

Executive Report to the Board  
April 2019

Personnel Update: The annual review process has been completed. Patti Coyle, Training and Education Director will retire at the end of the Fiscal year and Sarah Carlson will assume that position. We will not be filling the Special Programs Manager position as those duties have been absorbed within existing positions. The search for a new Volunteer Manager is in the second round of interviews. We hope to have that position filled by mid-May. A strong transition plan is in place to reduce the impact of this change. All staff are working with their supervisors to develop goals for 19-20. Other staff updates have been provided in Board reports.

Strategic Plan Update

Mission: High Hopes fosters a vibrant community where horse and human interactions improve lives

Vision: High Hopes participants and the community will be enriched by the provision of unique and impactful services which respond to the changing needs of the community with flexibility, creativity and quality.

Values: Quality; Teamwork; Education; Leadership and Innovation; Serving the Community

Action on Goals

**Program:** Program Committee continues to examine other models and plans to have an offsite brainstorming session to foster strategic thinking; reexamine role of the Program Committee Collaborative exploration is ongoing; ME joining a Chamber Educational group

**Volunteerism:** Technology enhancements planned for 19-20 which will improve efficiency; Transition will slow some of the progress in this area. Additional metrics identified and are being tracked; Trainings have been realigned and enhanced

**Collaboration:** Considerable partnerships have evolved in conjunction with the Endowment campaign; renewed focus on donor stewardship will be a priority in 19-20; Additional collaborations will be explored in program and administrative areas

19-20 Committee and Organizational goals will tie back to the Strategic Plan.

Executive Director Review will be taking place in the next month. Two identified goals were to: 1) Complete the private phase of the Endowment Campaign and initiate the public phase and 2) Initiate the Strategic Planning Process. All Trustees will be invited to provide input into performance.