

## NEW PATH, INC.

### ORGANIZATIONAL PULSE SURVEY REPORT

	1Q '16	1Q '17	1Q '18	1Q '19	1Q '21
New Path has a clear strategy to achieve our vision	3.857	4.059	4.294	4.400	4.750
New Path's decisions are made on the strategy and vision	4.000	4.389	4.412	4.200	4.750
New Path has easily recognizable capabilities other organizations do not have	4.429	4.167	4.176	4.800	4.750
New Path can clearly and consistently articulate our values to neighbors	4.143	4.278	4.313	4.600	4.750
New Path has a compelling vision for future success	4.000	4.316	4.313	4.600	4.750
<b>GETTING THE RIGHT STRATEGY FOR THE ORGANIZATION</b>	<b>4.086</b>	<b>4.242</b>	<b>4.380</b>	<b>4.480</b>	<b>4.750</b>

	1Q '16	1Q '17	1Q '18	1Q '19	1Q '21
New Path clearly defines roles, responsibilities and decision rights	4.143	4.278	4.000	3.800	4.500
New Path has top quality talent with the rights skills in all key positions	4.286	4.167	4.188	4.000	4.750
New Path encourages desired performance from servants and staff	4.714	4.611	4.625	4.400	4.750
New Path's people and resources are deployed in a way that executes strategy	4.000	4.056	4.063	4.400	4.750
New Path's organizational structure enables building core capabilities	4.000	4.500	4.176	4.000	4.750
<b>DESIGNING THE ORGANIZATION TO EXECUTE THE STRATEGY</b>	<b>4.229</b>	<b>4.322</b>	<b>4.210</b>	<b>4.120</b>	<b>4.700</b>

	1Q '16	1Q '17	1Q '18	1Q '19	1Q '21
New Path has a well defined culture that is well understood	4.143	4.000	4.176	4.400	4.500
New Path's leaders set the right example for others	4.714	4.500	4.867	4.200	5.000
New Path focuses on both short-term success and long-term capacity building	4.286	4.556	4.647	4.200	4.750
New Path's culture is one of listening, learning and constant renewal	4.429	4.500	4.438	4.600	4.750
<b>CREATING A CULTURE OF EXCELLENCE</b>	<b>4.393</b>	<b>4.389</b>	<b>4.532</b>	<b>4.350</b>	<b>4.750</b>

**What is working well that we should continue and do more of?**

- Meeting our clients where they are
- Strong organizational structure and communication between groups
- Serving people where they are

**What are things we should consider doing differently to be more successful?**

- More collaboration with similar organizations
- Share more on the vision of the future
- Continue to leverage capacity with other organizations