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Board of	Trustees				
	Conduct Goal Setting Session and adopt mission, values and 2024 goals	Jennifer	Feb 20		
	Establish Board Values	Judy/Board	February 20		
	Develop Measures of Success	Jennifer	April 1		
	Adopt Updated Policies	Judy/Jerry	June 1		
	Post Board Agendas and Minutes on Website	Jennifer	March 1		
	Post Goals Scorecard on Website	Jennifer	March 1		
	Establish & maintain strong relationship with FUMC	Judy/Board	Ongoing		
	Recruit new board members	Judy/Board	July 1		
Clarify BOT	roles and responsibilities				
	Conduct BOT orientation meeting with review of BOT Binder	Judy/Jennifer	March 1		
	Conduct BOT training meeting	Judy/Jennifer	April 1		
	Update By-Laws to clarify roles	Judy/Jerry	May 1		
Amend	2023-2024 Budget				
	Prepare and present updated 2023-2024 budget to BOT	Jennifer/Tom	March 19		
	Create transparent revenue and expense tracking worksheet for BOT	Jennifer/Tom	March 19		
	Orientate new Treasurer for March 19 BOT meeting	Jennifer	March 19		

Grant	Management				
	Identify and apply for 25% more applicable grants than in 2023	Jennifer	December 31		
	Ensure proper grant management including timely and accurate grant reporting	Jennifer	On-going		
Intern	Program				
	Launch new program for September 2024 interns	Jennifer	August 15		
Maintain	financial stability and quality accounting				
	Conduct annual audit and implement any recommendations	Jennifer	April 1/June 1		
	Adopt 2024-2025 Budget - Prepare and present budget to BOT	Jennifer	September 1		
Prevention	And Diversion Programs				
	Explore opportunities to begin rental assistance	Jennifer	September 1		
Culture for	the Organization				
	Lead a culture that exemplifies values of exceptional customer service, teamwork, safety, innovation, and ethics	Jennifer	February 1		
	Prepare performance plans for staff	Jennifer	March 1		
	Identify and implement skills and self-care training for staff	Jennifer	May 1		
	Deliver 3-month performance evaluations Deliver annual performance evaluations	Jennifer	June 1 December 31		
	Collaborating with FUMC to deliver First Aid, Fire Safety, Mental Health, Narcan and CPR staff training	Brandon	December 31		

Provide	quality case management to all guests				
	Create new forms, improved tracking system	Brandon	April 1		
	Effectively use HMIS system	Brandon	April 1		
	Integrate trauma informed case management	Brandon	March 1		
	Integrate strength and motivational based case management	Brandon	March 1		
	Develop case management written procedures	Brandon	June 1		
Manage New	Day Center Renovation Project				
	Coordinate furniture & supply donations Coordinate move into new day center Plan and fund outdoor play area Create plan to manage parking lot & revenue Plan Opening Event/Fundraiser	Jennifer	TBD		
Build and	maintain positive relationships with congregations and volunteers				
	Update MOUs with congregations	Zach	October 1		
	Develop and deliver quarterly Volunteer and trauma informed training beginning January 27	Zach	Quarterly		
	Increase opportunities to celebrate, recognize, reward volunteers by 25%	Zach	December 31		
	On board and train new Program Manager	Zach	March 1		
	Identify new volunteer opportunities	Zach	June 1		
	Increase volunteers by 10%	Zach	December 1		
	Approach at least two non-congregations	Zach	December 1		
	Increase number of active congregations by two	Zach	December 1		

IHN Model					
	Conduct analysis of rotational vs static emergency sheltering and present to BOT	Jennifer/Zach	November 1		
	Explore opportunities for static and transitional housing to expand emergency shelter program	Jennifer	December 31		
Community	Partnerships				
	Re-engage and attend meetings, establish a strong positive reputation in the community	All Staff	On-going		
	Join Chamber of Commerce and Women's Chamber of Commerce and actively engage	Jennifer	April 1		
	Initiate at least one meeting a month with a community partner	Jennifer	Monthly		
	Join Downtown Partnership and actively participate	Jennifer	April 1		
Fundraising	and Development				
	Finalize and implement Development Plan Development Committee Adopts Plan	Jennifer	March 1		
	Create roles and responsibilities for Development Committee and Board Members	Jennifer	March 1		
	Create Development Materials <ul style="list-style-type: none"> elevator speech talking points 3-5 presentation 20-25 presentation Sponsorship Sheet 	Jennifer	Feb 15		
	Conduct four fundraising events	Jennifer	December 31		
	Network with COS businesses to expand FPCOS exposure and increase donations from businesses by 25%	Jennifer	December 31		
	Network with individuals to expand exposure and increase donations	Jennifer/All	December 31		

	Identify five possible sponsors and initiate connections by July 1	Jennifer/All	July 1		
	Secure at least 1 new sponsor	Jennifer/All	December 31		
Long Range	Strategic Planning				
	Identify feasibility and discuss schedule to develop 5-10 year strategi plan with BOT		December 31		