

## 2004-2007 Strategic Work Plan

PLAN	STRATEGY	JANUARY 2006 - JUNE 2007 PLAN
II.b.4	Board members apply specific areas of interest to contribute expertise and help identify sources of unrestricted funds.	Achieve 100% Board member involvement in People You Should Know campaign. Priority assignments will include serving as table captains and making team visits to individual and corporate prospects. Achieve 100% board member contribution to Community Action.
II.d.1.	Review Community Action's programs and opportunities to determine sustainability and future directions.	Utilize Community Action's Program Assessment Tool. Compile community assessment information for service prioritization. Develop recommendations for program investments for 2007-10 strategic plan.
III.b.2.	Increase Board members' understanding of poverty issues, agency programs and community needs, to strengthen their effectiveness in sharing Community Action's messages.	Provide board training on Community Action programs and issues of poverty. Work with board members to develop personal stories that exemplify their connection to our mission. Board members develop a personal action plan for incorporating their stories in public presentations.
IV.a.1.	Seek a partnership with the county to help address Community Action building issues.	Convene a building task force to recommend follow up to options identified at the board retreat. Meet with the county to explore ownership and other options. Implement an agreed upon resolution by 7-1-06. Continue to explore building ownership options.
IV.b.1.	Create an integrated plan for technology that addresses agency wide and program level needs to be included in the 2007-10 Strategic Plan.	Utilize outside expertise to facilitate the planning process. Evaluate technical support needed for data bases and systems for exchanging information. Complete the development and implementation of human resources, resource development, and other data bases needed to support the organization's goals. Update and incorporate hardware and infrastructure plans. Clarify IT department and program level roles and responsibilities.
IV.c.1.	Bring closure to the building law suit and finalize deficit elimination plan.	Reduce deficit by at least \$120,000 annually to eliminate it no later than 6-30-11, or sooner if we prevail in the lawsuit.

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<b>IV.d.1.</b>	Create a plan for total compensation that attracts and retains qualified employees and maintains market pay while controlling benefit costs. Include in the 2007-10 Strategic Plan.	Complete salary study by winter 2006 and recommend salary scale adjustments for July 1, 2006. Complete phase I benefit planning by Spring 2006 and recommend changes to be implemented in FY 2006-07. Develop total compensation goals for the 2007-10 Strategic Plan and recommendations for FY 07-08 implementation.
<b>IV.d.2.</b>	Develop a succession plan to be included in the 2007-10 Strategic Plan.	Gather succession plan information, documents and resources. Produce a report for the organization to use to make plan decisions. Begin implementation in FY 2007-08.