	Lead(s)	Committee/team	Target	Completed	Board Action	2019	lan 20	Eeb 20	Mar 20	Apr 20	May 20	lun 20	Jul 20	Aug 20	Son 20	Oct 20	Nov 20	Dec 20	1/1/21-6/30/21
Goal 1: Girls Inc. will be a stable and sustainable organization, with sufficient financial, personnel, and infrastructure resources in place to provide a solid base for future strategic growth and impact.			Taiget	Completed		2013	Juli 20		i inai 20		inay 20	501120	50120	Aug 20	000 20	00120	100 20	000 20	1/1/21-0/30/21
Milestone 1: By March 2020, Strategic Business Plan approved by Board.			Mar. 2020																
 Conduct necessary analysis, develop materials, key questions/decisions, and agenda, along with other preparation for Board Retreat 	Fund Dev Consultant; ED	Board planning committee; ED; consultant; mentor	Dec. 2019	Dec. 2019															
2. Board Retreat on business plan	ED	Board planning committee; ED; consultant; mentor	Feb/Mar 2020	2/29/2020	Partiicpate in retreat														
3. Board adoption of business plan		Board	Mar. 2020		Review and approve plan (April Bd Mtg)														
 Coordinate with 3 advisory committees regarding strategies on growth 		Board of directors, executive director, committee chairs	Jul. 2020 - ongoing																
Milestone 2: By September 2020, we will have a written fund development plan with diversified revenue streams, specific fundraising goals, timeline, fund development committee needs (e.g., volunteers, skills, etc.), and roles of board and staff			Sept. 2020																
 Develop proposal to Packard Foundation for Fund Development consultant to work with ED , FD committee and board in creating the fund development plan. Hire consultant. 			May/June 2020	0															
 Identify training needs and plan for board engagement in donor development 		Fund development committee/development consultant/donor development coordinator	Sept. 2020																
3.Set specific fund raising goals for donations and develop plan		Fund development committee, ED, development consultant, donor development coordinator	Sept. 2020																
 Present draft fund development plan to board for approval 		Fund development committee, Board of Directors, ED	Sept. 2020		Review and <u>approve</u> plan (Aept. Board Mtg)														
5. Dates TBD: Board donor development training		Fund Dev Committee, Donor Development Coordinator, Board	TBD		Participate in training														
Milestone 3: By July 2020, hire a Donor Development Coordinator to work with board & committee on identifying, approaching, and retaining donors – both individual & corporate. Potentially, find someone with marketing & PR skills as well.		ED, with input from Executive Committee and Fund development consultant																	
1. Develop a job description for Donor Development Coordinator	ED	ED, with input from Fund Dev Committee			Review job description, <u>give</u> <u>feedback</u> (Mar Board Mtg)														
2. Conduct search and hire Coordinator	ED	ED, with input from Fund Dev Committee	Jun-20		Receive report on hiring (July Board Mtg)														
 Work closely with the marketing/PR committee to coordinate efforts in raising funds 	Donor Dev Coord	Board, Fund development committee, executive director, donor development coordinator	ongoing																

	Lead(s)	Committee/team	Target	Completed	Board Action	2019	Jan 20	Feb 20	Mar 20	Apr 20	May 20	Jun 20	Jul 20	Aug 20	Sep 20	Oct 20	Nov 20	Dec 20	1/1/21-6/30/21
Goal 2: Girls Inc.'s board of directors will have the	,		ongoing			1													
skills, expertise, resources, and representation																			
needed to lead the organization and continue to																			
grow its impact.																			
Milestone 1: By July 2020, new board members																			
installed (# to be determined by analysis)																			
1. After adoption of business plan, complete		Governance	Mar-Apr 2020																
analysis of board composition needed to move																			
forward on realizing the vision for the next 3-5																			
years as outlined in the business plan. 2. Conduct board recruitment activities		Causanaa	And Mark																
		Governance	Apr-May 2020																
3. Nominate new board members. Continue		Governance	Jun-Jul 2020,		Vote on nominated														
refining board needs, especially regarding fund			and on-going		board members														
raising/donor cultivation as an ongoing activitiy					(Jun/July Bd Mtgs)														
throughout FY 2020-21.																			
Milestone 2: By October 2020, board and advisory committee structure revised																			
1. Review of board and advisory committee		Governance	Aug-Sep																
structure			2020																
2. Committee structure revised & presented to		Governance, Board	Sep-Oct 2020		Vote on revised														
board for adoption.					committee structure														
					(Oct Bd Mtg)														
Goal 3: Girls Inc. will have systems in place that																			
support high performance and satisfaction among																			
professional staff, retention of highly qualified																			
staff, and smooth staff transitions.																			
Milestone 1: By October 2020, develop a																			
revised organizational chart, staffing structure, and salary structure necessary to realize vision																			
outlined in the business plan																			
	ED	Exec Director & Deputy	May-Aug 2020																
forward, review job descriptions; develop	ED	Directors	way-Aug 2020)															
corresponding organizational chart		Directors																	
2. Create new job descriptions as needed; recruit and	FD	Exec Director & Deputy	Aug., 2020			1	1 1												
		Directors	0																
j	ED		Sept. 2020		Receive report on														
organizational staffing needs		Directors			staffing needs & org														
			-		chart (Sep Bd Mtg)									ļ					
	ED	Exec & Deputy Directors,	Sept. 2020																
responsiblities, working with them to identify		Governance																	
specific training needs						 	+		l	├ ──┤									
Milestone 2: By December 2020: work on																			
strengthening the existing staff's skills to broaden their abilities to supervise and make																			
strategic decisions																			
	ED	staff	Sep-Dec											<u> </u>					
1. Stan access training opportunities		stan	2020																
2. Review staff salaries and propose increases	ED	Exec Dir, Finance & Gov	Oct. 2020		Vote on salary									<u> </u>					
2. Notice stan salares and propose increases		Committees	001. 2020		increases (Oct Bd														
									1				1						
1					Mtg)														