

Performance Objectives

Steve Howard, Executive Director

August 1, 2020 – July 31, 2021

The following 2020/2021 objectives have been collaborated upon and agreed to by Steve and the Executive Committee of the WACOSA Board of Directors:

Area/s – Business

Date to be accomplished: July 31, 2021

Responsible for implementation: BOD/Steve H.

Objective: *Work with the WACOSA Board of Directors to incorporate current strategic plan work into a coordinated 5-year strategic plan that reflects key indicators and measureable objectives necessary to move WACOSA's services forward.*

Area/s – Financial

Date to be accomplished: July 31, 2021

Responsible for implementation: BOD/Steve H.

Objective: *Develop/grow WACOSA's first endowment/planned giving program to a level of 50K or more by July, 2021.*

Area/s – Strategic/Legislative

Date to be accomplished: July 31, 2021

Responsible for implementation: Steve H.

Objective: *Remain current on impending threats to WACOSA's 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: July 31, 2021 (or as the current COVID-19 pandemic will allow)

Responsible for implementation: Steve H., with the assistance/mentoring of Herb T. (Board Member)

Objective: *Increase Steve's engagement/involvement in the Central Minnesota community by joining Rotary, or other civic-minded organization.*

Area/s: Financial

Date to be accomplished: July 31, 2021

Responsible for implementation: Steve H.

Objective: *Strengthen WACOSA's financial position and autonomy by reducing the organization's dependence upon state and federal entitlement dollars. Potential ways might include:*

- *Expanding existing business enterprise (i.e. ThriftWork, DocuShred)*
 - *Developing new business opportunities*
 - *Exploring merger opportunities with organizations already having existing business entities.*
 - *Other entrepreneurial ventures*
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Area/s – Human Resources

Responsible for implementation: Steve H.

Date to be accomplished: July 31, 2021

Objective: *Continue to develop WACOSA's volunteer program by building upon and fully implementing the new volunteer initiatives. Work with WACOSA's governing body to develop 2 metrics to keep the board better informed of volunteer development/recruitment/management efforts.*

Area/s – Program Services

Responsible for implementation: Steve H.

Date to be accomplished: July 31, 2021

Objective: *Engage the board at each of their four board meetings throughout the year by sharing at least one success story at each board meeting of how WACOSA's services have positively impacted the lives of individuals receiving services.*