

Salem Family Resources

Strategic Vision

July 1, 2022 – June 30, 2025

Introduction

The purpose of this Strategic Vision is to guide Salem Family Resources through a 3-year transitional period that fosters organizational stability, enhanced value to children and families, a long-term vision, and a pathway to certification as a NH Family Resource Center of Quality.

Mission Statement

The mission of Salem Family Resources is to promote the education, health and well-being of Salem area children, particularly those whose families are lower income and at-risk, by addressing the needs of the family as a whole.

Vision Statement

Salem area families will have access to the support, encouragement, and service linkages they need for their children to thrive.

Statement of Values and Principles

Salem Family Resources believes in, and is committed to, the following values and principles:

1. The uniqueness and value of each child will be embraced.
2. Families need access to basic needs and services for children to thrive.
3. Children need safe, stable and nurturing relationships and environments.
4. Staff and families must work together in relationships based on equality and respect.
5. Staff enhance families' capacity to support the growth and development of all family members – adults, youth, and children.
6. Families are resources to their own members, to other families, to programs, and to communities.
7. Programs and services affirm and strengthen families' cultural, racial, and linguistic identities and enhance their ability to function in a multicultural society.

Goals

1. ***Organizational*** – To strengthen the infrastructure and operation of SFR.
2. ***Programmatic*** – To broaden and deepen the agency’s impact in a manner that will lead to certification as a NH Family Resource Center of Quality.
3. ***Financial*** – To ensure accountability and sustainability.

Objectives for FY23

A. Organizational Goal - To strengthen the infrastructure and operation of SFR.

1. Objective #1 - Update the By-Laws
2. Objective #2 - Expand the Board of Directors
3. Objective #3 – Update the Personnel Manual
4. Objective #4 – Prepare a Facility Development Plan

B. Programmatic Goal- To broaden and deepen the agency’s impact.

1. Objective #1 – Enhance effectiveness of TLC and Play Groups
2. Objective #2 – Provide Resource & Referral services to families
3. Objective #3 - Develop and operate a program for older youth
4. Objective #4 – Prepare a plan for certification as a NH FRC of Quality

C. Financial Goal - To ensure accountability and sustainability

1. Objective #1 – Complete QBO & bank reconciliations
2. Objective #2 – Submit FY22 Form 990
3. Objective #3 - Strengthen resource development efforts
4. Objective #4 – Enhance financial compensation and benefits for staff

