



Q2 2024
All Staff Meeting



Mission & Core Values

Our mission is to provide reentry services beneficial to citizens returning to our communities, thereby enabling them to successfully write the remaining chapters of their life stories.



CORE VALUES



DEDICATED

ACCOUNTABLE 



OUR MISSION

TO PROVIDE REENTRY SERVICES BENEFICIAL TO CITIZENS RETURNING TO OUR COMMUNITIES, THEREBY ENABLING THEM TO SUCCESSFULLY WRITE THE REMAINING CHAPTERS OF THEIR LIFE STORIES.

**TEAM
PLAYER**



COMPASSIONATE

Vision: 10-Year Target

By 12/31/33, we'll have a
121% increase in annual
revenue stream.



Vision: 3-Year Picture

- Future Date: 12/31/26
- Revenue: 22% increase
- Profit: 25% increase

What does it look like?

- 110 Right Person Right Seat
- Process & Documents FBA
- 1 more location & 1 new revenue stream
- 1 person, 1 seat
- Increase per diem 9% - DONE
- NIST Compliant
- Stable % of Op cost
- Reduce Paper use
- Facilities Updated - BR completed July 2025
- Dedicated Marketing Staff

Vision: 1-Year Plan

- Future Date: 12/31/24
- Revenue: 3% increase
- Profit: 1% increase

Goals for the Year:

- Implement additional revenue stream; profitable with 200 clients by 9/30/24
- Revamp & implement consistent training across all locations
- Research & implement social programs for resident enrichment
- Develop & Implement R&R Committee - Done

Level 10 Meetings (L10)



- All teams meet weekly or biweekly
 - Discussing issues
 - Reviewing measurables
 - Celebrating headlines
 - Reviewing rocks (goals)
- Ensuring things are getting done
- Not meant to be a session for complaining and drama

Previous Quarter

- End Date: 05/08/24
- 10 Teams company-wide
 - 85 rocks set
- 76.21% completion

Completed Q1 Rocks:

- Transportation in Monroe & Baton Rouge
- Potential resident enrichment programs at all locations
- Better communication
- Get the Electronic Monitoring expansion off the ground
- ACA
- CRB in Monroe & Baton Rouge
- Publish Processes
- Apply for grants
- Community Outreach in Monroe

Previous Quarter

- End Date: 05/08/24
- 10 Teams company-wide
 - 85 rocks set
- 76.21% completion

Completed Q1 Rocks:

- Methods for obtaining IDs for residents
- Expand COF footprint with employers and education in Monroe
- Plan resource & job fair in Little Rock
- Guidelines for resident pursuing education
- Volunteer services for residents
- Peer program
- Positive behavior incentives for residents
- More efficient Security operations at all 3 locations
- Security Training other than BOP training

Current Quarter

- End Date: 07/31/24
- 11 Teams company-wide
 - 97 rocks set!

Current Rocks:

- Key control for new Baton Rouge building
- Incident report & de-escalation training
- Establish meeting pulse for Little Rock Leads L10
- Remodel in Monroe, organize transition
- Monroe Leads training regularly with staff
- Monroe Recreation program enhancement
- Bike racks in Monroe
- Employer networking initiative
- Little Rock Resource & Job Fair expansion

Current Quarter

- End Date: 07/31/24
- 11 Teams company-wide
 - 97 rocks set!

Current Rocks:

- Updated CPR/First Aid training program
- Expanded education services for residents in Little Rock
- Updated BOP training
- Employee Survey
- Incident Report Archive
- Mental health training for staff
- MOVING INTO NEW BATON ROUGE BUILDING
- Path to promotion
- FaithBox at Monroe & Baton Rouge

Current Quarter

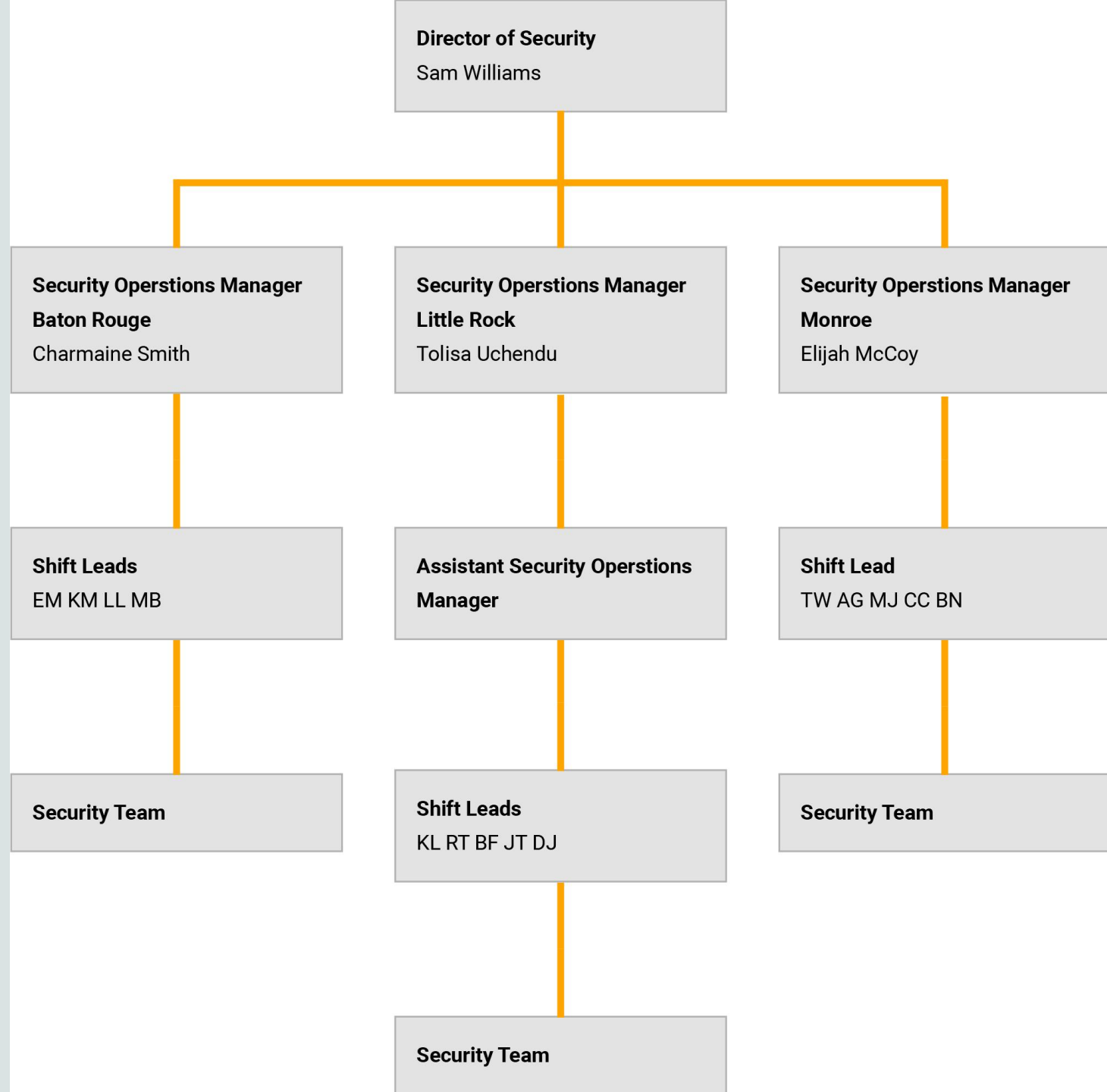
- End Date: 07/31/24
- 11 Teams company-wide
 - 97 rocks set!

Current Rocks:

- Develop Audit Team
- Roll out Purchasing and Inventory
- Add 3 new EM jurisdictions
- Become accurate with AIR zones
- Possible additional benefits for employees
- NIST compliance
- Accounting updates

Security Hierarchy

- The Chief's will now be known as Security Operations Manager
- Same duties, can still call them Chief
- Shift Leads report to them



Data Collection



Form available on
COFESS

- Helps us bid on grants and contracts
- Valuable information to the leadership and the board for mapping out the future
- Let's us know that what we are doing matters
- Completed by Case Managers and Account Manager (EM)
- Love to hear ideas about possible data or information we should be collecting

H/C Facility Visits



- Case Managers will be reviewing all facility check-ins for their cases daily
- Will advise Security Operations Manager and Facility Director if someone missed
- Prior arrangements can be made between resident and case manager
- Security Team will be notified if a resident is unable to make and we know ahead of time

Insurance, EAP, & Benefits



Full list of benefits on
COFESS and how to
sign up

- Updated EAP information
- Medical Insurance (Blue Cross)
- Aflac Supplemental Insurance
- Principal Life Insurance for Full Time Employees (\$25,000/employee)
- Dental
- Vision
- Spot Pet Insurance
- 403-B Retirement Plan w/ 3% company match

Processes



Simplified,
Documented,
Followed by All

- We have recently simplified and documented all our processes
- Available on COFESS
- Video explaining them is coming soon for everyone to review
- More specific processes and functions coming soon

Purple Building



- Purchased in 2024
- Will be used for future expansion projects



Employee Survey



Coming towards end of
June 2024

- We want to hear from you
- Designed to give employees opportunity for input
- Completely anonymous
- Will have 30 days to complete
- Results will be reviewed by Leadership Team
- Meetings with results and action plans will be later in 2024