

# 2025 ANNUAL STRATEGIC OBJECTIVES

OCTOBER 25, 2024 BOARD OF DIRECTORS MEETING



TAHOE DONNER<sup>SM</sup>

# OVERVIEW

- Presentation: Staff will present changes to the drafted 2025 Annual Strategic Objectives since receiving board feedback at the 09/27/2024 board meeting
- Board Q&A
- Member Comment
- Board Action: The Board may consider approval of the drafted 2025 Annual Strategic Objectives with or without modifications



# 2021-2026 STRATEGIC PLAN

## EXECUTING ON THE STRATEGIC PLAN

- Annually, the board and staff work together to create an annual plan that establishes the priorities of the staff as they relate to the Strategic Plan
- Committees may have annual tasks relating to the annual plan
- Staff reports to the board quarterly on the annual plan status
- Committees report to the board semi-annually on their annual task lists including tasks relating to the annual plan

\*See new Strategic Plan Report Card attached as board materials



# PURPOSE OF STRATEGIC ANNUAL OBJECTIVES

- Annual organizational initiatives that align with the Strategic Plan
- Differentiates between strategic objectives and complementing operational internal work plans and committee task lists
- Improve organizational planning and implementation
- Establishes performance management for the year
- Clarifies measures of success of the Strategic Plan



# 2025 ANNUAL STRATEGIC OBJECTIVES DRAFT

## 2025 FOCUS AREAS

- A. Amenity Access Improvement
- B. Member Value + Strengthening Community
- C. Land Management Planning + Stewardship
- D. Organizational + People Development

Objective Focus Area	Strategic Plan Initiative + Goal	Objective	Description	Measurements + Metrics of Success
Focus Area Title	Reference to Strategic Plan Initiative and Goal	Annual Objective Title	Description of strategic objective that aligns with the Strategic Plan and builds toward the success of the Initiative(s) and Goal(s)	Expected reporting to measure success of the objective

**See the 10/25/24 board materials for the entire drafted 2025 Annual Strategic Objectives.**

# BOARD FEEDBACK ON 09/20/24 DRAFT

Objective Focus Area	Objective	Board Feedback
All	All	In general, the board was supportive of carrying over aspects of the 2024 Strategic Objectives and enhancing them to reflect the necessary work by staff, committees and the board.
A. Amenity Access Improvement	1. Amenity Access Policy Update	Include the semi-annual review of the Amenity Access Implementation Plan and annual review of the Operating Plan.
B. Member Value + Strengthening Community	1. Member Relations + Engagement	Consider adding a component regarding the value of HOA services to the members. For example, forest health and defensible space consultation services, and community relations, design review and community standards enforcement.
C. Land Management Planning & Stewardship	2. Fire Safety and Forest Health Rules Update	Include rules update implementation plan and measurements.
D. Organizational Development	2. Good Governance	Consider including a component regarding staff, committee and board support of implementing administrative policies and Association rule changes. Specifically include implementing on the Capital Funds policies updates which is a 2024 Annual Strategic Objective.

# 2025 ANNUAL STRATEGIC OBJECTIVES

## 10/16/24 DRAFT

### CHANGES

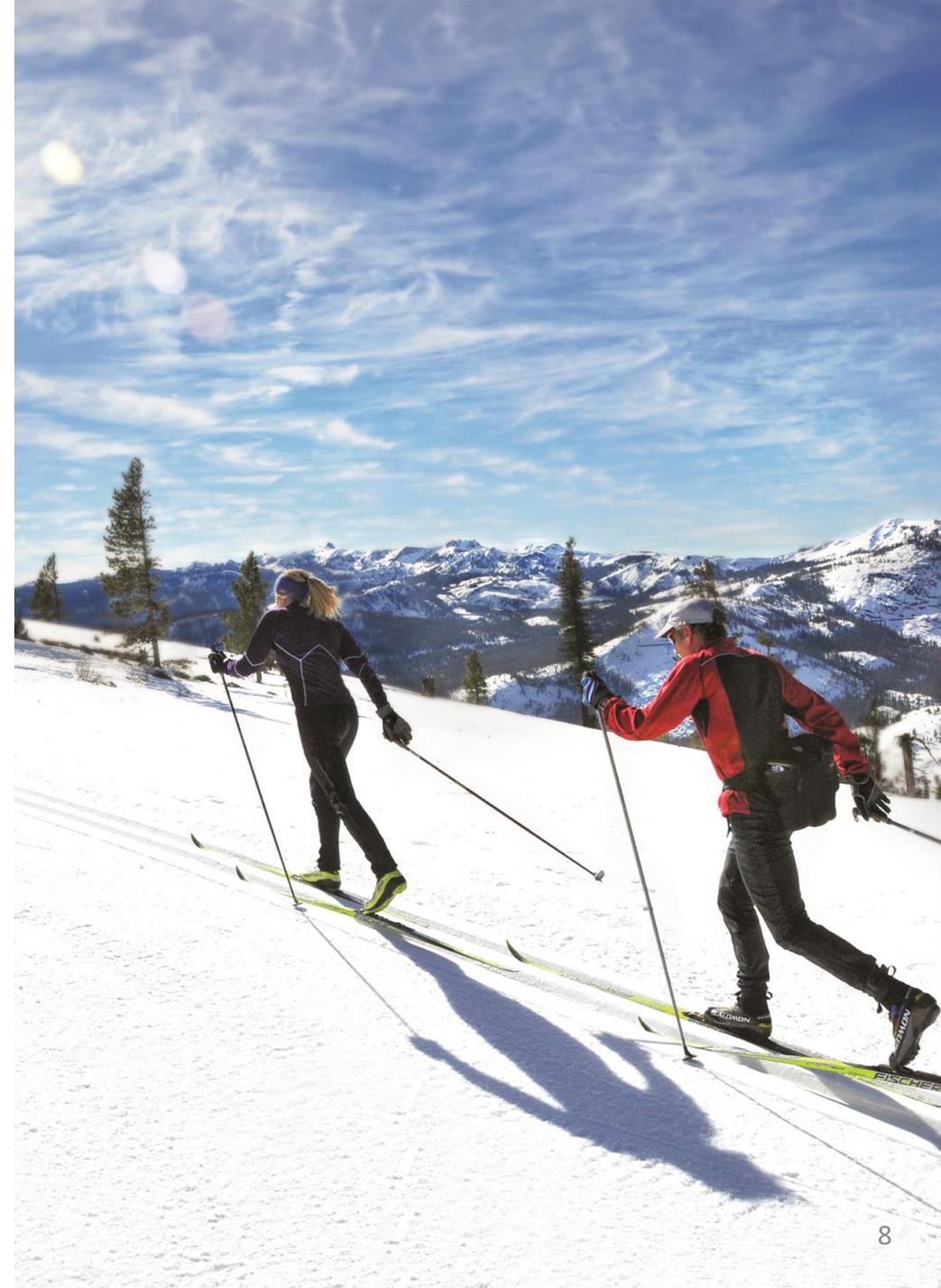
- Staff integrated board feedback
- Additional staff discussion resulted in further refinement including
  - Objectives measurements and metrics
  - C.2 Forest Safety and Forest Health Rules Update: expanded detail on the implementation plan member education and outreach component to include external regulatory impacts
  - D.1 Organizational and People Development: expanded organizational performance metrics to include the tracking of initiatives and resource utilization to demonstrate how, and how well, the organization's actions and initiatives align with the governing documents (Bylaws, C&Rs, rules and policies)

# BOARD ACTION

Staff recommends the following board action:

**By Motion:**

**The Board of Directors approves the 2025 Annual Strategic Objectives as presented in Exhibit A.**



**THANK YOU**