeting Structure			
What must we do to accomplish this goal?	Who will do it?	When will it be done?	How will we measure success?
Email minutes, treasurer report, director report, committee report to all board members.	Executive Director	The Thursday before each board meeting	Information presented at the January Board meeting and documented in the minutes.
Monthly Board Development Activity	Board Development Committee	Monthly Meeting	Monthly Meeting Agenda
Sub-committees will meet quarterly.	Sub-committees	January April July October	Reports noted in minutes
BBBS Staff Presentations	BBBS School Based and Community Based Staff	Community Based: February and September School Based: June and November	Agenda Item and reports noted in monthly minutes

Goal #4: Partnerships/Resources			
What must we do to accomplish this goal?	Who will do it?	When will it be done?	How will we measure success?
Send yearly corporate letters to solicit continued and new financial support	Finance Committee	October 1, 2019	Report at Board Meeting and noted in monthly minutes
Send thank you letters and/or personal contact to partnerships, donations, hosting event, etc.	Executive Director and Board of Directors	30 days after receiving a donation or hosting an event	Noted in the monthly Director Report
Attend and present at 4 meetings for new potential partnership.	Executive Director, Executive Committee, and/or Finance Committee	December 31, 2019	Report at Board Meeting and noted in monthly minutes
Secure grants to support 50% of the budget	Executive Director and/or Finance Committee	December 31, 2019	Noted on monthly financial reports
Secure partnerships to support 50% of the budget	Executive Director and/or Finance Committee	December 31, 2019	Noted on monthly financial reports

Goal #5: Awareness			
What must we do to accomplish this goal?	Who will do it?	When will it be done?	How will we measure success?
Send out press releases when a new board member is approved.	Executive Director and Board Development Committee	30 days after board approval	Article in newspaper, website updated, social media updated
Social Media Updated	Executive Director, BBBS Staff, Executive Committee and Program Development Committee	Monthly	Social Media sites are up to date Facebook, Twitter, Webpage
Newsletters sent to partnerships-both individuals and corporate.	BBBS Staff	Quarterly	A copy given to Board Members at the monthly meeting.

Goal #6 Yearly Evaluations			
What must we do to accomplish this goal?	Who will do it?	When will it be done?	How will we measure success?
Conduct yearly an Executive Director evaluation.	Planning and Evaluation Committee	December 2019	Noted in the minutes
Review yearly staff evaluations	Executive Director and Planning and Evaluation Committee	December 2019	Noted in the minutes
Conduct yearly board self evaluations	Planning and Evaluation committee and board members.	December 2019	Noted in the minutes
Evaluate the Strategic Plan	Planning and Evaluation Committee and Executive Director	December 2019	Noted in the minutes
Evaluate growth goals	Planning and Evaluation Committee and Executive Director	December 2019	Noted in the minutes