

Performance Objectives
Steve Howard, Executive Director
January 1, 2018 – December 31, 2018

The following 2018 objectives have been collaborate upon and agreed to by Steve and the WACOSA Board of Directors:

Area/s – Business

Date to be accomplished: July 1, 2018

Responsible for implementation: Steve H.

Objective #1: Develop a written plan to grow WACOSA's financial stability/independence by engaging the services of a consultant who has expertise in this area.

Objective #2: Engage the same consultant to assist in the development of a branding strategy for WACOSA, designed to increase recognition of the WACOSA brand in central MN.

Area/s – Governance

Date to be accomplished: October 1, 2018

Responsible for implementation: WACOSA Board of Directors

Objective: Create a model for board meetings, responsibilities, effectiveness and engagement that is consistent with best practices. Engage a consultant to assist WACOSA's Board of Directors in this effort.

Area/s – Financial

Date to be accomplished: July 1, 2018

Responsible for implementation: Steve H.

Objective: Access fundraising assistance and expertise in central MN and construct a plan to develop/grow WACOSA's first endowment/planned giving program.

Area/s – Strategic/Legislative

Date to be accomplished: October, 1 2018

Responsible for implementation: Steve H.

Objective: Remain current on impending threats to WACOSA's stakeholder services. Throughout, lead the organization thoughtfully and strategically, navigating the changes and threats to services that may develop.

Area/s – Administrative

Date to be accomplished: September 1, 2018

Responsible for implementation: Steve H.

Objective: Develop both Emergency and Standard succession plans for all key members of my administrative team.

Area/s – Governance

Date to be accomplished: June 30, 2018

Responsible for implementation: WACOSA Board of Directors

Objective: Compile and report metrics that will equip Board members with better information with which to remain engaged and educated on key aspects of WACOSA's on-going performance and mission accomplishment. Board and management to each identify specific, meaningful metrics for inclusion in reporting.