

<b>FIVE YEAR PLAN for July 2016 - June 2021</b>	
<b>Workforce Development</b>	
1	Develop and build a sustainable workforce through enhanced recruitment strategies, compensation programs, employee engagement and educational development.
2	Increase staff salaries to be at the 50% by 2018
3	Develop implementation plan for telemedicine for optimization of patient care and addressing the shortage of primary care physicians, dentists and psychiatrists for FQHCs.
4	Partner with Jefferson college to start a dental assisting program
5	Become trauma responsive agency wide and fully trauma informed in the behavioral health programs
<b>Financial Health</b>	
6	Create a Foundation for A Safe Place, Bridle Ridge and Children's Advocacy Center
7	Increase the donations / fundraising to COMTREA by 50% in the next five years
8	Diversification of funding resources to support agency's infrastructure and service delivery excellence
<b>Infrastructure (IT) &amp; Building</b>	
9	Develop transitional/supportive housing for victims of intimate violence as A Safe Place
10	Develop alternative housing for the adult mental health and substance use population served by COMTREA.
11	Develop a long-term plan for upgraded environment of care, technology and facilities to support current sites and future growth.
12	Advance the information technology system to support the delivery of care including a patient portal and intake processes and other web-based information.
<b>Marketing, Communication &amp; Excellence in Quality</b>	
13	Build on effective community partnerships and the agency's reputation standing at a local and state level as a leader in quality health care and supportive services.
14	Increase community awareness of resources for primary care, dental care, substance abuse, mental health, effective parenting, wellness and other topics through targeted marketing, community workshops and educational opportunities.
<b>Access to Care / Coordinated Care</b>	
15	Provide needs to underserved consistent with mission statement, updated community need assessment(s), and funding source purpose/intent.
16	Evolve primary care, behavior/mental health and oral health into an integrative delivery model and community partnerships with focus on the whole person and implementation of all appropriate therapeutic approaches, healthcare and disciplines and workflow coordination to achieve optimal health and healing.
17	Develop a community campus at Bridle Ridge that provides integrated services of medical, dental and mental/behavioral services to serve the needs and well-being of the underserved in Jefferson County.
18	Expand partnerships between schools in Jefferson County and the agency with the development of three-to-five school based health centers that provide the full range of age appropriate health care services including primary medical care, mental/behavioral health care, dental/oral care and substance abuse counseling.
19	To open an FQHC dental office in south St. Louis county by 2019
20	Expand scope of integrated services provided with addition of specialized services for dental and medical targeting podiatry and ophthalmology.