Building for the Future

Mission
Empowering children and families to achieve a healthy, optimal and independent lifestyle.

Vision
To be the leader in helping children and families succeed.

Values
We believe in: accountability, earliest intervention, safest environment, teamwork, integrity, professional development and doing what we say.

Our Focus Areas

Preschool promotes school readiness for children.

Connections provides a safe, nurturing environment for at-risk children.

Cornerstone increases healthy birth outcomes and trains parents.

CareerPlace empowers families to achieve financial independence.

Generations gives seniors the opportunity to reinvest in the lives of future generations.

Spoonfuls provides children hot, healthy USDA meals each weekday.
### Building Programs

**Goal Statement**
Porter-Leath will expand programs and outcomes framework to ensure optimal service delivery.

**Goal Leaders**
- Vice President, Early Childhood Services
- Vice President, Social Services

**Culture Pledge**
Staff will provide quality services while exhibiting behavior indicative of Porter-Leath’s culture which is aligned with the Agency’s values.

**Board Pledge**
Board will ensure each program has the necessary resources to enhance and deliver quality services.

**Objectives**
1. Develop and cultivate theory of change to better inform the community of Porter-Leath’s impact by sharing success stories.
2. Develop a comprehensive plan to cultivate strong relationships by engaging stakeholders (participants, staff and community) to increase accountability and partnerships.
3. Analyze opportunities for program expansion and/or enhancements that are strategically aligned with Porter-Leath’s mission. Identify ways to allocate resources, i.e., people, funds.
4. Ensure programs have the necessary tools to accurately input, track and document outcomes to demonstrate program effectiveness.
5. Assess current software and hardware components to increase program effectiveness and productivity.

### Building Human Resources

**Goal Statement**
Porter-Leath will continue to fully fund its mission by expanding and monetizing positive public awareness of its mission, services and outcomes.

**Goal Leader**
Executive Vice President, Development & New Business

**Culture Pledge**
Staff will understand the significance of linking agency to external resources and exhibit eagerness to make a personal investment.

**Board Pledge**
The board will provide resources to extend the reach of Porter-Leath’s mission by networking with existing circles of influence, building new relationships and securing new donors.

**Objectives**
1. Build Porter-Leath’s brand deployment by maintaining a strong community presence.
2. Nurture new relationships that will expand Porter-Leath with the resources for sustained growth.
3. Attract new donors by bridging Porter-Leath’s successful outcome metrics to community awareness and relationship building.
4. Explore methods to grow Porter-Leath services and brand awareness by embracing established and unconventional outlets.

### Building Infrastructure

**Goal Statement**
Porter-Leath will assess and develop written plans to ensure facilities and technology meet current and projected needs.

**Goal Leaders**
- Director, Information Technology
- Director, Maintenance

**Culture Pledge**
Plans will build and maintain agency infrastructure supporting a positive agency culture.

**Board Pledge**
Board will review and approve written facilities and technology plan to ensure adequate resources are in place to deploy the plan.

**Objectives**
1. Assess and develop a written Facilities Plan.
2. Assess and develop a written Technology Plan.
3. Annual Technology Plan includes systems to support training objectives.

### Building External Resources

**Goal Statement**
Porter-Leath will ensure employees are provided resources that sustain and promote the agency’s culture.

**Goal Leader**
Director, Human Resources

**Culture Pledge**
Resources will be established to ensure the culture, mission and values are promoted and maintained.

**Board Pledge**
The board will approve policies that provide employee growth opportunities while protecting the culture of Porter-Leath.

**Objectives**
1. Develop and implement a new hire mentoring program that would acclimate employees to Porter-Leath’s culture, procedures and processes.
2. Enhance current employee review system to include additional opportunities for performance feedback.
3. Review employee benefit package to ensure benefits provided by Porter-Leath meet and/or exceed industry standards and provide for staff incentives.
4. Develop recruitment plan that attracts potential employees that will embrace the mission, values, and culture of Porter-Leath.