

Based on the survey analysis and the Review committee's findings, the following steps were approved by the board at a special meeting on 4/24/17. The plan will be in place in time for our June Annual meeting and be implemented as soon as possible thereafter.

**Exchange-**

- Organize a committee, consisting of 3-5 members; include both prior Exchange chairwomen and others whose enthusiasm and skills will be beneficial in the transition
- Committee members will be exempt from a shop shift, on the basis that there will be ongoing work throughout the year, assisting in shop operations
- Committee will work with the current Exchange chairwomen to identify and choose changes that can be implemented when the shop opens in September 2017, based on the recommendations made by the review committee and the membership survey results
- Committee should submit a target income goal for the operating year in time for the September budget meeting
- Operate the shop on a two year trial basis, with monthly progress reviews to determine if additional changes should be made
- Prepare an interim report for membership no later than May, 2018, with a final progress report for membership by May 2019.
- Plan for a membership vote during the 2019-2020 operating year to determine if the Exchange is still a viable operation:
  - Yes- the Exchange has successfully implemented changes, met its target goals and should continue to stay open
  - No- the changes have not been successful, and the Exchange should close
- If the vote is No, a second vote will be needed to determine whether we should sell the property and invest the proceeds, or if we are able to repurpose the building. Since this vote is heavily dependent on the outcome of the following two proposals, the vote would either take place on the same day as the first vote, or be delayed up to 6-12 months, if necessary; the Exchange could continue to operate up to one additional year, to provide a source of income while the proposals are evaluated and pending the second vote.
- If the Exchange is determined to be a viable operation, consider creating an ongoing advisory committee, consisting of past Exchange chairs and other members with an interest in the Exchange, who will provide oversight of the Exchange operations and help maintain consistency from year to year.

**Ways and Means-**

- Organize a committee, also consisting of 3-5 members, who will actively explore other avenues of fundraising and/or event planning; committee members to be chosen by the June 2017 Annual meeting.
- Goal should be to implement one or more additional fundraising events by operating year 2018-19, with a target goal of raising a **minimum** of \$10,000 in additional funds for the Society.
- Committee would be fulfilling a need identified by the Vision committee. The events would supplement the Exchange and Fair income to the Society and would also provide a safety net, should the operational changes at the Exchange not be successful.

- Committee will receive completed Service to the Society credit for their time or Exchange credit in the year an event takes place.

#### **Outreach-**

- Should the May 2019 Exchange progress report indicate that the operational changes are not working to improve the financial contribution to the Society, create an additional committee of 2-3 members, to be chosen no later than the June 2019 General meeting, who would research additional volunteer opportunities in the community to identify ways in which En Ka members can fulfill commitment hours in lieu of the Exchange commitment. Committee would receive completed Service to the Society credit.
- Consider creating the Outreach committee sooner, at the President's discretion or if interim Exchange progress reports indicate that we should begin exploring other avenues of service; additional service opportunities to complement our mission might be valuable to the organization even if the Exchange operations improve.
- If needed, this committee could also be charged with considering ways to repurpose the building in service to the Society or the Community (may wish to add additional members, if the scope is larger), with the caveat that any plan to repurpose the building would be dependent upon the success of other fundraising activities [Ways & Means would have to raise approximately \$12,000 to cover the maintenance and operational expenses of the building and an additional \$10-15,000 income to the Society.]