



Our mission

At Berkshire, our mission is **to strengthen children and families so they can live safely, independently, and productively within their home communities.** We provide a slate of trauma-informed care programming for New York families ranging from foster care to family preservation services that meet the unique needs of children and families across the State.

Our impact

Berkshire serves 55 of 62 (89%) counties across New York State, including rural areas where family services are sparse. In 2021 alone, we served over 8,000 children and families through six key program areas:



Family Preservation | 4,368 individuals served



Behavioral Health | 2,288 individuals served



Foster Care | 1,074 individuals served



Shelter Care | 427 individuals served



Detention Services | 165 individuals served



Group Homes | 44 individuals served

Our plan

To continue positioning ourselves at the forefront of child and family services across New York State, Berkshire has committed to a strategic plan that charts a bold course for the organization's future, informed by the latest best practices and innovative models of care.

Our goals

We have outlined three ambitious goals that anchor our aspirations over the next five years. Each goal is accompanied by a set of carefully planned strategies and actions that will be implemented by our talented team. The chart below summarizes our plan at a high-level.

<p>Deepen impact</p> <p>Berkshire is dedicated to providing the best, most responsive services possible to communities across New York State. To deepen our impact, we will continue to increase our investment in community-based programming that is responsive to local needs and provides families with the care and resources needed to maintain safe, healthy, and happy homes.</p>	<p>Select strategies</p> <ul style="list-style-type: none"> - Increase our investment in community-based programming, that keeps children close to their existing care networks and supports - Develop and strengthen evidence-based program models that are proven to effectively improve outcomes for children and families - Continue to expand our mental health services across the State - Strategically partner with other organizations, counties, or businesses to collaboratively serve counties more effectively
<p>Meet the demand</p> <p>Berkshire's ambitious scale and programming requires a complex network of staff and resources across the State. We will invest internally to bolster our operations so we can continue to serve communities more effectively, efficiently, and securely.</p>	<p>Select strategies</p> <ul style="list-style-type: none"> - Improve information technology systems across the organization - Equip staff with new technology that enables them to better serve the families of New York - Strengthen data collection practices agency-wide and standardize performance indicators - Leverage optimized data to analyze and improve our program and service delivery
<p>Invest in our team</p> <p>Berkshire's greatest asset is our talented team, who are dedicated to improving the lives of fellow New Yorkers. We recognize the importance of investing in a strong team for our success and will prioritize efforts to hire and retain diverse and talented staff who represent the communities we serve.</p>	<p>Select strategies</p> <ul style="list-style-type: none"> - Increase compensation and provide other incentives to acknowledge our existing staff and attract talented individuals to build their careers at Berkshire - Develop standard procedures and hiring practices informed by diversity, equity, and inclusion best practices - Review current department structures and identify teams that need additional support - Improve communications and connections across our team statewide