

## Medium Range Planning

On June 7, 2011, the staff met to begin planning for the future of Madison Youth and Family Services. Michael Morris, PhD, professor of Community Psychology and head of the Community Psychology program at the University of New Haven was brought in to facilitate the session.

Prior to the June 7 session all staff members were asked to consider their answer to the following three questions:

1. From your role at MY&FS, where would you like to see the agency in 5-10 years? (with money as no object)
2. What are the obstacles you see that would inhibit our reaching that goal?
3. What strategies could help overcome those obstacles.

### I. Goals/Vision

While the full list of improvements staff would like to see is long (attached), two items were most often repeated:

1. Increased integration of our programs
2. Sustain the efforts of M.A.D.E. beyond the grant period (DFC grant end 9/13, \$125,000; PFS end 6/14, \$75,000).

Our department includes clinical services, micro prevention services (positive youth development, classroom-based services), macro prevention service (M.A.D.E.), Social Services and a youth center. There exists a good deal of collaboration across these sectors but we believe this can be enhanced. Further, M.A.D.E. will likely come to rest with MY&FS if it will survive post-grant funding. Yet presently, despite a lot of cross pollinating, there are separate budget and governing bodies for the two entities.

It was strongly felt that the full impact of all of our services could be better maximized.

### II. Obstacles

The full list of obstacles that were raised is attached. The biggest obstacles were seen as:

1. Lack of time  
Staff felt stretched in many directions and that they worked many extra hours to handle their present load and doing more felt exhausting.
2. Lack of money.
3. Economic climate and related resentment of public employees.
4. Not utilizing our supporters enough.

### III. Strategies

1. Reorganizing staff meetings to focus on cross-collaboration between our sectors.
2. Develop a regular Prevention meeting to include M.A.D.E. staff and all other prevention workers.
3. Develop a series of human interest newspaper articles (staff) followed by letters to the Editor (Board, parents)
4. Work with Board to educate specific populations with specific messages.
5. Free some staff time by critical review of existing duties/program to see what could be dropped.