



Liz's Strategic Goals & Priorities – 2025

Organizational Goals:

1. Administrative
 - a. Develop and implement performance review system - 2Q implementation
 - i. establish system of individual goal setting and accountability
 - ii. establish individual development plans
 - b. Building renovation - 2Q completion
 - c. Complete transition to electronic records - by end of summer (we need to have our files out of storage)
2. Financial Management
 - a. Meet budget
 - b. Develop and implement grant/program based budget review process
 - c. Evaluate effectiveness of current auditor and process
3. Planning:
 - a. Develop and implement 3-5 year strategic plan
 - b. Connect each program to the strategic plan in a way that directs future program development
4. Meet deliverables of all grants
5. Board Relations --Engage the board in the success of MCCOY through
 - a. Committee and full board work
 - b. Participation in MCCOY activities and events as appropriate
 - c. increased use of Board Portal by board members
6. Fundraising - Implement plan to diversify and grow funding sources in support of the strategic plan
7. Communications & Public Relations
 - a. Develop and implement strategy to improve reach and engagement of stakeholders through website, social media
 - b. Digitize YAD and other services to expand and deepen reach
 - c. Continue to build media relationships and secure media exposure



Personal Goals:

1. Continue to expand my network of peers and connections in the community and in our work
2. Develop Amanda's proficiency to a level that I can reduce the time I spend on administrative tasks (financial transactions and reporting; HR; etc)