



*Strategic Plan
2011 - 2016*

May 2011

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1.0 INTRODUCTION



Since our inception in 2003, Leadership Kaua'i has provided leadership training to 135 adult leaders, 111 youth leaders, and 71 RYLA (Rotary Youth Leadership Awards) leaders. Many of our graduates consider their participation in Leadership Kaua'i as a turning point in their lives.

Our graduates hold leadership and executive roles within their companies, organizations, and local communities. For example, Mayor Bernard Carvalho, Kaua'i County Council members Tim Bynum, Jay Furfaro, and Mel Rapozo, Renae Hamilton (Executive Director of YWCA Kaua'i), Fran Becker (Executive Director of Na Lei Wili), Nathan Aiwohi (Principal at Kapa'a Middle School), Keone Kealoha (Founder of Malama Kaua'i), and Char Ravelo (Founder & Publisher of Inspiration Journal) are a sampling from our long list of esteemed graduates. We're pleased with the progress we've made in such a short time, and are excited about the opportunities that lie ahead as we continue to help develop leaders *on Kaua'i for Kaua'i*.

After achieving most of the goals established in our initial Strategic Plan, we reviewed and updated the plan in May, 2011 to set the strategic direction for our organizational growth over the next five years. We will be building upon our strengths, and refining our programs with an eye towards making an even larger positive impact on Kaua'i while achieving long-term sustainability.

This plan includes a revised mission statement, values statement, 5-year vision (2011-2016), and three-year action plan (2011-2014). Pivotal to this plan, we've identified the following major strategic priorities:

- Update the 3 year business plan
- Revise and implement a fund development plan
- Leverage the program evaluations to help improve our sustainability
- Create and implement a communications plan
- Make our programs sustainable

Leadership Kaua'i's Board of Directors fully supports this plan and intends to annually review our direction in light of new opportunities in the years ahead.

Mahalo,

A handwritten signature in black ink that reads "Nathan Wood". The signature is written in a cursive, flowing style.

Nathan Wood
President
Leadership Kaua'i

2.0 MISSION, VISION, & VALUES

Mission

To ensure a source of committed leaders on Kaua`i.

We do this by engaging a cross-section of individuals, and developing their leadership skills to serve our community collaboratively.

Vision

“Inspiring Kaua`i’s future leaders”

***Descriptive
Vision for 2016***

The following paragraphs describe Leadership Kaua`i’s desired future in 2016, five years from now:

The most important results we have produced are committed community leaders who are contributing to our island heritage, high quality of life, and local economy. Many graduates consider their participation in Leadership Kaua`i as a turning point in their lives. There is a deep pool of leaders in our community.

Our programs and services are mature, effective, and emulated. Our programs and services reflect the leadership and interpersonal values inherent in the Hawaiian Culture and are consistently relevant and in demand by individuals and organizations.

Our adult participants are energized, prepared, and inspired to lead and contribute to the Kaua`i community. They are proud of their involvement with Leadership Kaua`i.

Our youth participants are thrilled to be selected and are discovering their leadership potential. They reflect a diversity of ethnicity, interests, skills, and family incomes. They have continued their leadership training and involvement in the community.

Our alumni serve on boards of directors of non-profit and for-profit organizations, government boards and commissions, and in key leadership roles in the community. Alumni participate and are committed to the long-term sustainability of Leadership Kaua`i. They serve as ambassadors, encouraging new applicants and actively mentoring new leaders.

Our staff is resourceful, well-organized, and feel they have made a difference in the lives of others and the community. They have an excellent reputation as community leader experts. They are provided opportunities to grow professionally and personally. They are well-compensated, happy, and healthy.

Our facilities are well-equipped, comfortable, and professional. Office space is shared with other organizations.

Our finances are secure, well-managed, and self-sustaining.

We're proud to be known as the source of future leaders on Kaua'i.

The keys to our success are pure, good intention; a dedicated executive director and staff; an engaged Board of Directors that provides guidance, stability, and growth to the organization; a strong track record of making a positive contribution; and serving our community collaboratively.

Values

We embrace the following organizational values in accomplishing our mission, and in our daily interactions with others, both inside and outside Leadership Kaua'i:

- *Pono**
- *Diversity*
- *Cultural Relevance*
- *Collaboration*
- *Commitment*
- *Service/Volunteerism*
- *Innovative*
- *Sustainable*

** "pono" is defined by the Na Puke Wehewehe 'Olelo Hawai'i online dictionary as: Goodness, uprightness, morality, moral qualities, correct or proper procedure, excellence, well-being, prosperity, welfare, benefit, behalf, equity, sake, true condition or nature, duty; moral, fitting, proper, righteous, right, upright, just, virtuous, fair, beneficial, successful, in perfect order, accurate, correct, eased, relieved.*

***Guiding
Principles***

Our island community is the heart of Leadership Kaua`i's work. We believe that leadership involves emulating local island values and "giving back" to the island community in which we live, work, and play.

Our future leaders need to develop skills, confidence, and commitment. By helping them develop these characteristics, alumni will have an "opportunity to shine" in the community.

Strong leaders empower others, build effective teams, and work collaboratively toward shared goals. We believe that by working collaboratively, we can work together to improve the quality of life on Kaua`i for all.

3.0 ORGANIZATIONAL HISTORY & PROFILE

Since its inception in 2003, Leadership Kaua`i, a 501 (c)(3) non-profit organization, has been dedicated to cultivating strong and committed leaders on Kaua`i.

*Our 2 main programs, the **Adult Leadership Program** and **Pi`ina Hoku (the Youth Leadership Program)**, take each class through an intensive 10 month leadership program that consists of guest speakers, panel discussions, inter-generational bridging, mentoring, collaboration, and the creation and implementation of community service projects.*

At Leadership Kaua`i, our curriculum is designed to implement an evidence-based leadership model created by Jim Kouzes and Barry Posner. The Leadership Challenge develops 5 specific leadership principles in our participants who, after internalizing these principles, then lead by example to produce meaningful results in their workplace and throughout Kaua`i's community at large:

- **MODEL the Way** - Set the example by aligning actions with shared values.
- **INSPIRE a Shared Vision** - Enlist others in a common vision by appealing to shared aspirations.
- **CHALLENGE the Process** - Take the initiative to look outward for innovative ways to improve.
- **ENABLE Others to Act** - Foster collaboration by building trust and facilitating relationships.
- **ENCOURAGE the Heart** - Celebrate the values and victories by creating a spirit of community.

By June 2011, Leadership Kaua`i will have graduated over 300 leaders (135 adult leaders; 111 youth leaders; and 71 RYLA [Rotary Youth Leadership Awards] leaders) and completed over 25 total community service projects.

We estimate that by factoring in our community projects and new programs, Leadership Kaua`i has already touched the lives of at least 35% of Kaua`i's population. That number will continue to grow as we foster an expected commitment from our Alumni that encourages their continued community involvement and shared vision and values for Kaua`i.

Employees

The Executive Director, Program Director, and Director of Operations are the three employees of Leadership Kaua`i. In addition, there may be additional outside contractors who supplement the staff from time-to-time as needed. Currently, these include a Bookkeeper and Grant Writer.

Board of Directors

*The board of directors is currently comprised of 10 members representing public, private, and community organizations. A list of board members is found in **Attachment A**. Volunteer board members serve staggered one-year terms. Total number of board members can range from 5 to 13 as determined by the board.*

Budget

Currently Leadership Kaua`i has an annual operating budget of approximately \$240,000.

4.0 STRENGTHS, WEAKNESSES, OPPORTUNITIES & THREATS

The Leadership Kaua`i Board of Directors, Staff, and numerous organizational stake-holders participated in a meeting to identify the strengths, weaknesses, and opportunities of the organization, and to examine potential threats facing the organization. These are summarized here:

- Strengths***
- *Board is excellent, involved, and represents a cross-section of the island*
 - *Excellent reputation with some business leaders and funders*
 - *Developed great adult and youth leadership programs*
 - *Well-organized, good at execution*
 - *Successful in attracting good participants in the program*
 - *Alumni established in leadership roles throughout Kauai*
 - *Exposing participants to high-level leaders*
 - *Serves needs/addresses important community issues*
 - *Interweaving culture into the program*
 - *An established and active LKAN (Leadership Kauai Alumni Network)*
- Weaknesses***
- *Board and Staff turn-over is a concern*
 - *Lining up speakers in advance*
 - *Recruiting smaller businesses and organizations for classes*
 - *Significantly acknowledging financial sponsors*
 - *Not enough trained Staff to support Executive Director*
 - *Lack of Funding; Current programs not sustainable in current economy*
 - *Lack of broad exposure in the business community to strengthen fundraising and participant recruitment*
- Opportunities***
- *Attracting world leaders to speak to class and community*
 - *Partnering with other organizations who also want to build leaders*
 - *Securing grants and “in-kind” contributions*
 - *Potential for being financially self-sustaining*
 - *Expand programs or build additional programs to achieve sustainability*
 - *Potential to attract non-profit administrators for leadership program*

- *Making the youth leadership program sustainable*
- *Developing a statewide leadership program*
- *Provide mentoring services*
- *Networking*
- *Participant projects that have a significant impact on our community*
- *Alumni progress reflects well on organization*

- Threats***
- *Lack of funding*
 - *Lack of interest in our programs; no increase in applicants*

SWOT Analysis *Based on the information above, the following conclusions are drawn:*

Invest *Given Leadership Kaua`i's strengths and opportunities, Leadership Kaua`i has a comparative advantage and should therefore invest in the following areas:*

1. *Given the excellence and diversity of the board members, alumni, and participants, strategies should be developed to build on existing relationships to create new partnerships and to identify future program participants, mentors, and leadership opportunities.*

2. *Given Leadership Kaua`i's program success and reputation throughout the community for executing on its mission, there is an opportunity to become financially self-sufficient. Strategies should be developed to seek and develop a diverse set of funding sources to achieve this goal in a way that we are not overly dependent upon any single source of funds.*

Build Capacity *The weaknesses of Leadership Kaua`i, coupled with the threats facing the organization, are causes of concern. Capacity building is needed in these areas:*

1. *Board members and staff are spread thin. There is a lack of broad exposure for the organization throughout the community and yet we have a strong alumni network. A review of board composition and the addition of new members are needed, and a strategy must be developed to also leverage the alumni network in ways that help us expand our island constituency.*

2. *The ability to reach sustainable funding levels from a variety of sources is hampered by inadequate recognition of existing and past financial donors and sponsors. Our donor and sponsor recognition strategy must be updated so that Leadership Kauaʻi can retain existing donors/sponsors, attract new donors/sponsors, and re-acquire former donors/sponsors.*
3. *Given the current economy, and the fact that board members and staff are spread thin, a strategy to reach and affect a wider audience using the existing resources more effectively should be developed.*

***Mobilize
Resources***

The strengths of the organization matched with threats facing the organization, require the mobilization of all available resources - board, staff, alumni, volunteers, and partner organizations.

Although Leadership Kauaʻi has been successful in attracting good participants, there is a threat that there will be a lack of interest in our programs and no increase in the number of applicants to the program. It is recommended that some thought be given to the target markets of both the adult and the youth programs. In addition, development of a marketing plan and implementation of the marketing plan is needed. To help “spread the word” regarding Leadership Kauaʻi, it is expected that this plan may require partnerships with other non-profit organizations as well as finding new ways to leverage and utilize the alumni, board, staff, and volunteer network.

***Decide
on Direction***

Finally, the weakness of the organization matched with future opportunities requires a decision to either invest, divest, or collaborate.

1. *Leadership Kauaʻi alumni contribute positively to the island community and reflect well on the organization. However, as leaders in the community, alumni are busy and often cannot find or make the time needed to help support the organization. Development of a plan that motivates the alumni to get involved in a way that optimizes the results of*

their efforts with a minimal time commitment is needed.

- 2. There are opportunities to secure additional funds and to expand awareness of Leadership Kauai by developing leadership programs more broadly in the local schools, statewide leadership programs, and mentoring programs. One of the organization's weaknesses, however, is that staff and board are already spread thin. This strategic planning process and subsequent business plan and fund development plan will help to decide on priority areas for expansion. Staffing and funding to implement priority programs will be addressed in these.*

These concerns have been incorporated into the prioritized goals and objectives described in Section 5.

5.0 GOALS & OBJECTIVES

Leadership Kaua`i's goals and objectives for the next three years are listed below.

- 1.0 Update the 3 year business plan*
- 2.0 Revise and implement a fund development plan*
- 3.0 Leverage the program evaluations to help improve our sustainability*
- 4.0 Create and implement a communications plan*
- 5.0 Make our programs sustainable*

6.0 ACTION PLAN

Action plans have been developed for the five priority goals of the organization.

Each goal includes objective(s), action steps, timeline, resources needed, and outcome measures.

Because of their similarity and inter-dependence, Goals 3.0 and 5.0 have been addressed together in the Action Plan.

Goal 1.0:	<i>Update the 3 year business plan</i>	
Objective 1.1:	<i>Revise the existing 3 year business plan, based on our 7 years experience, current program commitments, and current economy; Include financial projections and proposed sources of funding.</i>	
Action Steps and Timeline:	1. <i>Finalize updated Strategic Plan (Jerry Brocklehurst)</i>	<i>May 31, 2011</i>
	2. <i>Research Funding Sources to incorporate into the business plan (Jerry Brocklehurst)</i>	<i>May 31, 2011</i>
	3. <i>Clarify, quantify, and determine staffing and budget (Jerry Brocklehurst)</i>	<i>May 31, 2011</i>
	4. <i>Prepare draft business plan and distribute to board (Jerry Brocklehurst)</i>	<i>June 10, 2011</i>
	5. <i>Discuss key issues in business plan (Jerry Brocklehurst, Board)</i>	<i>June 14, 2011</i>
	6. <i>Approve business plan (Board)</i>	<i>June 14, 2011</i>
	7. <i>Implement plan (Jerry Brocklehurst, Board)</i>	<i>2011 - 2014</i>
Resources needed:	<i>Executive Director, Board of Directors, Staff, Outside Consultants as determined by plan</i>	

Measures of success:	Output: <ol style="list-style-type: none">1. <i>Business Plan adopted by the Board of Directors</i>2. <i>Immediate funding sources identified and committed</i>2. <i>All staff positions filled</i> Outcome: <ol style="list-style-type: none">1. <i>Goals and objectives are met</i>
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Goal 2.0:	<i>Revise and implement a fund development plan</i>	
Objective 2.1:	<i>Prepare and implement a detailed fund development plan for the 2011-2012 Program year</i>	
Action Steps and Timeline:	1. <i>Set first year goal based on Strategic Plan and 3-Year business plan (Jerry Brocklehurst)</i>	<i>May 31, 2011</i>
	2. <i>Develop & distribute fundraising plan to board (Jerry Brocklehurst)</i> <ul style="list-style-type: none"> - <i>Foundation grants</i> - <i>Annual solicitation mail-out</i> - <i>Corporate and individual gifts</i> - <i>Corporate Sponsorships</i> - <i>Memberships</i> - <i>Endowment plan</i> - <i>Golf tournament</i> - <i>Donor recognition & cultivation</i> 	<i>June 10, 2011</i>
	3. <i>Adopt fundraising plan (Board)</i>	<i>June 14, 2011</i>
	4. <i>Implement plan & secure funds (Board, Jerry Brocklehurst, Staff)</i>	<i>June 15, 2011 thru July 2012</i>
	5. <i>Evaluate use of surplus operating funds (Jerry Brocklehurst, Board)</i>	<i>July 2012</i>
	6. <i>Train board members and staff in fund-raising (Jerry Brocklehurst to coordinate)</i>	<i>on-going</i>
Resources needed:	<i>Executive Director, Staff, and Board (Finance/Fundraising Committee?)</i> <i>\$5,000 training of board and staff in Calendar Q3, 2011</i>	

Measures of success:	<p>Output:</p> <ol style="list-style-type: none">1. Fundraising goals achieved2. Leadership Kaua`i fully staffed according to plan <p>Outcome:</p> <ol style="list-style-type: none">1. Leadership Kaua`i is financially secure and stable in 2011-2012 fiscal year
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Goal 2.0:	<i>Revise and implement a fund development plan</i>	
Objective 2.2	<i>Prepare and implement a detailed fund development plan for the 2012-2014 Program years</i>	
Action Steps and Timeline:	1. <i>Set year 2 & 3 goals based on Strategic Plan and 3-Year business plan and results of 2011-2012 fund development plan (Jerry Brocklehurst)</i>	<i>May, 2012</i>
	2. <i>Develop & distribute fundraising plan to board (Jerry Brocklehurst)</i> <ul style="list-style-type: none"> - <i>Foundation grants</i> - <i>Annual solicitation mail-out</i> - <i>Corporate and individual gifts</i> - <i>Corporate Sponsorships</i> - <i>Memberships</i> - <i>Endowment plan</i> - <i>Golf tournament</i> - <i>Donor recognition & cultivation</i> 	<i>June, 2012</i>
	3. <i>Adopt fundraising plan (Board)</i>	<i>June, 2012</i>
	4. <i>Implement plan & secure funds (Board, Jerry Brocklehurst, Staff)</i>	<i>June, 2012 thru July 2014</i>
	5. <i>Evaluate use of surplus operating funds (Jerry Brocklehurst, Board)</i>	<i>Annually July, 2013 and July, 2014</i>
	6. <i>Train board members and staff in fund-raising (Jerry Brocklehurst to coordinate)</i>	<i>on-going as needed</i>

<p>Resources needed:</p>	<p><i>Executive Director, Staff, and Board (Finance/Fundraising Committee?)</i></p> <p><i>\$5,000 training of board and staff in Calendar Q2, 2012</i></p>
<p>Measures of success:</p>	<p>Output:</p> <ol style="list-style-type: none"> 1. <i>Fundraising goals achieved</i> 2. <i>Leadership Kaua`i fully staffed according to plan</i> <p>Outcome:</p> <ol style="list-style-type: none"> 1. <i>Leadership Kaua`i is financially self-sustaining in 2012-2014 fiscal years</i>

<p>Goal 3.0:</p>	<p><i>Leverage the Program Evaluations to help improve our sustainability</i></p> <p>THIS GOAL HAS BEEN COMBINED WITH GOAL 5.0 - PLEASE REFER TO THAT SECTION.</p>
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Goal 4.0:	<i>Create and implement a communications plan</i>	
Objective 4.1:	<i>Create and implement a public relations plan</i>	
	<p><i>The purpose of the communications plan is to:</i></p> <ol style="list-style-type: none"> <i>1. Introduce and generate accurate awareness about the organization to gain name and program recognition and credibility throughout Kaua'i</i> <i>2. To be regarded by local leaders and the community-at-large as a partner and high-quality, valuable resource.</i> <i>3. To build interest in the organization and its programs to influence qualified individuals to apply, alumni to stay involved, and potential donors & sponsors to financially support the organization</i> <i>4. To build a strong ally base that will sustain the organization and its goals and programs for the long-term.</i> 	
Action Steps and Timeline:	<i>1. Complete strategic plan, business plan, and fundraising plan (Jerry Brocklehurst)</i>	<i>June 15, 2011</i>
	<i>2. identify PR Committee members Board and/or other Volunteer Committee members (Jerry Brocklehurst)</i>	<i>June 15, 2011</i>
	<i>3. Develop draft communications plan (Committee, Jerry Brocklehurst)</i>	<i>Calendar Q3 2011</i>
	<i>4. Review and adopt communications plan (Board)</i>	<i>Oct. 11, 2011</i>
	<i>5. Implement plan (Committee, Jerry Brocklehurst, Staff)</i>	<i>Beginning October, 2011</i>

<p>Resources needed:</p>	<p><i>Communications Committee (Board and/or other Volunteers to be recruited)</i></p> <p><i>2-5% of operating budget</i></p>
<p>Measures of success:</p>	<p>Output:</p> <ol style="list-style-type: none"> <i>1. Communications plan completed</i> <i>2. PR needs incorporated into operating budget</i> <p>Outcomes:</p> <ol style="list-style-type: none"> <i>1. Leadership Kaua'i is mentioned favorably at least once per month in an independent newspaper, magazine, website, or email newsletter article</i> <i>2. More than 50% of Kaua'i residents have an awareness of the organization's mission and accomplishments as measured in a random poll of residents at the end of fiscal 2012 (June/July, 2012)</i>

<p>Goal 5.0 <i>(combined with Goal 3.0):</i></p>	<p><i>Make our programs sustainable; Leverage the program evaluations to help improve our sustainability</i></p>	
<p>Objective 5.1:</p>	<p><i>Develop and implement a strategy to use program evaluations to identify ways to gain efficiencies - to impact more participants without increasing resources in order to improve sustainability</i></p>	
<p>Action Steps and Timeline:</p>	<p>1. <i>Review program evaluations from the prior 2 - 3 years:</i> <ul style="list-style-type: none"> - <i>Look for efficiencies to be gained</i> - <i>Areas of greatest impact</i> - <i>Areas of least impact</i> <i>(Program Director, Mason Chock)</i></p>	<p><i>June 15, 2011</i></p>
	<p>2. <i>Present findings & brainstorm ideas with entire staff</i> <i>(Staff, Mason Chock)</i></p>	<p><i>June 30, 2011</i></p>
	<p>3. <i>Program options for 2011 - 2012 will be dependent upon levels of funding achievable in the foreseeable timeframe. Make recommendations to Executive Director and Board for potential changes To 2011 - 2012 program year.</i> <i>(Program Director)</i></p>	<p><i>July 12, 2011</i></p>
	<p>4. <i>Prepare a written plan for the 2011 - 2012 Course Curriculum for both the Youth and the Adult Program according To approved 2011 - 2012 budget</i> <i>(Program Director)</i></p>	<p><i>July 15, 2011</i></p>
	<p>5. <i>Implement the plan</i> <i>(Program Director, Director of Operations)</i></p>	<p><i>beginning July, 2011</i></p>

<p>Resources needed:</p>	<p><i>Program Director, Director of Operations, Executive Director, Mason Chock, Other Board Members as appropriate</i></p>
<p>Measures of success:</p>	<p><i>Outputs:</i></p> <ol style="list-style-type: none"> <i>1. Written plan for the 2011 - 2012 Youth & Adult programs</i> <p><i>Outcomes:</i></p> <ol style="list-style-type: none"> <i>1. Participants will receive Leadership training with a quality level equal to or better than prior year</i> <i>2. Programs will be delivered within approved budget levels</i>

Goal 5.0 (combined with Goal 3.0):	<i>Make our programs sustainable; Leverage the program evaluations to help improve our sustainability</i>	
Objective 5.2:	<i>Develop a long-term strategy to make our programs sustainable in years 2 and 3 of the business plan</i>	
Action Steps and Timeline:	1. <i>Complete Objective 7.1 (Program Director)</i>	<i>July 15, 2011</i>
	2. <i>Research other successful Leadership programs across the U.S. - Web search - Review 990 Tax Returns & Annual Reports - Conduct phone interviews with Program & Executive Directors at Those organizations (Program Director, Director of Ops)</i>	<i>Calendar Q3 & Q4, 2011</i>
	3. <i>Present findings & brainstorm ideas with entire staff (Staff, Mason Chock)</i>	<i>January, 2012</i>
	4. <i>Based upon 3 year business plan, budget, and available funding, make recommendations to Executive Director and Board for adult and Youth programs for 2012-2013 and 2013-2014 program years. (Program Director)</i>	<i>Calendar Q1, 2012</i>
	5. <i>Prepare a detailed written plan for the 2012 - 2013 Course Curriculum and a "high-level" written plan for the 2013 - 2014 Course Curriculum for both the Youth and Adult programs. (Program Director)</i>	<i>Calendar Q1, 2012</i>

	6. <i>Approve the written plan (Board)</i>	<i>Calendar Q1, 2012</i>
	7. <i>Implement the written plan (Program Director, Director of Ops)</i>	<i>Calendar Q2, 2012</i>
	8. <i>Based upon results of 2012 - 2013 programs, prepare a detailed written plan for the 2013 - 2014 Course Curriculum and present to Executive Director and Board (Program Director)</i>	<i>Calendar Q1, 2013</i>
	9. <i>Approve the written plan (Board)</i>	<i>Calendar Q1, 2013</i>
	10. <i>Implement the written plan (Program Director, Director of Ops)</i>	<i>Calendar Q2, 2013</i>
Resources needed:	<i>Program Director, Director of Operations, Executive Director, Mason Chock, Other Board Members as appropriate</i>	
Measures of success:	<p>Outputs:</p> <ol style="list-style-type: none"> 1. <i>Detailed written plan for the 2012 - 2013 Youth & Adult programs</i> 2. <i>“High-Level” written plan for the 2013 - 2014 Youth & Adult programs</i> <p>Outcomes:</p> <ol style="list-style-type: none"> 1. <i>Participants will receive Leadership training with a quality level equal to or better than prior year</i> 2. <i>Programs will be delivered within approved budget levels</i> 3. <i>Programs will deliver higher quality training to larger audiences with proportionally smaller levels of staff and consultants</i> 3. <i>Programs will be sustainable</i> 	

7.0 IMPLEMENTATION

This plan will be implemented over the next three years as defined in “Section 6.0 - ACTION PLAN”.

The Leadership Kaua`i Board of Directors will report on the progress of the priority goals at least once per fiscal quarter at board meetings, or more often as determined necessary by the board or as requested by staff.

This plan will be used as a guide in future budgeting.

The Board intends to review the plan annually to evaluate outcomes and make necessary course corrections.