



Finance and Operations Highlight – February 2026

Finance	IT	Human Resources	Operations/Facilities
• Cross-training payroll to ensure vacation standards are met with accounting staff. • Partnership with Advancement on Accola-wide emergency funds vs. program funds. Testing with the Accola Response fund currently. • Earned Income opportunities identified - bringing to Board in March • FY 27 budget planning starting in March. • Financial policies developed, accounting staff working on supplemental internal procedures.	• Company Intranet site almost complete- March 31 completion date. • Working to clean up legacy storage and inventory systems with MSP. • Centralized access management 99% implemented for both sites. • IT support continues to expand (regular phishing campaigns with results, ongoing improved monitoring and reporting, continued consulting support) • Upgraded donor database to align with new fundraising strategy	• Partnering with benefits broker and HR consultant on benefits admin management. • PFML tax rules and administrative policies updated and implemented in system. • Draft Employee handbook complete, with Accola branding and policies/procedures. • New substitute teachers hired, ongoing recruiting for Sarah's new position.	• Increased security added to Sarah's (secured access points to outside doors) • New Maintenance Technician is focusing on outstanding projects and preventative maintenance at both sites. • Courier process now built out between sites. • Comprehensive ICE Response Toolbox established, with support from Senior Leadership, legal counsel, and community partners.