

Year one (FY 15/16):

- Implement BERC Five Year Strategic Plan
- Obtain three to five year funding agreements with SC
- Hire one technical Full Time Equivalent (FTE) if funding and projects allow
- Hire paid student intern to fill current vacancy – funding available
- Hire volunteer intern
- Obtain approval from SC to conduct updated business survey
- Identify new service areas and key locations for marketing efforts
- Outreach to five industry specific sectors determined by Steering Committee Conduct eight intra-agency informational presentations regarding BERC's technical services annually
- Recruit the City of Sacramento as a returning BERC funding partner and obtain one new Sustainable Business program funding partner.
- Improve BERC data entry program – simplify and make easier to use
- Update BERC website
- Conduct BERC presentation to County of Sacramento Board of Supervisors
- Deliver BERC presentations to each city within the county and have SC member join meeting
- Coordinate services with newly formed Small Business Development Center (SBDC) within Sacramento Chamber of Commerce
- Re-connect with Small Business Administration to define BERC's role in client assistance

Year Two (FY 2016/2017);

- Provide BERC presentations to each Steering Committee board
- Establish 501(c)3 or other method in order to accept monetary donations from private sector
- Explore different overhead allocation from Economic Development
- Create new Environmental Specialist position to provide upward mobility from intern to entry level FTE if work dictates
- Explore combining Sustainable Business awards with similar themed awards
- Create a BERC Supervisor position
- Expand into Yolo County
- Revitalize the Recycling Market Development Zone program
- Establish process to obtain at least one new funding partner
- Outreach to industry specific sectors determined by Steering Committee
- Expand Sustainable Business Program outreach to include additional jurisdictions

Year three (FY 2017/2018)

- Hire one technical FTE (three new total) if work dictates
- Obtain one new funding partner Expand into Placer or El Dorado County
- Reconnect with regional allied business organizations
- Deliver BERC presentations to Steering Committee boards
- Implement leadership mentoring of BERC staff (in order to transition to next level)
- Define BERC's role with other business assistance organizations

Year four (FY 2018/2019):

- Expand into Placer or El Dorado County
- Deliver BERC presentations to each Steering Committee Board
- Add two paid intern positions if work dictates
- Reestablish partnership with Regional Small Business Liaisons (RSBL) and Small Business Environmental Assistance Providers

Year five (FY 2019/2020):

- Deliver BERC presentations to each Steering Committee Board

A. Evaluation