

strategic plan FY 2026-2028



Mission

MHB strategically invests in effective, equitable systems that improve behavioral health and expand opportunity for St. Louis City residents.

Vision

We envision a future St. Louis built with community voice, shared investment, and collective action to create lasting well-being for all.

Statement of Strategic Direction

As the behavioral health landscape evolves, MHB will strengthen an interdisciplinary, integrated continuum of behavioral health care that addresses social determinants of health and advances equitable access for St. Louis City residents.

MHB will continue to serve as a trusted local leader and steward that balances stability for core services with the flexibility to respond to emerging needs while ensuring that community resources remain responsive, coordinated, and sustainable.

Values

Person-Centered ●

We honor the inherent worth of every individual, valuing the dignity, perspectives, and needs of those we serve and those we work alongside.

Integrity ●

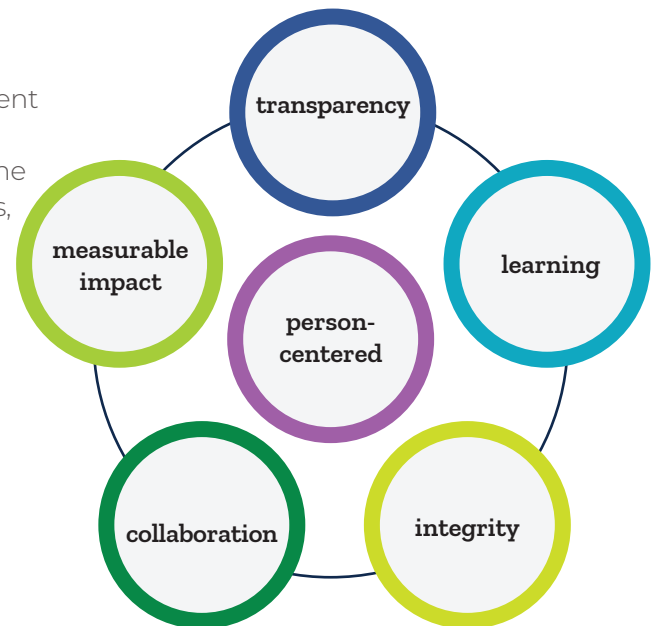
We are guided by honesty and accountability in our decisions and relationships.

Learning ●

We embrace curiosity, reflection, and continuous improvement to strengthen our impact and drive innovation.

Collaboration ●

We achieve more together by building trust, sharing knowledge, and working across boundaries to tap into our collective strength to achieve common goals.



Measurable Impact ●

We commit to make a difference that can be seen, felt, and measured, ensuring our work creates lasting and meaningful change.

Transparency ●

We communicate openly and clearly, ensuring that our actions, decisions, and results are visible and accessible.



strategic priorities

1

Strengthen systems and advance community well-being

MHB will invest in people, partnerships, and practices that build a more equitable, connected, and resilient behavioral health ecosystem.

Key strategies:

- Invest strategically in effective, evidence-based, and community-informed approaches that integrate behavioral health with other systems.
- Foster innovation and agility by creating flexible funding pathways for community-generated ideas and emerging needs.
- Fund wrap-around and family-centered services that address youth and family wellness across systems.
- Engage in systems change by maintaining MHB's presence at key coordination tables.
- Support the behavioral health workforce, including initiatives that address provider shortages and enhance capacity for culturally responsive care.
- Build ecosystem stability through shared infrastructure and responsive funding to minimize disruption in behavioral health pathways and sustain essential care as needs evolve.

Intended outcome:

A coordinated, equitable, and adaptable behavioral health system that strengthens individual and community well-being.

2

Strengthen MHB's organizational capacity and sustainability

MHB will safeguard its long-term sustainability, invest in its people, and enhance its internal systems to support learning, transparency, and effectiveness.

Key strategies:

- Build a learning culture informed by community voice, reflective practices, and data-driven decision making.
- Invest in staff and leadership development, ensuring opportunities for professional growth at all levels.
- Improve internal communication to strengthen collaboration, alignment, and organizational culture.
- Advance operational effectiveness through systems that increase transparency, accountability, and adaptability.

Intended outcome:

A resilient, high-performing organization with the capacity to sustain and amplify MHB's impact in the community.

