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**National One Church One Child
Board of Directors**

Table of Contents

Message from the President	3
Introduction	4
Vision	6
Mission	6
Core Values	6
Goals / Strategies	7
Cross Goals	9

MESSAGE FROM THE PRESIDENT

I am pleased to present the National One Church one Child Strategic Plan 2016-2021 which charts an ambitious course for the organization's work over the next five (5) years.

Upon review and evaluation of the National One Church One Child *Strategic Plan*, it was determined that continuation of the original plan's goals are appropriate as they are relevant to addressing the current vision, mission, objectives and goals of the National Organization.

National One Church One Child's *Strategic Plan* serves as the Organization's road map and guides us in developing the annual goals we need to meet along the way. It helps us to measure how far we have come toward achieving our strategic goals and to recognize where we need to adjust our approaches and programs to achieve better results.

Rev. Dr. K. Gerone Free
President
National One Church One Child

Introduction

One Church One Child, established as a national minority adoption recruitment program, was founded in 1980 by **Father George Clements** in the state of Illinois. **One Church One Child** was born out of Illinois' adoption crisis in the 1970s - a disproportionate number of African American children available for adoption lingering in the foster care system. In 1979, 70% of children waiting to be adopted in Chicago were African American out of a child population of 26% African American. What became evident was that this type of disproportionality was nationwide.

Historically, the church has provided leadership in the African American community. As such, the state of Illinois recognized that a possible solution to moving African American children to permanency lay in forming a relationship between the state and the African American churches. As a Catholic pastor of one of the largest predominantly African American churches in Chicago and colleague with fellow Baptist and Methodist activist pastors in Chicago's African American communities, Father Clements was identified as a key individual to bridge the existing gap between the state and the African American community. In working with Father Clements an alliance was formed between church and state which brought together African American ministers, adoptive parents and the Department of Children and Family Services. The efforts "**to find one family in every one African American church in Illinois to adopt one child**" was coined by Father Clements as **One Church, One Child**.

The efforts of **One Church One Child** in Chicago were successful and quickly moved masses of African American children from foster care into permanent adoptive families and homes.

As a result of the vision of men like Gregory Coler, Father Clements, John Casey, and Gordon Johnson, **One Church, One Child** was well on the way to becoming a vanguard in African American adoption. The dreams of these first advocates have helped implement **One Church One Child** programs across the nation for foster care and adoption recruitment and support for African American children.

In 1988 the states of New York, Illinois and Florida worked with Father Clements to form **National One Church One Child**. Soon after more than 35 states became involved in this national organization. This national organization sets goals in which each member state must follow. Listed below are the original goals of **National One Church One Child**:

- *To facilitate a national appeal to recruit African American adoptive and foster families for African American children.*

National One Church One Child - Strategic Plan 2016-2021

- *To provide a national approach to reduce the length of stay of African American children in foster care who are available for adoption.*
- *To develop a national education campaign to raise the nation's awareness of the disproportionate representation of African American children in foster care.*
- *To secure a national mandate which provides adequate permanent funding for the national office.*
- *To establish a national clearinghouse to document the number of African American children placed for adoption and those still available for adoption.*
- *To develop a national consortium for the provision of training and technical assistance.*
- *To develop a national resource lending library.*
- *To develop a national corporate public/private sponsorship division.*

Over time, changes have occurred in the states including financial support, upsizing, downsizing, and additional projects/programs. However, the societal problems which necessitated the establishment of **One Church One Child** programs and the development of **National One Church One Child** continue to exist.

Unfortunately the reality of society's problems impacting the lives of children, the disparities and the disproportionality of African American children in foster care waiting to be adopted are foundational reasons for **National One Church One Child** to continue to operate. Therefore the vision and mission of **National One Church One Child** remains the same, that of ***ensuring permanency for African American children.***

VISION

To ensure that African American children are successfully and timely placed out of foster care into permanent adoptive homes.

MISSION

To strengthen and support the existing programs and develop new programs across the country and make them more effective in education, advocacy and recruitment of permanent adoptive homes for African American children.

CORE VALUES

Accountability – We are committed stewards of the loyalty and good will of our programs, families, pastors, churches, fiscal, and physical resources entrusted to us.

Integrity – We practice honesty, freedom, truth and integrity in all that we do.

Respect – A faith-based organization - we treat each other with civility, dignity, compassion and respect.

Social responsibility – We contribute to society's intellectual, cultural, spiritual and economic progress and well-being to the maximum possible extent.

Goals

Goals

- To strengthen existing programs
- To develop new programs
- To serve as national spokesperson and advocate for adoption and foster care
- To work in collaboration with concept related programs

Cross-Goals

- Results and Accountability
- Innovation and Collaboration

Goal 1. To strengthen existing programs through capacity building

- Strategy:**
- a. Provide general technical assistance and support to programs
 - b. Provide assistance to programs with board development
 - c. Provide opportunity or venue for programs to communicate and exchange information frequently as a group
 - d. Provide marketing assistance to programs

Goal 2. To develop new programs

- Strategy:**
- a. To contact various state agencies to ascertain their interest in developing a OCOC program in their state
 - b. To provide development and startup technical assistance
 - c. To approach churches to determine their interest in developing a OCOC ministry

Goal 3. To serve as national spokesperson and advocate for adoption and foster care

- Strategy:**
- a. Advocate and support legislation that will enhance the recruitment of African American children
 - b. To review policies, procedures and legislation that inhibit the permanency of children

Goal 4. To work in collaboration with concept related programs

- Strategy:**
- a. To identify opportunities for OCOC programs and OCOC concept related programs to collaborate

Cross-Goals

Cross-Goal 1. Results and Accountability:

- Strategy:**
- a. Track the efforts of programs across the country
 - b. Provide analysis of data on OCOC programs
 - c. Document and evaluate the efforts of national to support existing and new programs
 - d. Identify short-term funding sources
 - e. Identify long-term funding sources to ensure sustainability

Cross-Goal 2. Innovation and Collaboration

- Strategy:**
- a. Sponsor a national meeting with opportunities for programs to train
 - b. Coordinate collaborative efforts of OCOC programs across the country