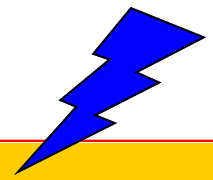


Action Item #4



September 29, 2023

ISSUE:

The regional center does not currently have a strategic plan. The development of a plan is necessary to provide a strategic direction for FNRC to continue to meet the needs of our clients, to meet our growth expectations as well as regulatory and compliance needs.

BACKGROUND:

FNRC would benefit from a strategic focus outlining how we will meet client needs, regulatory and DDS needs as well as the needs of a growing organization. Development of a strategic plan will assist FNRC's executive team along with the board and other stakeholders to establish a clear path of meeting the mission of Far Northern Regional Center.

Far Northern Regional Center has experienced rapid growth in the last 2 – 3 years. As a result of this growth there is the need for more services to be provided by the regional center as well as continued increases in personnel to support growth. In addition, the regional center is going through a transitional period where there are frequent retirements of long term knowledgeable employees, and increases in new employees without the experience and historical knowledge who will need training and mentorship as they grow and develop skills within the regional center. Additionally, regulations continue to change and DDS continues to set new goals for the regional centers

We have engaged three consulting firms to provide FNRC with proposals to assist us in developing and completing a strategic plan to cover the next 3 to 5 years. This will be an inclusive process and will include the point of view from all stakeholders including FNRC executive leadership team, engagement with and input from the board of directors, supervisors/managers, clients, service providers and other key stakeholders. The strategic plan will give a voice to the mission, shape priorities and define performance measures for the regional center.

ACTION REQUESTED:

The board to approve the proposal for Strategic Planning. We have three (3) proposals to consider.

Harvest Business & Leadership Development - \$42,000 - Familiar with regional centers the primary focus has been corporate entities.

Leading Resources Inc - \$82,350 - Has performed work with DDS, CalPers, and other state and non profit organizations. Knowledgeable about regional center service system.

Lyons-Newman Consulting - \$79,500 - Expertise is working with non-profits throughout northern California.