

Executive Director's Report - January 2019

1. Residents

- a. Two residents have passed away in January.

2. Staff

- a. For our Christmas party, 28 of us went to Jubilations Theatre for an evening of food and fun. It was a great time!

3. Waitlist

- a. 53 people have put down the \$500 deposit and expressed their desire for the North Wing. Some have other options listed as well (ie. East Wing), but this is encouraging!

4. Brad Kotowich

- a. I've had three meetings with Brad since our November Board meeting. The third meeting was also with our entire management team, last week Tuesday. Discussions focused on:
 - i. Leadership vs. Management
 - ii. Organizational Sustainability & Health throughout a Growth strategy
 - iii. Individual Job Purpose Statements and Outcomes
 - 1. Lots of discussion around how we can hold each other accountable as a team, without emotions, if we all have clear outcomes for our individual roles. This will be one of the next pieces of homework for Brad and me.

5. MBA Group

- a. Part of the MBA program is a capstone course, where MBA students work with an organization for a semester (I completed my capstone course last year).
- b. I put the Society in as a potential sponsor, and we will have a group of 6 MBA students put together some work for us this spring. It isn't much work for us, but I will know more about the project later this month.

6. Security System

- a. **MOTION:** *That the Board approve \$41,700 be allocated from the contingency fund to install a full security and fob access system in Emmanuel Home.*
- b. Please see the attached proposal from Austin Security.
- c. Laura & I have met with prospective contractors and polished up a proposal that we are confident would provide us with a sufficient level of monitoring.
- d. This is a significant cost, but we have had a few instances over the last couple of months, and it seems to repeat itself every few months or so, where there is mischief in and around our building. We've been unable to follow these incidents up appropriately, and I'm concerned about how exposed our building is.
- e. If we do decide to put this project off for now due to cost, we should at the very least keep this as a top priority moving forward. I'll give more verbal commentary and some examples at the meeting!

7. Neerlandia

- a. Meeting with the Neerlandia CRC congregation later this month to discuss the potential sale of the 3 acre site beside their church.

8. Leduc CRC

- a. Meeting on January 13th with approx.. 35 people from the Ebenezer CRC congregation to discuss seniors housing as a potential project for that group, on the site that hosts their church and school.

9. Parkland Immanuel Christian School Site

- a. Breakfast with Ben DeJong in late December to hear the progress on their school development.
- b. I will put more work into this potential project over the next few months to help us determine its viability!

10. Misc.

- a. Financial Audit is scheduled for mid-February