

NEW RIVER COMMUNITY ACTION, INC.
CEO Goals 2017-2018

All “due dates” can be adjusted as needed due to external factors. Report to board as progress is made. Report to the Executive Committee if modification to a goal is needed.

Agency Wide Management and Leadership

- Work with staff and Executive Committee to review current Strategic Plan activities, three years after development, for relevance at NRCA today. Adjust plan appropriately and report to Executive Committee by September 2017.
- Work with current Planning Director, with input from management, to facilitate effective transition to new Planning Director by June 30, 2018. Processes include review/revision of job description and training plan, developing written department procedures, hiring and training new employee, and cross training as appropriate.

Program Development, Implementation, and Management

- ~~Presentation to the board on resources and gaps for affordable, accessible and safe housing for rural, very low income families and individuals by February 2018. (Removed from 2017-18 list, on hold for future consideration)~~
- ~~Develop & present housing options for rural, very low income families and individuals by March 2018. (Options do not have to be achievable in the near future.) (Removed from 2017-18 list, on hold for future consideration)~~
- Work with the Board to develop a new Strategic Plan that meets CSBG Organizational Standards by June 2018.
- Address Giles EAP building issues and loss of United Fund support and report to board by January 2018.

Financial Management

- Bring one income producing opportunities such as special events and for-profit ventures to board for consideration by October 2017. (This goal is in current strategic plan) – Further work on activities put on hold for now.

Human Resource Management

- Present to board for approval Revised Personnel Policies by June 2018.
- ~~Present to board~~ Continue working on process for a new salary determination tool ~~by November 2017.~~

External Affairs and Relationships

- Maintain annual presentations to the eight local governments that provide funding to NRCA that includes the NRCA Annual Report by March 2018. Whenever possible, include the NRCA board members’ participation in making the presentations to each local government body in their county or city of residence.

Board Relations

- Continue to explore ways that Board members may become engaged outside the board’s meetings. Meet with each current NRCA board member one on one to develop one actionable point of engagement with NRCA’s mission outside Board and Committee meetings if not already accomplished for a current board member. Develop process for including this in the New Board Member Orientation going forward.