***DEB DEBARE – EXECUTIVE DIRECTOR***

***Performance objectives based on 2012-2015 Strategic Plan***

***Rhode Island Coalition Against Domestic Violence***

***January, 2016***

***Goal A: To implement, evaluate and update the statewide plan for the prevention of domestic violence***

**Please indicate activities/outcomes/measurable and/or comments for each objective**

*Objective 1: Continue to build primary prevention capacity within the RICADV, its member agencies, SOAR and other organizations*

*Objective 2: Increase resources for prevention initiatives*

*Objective 3: Coordinate statewide prevention initiatives, targeting youth and men*

***Goal B: To raise awareness about the issue of domestic violence for the purposes of prevention, education, intervention, and to promote an atmosphere of intolerance of domestic violence***

**Please indicate activities/outcomes/measurable and/or comments for each objective**

*Objective 1: Develop, implement and evaluate annual public awareness campaigns*

*Objective 2: Produce and coordinate a schedule of publications for internal and external audiences*

*Objective 3: Effectively use local and statewide media outlets*

*Objective 4: Offer and promote trainings and technical assistance/consultation for professionals and other organizations*

***Goal C: To impact the legal system through legislative and systems advocacy to make systems more supportive and safer for victims/survivors of domestic violence and children who witness***

**Please indicate activities/outcomes/measurable and/or comments for each objective**

*Objective 1: Improve the Family Court/custody & visitation system in RI, and implement the recommendations of the Child Custody & Visitation Solutions report*

*Objective 2: Monitor the criminal justice system and intervene to strengthen system accountability*

*Objective 3: Analyze, amend or delete existing laws and develop research-based legislation that ensures victim safety and offender accountability*

*Objective 4: Implement the recommendations from the Firearms Task Force*

***Goal D: Create and facilitate equitable access to services for victims of domestic violence, and to influence systems and institutions to better serve victims/survivors of domestic violence and children who witness***

**Please indicate activities/outcomes/measurable and/or comments for each objective**

*Objective 1: Research and explore opportunities to promote best practices and provide leadership to address racism and other oppressions within the domestic violence community/movement*

*Objective 2: Facilitate leadership to create a statewide vision and plan to develop transitional housing and other innovative housing programs*

*Objective 3: Advocate for economic justice for victims of domestic violence to include housing, welfare and anti-poverty issues*

***Goal E: Continue to strengthen collaboration among member agencies, SOAR and the RICADV in order to better utilize resources and enhance services for victims/survivors and children who witness domestic violence***

**Please indicate activities/outcomes/measurable and/or comments for each objective**

*Objective 1: Strengthen the relationship among and between the RICADV, SOAR and the member agencies*

*Objective 2: Strengthen the visibility and voices of victims/survivors in the domestic violence movement*

*Objective 3: Strengthen systems of accountability between RICADV and the member agencies*

*Objective 4: Maximize resources to achieve optimal effectiveness*

*Objective 5: Evaluate the Board and membership structure of the RICADV*

**FINANCE** –

* Maintain a balanced budget, ending the current fiscal year in the black while maintaining a positive cash flow.
* Identify and fund needed capital expenditures
* Develop contingency plans, as needed, to address potential short falls and/or unplanned expenses.
* Deliver a clean audit.

**PERSONNEL** –

* Effectively lead and manage agency staff to fulfill mission of organization.
* Conduct annual Employee Performance Reviews on a timely basis, with scheduled follow-up 6 months later.
* Create and keep current an emergency succession plan for the Executive Director and each member of the Management Team.

**BOARD OF DIRECTORS** –

* Develop agenda in conjunction with the Board Chair.
* Present agency report at Board Meetings.
* Meet on a regularly scheduled basis with the Board Chair.
* Strengthen Board/RICADV communication.
  + Provide monthly emails on a need to know basis to Board to keep members current on agency/ED activities
  + Attend Board committee meetings as needed/requested

**NATIONA**L**WORK** -

* Actively participate with the National Network to End Domestic Violence.
* Actively participate with the Move to End Violence work on a national level.
* Engage in regional activities with New England coalitions.
* Serve on the National IPV Prevention Steering Committee, and fulfill consultant duties with the National Resource Center on Domestic Violence.
* Advocate with the RI Congressional delegation and build relationships with their DC and RI staff/offices.

COMMENTS -

EXECUTIVE DIRECTOR’S COMMENTS –

RICADV Executive Director \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_

RICADV Board Chair \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_

Personnel Chair \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Next Review Date -**

*Approved 1.16*