



FAQs

Rebuilding Families

Q: What is the campus construction timeline?

A: Plummer's future campus is comprised of three phases.

We will break ground on the new residential building in the summer of 2023, with the goal of youth moving into the completed building in the summer of 2024.

As soon as the youth and the staff directly serving them are relocated to the new building, we will begin renovating our current, historical building to restore its beauty and make better use of its function, with the hope that it will be completed in the summer of 2025. The updated building will have plenty of meeting and training space and will house our administrative and business offices. We will also have the ability to host families in our new family visiting apartment. The final component of our campus will be a multi-purpose space. It will have a half indoor basketball court, community meeting and training spaces, and additional family visiting space. We will reevaluate this space's timing upon renovation completion.

Q: Are there green initiatives planned?

A: Yes, there will be solar power. We are also exploring the possibility of ground-source heating. If we can do one or both things, the operational costs of our facility will decrease considerably while we do our part to prevent climate change.

Q: Will the new facility allow Plummer to serve more youth?

A: Yes, occupancy will increase slightly, from 18 to 22, meaning that approximately 40 to 50 youth will live there over the course of the year. Importantly, however, increasing the number of available beds is not the goal of the project. Instead, we aim to improve the quality of care for the youth living there 24 hours a day, 365 days a year, and create space that will help us achieve our mission of making sure young people develop lifelong family relationships.

Q: Will the new campus enable Plummer to grow its impact?

A: Yes. Each year, more than 23,000 youth across the US age out of the foster care system with no family to count on, resulting in poor outcomes like homelessness, unintended pregnancy, a lack of education and job preparedness, and incarceration. At Plummer, we know it doesn't have to be this way.

That is why we are establishing a new standard of residential care to propel youth into families that can be applied to programs across the country. By harnessing the power of data and measurement, Plummer's residential program at Winter Island is constantly evaluated and improved to achieve the best outcomes for our youth. These findings and improvements inform our residential care model, which is used by our consulting division to train providers around the country on the best practices to achieve permanency for youth of all ages and circumstances. In 2022, we hosted 67 trainings and workshops on best practices for more than 2,300 child welfare professionals, thus informing the care of more than 15,000 young people across the country.

Our new campus will do so much more than serve as just a roof over the heads of youth in care as they wait to come of age; it has the potential to create a higher standard of care for residential facilities across the country and catalyze the rebuilding of families to propel youth home as quickly and safely as possible. Plummer is poised to lead this change, but we need a trauma-informed campus that reflects our intervention model and creates space to bring families together and help youth heal.





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Q: Will you preserve the rich history of the property and existing building?

A: Yes. Our current building is a historic Victorian home built in 1867. It is beloved by the Salem community and has touched countless lives during its over 150-year history. Plummer will work hard to ensure that all renovations of our existing building preserve the historic character of our Winter Island location. Additionally, the proposed new residential building will be constructed in the location of former outbuildings that were once part of the Plummer Farm School, creating a campus that closely resembles Plummer's property in the 19th century.

Q: Who is your architect and owner project manager?

A: Michael Whitmore of Roundel 47 is our architect. Michael worked closely with current and former Plummer residents, the board, and staff in his design work. Mr. Whitmore has previously designed residential facilities for our partners at The Home for Little Wanderers and the Justice Resource Institute. In addition, Michael has experience working on oceanfront properties.

With over 43 years of experience in the planning, design, building, and management of commercial, institutional, residential, industrial, and public facilities, Jonathan Lavash is the owner's project manager and a resident of Salem. Jonathan has 25 years of specialized experience in higher education, institutional housing, and childcare. He is an expert in project team alignment and optimization and has worked with the North Shore CDC and Historic Salem. He teaches construction management as an adjunct at the Boston, Massachusetts-based Wentworth Institute of Technology.

Q: Do your goals and cost estimates account for inflation?

A: Yes. Our budget includes generous contingency planning and reflects projected commercial inflation rates for 2022-2025.

Q: How do I make my pledge?

A: Talk with us. We would love to help structure your gift in the most beneficial way possible. Contact Emily Lonergan at: elonergan@plummeryouthpromise.org

Q: Can I contribute assets other than cash?

A: Yes! Many donors who pledge to support the campaign will fulfill their commitment with gifts of securities. The use of donor advised funds and qualified charitable distributions (QCD) from IRAs are also frequent ways donors are choosing to support the effort.

A Ways of Giving document included in the materials outlines examples of other assets that are acceptable, including gifts of real estate, corporate gifts, matching gifts, and planned giving opportunities.

