

## Adrian Center for the Arts Goals & Objectives 2022-24

*These focus points were derived from a facilitated strategic planning session of the ACA board of directors held in March, 2022*

<b>Goal Description</b>	<b>Responsibility</b>	<b>Cost</b>	<b>Target Date</b>
<b><i>6 dots - Focus # 1 Sustainability - Replace Executive Director/Staffing</i></b>			
1. Convene Ex. Dir. Search Committee	Kris		March
2. Set Time line for hire and recommend at April board meeting	Search Committee		April 13
3. Interview and recommend for hire	Search Committee/Board		May 12
4. Determine overlap mentoring with Lisa (June & July?)	Kris/New Person/Board		May 20
5. Determine consultancy fee for Lisa after initial overlap	Kris/Board		May 20
6. New director begins	Kris/Lisa		June 1
7. Determine additional staffing, i.e. maintenance director, new studio director (residency?) future need for accounting firm, formal position for Youth/Special Programming, need for future programming director; determine how this will affect the budget for 2023 and beyond			
New Cost (Director's Salary)		\$30,000	
<b><i>4 dots - Focus # 2 Sustainability – Program Development</i></b>			
1. Evaluate/Continue current educational programs/fees	ED		May
2. Evaluate current youth programs and where director wants to go for 22-23	ED./Taina		May
3. Determine roll out timeline of new studios/instructors/marketing plan	ED./Kris/Pi		May
4. Determine any changes in current programming and what is needed	ED./Pi		May
5. Communicate new and existing programming to board and studio dir.	ED./Pi		May
6. Determine facility improvements to sustain suggested changes	ED/Pi/Jim Philp		May
7. Present to board and gain support	ED		June
8. Explore partnerships with colleges/ISD/K-12	ED/Kris/Pi/Taina		June
<b><i>5 dots - Focus #2.5 Sustainability – Funding</i></b>			
1. Board member/department heads training on how to ask	ED/board/studio dir.		2022
2. Sub committee for board development	Exec Com & ED		2022
3. Develop 3-5 year plan for programming and funding assigning team leaders	ED/board/dev. Com		2022
4. Development Committee works with new director to set a plan of action for funding	Kris/dev. Com		June 15
5. Determine roll out of new studios to have stakeholders in for demo	ED/Kris/Dev. Com		June 15
6. Determine annual fund plan and income goals	ED/Kris/DEV		June

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7. Determine corporate sponsorship ideas	ED/Kris/DEV	June
8. Look at programming for grant possibilities	ED/Kris/DEV	June
9. Work with board for new prospects to visit for tour	ED/Kris	June
10. Stewardship – work on small group meetings/tours to engage current donors	ED/Kris/DEV	June
11. Determine next capital campaign (ex. #49 – clay expansion)	ED/Kris/DEV	June

### *4 dots - Focus # 4 Sustainability – Landlord/Tenant relationship*

1. Continue with 2024 lease discussion	Lisa./Kris/Chris Miller	April
2. High level meeting with PlaneWave regarding their purchase agreement w/city	Lisa./Kris/Mark Murray	
3. Clearly/define what constitutes safety and accessibility in the lease	Lisa/Kris	April
4. Take hard look at making improvements to property we do not own	Board	

### Future Discussion and Consideration

#### *2 dots Focus # 5 Build community of board members, volunteers, artists*

1. Continue to add board members with age, gender, profession in mind	Kris/Exec team	Ongoing
2. Engage younger people as members/residents	ED/all	Ongoing
3. Art as a paid profession	Pi?	Ongoing

#### *2 dots Focus #6 Facility Improvements*

1. Install new sign	Ken/Crew	April
2. Complete garage renovation (including outside appearance)	Ken/Jim	May
3. Complete new entrance renovation	Facilities Com.	May
4. Determine needs in clay: floor epoxy, expansion	Facilities Com.	May
5. Determine needs in Gallery: air conditioning	Facilities Com.	May
6. Determine other building maintenance needs (glaze siding, etc.)	Facilities Com.	May