

Executive Director’s Report – December 20, 2023

EXPANDING THE CIRCLE	LEADING THE TRANSFORMATION	BECOMING A PILLAR
<p>of neighbors helping neighbors, who are representative of the diversity of our community as a staff, board and volunteer base.</p>	<p>to a variety of approaches for conflict resolution, prevention, and restorative practices within our community and systems.</p>	<p>that is a known, trusted, and valued institutional support for our community.</p>
<p>Strengthen community partnerships:</p> <ul style="list-style-type: none"> ➤ The DRC has had a long relationship with the Confederated Tribes of the Chehalis Reservation, including board representation and business partner gifts. In an interest to sustain a more reciprocal stream of support for one another's interests, Jody has arranged for a ResWA statewide Tribal Relations Training to be held there 1/22/24. 	<p>Expand community outreach:</p> <ul style="list-style-type: none"> ➤ We were successful in our application for federal Department of Justice funding through NAFCM that is focused on addressing community dialogue, civil discourse and reducing violence. Yul will be the staff lead on this effort and has already begun early stages of identifying communities in which to focus on trust-building and community dialogues. 	<p>Increase financial stability:</p> <ul style="list-style-type: none"> ➤ The year-end financial campaign is in its final days and will be monitored through the end of the month for closing out both the current fiscal year and the three-year capacity building initiative. Components of the year-end campaign also included Give Local and Big Tuesday, which resulted in extra matching funds and some new donors.
<p>Translate Equity Statement to action:</p> <ul style="list-style-type: none"> ➤ Staff and Board focused the November retreat on this first success factor in the Strategic Plan. All that were present have been given an opportunity to share feedback and now information will be synthesized for future operations and service delivery. The JEDAI council also updated an internal equity actions plan, which is reviewed by all staff. 	<p>Expand support for educators as well as youth:</p> <ul style="list-style-type: none"> ➤ Based on the proposed 2024 budget, we will be hiring a half-time Training Support Specialist in January, which will allow for Leah to focus more of her time on building up the youth services program. Several relationships are in place and many more can be rekindled from prior year involvement with the school districts in our service area. 	<p>Expand the organization’s infrastructure & organizational stability:</p> <ul style="list-style-type: none"> ➤ In addition to success planning, we are 11 months out from the renewal of our lease, so in Spring will need to assess whether the space we occupy is still the right fit for the years ahead. The Executive Committee and/or a Facilities Committee (as has been used in years past) will need to lead the charge.
<p>Broaden client & volunteer accessibility:</p> <ul style="list-style-type: none"> ➤ More and more in-person services are being scheduled with an expanding group of volunteers willing to work onsite. ➤ Due to the ongoing relationship building of our Multicultural Services Coordinator, CIELO staff will again participate in the January 40-hour as means to broaden the trusted network for our services. 	<p>Expand access to justice:</p> <ul style="list-style-type: none"> ➤ Luis successfully held two Fair Housing Renter Certification trainings recently at Lacey Veteran’s Hub, as a support to housing stability and eviction prevention. He is now working with WorkSource to hold another training for folks engaged in skillbuilding for re-entering the workforce. 	<p>Conduct education around fundraising, in alignment with strategic plan:</p> <ul style="list-style-type: none"> ➤ Joe has a January board education ready and recently informed by fundraising webinars. He is also focused on getting Angela well-equipped in her role and transferring some duties to Luis, in order to free up more time to focus on donor stewardship in the months ahead.