Christian Family Children's Center
As of September 2022

Short Term Targets	Method	Assignment	Date
1. Build annual fund. Target at $100,000 annually	a. Development officer out in community and visiting donors and business contacts	BOD & Administration	2023
	b. Explore ways to Expand utilization of Educational Savings Accounts for families.	BOD & Administration	2023
2. Ongoing Budget Development	Develop contingency budget for building and equipment repairs and replacements	BOD and Administration	2023
3. Increase benefits of professional positions on staff	Medical savings plan - Determine levels of salaries as long term goals	BOD and Administration	2023
4. Continue expansion of community opportunities for resource utilization, adult learning workshops & CEU programs	a. Explore and expand services to seniors such as:	Administration and Staff	2023
	i. Technology skills	Administration and Staff	2023
	ii. Expand community lunch information presentation(s)	Administration and Staff	2023
	iii. senior dinners		2023
	iv. senior transportation & funding	Administration/Transportation	2023
	b. Expand Library resources/networks within the community	Staff & Library Committee	2023
	c. In person and virtual theological study courses (CEUs) and small group focused Bible studies.	Administration and Staff	2023
	d. Develop and expand in person and virtual professional training opportunities (CEUs) that can be utilized by current program participants and others in the community.	Administration and Staff	2023
	e. Parenting support classes - support meetings. Topics include kids, social media, sexuality, financial planning, autism, adhd, special needs	Administration and Staff	2023
	f. Continue to expand adult & children's activities with the community such as sewing camps, food drives, music events, and other activities	Development/ Marketing team	2023
	g. Expand role of athletic director	Administration/BOD	2024
	h. Explore hiring specific "summer staff" for camps	Administration	2024
	i. Outdoor screen movie nights	Staff & PTF Committee	2023
	j. Explore multigenerational special need services and activities	Administration	2025
5. Continue to develop summer programs in terms of day camps, preschool, summer meal programs and other usages	a. Expand sewing, science camps and explore coding, art, STEAM, gardening, cooking/baking camps, and split between older and younger ages	Administration/ Faculty	2023
	b. PA Game Commission hunter Safety Classes	Administration/ Faculty	2023
6. Develop Scouting Programs	a. Start American Heritage Girl's Program	Administration/Trail Life	2023
	b. Develop sustainable scouting leadership	Administration/Trail Life	2023
7. Develop overall long term land development plan for Donegal	a. Explore additional entrance/exit possibilities at the North Campus in Donegal	Administration/ BOD/Trustees	2023
	b. Add Plan for Baseball Field	Trustees/ Development	2023
	c. Add Plan for Rifle Range	Trustees/Trail Life	2023
	d. Pavilion	Trustees/ Development	2024
8. Continue to develop the counseling program	a. Therapeutic program by adding additional licensed counselors and expanding clientele	Counseling Administration/Support	2023
	b. Offer more general community workshops, networking, etc.	Counseling Administration/Support Team	2023
	c. Connect with school program needs and expand ADHD support, etc. Expand services in all of these areas	Counseling Administration/Support Team	2023
	d. Develop support staff for billing, paperwork, etc.	Counseling Administration/Support Team	2023
	e. Add part-time counselors. Develop non-compete contract	Counseling Administration/Support Team	2023
	f. Support groups for ADHD, autism, grief share, Celebrate Recovery, and other targets	Counseling Administration/Support Team	2023
	g. Apply for additional insurance company reimbursements & increase billing capacity and robustness	Counseling Administration/Support Team	2023
	h. Add career and life coaching options. Incorporate trained mental health coaches.	Counseling Administration/Support Team	2023
9. Expansion of EEECS & Preschool program in community	a. Expand toddler and infant programs	Administration/faculty	2023
	b. Extended care program and add additional staff		2023
	c. Expand before and after school & summer programming		2023
10. Develop Harr Field (see Center facilities tab)	a. Walking track	Trustees/ Development	2022
	b. Fencing along back of field	Trustees/ Development	2022
	c. Steps & bleachers	Trustees/ Development	2023
11. Continue to implement database and web development	Expand Drupal Sites, Ongoing page development & Expand development of Database in multiple areas	Staff & Tech	2023
12. Expand overall marketing and development	a. WOM referrals	Marketing Team	2023
	b. Do additional Print Mailing Advertisement	Marketing Team	2023
	c. Start & Organize Alumni group	Marketing Team	2023
	d. Develop sign management practices	Marketing Team	2023
	e. EDDM/Bulk mailings	Marketing Team	2023
13. Expand Transportation Program	a. Expand community coach bus trips to increase programming and help operational funds	Marketing & Transportation	2023

Place Comments or Add New Goals

Yellow: Accomplished: Not used this version
Blue: Have been working on
Green: Significant Progress Made
Unmarked: No significant change or New

	Method	Assignment	Date
	b. Offer additional personal vehicle work to faculty and staff to provide additional revenue	Mechanic team	2023
	c. Add additional mechanic(s) to staff	Administration	2023
	d. Add additional school district contracts	Administration	2024
	e. Expand maintenance equipment on property development use such as scissor lift, dozer, bobcat, backhoe, etc.	Administration	2022
14. Develop a records retention policy		Administration	2022
15. Continue to develop and identify additional funding for financial aid	a. Evaluate current EITC and OSTC funding levels to maintain covering 2 full years of funding, one of which is an advance year, and future CCS demand	BOD/ Development	2022
	b. Develop and implement targeted mission scholarship programs to enable families to send children to CCS	Development/Administration	2023
16. Expand Food Service Offerings	a. staff food preordering for salads and healthy lunch alternatives		2022
	b. busy student food meals between activities		2022
	c. take home dinner options		2022
	d. senior citizen meals		2024
Long Term Targets	**Method**	**Assignment**	**Date**
1. Wellness Center complex	a. Finish fundraising for stage and workout complex	BOD/ Development	2022
	b. Fundraise for activity and gym equipment	BOD/ Development	2023
	c. Fundraise for stage and work out room equipment	BOD/ Development	2023
2. Explore additional Senior Citizen ministry options	a. Provide computer classes	BOD/Administration/	2022
	b. Meals on wheels	BOD/Administration/ Development	2022
	c. Transportation services	BOD/Administration/ Development	2022
	d. Develop periodic lunch in speaker program for seniors	BOD/Administration/ Development	2022
	e. Develop program specific cross-generational contact and consider cross-generational programs and events (i.e. adult daycare, adopt a grandparent)	BOD/Administration/ Development	2025
	f. Explore the options of Senior Adult daycare	BOD/Administration/ Development	2025
	g. Housing with senior living facility or campus	BOD/Administration/ Development	2025
	h. Identify a RN with senior vision	BOD/Administration/ Development	2023
	i. Launch Annual Trip to Israel	BOD/Administration/ Development	2022
	j. Explore Option of offering Silver Sneakers	BOD/Administration/ Development	2022
	k. Focus group events about senior issues, possible coach bus trips using ministerial and other networking connections	BOD/Administration/ Development	2022
	l. Planning classes about retirement	BOD/Administration/ Development	2023
3. Ongoing Spiritual Development of programs	a. Center leadership prayer groups		2021
	b. Consider the Development of a Student Chaplain	BOD/Administration	2023
	c. Small Group Bible Studies	BOD/Administration/ Development	2022
	d. Grow church connections	BOD/Administration/ Development	2021
	e. Grow connections with Youth Groups	BOD/Administration/ Development	2023
	f. Grow Connections with Children's ministries	BOD/Administration/ Development	2023
	g. Community choir/lessons/worship	BOD/Administration/ Development	2023
4. Community Physical and Health Educational and Activity Resources	a. Nutrition & wellness classes	Administration/Athletic	2023
	b. Healthy adult baking/cooking classes	Administration/Athletic Director	2023
	c. Club sports, womens/mens/coed teams, & leagues	Administration/Athletic Director	2024
	d. Development of Physical Activities for Community (morning walk group, silver sneakers, exercise trails)	Administration/Athletic Director	2022
	e. Classes in the gym (Zumba, yoga, personalized physical training instruction, senior, dance)	Administration/Athletc Directori	2023
	f. Partner with Special Olympics	Administration/Athletic Director	2025