



**BOARD RESOLUTION
APPROVAL OF THE FY2023
STRATEGIC "A" PRIORITIES**

At the Thursday July 28, 2022, meeting of the Board of Directors of Society of St. Vincent de Paul Archdiocesan Council of St. Louis, the following recommendation was proposed and approved.

WHEREAS, the Board conditionally approved the five Focus Area (FA) priorities and associated Strategic Objectives of the 2022-2025 Strategic Plan at the January 27, 2022, Board meeting, and

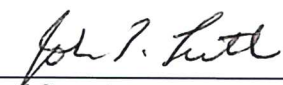
WHEREAS, the Board Champions, Accountable Leaders and Council Staff have refined the subsequent Strategic Objectives within each FA and drafted specific goals (referred to as SMART Goals) for these objectives, and

WHEREAS, the Council staff established timelines, priorities, and estimated costs associated with each goal, and

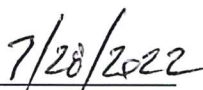
WHEREAS, the Finance Committee recommends approval of the "A" strategic goals for FY2023 funded from Board Designated Funds (see attached enclosure entitled "A" Priorities Sorted by Estimated Cost"),

BE IT RESOLVED the Board approves the funding of the "A" strategic goals for FY2023 from Board Designated Funds at a cost not to exceed \$533,500.

BE IT FURTHER RESOLVED, the funding of remaining FY24-25 goals will be addressed during the annual budget process.



Board Secretary



Date

"A" Priorities sorted by Estimated Cost

Focus Area - Goals - Objectives	POC	PRIORITY (A,B,C)	FY23 Strat Initiative Cost	Start Date	Finish Date
Goal 2-1f: Maintain competitive wage ranges at the market by annual participation in valid Salary Survey mechanisms and review of SVdP pay ranges for potential adjustments.	Denise	A	\$750,000 (already approved and implemented)	6/1/2022	9/30/2025
Goal 3-2c: Expand Rapid Rehousing (RRH) with St. Patrick's Center to include Ste. Genevieve, St. Francois, and Jefferson Counties and to serve a total of 37 new Neighbors during calendar year 2022.	Julie	A	\$ 130,000	1/1/2022	9/30/2025
Goal 1-6b: Provide financial and professional support for host responsibilities of the 2023 National Assembly in St. Louis.	Eric	A	\$ 100,000	2/1/2023	8/30/2023
Goal 3-1a: Open three new stores, one each by September 30, 2023, 2024 and 2025. In addition, explore the potential for SVDP-STL presence in the Bellville, IL Thrift Store.	Mike	A - FY23	\$ 100,000	10/1/2022	9/30/2023
Goal 3-5b: Establish a Neighbor Advocate position within the Program Department to help Vincentians navigate complex cases, identify resources such as State Assistance for Housing Relief (SAFHR), and provide information and eligibility guidelines for government programs to increase Neighbors' capacity for sustainability by January 31, 2023.	Julie	A	\$ 70,000	12/1/2022	1/31/2023
Goal 2-1g: (Carry over) Create individual development plans for key staff positions, investing in external training resources ongoingly for employees to learn and expand their skills to support retention and talent pipeline goals.	Denise	A	\$ 50,000	4/1/2022	9/30/2023
Goal 3-3a: Receive and review recommendations from the Credit Empowerment Task Force.	Julie	A	\$ 40,000	10/1/2022	9/30/2025
Goal 4-1d: Draft initial "overarching" simple message. Incorporate key statistics to be included as part of the message.	Gena	A	\$ 0	6/21/2023	10/31/2023
Goal 3-1b: Based on customer survey conducted by September 30, 2023, develop e-commerce capability to offer unique and high value items to a broad audience.	Mike	A	\$ 25,000	10/1/2022	9/30/2023
Goal 1-2g: Implement external Learning Management System to help facilitate delivery of offerings (Formation Hub) by June 30, 2022.	Barry	A	\$ 18,500	7/1/2022	9/30/2025
			\$ 533,500		