



August 6, 2026

Subject: RSA Organizational Goals for FY27

RSA's annual goals have been self-evident for the past couple of years as we completed the RIP project. As that is now complete it's good to record them moving forward.

Here are proposed goals for FY27:

- 1) Hire new Executive Director to be in post May 31st, 2027.
- 2) Complete new strategic plan.
- 3) Fill two additional positions (1 cataloger and 1 Operations Manager [details tbd]) to full 14 FTE staff level.
- 4) Continue to develop and set guidance and expectations for staff efforts supporting our members for both existing and new employees.
- 5) Continue to train the Office & Marketing Coordinator to take over most administrative and HR POC work. Start rolling marketing efforts to this person.
- 6) Continue to train the new Library Systems & Data Analyst with as much BCA information as exists in Kendal's head.
- 7) Continue succession planning from Kendal to Antony. Document an overall plan for future succession planning at the administrative level.
- 8) Issue a Library Systems Environmental Scan in the first half of FY27.