



29 August 2025

Subject: RSA Organizational Goals for FY26

RSA's annual goals have been fairly self evident the past couple of years, but it's good to record them moving forward as we return to some level of 'normalcy'.

Here are my proposed goals for the remainder of FY26:

- 1) Complete the transfer of existing staff to direct RSA employment
- 2) Fill all open positions up to our full 12 FTE staff level
- 3) Set guidance and expectations for staff efforts supporting our members for both existing and new employees.
 - a. Note: This is a larger goal that it appears at first as it involved setting and following up on new norms of operations and thought patterns.
- 4) Train the Office & Marketing Coordinator to take over most administrative and HR POC work. Start rolling marketing efforts to this person.
- 5) Train the new Library Systems & Data Analyst with as much BCA information as exists in Kendal's head.
- 6) Continue succession planning from Kendal to Antony. Document an overall plan for future succession planning at the administrative level.
- 7) Begin working towards issuing a Library Systems Environmental Scan in the first half of FY27.