



April 14, 2020

To: Executive Committee

From: Brenda Wilson

Subject: Executive Director Self-Assessment

Action Recommended: None. Information and Discussion Only

BACKGROUND:

I have been the LCOG Executive Director since July 2012. LCOG has faced many challenges over the past seven years and it has been a privilege working with the Board to address those challenges. Getting LCOG's finances in order was a top priority for the Board and what became the basis for nearly every decision I have made in the past eight years.

Currently, LCOG faces our biggest challenges yet, as do all of our members and partners. More, now than ever, every action I take is intended to be directed toward positive results for the organization and our region. I know LCOG will need to find more ways to be a more relevant organization to support our members in the future.

CURRENT YEAR:

Contract: My current two-year contract comes to the end of the two-year term on June 30, 2021. Accordingly, there will not be a contract negotiation or renewal this year.

Evaluation: Chair Walston, Vice-Chair Buch and I discussed the process for my annual evaluation this year after reviewing the feedback provided by Executive Committee members at the March 10, 2020 meeting. Chair Walston, Vice-Chair Buch decided that a brainstorming session with

Executive Committee members to identify and prioritize goals for the upcoming year was most productive.

Overall, this has been a positive year, with several key projects and initiatives completed. Below are the goals set for me for the current fiscal year.

GOALS FOR FY20:

- Attend the Harvard **Strategies for Building and Learning Diverse Organizations Program**.
- Receive the GFOA Award for Excellence in Financial Reporting for the FY19 **Comprehensive Annual Financial Report (CAFR)**.
- Lead Lane County in an accurate and **complete count of our population** in partnership with the U.S. Census Bureau.
- Prioritizing **training of management staff** on critical leadership skills to increase their confidence and ability to manage and lead staff to achieve our goals.
- Complete the upgrade of the **Park Place Building elevators**.
- Develop a marketing strategy for **RLID**.
- Balance the **FY20 Budget**.

NEXT YEAR - GOALS FOR FY21:

There are many unknowns for the upcoming year, so it is more important than ever to be strategic, yet nimble and flexible. I will present some of the challenges and opportunities I see for the upcoming year and open up the discussion.

CONCLUSION:

I am grateful and honored to be able to lead LCOG on your behalf. I truly enjoy my work and being able to see the positive impact LCOG has on our region.

I could not have been successful this year if it weren't for the amazing work that each member of the LCOG management team and all of LCOG's employees has been able to accomplish each and every day. LCOG

continues to experience challenges, but I believe in the past eight years we have handled those challenges in a positive and productive way, moving LCOG towards being more relevant, vibrant, and sustainable.