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| **Vision** | **To be recognized as the best lead agency for Community Based Care where people want to work, providing family-centered and strength-based practices that strengthen families and facilitates an environment that supports a safe culture for children.** | | | |
| **Mission** | **"Protect Children, Strengthen Families and Change Lives"** | | | |
| **Strategic Priority** | Grow Shareholder value by enhancing local community awareness on behalf of BFP/CBC. | Develop and implement systematic controls supporting continuous process/performance improvement across all programs supporting the continuum of care | Create a performance-focused culture to ensure BFP employees and subcontractors will become successful child welfare leaders | Diversify and Grow Revenue Streams |
| **Strategic Result** | Strengthen BFP's identity as the prominent Community Based Care Lead Agency that engages its constituents and provides effective and efficient services. | Create and sustain a data rich environment where continuous quality improvement and performance is driven through results-oriented accountability and high-performance outcomes. | Create a robust culture of learning opportunities that support employee's growth and development in a trauma informed environment | Offer abundant opportunity for financial stability |

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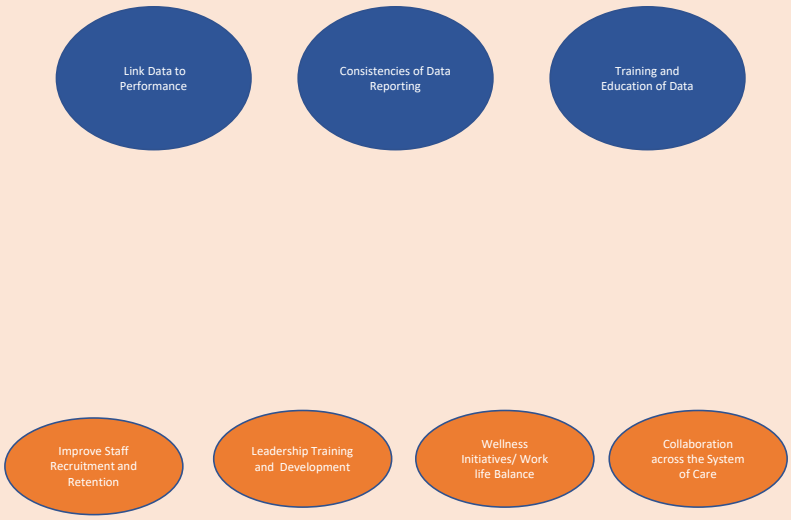
| **Internal Processes**<br> | Increase Performance in DCF Contract Measures and CFSR Standards | Monthly sharing of data on all measures | Reenergized the Monthly Operations Meeting to engage Management Level Staff |
| | Develop work plan templates for measures red and yellow and actual performance for each measure | Monthly training to CMA management and leadership training on OCWDRU Reports | Education and Training of OCWDRU Reports |
| | Develop work plan template for measures red and yellow and actual performance for each measure | Form and sustain an ongoing Data Analysis Workgroup to evaluate and conduct data analysis on measures red and yellow and form action plan | Implement action plans from the Data Analysis Workgroup |
| **Employee Learning & Growth**<br>  | Percentage of Turnover and Retention | On October 1, Form an Employee Retention Committee | Establish Employee Retention Advisory Group and engage frontline staff in recruitment and retention initiatives, |
| | Number of staff that have received leadership training and staff that provide | Provide Leadership Development Training to all new supervisors Quarterly, CEO professional development model for emerging leaders, CARES inaugural leadership development program "RISE"-Reflect, Inspire, Search and Encourage | Implement Supervisor Development and Training, Professional Development Platform Emerging Leaders-led by CEO, Brevard C.A.R.E.S. Inaugural Leadership Development Reflect, Inspire, Search, Encourage (R.I.S.E.) |
| | Percentage of Turnover and Retention | Launch Wellness Campaign, Annually hold clinical sessions with management and leadership staff and All Staff training on Self-Care | Implement Wellness Initiatives, Promote work-life balance, implement Self-Care Plans and Mental Health Days for all staff |
| | Percentage of Turnover and Retention | Continue collaborative forums such as Meet and Greet Leadership Team, Provider Fairs, Mix and Mingle Intake and Placement, | Initiate collaboration forums across the System of Care that address system barriers that diminish children and family's capacity for success |
| **Financial**<br> | Generate at least $50,000 that will contribute towards green money/non gov funding | Develop Annual Donor Relations and Philanthropy Plan | Improve donor relations and philanthropic activities, apply for grants |
| | Evaluate cost savings | Identify potential facility sites, short- and long-term plan for leases that are expiring and options | Research new facilities and the current financial practices that impact costs to the system of care |
| | 1% Fund Balance at the end of the Fiscal Year | Develop Cost Analysis and Cost Reduction Plan, Develop Purchase Requisition Process with Greater Internal Controls | Implement financial cost-analysis processes that address the financial health of the organization, Ensure sufficient internal control and prudent fiscal management of resources |

**Values:** **Family-Centered** **Strength-Based** **Community Driven**