



Enable Core Team

Strategy Session #4

Team:	Core Team	Note Taker:	Sara Wall-Bollinger
Date:	October 20, 2011	Facilitator(s):	Penny Ciaburri
Time:	8:30-10:30	Location:	Enable

Present: Penny Ciaburri, Marvin Reed, Earleen Foulk, Art Van Gelder, Carol Tytler, Sue Schultz, Prudence York, Doreen Nelipowitz, Phil Grajko, Joe Gross, Sara Wall-Bollinger

Excused: Mike Wolfson

Item	Who	Discussion/Notes
<p>1. Welcome Back</p> <ul style="list-style-type: none"> • Updates • News and Sharing 	Sara Penny	<p>Welcome: Sara welcomed everyone.</p> <p>Action: Penny will e-mail the PowerPoint from the webinar last Thursday.</p>
<p>2. Task Team Report Outs</p> <p>We will go through Section B1s. Priority will be given to the Strategic Intents and drafts of your Key Initiatives.</p> <p>*Comments on the Strategic Intents? * Do we have high quality Key Initiatives?</p>	Facilitators	<p>1. PR/M/BI/FR Carol & Art distributed a draft for Strategic Intent #2: Agency Ambassadors. Feedback and discussion: <u>an Initiative is a multi-year strategy</u>. Marvin encouraged the Task Team to put together the Section B1 and B2 for Strategic Intent #1: Fund Raising, even though it does not yet have Board approval. The Financial Analysis Task Team/Board Finance Committee cannot make judgments without the B2 forms. <u>All Task Teams are asked to complete their B2's</u>. List all action plans; if there are anticipated costs, list the expense estimate. If no expense other than time, leave that space blank. If additional revenue is expected (such as Fund Raising) list that in the "cost" column also.</p> <p>2. Autism Spectrum Phil presented idea for parent-friendly resource. <u>Action Plans are separate projects under the Initiatives</u>. We don't want individual steps, just the Action Plan which is a project we can assign to various people and groups. Carol and Earleen questioned Enable taking this on alone – it needs to be a collaborative effort with existing entities designed to serve this purpose (such as Early Childhood Direction Center). Art spoke in favor of Enable being the spearhead to build the coalition.</p>

		<p>3. High Performance Culture Doreen and Sue reported that they will work on Strategic Intent #1: Employee Satisfaction first and address Strategic Intent #2: Service Quality in 2012. They are almost ready to launch the survey with PLC Associates. SDPS staff will be surveyed in January. Data will be able to be disaggregated by department. Results will be shown in a simple red/yellow/green graph – goal is to have all twelve domains in the green zone. Marvin noted that outcomes for participants are our goal, not happy employees. Sue and Doreen countered that engaged staff are not just happier – they are more effective. We will measure the outcomes as well. This Task Team activity will continue into 2012.</p> <p>4. Future Funding Prudence and Earleen shared their B1. B2's are not yet written – these will identify the on-going analysis/learning, not implementation of any new programs or funding mechanisms.</p> <p>5. Senior Services Joe reported. Marvin asked that the Strategic Intent be re-written to be more robust, and clarify that our target audience are people over 65 with disabilities. Earleen suggested stronger emphasis on collaboration with other groups such as Fall Prevention and Caregiver Support.</p> <p>6. Financial Analysis Marvin reported. There is a lot of overlap between Financial Analysis and the other Task Teams. Penny suggested that the B1 focus on the on-going decision-making criteria and process (similar to Future Funding), not on actual programs and services. Program implementation reverts back to the Management Team for on-going monitoring.</p>
<p>3. New Task Team: Aquatics We are launching a new group. We will discuss Charge and our upcoming Community Café.</p>	All	Sara proposed initiating an Aquatics Analysis Task Team. This idea came out of Financial Analysis Task Team and the Board Executive Committee. She questioned how quickly to try to gather this new group, arrange for stakeholder input and report back. After discussion, it was decided to form the Task Team immediately but to hold on stakeholder input until after the first of the year. Board members Pamela Gramet and Ricky Ryder will be co-facilitators. A report to the Board will be expected by July 1, 2012.
<p>4. Other Discussion Items *Timing: Deliverables by November versus carry over? *Is our timeline still appropriate?</p>	Penny	HPC will extend into 2012 along with the new AA Task Team. FF and FA will set up a system for continuing analysis. PR/M/BI/FR, AS and SS will hand off their process to departmental staff for implementation after November.
<p>5. Closure</p> <ul style="list-style-type: none"> • Next Session • Action Items • Process Check 	Penny	Next Meeting November 10, 2011; 8:30-10:30 am