



Q4 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: 12/31/27
- Revenue: 33% increase
- Profit: 13.3% increase

What does it look like?

- 130 RPRS
- Core Processes documented, simplified, & FBA
- 2 more locations
- 1 person, 1 seat
- All facilities ACA certified
- Dedicated trainer/head of Emerging Leaders Academy
- Dedicated Marketing Staff
- Structured programs in play for residents
- NIST compliance in progress & moving forward
- In-House TDAT & Mental Health

Vision: 1-Year Plan

- Future Date: 12/31/25
- Revenue: 5.6% increase
 - Profit: 1% increase

Goals for the Year:

- Achieve 150 clients on EM/LMS
- 1 additional location (DRC or RRC)
- Hire development coordinator
- Core processes trained & FBA
- NIST Consultant
- Curriculum selected for residents, modification requested

Previous Quarter

- End Date: 11/01/24
- 11 Teams company-wide
 - 87 rocks set
 - 87% completion
 - 80% is the goal

Completed Q2 Rocks:

- **PHAD:** Update accounting practices, Beta test new logbook, EM Expansion Marketing
- **Baton Rouge:** Resident programs, Life safety updates, reduce paper, FaithBox
- **Electronic Monitoring Division:** 3 new jurisdictions, Marketing, Help desk update
- **Home Confinement:** End of Day reporting, addiction group
- **Security Operations Managers:** R3M proficiency, Emergency plan training

Previous Quarter

- End Date: 11/01/24
- 11 Teams company-wide
 - 87 rocks set
 - 87% completion
 - 80% is the goal

Completed Q2 Rocks:

- **Leadership Team:** 2025 Budget, resident programs, internal audit, Grant Committee, inventory process, training updates, employee survey
- **Little Rock:** Mentor program, job fair, research programs, Trunk or Treat for resident's families, new arrivals process, search process, quarterly training
- **Monroe:** report writing, FaithBox, Employee involvement, mental health for staff, recreational activities for residents

Current Quarter

- End Date: 02/05/25
- 11 Teams company-wide
 - 81 rocks set

Current Rocks:

- Christmas projects at all locations
- Sanitation sanctioning for residents
- Life safety & R3M training
- Job Fair (Baton Rouge)
- Recreational activities for residents
- NIST advisor
- Resident curriculum and classes
- ACA Certification (Little Rock)
- Risk Assessment research
- IT Helper

2024 COF Populations



- Baton Rouge 90
- Little Rock 318
- Monroe 98
- Total 506

CITY OF FAITH **CULTURE CLUB**



- Made up of all levels of staff
- Organize regular team-building events and social activities
- Focused on recruitment and retention within the organization
- Enhance employee satisfaction and retention
- Foster a strong, inclusive organizational culture
- Develop mentorship opportunities for new hires to aid in retention
- Company Newsletter (Thanks Cindy!)



- Imagine **HOW** we'll change and grow in 2025.
- Imagine how we will **NAVIGATE** that growth and what that will mean for our residents and each other.
- Imagine the **MOMENTUM** and excitement we will experience being a part of the change and the growth. Just imagine.

Misc. Topics



- **Email & Teams usage** - COF email and Teams are the only means of correspondence in accordance with NIST and BOP regulations
- **Christmas Projects** - Each location has something planned for our communities, check with your supervisor
- **Pay Increases** - 3% for all employees
- **AFLAC Meetings**
 - November 18 - Little Rock AM*
 - November 19 - Monroe AM*
 - November 20 - Baton Rouge AM*



Trailblazer Award



- Named after Roderick T. Pettus
Assistant Chief of Security in Little Rock for 10 years
Former Los Angeles Police Officer
Built like a BRICKHOUSE
- Annual award to honor best and brightest security office for all of City of Faith
- Each location will nominate the best officer
- Overall winner & two 2nd place winners
- 2024 Nominees:
Monroe - Charity "Nickie" Chiapetta
Little Rock - Ronnie Tisdale
Baton Rouge - Joyce Green



2024 Winner!

Charity "Nickie"

Chiappetta

Training



Security &
Accountability
Procedures