

## The Right Door for Hope, Recovery and Wellness

Chapter Title <b>Governance</b>	Section # <b>G</b>		Subject # <b>220</b>
Subject Title <b>Organization and Strategic Planning</b>	Adopted <b>2/26/96</b>	Revised <b>1/27/20</b>	Reviewed 4/25/09; 7/26/10; 6/27/11; 8/26/13; 10/20/14; 12/14/15; 12/19/16; 1/29/18; 12/17/18; 1/27/20

### **POLICY**

#### **Application**

This policy shall apply to The Right Door for Hope, Recovery and Wellness.

#### **1.0 Policy Intent**

The role of the Board of Directors is to provide ultimate direction to the organization. This is primarily achieved through the establishment and monitoring of the organization's vision, mission, and values, development of a strategic plan, annual review of the organization's policies, and establishing organizational outcomes. The strategic plan will be implemented, reviewed annually and updated as needed.

#### **2.0 Strategic Plan Design and Components**

The organization's strategic plan is to be dynamic and comprehensive. Dynamic is defined in terms of the plans adaptability resulting from active utilization and modifications being made in conjunction with efforts to continuously improve organizational performance. Comprehensive is defined in terms of the components that make up the plan.

The strategic plan sets goals and priorities and is shared with persons served, personnel, and other stakeholders as appropriate. The plan is implemented by the Board of Directors. The strategic plan is reviewed at least annually for relevance and updated as needed.

2.1 The Board is responsible for reviewing and submitting to the Michigan Department of Health and Human Services, an annual submission of organization plan, a needs assessment, and request for new funds in a format as specified by the MDHHS.

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2.2 The needs assessment, annual plan, and request for new funds shall be provided to the Ionia County Board of Commissioners.

2.3 The agency strategic plan will be informed by the MDHHS annual submission.

2.4 Assessment of Needs

The plan shall reflect an assessment of needs both internal to the organization (unmet needs of persons served and families currently receiving supports and services, as well as on current waiting lists) and external to the organization (unmet needs of community members who would benefit from the supports and services of the organization) as well as community stakeholders (schools, law enforcement, businesses, and public and private agencies).

It is the intent of this policy that the annual organization plan best reflect the involvement of persons and systems internal and external to the organization, as reasonable, applicable, and appropriate.

2.5 Plan Components

Strategic planning of the organization shall include and document consideration of the following:

- expectations of persons served,
- expectations of other stakeholders,
- the competitive environment,
- financial opportunities and threats,
- the organization’s capabilities,
- services area needs,
- demographics of the service area,
- the organization’s relationships with external stakeholders,
- the regulatory and legislative environment,

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- the use of technology to support efficient operations, effective service delivery and performance improvement, and
- Information from the analysis of performance.

### 2.6 Policy Analysis

The plan shall include an analysis of current and emerging federal and state policies. Analysis will provide direction to the organization regarding policy and support and service provision additions, modifications, and deletions.

### 2.7 Support and Services: Descriptions and Outcomes

The plan shall assure a best practice and best value approach to the development and establishment of programs and outcomes.

### 2.8 Resources

The plan shall recognize the current and projected financial position of the organization, including consideration of projected utilization of human, financial, technical, and physical property resources.

### 2.9 Management

The plan shall be founded on the organization's vision, mission, and values and shall include a description of critical strategic outcomes in measurable terms and timelines necessary for achievement within the plan's time frame.

### 3.0 Inputs from Stakeholders

It is the intent of the Right Door for Hope, Recovery and Wellness to develop organization and strategic plans with input from persons served, personnel, and other stakeholders.

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Reference

CARF Standards, Section: Strategic Planning

Melissa McKinstry, Board Chairperson	Date		