

Bayaud's Board of Directors and its leadership team continue to implement the following priority area goals in the Three-year Strategic Plan (July 1, 2020 - June 30, 2023):

Priority Area One: Programs and Services

- **Document Destruction:**
 1. Achieve 10% growth annually.
 2. Increase marketing and advertising presence.
 3. Expand federal and/or national customer base.
- **Center for Opportunity, Rehabilitation, and Employment:**
 1. Expand Day Works programming to new customers.
 2. Expand employment and training services.
 3. Expand Mobile Services to meet community needs.
 4. Engage in succession planning for Department Director's retirement.
- **Community Resource Navigation**
 1. Increase and stabilize SOAR programming.
 2. Ensure navigation integration into all Bayaud programs.
 3. Improve data collection and entry practices.
- **AbilityOne Integrated Supported Employment:**
 1. Enhance standard operating procedures to expand structured internal audit processes.
 2. Explore new business lines where the agency is currently subcontracting.
 3. Standardize business line operations and vocational rehab supports.
 4. Secure new AbilityOne Federal Contract(s).
- **Bayaud Works:**
 1. Establish internal department partnerships and protocols.
 2. Create and strengthen external agency partnerships.
 3. Establish 3-5 new social enterprise contracts annually.

Priority Area Two: Operations and Organization Leadership

1. Develop and implement plan for equity, diversity, and inclusivity.
2. Ensure standard practices for onboarding and ongoing employee engagement.
3. Create standard operating procedures for all operations in payroll, accounting.
4. Ensure benefit package meets the needs of all regular employees.
5. Master the use of new payroll system.

Priority Area Three: Fund Development, Marketing, and Communications

1. Increase grant and individual donor financial support.
2. Increase new business opportunities.
3. Increase community awareness.

Priority Area Four: Board Governance

1. Ensure effective board governance with focus on the following:
 - Sustainability
 - Constituent representation
 - Consistency of policies with mission