

**Springwater Board Goals for 2021-2022 and status as of December, 2021**

<b>Goal</b>	<b>Activity</b>	<b>Completion plan and target date</b>			
<b>Reenvisioning Springwater's Facilities</b>	Develop a long-term facilities plan	Develop a list of possible consultants	Engage consultants and determine project budget	Allocate funding for project	Develop plan for future facilities improvement/expansion
<b>Advancing in Equity</b>	Develop a Springwater video(s)	Define a clear project goal - What is the purpose of the video(s)?	Identify a work group to lead the project	Develop a message/theme/vision for the video(s)	
<b>Implementing a Staff Retention Plan</b>	Develop data-driven approaches for determining how to support staff	Execute Stay and Exit interview report review	Define action plan based on Stay and Exit report analysis	Evaluate success and utility of Stay and Exit reports to organization	
<b>Improving the Springwater Website to Improve Board Communication</b>	Improve communication between board and public by improving the Springwater website	Identify key gaps in Board communications and limitations of existing website and communications platforms	Develop a list of possible IT and webmaster consultants	Engage consultants and determine project scope and budget	Hire webmaster and IT consultant to identify and implement solutions to communications gaps
		red = in development			
		yellow = in-progress			
		green = completed			