

# Bay Ridge Christian College Five-Year Strategic Plan™

## MISSION

To educate, equip, and empower African American males to be effective servant-leaders in their chosen careers and communities while modeling excellence in character, values and integrity.

## VISION

Bay Ridge Christian College will offset society's failure to educate and unlock the full potential of African American males by transforming young men into student scholars. We will be a learning community of excellence where each person's talent, ability and academic potential is valued and developed in a structured, caring and nurturing environment.

### 2009-2013 Goals

Academic Programs	Fiscal Health	Physical Facilities	Student Culture	External Communities	Organizational Culture	Operational Efficiency	Development
Provide a quality post secondary general educational experience for 500 students in a structured and nurturing environment, leading to an Associate of Arts and or Applied Science degree.	<i>Develop a financial infrastructure that clearly defines processes for fiscal accounting and management, organizational integrity, and generating revenue.</i>	<i>Create a 5 year Master Plan to build a college campus for 500 to 700 students, featuring various phases of development.</i>	Build positive inter-relationships among students, faculty, administrators, and staff that nurture "Student Scholars" who excel in learning, living, leading.	<i>Develop relationships with community, industry, religious, and governmental agencies.</i>	<i>Cultivate "Community of Scholars" culture. Maintain a student centered Christian environment. Exemplify the highest level of professionalism and ethical code of conduct.</i>	<i>Develop a set of high quality operating polices and procedures to govern all aspects of college operations including monitoring and evaluation.</i>	<i>Secure funding to build state of the art campus facilities and to establish a world-class academic program for 500 to 700 residential students.</i>

### Key Strategies

<ul style="list-style-type: none"> <li>• Pursue accreditation.</li> <li>• Integrate effective use of e-learning and instructional technology.</li> <li>• Develop and implement "Cognitive Restructuring" Program.</li> <li>• Implement early alert system to identify students experiencing challenges and intervene appropriately.</li> <li>• Implement accountability measures to assess student learning outcomes.</li> <li>• Utilize "Developing A Curriculum" (DACUM) process.</li> <li>• Teach and facilitate learning utilizing an interdisciplinary, problem-based approach.</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct annual audits.</li> <li>• Develop policy for cash flow management.</li> <li>• Create plan to reduce debt.</li> <li>• Develop list of potential donors and implement Major Gift campaign.</li> <li>• Establish and secure scholarship and teaching endowments.</li> <li>• Determine and secure total capital needed to implement the Master Plan.</li> <li>• Create a comprehensive BRCC Business Plan and pro-forma.</li> </ul>	<ul style="list-style-type: none"> <li>• <i>Build or Renovate existing facilities to accommodate 500 to 700 students.</i></li> <li>• <i>Develop infrastructure for integrated technology.</i></li> <li>• Install appropriate security and fire prevention systems.</li> <li>• Replace or improve sidewalks and parking lots.</li> <li>• Upgrade water and sewer system.</li> <li>• Recruit and train successor to Facilities Director.</li> <li>• Establish a grounds keeping department .</li> </ul>	<ul style="list-style-type: none"> <li>• Value and celebrate diversity in culture, learning and worship styles.</li> <li>• Provide extracurricular activities on and off campus.</li> <li>• Provide a comprehensive athletic program.</li> <li>• Plan itinerary for students to travel and promote BRCC vision and recruit potential students and donors.</li> <li>• Encourage alumni to provide mentoring to BRCC students.</li> <li>• Provide opportunities for service to campus, community and faith based organizations.</li> <li>• Allow student demonstration of passion for servanthood.</li> </ul>	<ul style="list-style-type: none"> <li>• Identify agencies and leaders for establishing working relationships in the region we serve.</li> <li>• Develop Memorandum of Understanding with area colleges and universities.</li> <li>• Create Middle College in partnership with local area high schools.</li> <li>• Provide career pathways through industry-sponsored training programs.</li> <li>• Expand articulation agreements to include public colleges and universities.</li> <li>• Host various types of summer youth camps.</li> </ul>	<ul style="list-style-type: none"> <li>• Recruit diverse, effective and committed board of trustee members.</li> <li>• Create a learning community conducive to continuous improvement..</li> <li>• Demonstrate "Students First".</li> <li>• Maintain learning and social environment rooted in Judeo-Christian values.</li> <li>• Strengthen trustee board through training.</li> <li>• Provide professional development on best practices in transformational teaching and learning.</li> <li>• Strengthen alumni support.</li> </ul>	<ul style="list-style-type: none"> <li>• Provide professional development activities as appropriate.</li> <li>• Hire adequate number of full and part-time administrators, faculty, and staff to provide a full continuum of academic programming.</li> <li>• Secure vehicles to meet institution's transportation needs.</li> <li>• TQM- Benchmark progress and strive for continuous improvement .</li> <li>• Use of technology to increase organization's efficiency.</li> <li>• Provide ongoing staff development activities.</li> </ul>	<ul style="list-style-type: none"> <li>• Establish Major Gift and Estate Committee.</li> <li>• Establish Development Office.</li> <li>• Employ Full-time Development Director and Data Management Coordinator.</li> <li>• Implement an annual giving and capital campaigns.</li> <li>• Secure federal, state and local grants for specialized programs, operational support and institutional research.</li> <li>• Secure funding from philanthropic foundations and individuals.</li> </ul>
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