

The Lord's Place Board of Directors
FY21/22 Board Goals

1. Complete Comprehensive Capital Campaign, Home For Good, by achieving \$20mm goal.
 - a. Attain the campaign goal by securing final funds by calendar year-end.
 - b. Focus particularly on raising gifts and pledges for the sustainability fund (see Goal 5c for additional discussion)
 - c. Start the groundwork for a sustainability campaign and housing fund.
2. Review past Strategic Plan, FY2017-2020, and assess and approve new goals and strategies for FY2021-2024 with particular attention on:
 - a. Creating a marketing document that will best summarize our goals for our funders and donors
 - b. Developing a document for Board use that guides our governance of the Agency's strategic initiatives.
 - c. Ensuring a detailed operational and flexible plan is in use at the agency level to allow for:
 1. Evaluating gaps in current homelessness landscape and strategies to meet these needs
 2. Continuing focus on expanding client housing and supportive programming
 3. Obtaining sustainability and greater self-sufficiency.
3. Support and sustain an agency-wide Diversity, Equity, and Inclusion (DEI) plan. Offer opportunities to sensitize the Board to key DEI initiatives. Incorporate best practices around DEI into the ongoing nomination process and our board activities by setting specific goals based on defined metrics. Stay informed about and support Agency staff's internally focused Racial Equity Advocacy for Change Team (REACT) initiative.
4. Regularly monitor the construction budget and successful buildout of the new 2808 Australian Avenue center and Burckle Place 3.
5. Commit to a balanced budget and financial sustainability including:
 - a. Ensuring annual fund goal is met and is given priority in fundraising efforts,
 - b. Adopting and enacting a planned giving policy,
 - c. Clarifying the role and need for a "Sustainability Fund" along with the "rainy day" fund (reserves).
6. Engage in close oversight of our social enterprise programs to ensure they provide client training and support of our TLP mission at a reasonable cost.

7. Periodically review Board composition to ensure all Board members are active and fully engaged; continue to develop and sustain racial, ethnic, gender, professional, sociological, and geographic diversity. Implement policies that allow for:
 - a. leadership continuity;
 - b. minimally disruptive leadership transitions at executive and committee levels; the regular infusion of fresh talent and perspectives; and succession planning as directors term out or retire.

8. Continue to evaluate and support our CEO especially as she seeks to manage staff and operations during this unsettling period of transition.

December, 2021