

*Missouri
Police Chiefs Charitable Foundation
Strategic Plan
2016-2018*





Missouri Police Chiefs Charitable Foundation Strategic Plan 2016-2018



Our mission ---

It is the mission of the Foundation to engage in activities that seek to educate and promote quality and professionalism. The foundation seeks to promote education and development of Missouri's youth by way of education programs and services. The foundation fosters standards and development in the area of law enforcement through education and services.

Our history ---

The Missouri Police Chiefs Charitable Foundation was formed and incorporated in 1996 as a charitable foundation. It is a not-for-profit 501 C3 corporation which was formed to provide assistance and service to citizens and law enforcement.

Board/Governance ---

The MPCCF board/Governance consists of twenty directors, one chairman, and one treasurer.

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I

Awards Division

Awards Division

This division is responsible for the selection of the annual education scholarship provided to college or college bound students from Missouri. This division also addresses any special recognition that may be warranted through-out the year. The annual scholarship and any awards are presented at the MPCCF Year End Conference.

Goal

The refinement and enhanced outreach process in recognizing individuals within the Missouri Law Enforcement community and the public that are deserving of recognition.

Objectives:

1. Designate committee Chair/Co-Chair and one representative from each of the (9) nine regional of the state to serve on the committee. Committee will review all awards, define the slate of awards, and make the selection of all annual awards.
2. Establish process to enhance the number of application received and the notification process for all MPCCF awards (defining from whom nominations can come from regarding each defined award).

II

Building & Facility Division

Building & Facility Division

This division is responsible for the maintenance, service, development, and planning for the MPCCF Headquarters.

Goal

Enhance the functional and cosmetic features of the main headquarters.

Objectives:

1. Define Committee make-up.
2. Pay off building/land plan to be completed by 12/01/2016
3. Re-facing of building exterior.
4. Increase restroom capacity.
5. Roof maintenance/repairs.

III

Business & LE Partnership Division

Business & LE Partnership Division

This division works directly with businesses and form partnerships to enhance services, availability of technology, and the support the organization in maintaining and expanding services and operations.

Goal

Establishing relationships with businesses to promote stability, maintaining, and expanding growth of the organization

Objectives:

1. Define the committee members.
2. Create information documents to develop interest in partnerships.
3. Define contribution levels and defines the relations expectations for contribution levels.
4. Establish a potential business partnership prospect list.
5. Defined plan for business out- reach involving membership and the organization communication platforms.

IV

Certification Division

Certification Division

This division has the sole goal of enhancing professionalism in the operation of law enforcement agencies across the state of Missouri. This division has developed operational standards and operational general orders. This division then works with agencies to meet these standards and then evaluates the agencies for adherence to said standards. This division's operation has been reviewed and adopted by insurance leaders within Missouri.

Goal

The need to enhance professionalism and remaining progressive in light of changes which redefine modern policing practices and expectations of our citizenry is a shared commitment of the organization with its members. This organization is committed to embracing and implementing modern policing practices, methods, and standards by promoting professional and progressive policing.

Objectives:

1. Define Committee Members.
2. Model Policy/Standards Development: Review the current Certifications standards and make recommendation of revisions and produce a departmental best practices and model policy manual to accompany the standards and meet other related areas of law enforcement operation.
3. Establish training on certification process, policies and delivery system.
4. Discuss and establish services under this committed that is needed to enhance and meet the needs of law enforcement and the goal of this committee.
5. Create method of enhancing the awareness of services provided by the organization under through the work of this committee.
6. Certification plan to be completed by June of 2016 to address the job description, compensation, and selection process to include a contractor or employee option of meeting operational requirement of the MPCCF Certification Program.

V

Command College Division

Command College Division

This division is responsible for the only Missouri-Based Command School. This is a leadership and command program that provides the successful candidates a Certificate of Command Level Training and a Master's Degree for those already possessing an undergraduate degree.

Goal

To further expand and enhance the MPCCF's command level training program.

Objectives:

1. Define committee members and committee make-up.
2. Annual review of the program for enhancements and refinement:
3. Enhance program introduction and presentation plan.
4. Establish plan for expanded development and delivery (statewide).
5. Establish plan for further certification/accreditation of the program.
6. Establish annual training event for past graduates of the program.
7. Establish plan for front-line supervisors.

VI

Conference Division

Conference Division

The division of the MPCCF is responsible to conducting two conferences each year. The first is the Combined Missouri Law Enforcement Conference and the MPCCF Year End Conference.

Goal

The delivery of valuable and timely training over a multi-day period of time to enhance professional development of varying ranks and levels of law enforcement professionals and defined private and governmental individuals with working relations with the law enforcement community.

Objectives:

1. Define committee members by April 1, 2016.
2. Review current conferences topics, events, and operation/design and analyze to identify strengths, weaknesses, resources, and establish plan for conference offerings from the MPCCF.
3. Establish bi-annual meeting dates of the committee.

VII

Constitution & Bylaw Committee

Constitution & Bylaws Committee _____

The Constitution Committee monitors policies and activities to make sure that the framework of the Constitution, MPCCF's governing document, is protected. The committee is charged with screening resolutions from members regarding proposed changes or additions to the Constitution to make sure the revision is in proper format.

Goal _____

The continued operation of the organization based on published and distributed rules of governance and operation.

Objectives:

1. Define committee members or merge into another committee.
2. Conduct an annual review and make any recommendations to the MPCCF Executive Director for inclusion for the June board meeting annually.

VIII

DARE Division

DARE Division

This Division is the operational Division of the MPCCF as MPCCF is designated nationally and by the State of Missouri as the D.A.R.E. Training Center for the State of Missouri. This Division provides the basic training required being a D.A.R.E. Officer and the ongoing training required to remain a D.A.R.E. Officer. This division provides not only hundreds of training, also provides work books for thousands of children across the state of Missouri. Furthermore, the MPCCF is very proud of receiving an award of excellence by D.A.R.E. America attesting to the professionalism and high standards of Missouri's D.A.R.E. Training Center.

Goal

The delivery and promotion of the DARE program in Missouri to provide a structured program recognized nationally as a science-based prevention program to Missouri Children in the development and decision making directly related to the use of drugs and other societal challenges.

Objectives:

1. Define committee members and committee make-up.
2. Provide a minimum of (1) one DOT training annually.
3. Provide annual continuing education for DARE officers.
4. Conduct an annual Missouri based survey which depicts the number of agencies that provide the DARE Program, the number of Missouri DARE Officers, number of schools that incorporate DARE into their instructional offerings, the number of students receiving DARE training, and identifying those LE agencies and schools that do not have the program and want to implement the program.
5. Increase the number of agencies and schools engaged in the DARE program in Missouri.

IX

Fallen Officer Division

Fallen Officer Division

This division is responsible for the identification and delivery of financial assistance provided by the MPCCF to the families of fallen Missouri Officers.

Goal

Providing assistance and support for the families of fallen officers and the continued structural care of the Missouri Law Enforcement Memorial.

Objectives:

1. Define the committee members and make-up.
2. Designate the LE Memorial Foundation Committee Representative.
3. Continue service on the LE Memorial Foundation Committee.
4. Add the two additional walls to the existing memorial by 2017.
5. Provide an opportunity for family members of fallen officers to come together annually in conjunction with the annual LE Memorial Services, and provide support to the families of Missouri LE Officers that fall in the line duty.

X

Grant Division

Grant Division

This division assists local communities, local governments, and local law enforcement by monitoring available grants that will aid/assist local communities. This division identifies funding sources, announces their availability, will write the grant, will manage the grant, and can and will provide any or all of the services identified.

Goal

Locate available funding to promote programs.

Objectives:

1. Define committee members and committee make-up.
2. Establish virtual & face-to-face meetings to create a current updated resource guide on available LE grants by reaching out to those individuals from state and local professionals in this area.
3. Promote MPCCF resources and services through opportunities fit within the mission or services that can be provided by the MPCCF.

XI

SRO Division

SRO Division

This Division provides basic recognition training and advanced training to those selected to serve as SRO. This division provides for ongoing training and one statewide conference in area of legal studies, trends, security, active shooter and much more. This division also provides recognition for those that successfully complete the basic training and tracks those that are recognized statewide and provides an advance SRO training and recognition.

Goal

The delivery of valuable and timely training over a multi-day period of time to enhance professional development of current ranks and levels of law enforcement professionals and defined private and governmental individuals with working relations with the law enforcement community.

Objectives:

1. Conduct a minimum of (2) two basic training courses per year.
2. Conduct a minimum of (2) two advanced courses per year.
3. Conduct on annual conference.
4. State Standards review and posting.
5. Creation of a statewide SRO directory/contact document.

XII

Training Division

Training Division

The MPCCF is recognized by the State of Missouri, the Missouri P.O.S.T. Commission, and is licensed by the Department of Public Safety as an Approved Provider of Law Enforcement Continuing Education. This division provides thousands of hours of training throughout the law enforcement community, school/educators community, and citizens.

Goal

The delivery of training that meets and exceeds the requirements of law enforcement training in Missouri.

Objectives:

1. Define Committee Members/Make-up.
2. Make required adjustments for internal operations meeting the new POST Standards.
3. Maintain and increase in-service training contracts by (3).
4. Establish a cost effective on-line training delivery system.
5. Incorporate barcode options for meeting post attendance requirements and online attendance verification.
6. Enhance regional delivery of face to face training incorporated into regional member meeting and from headquarters.
7. Enhance interfacing with other MPCA and MPCCF committees and divisions to enhance delivery of training services as an organization.

XIII

Ways & Means Division

Ways & Means Division

This division is responsible for the financial planning and oversight of the foundation.

Goal

The financial stability and growth of the organization to further develop and refine professional services to the members of the organization and communities across the State of Missouri.

Objectives:

1. Organization budgetary objectives over the next three (3) years.
 - a. Define Committee make-up.
 - b. Create annual budget to be approved in the month of December each year.
 - c. Pay off building/land plan to be completed by 12/01/2016
 - d. Pay off line of credit plan to be completed by 12/01/2016.
 - e. Pay off vehicle plan to be completed by 12/01/2016

2. Staffing to enhance professional services.
 - a. Provide training opportunities of MPCA staff to enhance skill sets in the areas specific to job descriptions, duties, and assignments to enhance professional organization services.
 - b. Annual review of operational policies and procedures.
 - c. Annual review of employees by director.
 - d. Annual review of director by the board.
 - e. Standards/Goals and Certification plan to be completed by June of 2016 to address the job description, compensation, and selection process.

Missouri Police Chiefs Charitable Foundation Strategic Plan Measuring Document



Division	Objective(s)	Status
Awards	<ol style="list-style-type: none"> 1. Designate committee Chair/Co-Chair and one representative from each of the (9) nine regional of the state to serve on the committee. Committee will review all awards, define the slate of awards, and make the selection of all annual awards. 2. Establish process to enhance the number of application received and the notification process for all MPCCF awards (defining from whom nominations can come from regarding each defined award). 	
Building & Facility	<ol style="list-style-type: none"> 1. Define Committee make-up. 2. Pay off building/land plan to be completed by 12/01/2016 3. Re-facing of building exterior. 4. Increase restroom capacity. 5. Roof maintenance/repairs. 	
Business & LE Partnership	<ol style="list-style-type: none"> 1. Define the committee members. 2. Create information documents to develop interest in partnerships. 3. Define contribution levels and defines the relations expectations for contribution levels. 4. Establish a potential business partnership prospect list. 	

	<ol style="list-style-type: none"> 5. Defined plan for business out-reach involving membership and the organization communication platforms. 	
Certification	<ol style="list-style-type: none"> 1. Define Committee Members. 2. Model Policy/Standards Development: Review the current Certifications standards and make recommendation of revisions and produce a departmental best practices and model policy manual to accompany the standards and meet other related areas of law enforcement operation. 3. Establish training on certification process, policies and delivery system. 4. Discuss and establish services under this committed that is needed to enhance and meet the needs of law enforcement and the goal of this committee. 5. Create method of enhancing the awareness of services provided by the organization under through the work of this committee. 6. Certification plan to be completed by June of 2016 to address the job description, compensation, and selection process to include a contractor or employee option of meeting operational requirement of the MPCCF Certification Program. 	
Command College	<ol style="list-style-type: none"> 1. Define committee members and committee make-up. 2. Annual review of the program for enhancements and refinement: 3. Enhance program introduction and presentation plan. 4. Establish plan for expanded development and delivery (statewide). 5. Establish plan for further certification/accreditation of the program. 6. Establish annual training event for past graduates of the program. 7. Establish plan for front-line 	

	supervisors.	
Conference	<ol style="list-style-type: none"> 1. Define committee members by April 1, 2016. 2. Review current conferences topics, events, and operation/design and analyze to identify strengths, weaknesses, resources, and establish plan for conference offerings from the MPCCF. 3. Establish bi-annual meeting dates of the committee. 	
Constitution & By-Laws	<ol style="list-style-type: none"> 1. Define committee members or merge into another committee. 2. Conduct an annual review and make any recommendations to the MPCCF Executive Director for inclusion for the June board meeting annually. 	
DARE	<ol style="list-style-type: none"> 1. Define committee members and committee make-up. 2. Provide a minimum of (1) one DOT training annually. 3. Provide annual continuing education for DARE officers. 4. Conduct an annual Missouri based survey which depicts the number of agencies that provide the DARE Program, the number of Missouri DARE Officers, number of schools that incorporate DARE into their instructional offerings, the number of students receiving DARE training, and identifying those LE agencies and schools that do not have the program and want to implement the program. 5. Increase the number of agencies and schools engaged in the DARE 	

	program in Missouri.	
Fallen Officer	<ol style="list-style-type: none"> 1. Define the committee members and make-up. 2. Designate the LE Memorial Foundation Committee Representative. 3. Continue service on the LE Memorial Foundation Committee. 4. Add the two additional walls to the existing memorial by 2017. 5. Provide an opportunity for family members of fallen officers to come together annually in conjunction with the annual LE Memorial Services, and provide support to the families of Missouri LE Officers that fall in the line duty. 	
Grant	<ol style="list-style-type: none"> 1. Define committee members and committee make-up. 2. Establish virtual & face-to-face meetings to create a current updated resource guide on available LE grants by reaching out to those individuals from state and local professionals in this area. 3. Promote MPCCF resources and services through opportunities fit within the mission or services that can be provided by the MPCCF. 	
SRO	<ol style="list-style-type: none"> 1. Conduct a minimum of (2) two basic training courses per year. 2. Conduct a minimum of (2) two advanced courses per year. 3. Conduct on annual conference. 4. State Standards review and posting. 5. Creation of a statewide SRO directory/contact document. 	
Training	<ol style="list-style-type: none"> 1. Define Committee Members/Make-up. 2. Make required adjustments for 	

	<p>internal operations meeting the new POST Standards.</p> <ol style="list-style-type: none"> 3. Maintain and increase in-service training contracts by (3). 4. Establish a cost effective on-line training delivery system. 5. Incorporate barcode options for meeting post attendance requirements and online attendance verification. 6. Enhance regional delivery of face to face training incorporated into regional member meeting and from headquarters. 7. Enhance interfacing with other MPCA and MPCCF committees and divisions to enhance delivery of training services as an organization. 	
<p>Ways and Means</p>	<ol style="list-style-type: none"> 1. Organization budgetary objectives over the next three (3) years. <ol style="list-style-type: none"> A. Define Committee make-up. B. Create annual budget to be approved in the month of December each year. C. Pay off building/land plan to be completed by 12/01/2016 D. Pay off line of credit plan to be completed by 12/01/2016. E. Pay off vehicle plan to be completed by 12/01/2016 F. Staffing to enhance professional services. G. Provide training opportunities of MPCA staff to enhance skill sets in the areas specific to job descriptions, duties, and assignments to enhance professional organization services. H. Annual review of operational policies and procedures. I. Annual review of employees by director. J. Annual review of director by the board. K. Standards/Goals and Certification plan to be completed by June of 2016 to address the job description, compensation, and selection process. 	
