

FY 2023 Goals and Objectives

Pendle Hill Goals

1. Sustain an environment that promotes and enables Spirit-led growth by re-creating an organizational structure that is inclusive, sustainable, productive, and efficient, and that guarantees the overall quality of our services.
2. Strengthen and expand our hospitality and experiential learning opportunities (including Pendle Hill's own institutional learning), as we strive to be a prophetic witness organization that stewards its facilities, natural spaces, and staff community, while maintaining environmental and financial sustainability.

FY 23 Objectives

Advancement

- A. Build Advancement infrastructure
- B. Build Annual Fund, Major Gifts, and Planned Giving programs

Educational Program

- A. Implement cost-benefit analysis in educational programming strategic planning
- B. Launch Pendle Hill's podcast and record a new season, growing the audience of the podcast and integrating the podcast into Pendle Hill's offerings

Facilities and Grounds

- A. Conduct facility upgrades at Brinton House
- B. Pursue arboretum certification

Financial Health

- A. Implement electronic timesheets through ADP
- B. Digitalize HR employee files for prior and current employees, storing in secure ADP database

Hospitality Services

- A. Initiate campus-wide upgrades to beds and linens
- B. Upgrade/improve the technological and aesthetic needs of our spaces for groups

Staff and Community

- A. Create opportunities for engagement around Diversity, Equity, and/or Inclusion among the staff community
- B. Streamline the new staff onboarding process, incorporating time-saving automated portions through ADP