

High Hopes Board Committee Goals 2018-19

Audit:

1. Manage audit process and reporting
2. Provide Board education as relates to audited financials

Building and Grounds:

1. Review, prioritize and endorse the Capital Expenditures Projects planning document to reflect current long range capital needs.
2. Provide support for the planning and implementation of scheduled facility improvement projects with accurate estimates for budget planning purposes.

Proposed Metric: Increased accuracy of estimates

Governance Committee:

1. Develop and implement individual Trustee survey
2. Evaluate Board diversity

Proposed Metrics: Identification of prospective Trustees with leadership potential

Finance Committee:

1. Evaluation of Tuition model and trends
2. Monitor annual budget

Proposed Metrics: Budget reporting on a quarterly basis

AR/AP quarterly

Cash on hand- sufficient to cover 6 months of expenses

Development Committee:

1. Confirm key dashboard indicators that will assist the Board in assessing fundraising progress toward current budget goals and long term financial sustainability (ie appeal renewal rate)
2. Examine and determine the most effective donor appreciation strategy
3. Look at the use of electronic giving, including the establishment of parameters and measurement tools

Proposed Metrics: Hold 2 new cultivation events in new geographic areas

Secure 2 new leadership gifts

Ensure 100% of Board participation in individual giving

Human Resources Advisory Committee:

1. Contribute to the development of talent plans that align with both current operational needs and the organization's long term strategy
2. Review organization design and structure in response to evolving business needs
3. Ensure that our reward and benefit structures are fiscally responsible while remaining current and competitive
4. Provide input into succession plans and retention strategies that will support the organization's ability to withstand competition
5. Support efforts related to talent development and engagement of staff members

Investment Committee:

1. Meet with investment advisor and examine investment policy efficacy

Program Committee:

Develop at 3-5 year plan based on knowledge of demographics and trends with the ability to test and respond for optimization of services with highest quality assurance

1. Suggestions/Questions/Actions: Need to examine trends and demographics inclusive of training and education, keep in mind sustainability factors (ROI/Tuition/Earned revenue) prioritize quality service delivery and differentiation from other TR programs; ability to evolve services/sustainable
2. Promote collaborative relationships with other nonprofits through outreach to new potential groups and creative approach to planning