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The moment when change is possible

## Letter from the CEO

Fall 2016

This has been an active and productive year. Kairos has had a key role in educating the public about the challenges young people and families face. Through the Self-Healing Community Initiative, we are working to increase awareness of trauma-informed practices across all settings. Additionally, we have been asked to be a provider for the school-based program called CLEAR (Collaborative Learning for Educational Achievement and Resistance). Kairos is partnering with Washington State University to pilot the model at Lincoln Elementary School in Grants Pass.

We have also initiated the Coastline Community Capacity Campaign to raise funds to construct a building for Kairos Coastline Services as well as partnering with Youth MOVE Oregon to establish a young adult drop-in center. The project includes recruiting a child psychiatrist to the community.

Kairos has focused for the past several months on strengthening our infrastructure. Under the guidance of our Board of Directors, we have had teams working on six initiatives designed to help support the growth we've had over the past several years and future endeavors. The six initiatives are:

1. **QUALITY SYSTEMS:** The purpose of this team is to establish agency-wide metrics related to risk management and to stimulate quality improvement.

2. **TRAINING:** This team established an electronic training and policy review system and paired it with instructor-based training.
3. **JOB DESCRIPTIONS:** The team concentrated on revising job descriptions to be responsibility-focused rather than task-focused.
4. **PROCUREMENT:** This team created a procurement system to streamline purchasing processes.
5. **PROGRAM MANAGER:** This group is reorganizing program manager responsibilities to empower and support decision making at the program level.
6. **CULTURE TRANSFORMATION:** This team is working to foster a culture within the agency that builds on existing cultural traits that will enable the agency to grow.

The agency will focus on continuing these initiatives and sustaining its infrastructure. The Culture Transformation Team, through staff involvement, created a staff motto: **WE CAN, IT'S POSSIBLE**, which describes how we work with each other; clients and families; and community partners to find solutions and instill hope.

Your support helps us immeasurably. Thanks so much for believing in us and in the youth and families we are here to help. Hope your holiday season is full of joy and hope.

—Bob Lieberman

We would like to take this opportunity to thank our Board of Directors for their time, service, and commitment to our agency.

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