

**A message from
Catholic Charities' Board of Governors:**

We look to the future with the same dedication to serve and determination to succeed that has empowered Catholic Charities of Eastern Oklahoma since we began serving in 1951. We hold firmly to our purpose for existence: To be Christ's merciful love to those who suffer. Emerging realities propel us to find new ways to serve greater needs of even more people than ever before.

To that end, we steadfastly pursue these strategic goals:



Karl Neumaier
Owner | Celebree School
Vice Chair | Board of Governors

Priority 1 | Programs

To provide Christ-centered, courageous outreach to those who suffer, utilizing ongoing service evaluation, and strategic evolution



- Establish and implement **program evaluation benchmarks** to compare year-over-year performance internally and externally by June 30, 2027
- **Extend holistic care** at 50% of our outreach locations by introducing 1-2 resources through internal program collaboration, referrals, and external community partnerships by June 30, 2028
- **Create partnerships** with Catholic parishes and/or Catholic hospitals to establish services in five new locations by December 31, 2028
- Create and launch an **integrated, multi-program delivery pilot** to maximize client flourishing and overcome programmatic silos by June 30, 2026

Priority 2 | People

To strengthen and develop our employees, helping them flourish as Apostles of Hope, serving the community



- Establish a **Management Performance Assessment** by July 1, 2026 and then improve competency score by 25% by January 2028
- Implement compensation policies and practices that are just and **reward and retain top performers** by March 30, 2027
- **Increase employee retention** by 10% (excluding temporary employees) by December 2028

Priority 3 | Sustainability

To be beacons of Christ's merciful love by continuously inspiring the next generation, meaningfully connecting with parishes and the broader community, and ensuring the long-term financial sustainability of our mission



- **Increase our engagement** with our parishioners and broader community, as measured through an intentional set of communication tactics by December 31, 2026
- Double the number of volunteers under 18 by June 30, 2028, **building a culture of service** by enhancing opportunities for school groups and families to volunteer together in meaningful ways
- **Ensure long-term financial sustainability** by building awareness and investment in Caritas Christi, our planned giving society, increasing by 15 new members per year

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