

Anne Cook

From: Mark Johnston <MarkJohnston@coquilletribe.org>
Sent: Wednesday, February 22, 2017 1:15 PM
To: everyone@coquilletribe.org; Judy Metcalf; Anne Cook; Loretta Kuehn
Subject: Organizational Assessment

Importance: High

Good Afternoon,

We wanted to reach out to each of you today and update you on our plans to complete our next strategic plan and some of the steps we will all be taking together as we work towards this goal. The first step in the process is the completion of an Organizational self-assessment. With the assessment we will be evaluating and updating the Tribal Vision, Mission and Core Values; developing 5 year budget projections; evaluating each Departments essential functions, and looking for efficiencies and other opportunities to reduce costs and increase revenues to help address our retro budgeting shortfall.

The timeframe to complete this initial work is short, approximately 3-4 months. Every Department Director will be working through a list of questions aimed at prompting creative thinking that leads to a refocusing of our efforts. At the same time and hopefully without duplicating the Departmental work, the Executive Team, consisting of Mark Gagnon, Anne Cook, Scott Mickelson and myself, want to personally speak with each employee. Ultimately, we need all of you to contribute and be a part of the process. We know that each of you has amazing ideas that can help fulfill the success of our work. The process of gathering all of your insight is still being developed but we wanted to give you a heads up to allow you to have your ideas ready. It's our hope to create an atmosphere that is comfortable, supportive and conducive to open communication and sharing.

We hope that each of you can see how critical this work is for the Coquille Indian Tribe and that you also consider how important each of you are to the current and future plans of the Tribe.

Sincerely,

Mark

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