

Bridging Communities, Inc.

2009 Goals



Programs

Eldercare:

1. Conduct an evaluation of current programming
2. Conduct an eldercare needs assessment for Southwest Detroit
3. Improve our internal procedures (consistent documentation, maintenance of records, and elder follow-up)
4. Expand home repair program
5. Position Bridging Communities to participate in collaborative efforts for nursing home diversion service delivery and associated fund development

Volunteers:

1. Develop volunteer policies, procedures, job descriptions, and efficient recordkeeping
2. Conduct a targeted recruitment campaign for medical transportation volunteers
3. Maintain large group of volunteers to provide services including Meals on Wheels, holiday remembrances, monthly service projects, and organizational needs.

Intergenerational:

1. Oversee the Michigan Intergenerational Network, and coordinate the annual conference
2. Resume intergenerational programming

Community Development

Housing Development:

1. Springwells Townhomes Phase I – complete all construction
2. Springwells PHASE II – achieve CHODO status and secure initial project funding
3. Claytown Townhouses – predevelopment
4. Foreclosure Project – implementation of project
5. Research affordable assisted living opportunities
6. Research Section 202 properties
7. Design capital campaign for the Intergenerational Center building

Community Organizing:

1. Conduct Communities for a Lifetime Assessment to influence future projects
2. Assist Springwells Village Collaborative in further community development activities and ACID
3. Claytown – continue participation in various collaborative efforts for community revitalization
4. 48217 - stabilize collaborative, and participate in EPA Collaborative
5. Continue active involvement in other networks – SDDA, DRIC/CBA, DIFT/CBA, Fort Visger, CDAD, and Detroit Greenways

Asset Management:

1. Oversight of Springwells Townhomes Phase I, Pablo Davis Elder Living Center, and Heritage Place at Magnolia
2. Research into self-management of properties

3. Oversight of building renovation and landscaping at 6900 McGraw
4. Perform acquisition of and ongoing maintenance of land contracts from the Revitalife and Foreclosures programs
5. Maintain land-banked lots

Board Development

1. Continue to identify and implement non-profit best practices
2. Complete update of bylaws and modify Articles of Incorporation as required
3. Create a board policy manual
4. Complete a legal audit
5. Update the strategic plan
6. Develop officer/board member job descriptions
7. Develop template for board member skills evaluation
8. Recommend slate of candidates for 2010 board member elections
9. Continue to strengthen committees in a way that develops future board member candidates.
10. Develop and define the role of a meaningful advisory board
11. Investigate other opportunities for growth and stabilization

Fund Development

1. Develop and follow a fund development plan including grants, events, communications, and donor cultivation.
2. Implement donor tracking software
3. Raise restricted and unrestricted monies to meet the 2009 budget requirements and goals.
4. Continue to explore social enterprise opportunities
5. Effectively use other volunteers as resources for organizational operations.

Marketing

1. Identify stakeholders
2. Develop targeted marketing campaigns and associated materials
3. Develop a tagline
4. Increase web presence

Financial

1. Develop effective financial reports for Board and Staff
2. Develop financial policies and procedures
3. Oversight of audits, 990s, and other financial reports
4. Investigate health insurance benefits
5. Accounting, auditing, and insurance will be consistent within entire organization, including the LLCs

Personnel

1. Update employee handbook
2. Conduct a salary benchmarking study, recommend salary adjustments as appropriate
3. Increase staff professional development opportunities
4. Secure additional funding for adequate eldercare staffing
5. Submit proposals for ongoing funding of a full-time intergenerational coordinator