Dreamcatchers Empowerment Network

3 YEAR STRATEGIC PLAN

2025-2028

VISION

Our Vision at Dreamcatchers is to provide a continuum of pre-vocational and vocational services that empower clients to live and succeed in their community.

MISSION

The mission at Dreamcatchers Empowerment Network is to empower and provide hope to youth and adults with limitations and disabilities by providing assessments, job preparation, job placement and job coaching through informed choice and by collaborating and creating community partnerships with other agencies.

VALUES

CHOICE

- Support clients by sharing information to make informed choices.
- Our clients have ownership of their destiny

EMPOWERMENT

- Creating a focus on self-sufficiency rather than dependency
- We show our clients their strengths and build on them by partnering to open doors, overcome obstacles and support them on their journey to employment.
- Providing encouragement to believe that they CAN!

TRUST

- Building bridges of hope and honesty with clients and community
- By being reliable, respecting confidentiality and treating each client with integrity
- Protecting the value of the person by providing a safe and nurturing environment for our clients to develop and grow

COLLABORATION

- Incorporating diverse agencies, employers and our clients in the decision-making process for employment
- Teamwork makes the Dream Work

COMMITMENT

- Dedication of staff to our mission to provide services to our clients by walking with them throughout the employment process.
- To our roles, to each other and to the greater good in helping others succeed.

PHILOSOPHY

The philosophy at Dreamcatchers Empowerment Network is a client-centered approach to providing services with respect and dignity, as well as educating the community on the benefits of employing people with limitations. We believe that when an individual achieves meaningful employment, the community benefits from the exposure and contributions of individuals, who are frequently marginalized. Dreamcatchers employment services are key to fighting stigma and discrimination against individuals with limitations.

We strive to create an environment that is participatory, goal-oriented, enjoyable, and holds trustworthiness and loyalty at the core of all we do.

LEADERSHIP PRINCIPLES

We commit together to:

- Promote teamwork, because the best results are obtained when the team holds responsibility.
- Make decisions in a participatory or consultative way and involve people closest to the issue.
- Set examples and provide opportunities for ongoing, open communication and feedback.
- Provide ongoing training, support, resources and information to promote an environment where we can maximize our potential.
- Create an environment where creativity, humor, transparency and risk-taking are encouraged.
- Promote innovative solutions, recognizing that both successes and failures provide opportunities for learning and growing.
- Promote business decision-making linked to ethical values, compliance with legal requirements and respect for people, communities and the environment.

CONTINUOUS QUALITY IMPROVEMENT

Dreamcatchers is committed to upholding the values and standards set forth in the Commission on Accreditation Rehabilitation Facilities (CARF) process and currently holds the highest level of CARF accreditation. The values and standards reflect those of the leaders in the field of vocational support services.

Dreamcatchers is continually assessing and refining our services for quality, efficiency, and enhancing the lives of the people we serve.

GOALS and OBJECTIVES

Business

Goal: To maintain financial sustainability while maintaining our values and standards

1. Research systems to increase efficiency.
   - Exploring CRM cost vs benefits
2. Control expenditure
   - Review and monitor revenue and expenses for each area we serve to breakeven.
3. Expand sources of revenue through partnership, new business and grants
   - To expand partnerships, contracts, and additional revenue sources
   - To continually seek benefactors and grant opportunities

Goal: To deliver services to persons served in a responsible and sustainable manner.

1. Expand locations across the state of California.
2. Expand services and contract with county behavioral health departments, DOR or through other private contract opportunities
3. Assess staffing levels within the organization to meet demand of referrals on a regular basis.
   - Staffing allocations are determined by specific program needs and contractual agreements along with budgetary constraints.

Services

Goal: To provide guidance, assistance, and support to persons served to reach their highest potential.

1. Develop and monitor client employment goals.
2. Track number of clients served.

Goal: To achieve excellence through setting and adhering to optimal standards guided by the best practice, core values and integrity.

1. Obtaining feedback from Stakeholders and Clients Satisfactions Survey
2. Employee Satisfaction Survey

Goal: To engage with local agencies that provide a network of support and referral services for persons served.

1. Partner with Workforce Investment Board/AJCC, Career Center, Wellness Center, Education systems, Probation Dept., and any other agencies.

STRATEGIC PLAN SIGNATURE PAGE

The President of the Board, on behalf of the Board of Directors for Dreamcatchers Empowerment Network, have reviewed and approved the Three (3) year Strategic Plan from 2025-2028.



Patricia Blum

3/26/2026

Date