
May 19, 2025 Board of Directors Strategic Plan Work Group

I. Work Group

A work group of the Board of Directors of the Rappahannock Area Community Services Board was called to order on May 19, 2025, at 600 Jackson Street at 8:30 a.m. *Attendees included:* Claire Curcio, Jacob Parcell and Carol Walker. *Other attendees included:* RACSB management team, Joseph Wickens and Brandie Williams.

II. Overview of Framework and Next Steps

Ms. Williams began with the following framework to define/address each priority area identified for the RACSB Strategic Plan. The focus of today's discussion was:

- a. *Vision and Mission Alignment:* Statements describing the priority area.
- b. *Strategic Goals:* Broad, long-term aspirations that drive the development of smaller Key Strategic Initiatives and Actions. Goals are high-level statements of intent.

III. A group discussion took place to further define vision and mission alignment statements and strategic goals for each priority.

Strategic priorities were put into the following order and vision and mission alignment statements were given for each priority followed by strategic goals:

1. Access to services
2. Effective and quality services
3. Staff- retain, recruit and develop
4. Fiscal & operational sustainability, *financial stability* (efficiency and innovation)

IV. Wrap Up- Ms. Williams said that around the priority of increasing access to individuals she would take some homework back and look at CDC or SAMHSA that should have estimates, of per capita population, that have behavioral health and DD needs. She will then take that definition/information and apply it to our current census and population growth statistics and bring that to the next meeting so the group can make a better determination at the next meeting.

V. Adjournment

The meeting adjourned at 10:30 AM.

Board of Directors Chair

Executive Director