

Accola Annual Operations Plan 2025–26

Quarterly Update

Initiative 1: Foster a culture that recognizes and nurtures Accola (staff, participants, board, and volunteers) sense of spirituality

Person Leading Initiative: *Matt Halley, with SLT support from Haven Green*

Q1 Goals

Develop a broad definition of spirituality for Accola, to provide to staff, participants, board, and volunteers —  *In Progress*

- Will complete in Q2, ongoing conversations with staff and leadership.

Q2 Goals

Working on Quarter 1 goals that carried over into Quarter 2 —  *In Progress*

Initiative 2: Build awareness about Accola’s work, make connections across Accola programs and partner organizations, and grow donor base

Person Leading Initiative: *Andrée Aronson*

Q1 Goals

Identify and onboard 15 new mission-aligned partners —  *In Progress*

- Community scan and outreach process to begin after V&CPM starts at end of September.

Recruit 5+ new donors/vlrs each quarter through partner channels —  *In Progress*

- Developing a mar/com plan with Mar/Com Manager; integration with V&CPM in Q2.

Send quarterly partner updates and conduct 1 annual survey —  *In Progress*

- Newsletter pending; quarterly updates will be built into newsletter cadence by Q2.

Q2 Goals

Working on Quarter 1 goals that carried over into Quarter 2 —  *In Progress*

Initiative 3: Implement earned income strategies for expanding opportunities across Accola

Person Leading Initiative: *Tiffany Melnik*

Q1 Goals

Refine proposed revenue source list —  *Complete*

- Meeting held with stakeholders; final list of income sources verified with strategic contingencies.

Develop project plan and identify SLT lead —  Complete

- Project plan drafted and shared with team, stakeholders, and board liaisons; Tiffany confirmed as SLT lead.

Q2 Goals

- Defined list of criteria for in-depth feasibility study —  In Progress

Initiative 4: Design and launch the expanded Wisdom Ways to Accola and the community

Person Leading Initiative: *Haven Green*

Q1 Goals

Promote offerings and register participants —  In Progress

- Community Gathering promo underway; finalizing Q2 event dates and details.

Conduct strategic outreach to expand participant base —  In Progress

- Early-stage conversations with partners and staff.

Deepen and diversify community partnerships —  In Progress

- Key partners identified; strategy development continues into Q2.

Q2 Goals

Carry out pilot events; seek and integrate feedback to inform development of Q3–Q4 offerings —  In Progress

Initiative 5: Conduct a facilities feasibility study of Sarah’s property and make recommendation for future use

Person Leading Initiative: *Matt Halley*

Q1 Goals

Introduce Sarah’s project to Saint Paul planning office —  In Progress

- Project introduced; meetings delayed due to city leadership transition and cyberattack.

Research market for comparable Saint Paul buildings —  Complete

- Identified potential properties and toured one facility with broker.

Q2 Goals

Working on Quarter 1 goals that carried over into Quarter 2 —  In Progress

Initiative 6: Comprehensive programmatic review at LIS

Person Leading Initiative: *Elisabeth O’Toole and Janine Capelle*

Q1 Goals

Define scope of review —  Complete

- RFP posted September 4; consultant proposals due October 1.

Begin consultant review and enhancement planning —  In Progress

- Consultant review to continue into Q2.

Q2 Goals

Complete comprehensive analysis of current programming by end of Q2 —  In Progress

Initiative 7: Respond to the needs of the time by incorporating participant and community voices in the evaluation and continuous improvement of Accola

Person Leading Initiative: Matt Halley (SLT Lead Cheryl Behrent)

Q1 Goals

Enhance case management and culturally specific referrals across programs —  Complete

- SLT Lead identified; Cheryl Behrent appointed.

Q2 Goals

Working on Quarter 1 goals that carried over into Quarter 2 —  In Progress

Initiative 8: Practice ways to achieve a cohesive Accola staff culture

Person Leading Initiative: Matt Halley, with SLT support

Q1 Goals

Hold quarterly all-staff meetings led by various teams/groups —  Complete

- First quarterly meeting scheduled; Andrée confirmed as SLT Lead.

Q2 Goals

First quarterly meeting is held by December 2025 —  In Progress

Initiative 9: Establish participant-informed Accola standards and education for those interacting with participants/residents/clients

Person Leading Initiative: Matt Halley, with SLT support

Q1 Goals

Define baseline needs of programs & participants to inform standards & education —  Complete

- SLT Leads identified; planning underway for Q2 expansion.

Q2 Goals

Definition of the baseline needs requiring standards & education by October 2025 —  *In Progress*

Initiative 10: Increase access to support and referrals

Person Leading Initiative: *Matt Halley, with SLT support*

Q1 Goals

Enhance case management & culturally specific referrals across programs —  *Complete*

- *SLT Lead identified; planning for expanded integration in Q2.*

Q2 Goals

First quarterly meeting is held by December 2025 —  *In Progress*

Initiative 11: Capture and build upon Accola's unique community building model

Person Leading Initiative: *Andrée Aronson*

Q1 Goals

Assign SLT lead and establish quarterly plan —  *Complete*

- *Andrée assigned as SLT lead; plan drafted for ongoing development.*

Q2 Goals

Working on Quarter 1 goals that carried over into Quarter 2 —  *In Progress*

Legend:

 = Complete

 = In Progress, Not Complete

 = Not Started / Delayed