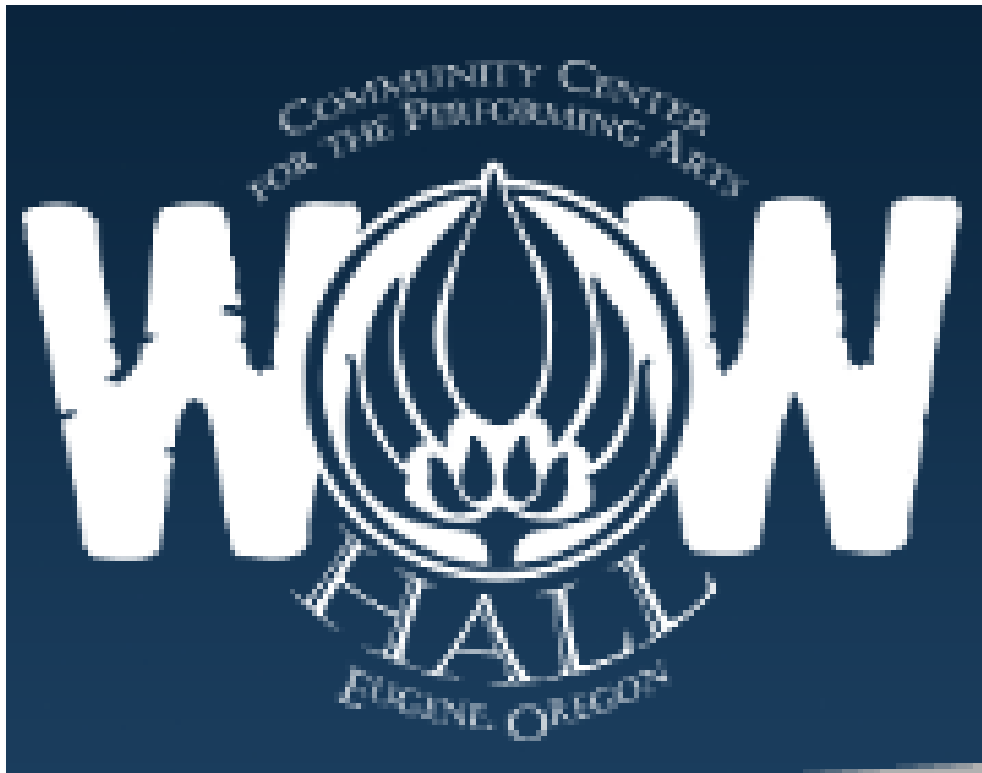
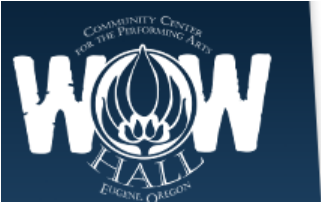


Context & Accomplishments

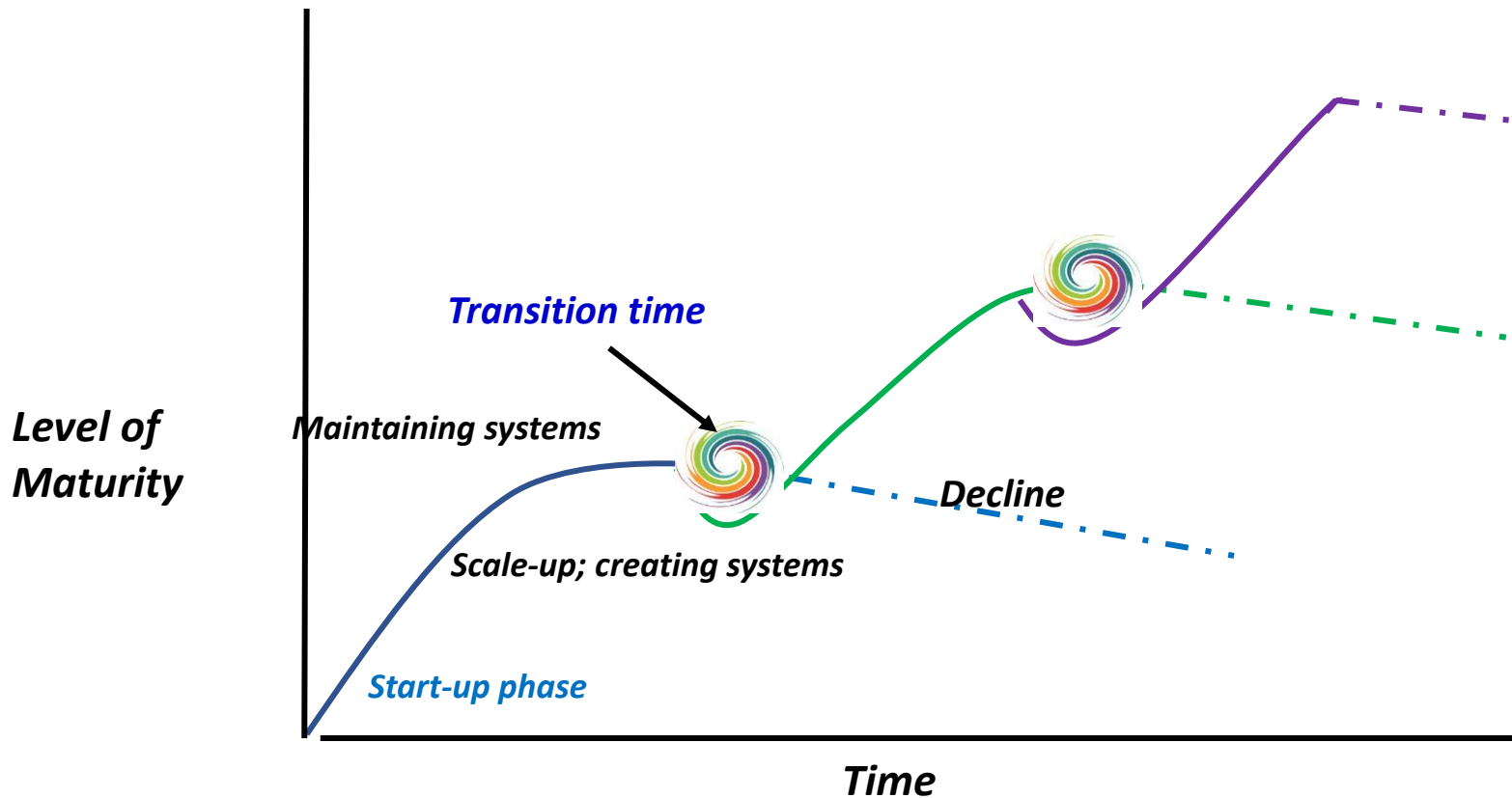


CCPA
Membership
Meeting

Sunday, Nov. 14, 2021



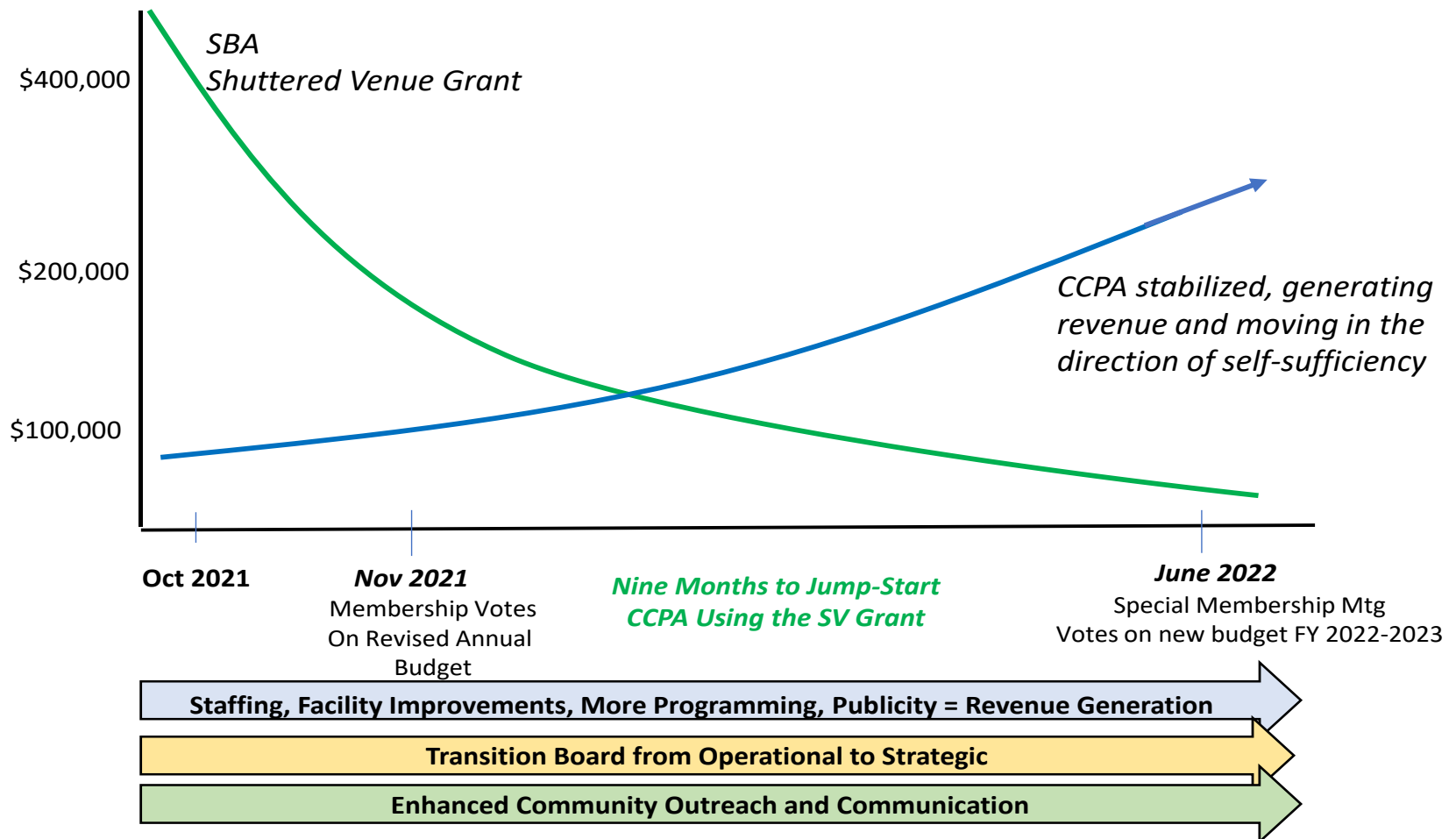
A Time of Transition

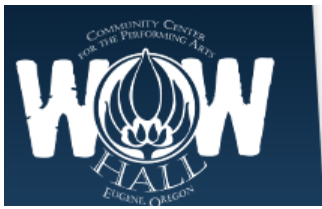




A Time of Opportunity and Accelerating Change

CCPA Jumpstarting the Next Chapter





Interim Executive Director Nine Month Plan

Oct- Dec. 2021

Organizational Assessment & Immediate Needs

- Qualitative Interviews: Appreciative Conversations
- Document Review/History (Bylaws, policies, procedures)
- Analyze Organizational Staffing
- Financial Statement Reviews
- Revised budget
- Hire new staff
- Infrastructure upgrades (IT, Production Equipment, Downstairs)
- Ongoing Staff Meetings
- New Board workshop
- Ongoing communication with the board chair and board members
- Community outreach to partners and donors
- Submit grant applications

Jan- March 2022

Implement Processes

- Hire new staff
- Continue regular staff meetings and promote internal communications
- Ensure processes and systems are being implemented, provide documentation and training
- Revenue generating strategies
- Track all finances to ensure verification of revenue and compliance with grant requirements
- Continue to maintain ongoing communication with board chair and board members
- Continue to implement infrastructure upgrades including social media
- Continue community outreach to donors, partners, and sponsors
- Assess sustainability modeling
- Prepare grant applications

Apr-Jun 2022

Refine Processes

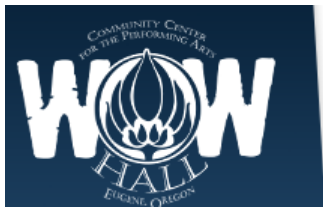
- Continue to monitor progress and make adjustments
 - Interim performance reviews based on agreed-upon success measures and job descriptions
 - Update Bylaws with new board
 - Report preparation for grant close-out
 - Ongoing communication with board
 - Chair and board members
 - Continued outreach to partners, donors, and sponsors
- Prepare Transition Plan

***New Executive
Director hired!***



Search for permanent ED

Transition from a Operational Board to a Generative (strategic) Board with hired staff to operationalize board policy



Team Accomplishments

Oct 6- Nov. 14, 2021

- Established regular staff meetings, time sheets, calendars
- Provided support to board chair and board
- Conducted Appreciative Conversations to generate a Findings Report
- Began organizational assessment of processes and policies
- Created a Revised Annual budget to include the SVO grant
- Submitted a grant to the Lane County Arts Council
- Retained a consultant to conduct a survey of cultural and educational programming
- Hired staff to re-open downstairs and building is being well-kept
- Hired additional production staff
- Prepared articles for Notes
- Set-up banking documents
- 19 shows with total attendance of 3,979
- Financial reports up to date
- 990 filing completed
- Production Team is sound and light ready (and still in need of upgrades)
- All shows are publicized in our newsletter, on the website and via posters