

Executive Director’s Report – February 21, 2024

EXPANDING THE CIRCLE of neighbors helping neighbors, who are representative of the diversity of our community as a staff, board and volunteer base.	LEADING THE TRANSFORMATION to a variety of approaches for conflict resolution, prevention, and restorative practices within our community and systems.	BECOMING A PILLAR that is a known, trusted, and valued institutional support for our community.
Strengthen community partnerships: <ul style="list-style-type: none"> ➤ While the Thurston County Bar Association was unable to sponsor at the financial level that they have in prior years, they did wish to continue our partnership by offering a full page ad in the TCBA magazine; better yet, we get four ads over the course of the year – this is a great way to expand visibility to an important audience. 	Expand community outreach: <ul style="list-style-type: none"> ➤ Luis recently gave an informed and well-received presentation to Hawks Prairie Rotary. He is one of many now equipped to present on behalf of the organization to community groups such as this one. 	Increase financial stability: <ul style="list-style-type: none"> ➤ While we did spend more than we brought in for the month of January, this is expected for the time of year. Our bank account maintains a small operating reserve to manage cash flow in our leaner months, and expenses and revenue will level out in the Spring. We did just receive word of a major gift/grant as well.
Translate Equity Statement to action: <ul style="list-style-type: none"> ➤ One way that we are bringing our operations and service provision into greater alignment with our foundational values is by using the operational worksheets in the ResWA Equity Toolkit to review/refine our processes for external communications; donor engagement; hiring; & program evaluation. 	Expand support for educators as well as youth: <ul style="list-style-type: none"> ➤ The schools partnership with Avanti continues, with Leah and Yul having recently completed another on-site training with much enthusiasm from the students. FYI – at least one of these students is likely interested in pursuing the Youth Board Member position, when the time is right. 	Expand the organization’s infrastructure & organizational stability: <ul style="list-style-type: none"> ➤ Jody is collecting staff input on facilities needs so as to share that with the Executive and/or Facilities Committee in preparation for lease renewal and/or investigation of alternative facilities. Operations input is complete; programs input will take place next week.
Broaden client & volunteer accessibility: <ul style="list-style-type: none"> ➤ Team members have collaborated on expanding access to training via creating partnerships for the Conflict Crash Course (ASHHO & City of Olympia Parks & Rec) while also ‘papering the community’ to reach audiences not already in our sphere. 	Expand access to justice: <ul style="list-style-type: none"> ➤ The Restorative Justice Facilitated Dialogue team successfully completed a session that had a complicated path to completion; not only that, but referrals from our justice system partners have increased such that two more cases are in development. 	Conduct education around fundraising, in alignment with strategic plan: <ul style="list-style-type: none"> ➤ Joe provides this training quarterly and will be with us in March to prepare for stewardship appreciation calls, including a personal invitation to attend the Peacemaker event.