



Finance and Operations Highlight – October 2025

Finance	IT	Human Resources	Operations/Facilities
<ul style="list-style-type: none"> • Deep work into Earned Income - Feasibility Study • Adding policies unique to Accola's services (currency conversion standards, emergency needs, etc.) • Audrey Blue (Controller) has completed her first level of CNAP certification! • OCIO selected - LCG Associates, and completing the transition currently. • Preparing for new tax laws regarding MN Paid Family Leave. • Starting to discuss potential impacts/implications for FY27 budget. 	<ul style="list-style-type: none"> • Company Intranet site almost complete • Share Point cleanup project underway, along with process for standardizing file storage. • Centralized access management for both sites moved to Accola staff- improves security management for residents and students. • Increased internal IT support for program staff, and liaison between MSP and Accola. • Donor database conversion- led by System Admin. 	<ul style="list-style-type: none"> • Open enrollment complete, all staff elections submitted to carriers. • HR preparing for new MN paid Leave laws, time off policies cross walked and updated. • Draft Employee handbook complete, with Accola branding and policies/procedures. • New positions created for programs, along with HR support for comp, class, recruitment: <ul style="list-style-type: none"> ○ House Support Coordinator ○ Substitute Teacher (pool) 	<ul style="list-style-type: none"> • Centralized landlord request process and security management • Maintenance moving to Accola from the programs, to support needs not covered in lease. • Collaborative meetings with landlord bi-weekly to address maintenance requests •