

COME

LIVE THE LEGACY

WITH US



Mission

We bring Irish heritage to life through dynamic education, vibrant community events, and the celebration of cherished traditions, inviting people of all cultures to connect, learn, and carry the Celtic spirit forward

Vision

Ensure the legacy of Ireland is passionately lived & shared for generations to come

People



Take care of our **PEOPLE**

- Hire, train & develop a high-performing team of motivated & empowered **EMPLOYEES**
- Cultivate an army of passionate **VOLUNTEERS**
- Build highly-engaged, competent trustee & advisory **BOARDS**

Fundraising



Become a **FUNDRAISING** powerhouse

- Set challenging, achievable fundraising **GOALS**
- Leverage external fundraising **EXPERTISE** while we build in-house capabilities
- Formulate & execute to a **STRATEGIC DEVELOPMENT PLAN**

Programming



Make our **FANS** rave

- **LISTEN** to our stakeholder community
- **PLAN** cultural experiences, educational programming, and resource availability-based on priorities, scanning & benchmarking
- Consistently **EXCEED EXPECTATIONS**

Operations



Continuously improve our **OPERATIONS**

- Ensure everyone on our campus is & feels **SAFE**
- Establish sound **NPO FINANCIAL PRACTICES** beyond reproach
- Build & implement an **INFRASTRUCTURE** plan to guide operations, maintenance & improvements/enhancements

ICLF KPI DASHBOARD: STABILIZATION PHASE rev 5/2025

Employees

- ✓ Staff performance reviews completed by 5/31
- Job descriptions, KPIs & training plans updated by 6/30
- Top priority hire completed by 12/31 (Exec Dir)

Volunteers

- Satisfaction survey baseline set & improvements I/P
- Retain existing while recruiting new volunteers (80%, 75)

Boards

- ✓ Skills assessed & gaps drive 2025 nominee slate
- Officer performance assessments completed by 5/31
- 1 board training event by 12/31 (elevator pitch)

Listen

- ✓ Drive community survey response rate to 5X historical
- 2 Focus groups completed prior to calendar publishing

Plan

- ✓ Event decision criteria board-approved 5/31
- **NEW** 4qtr calendar focus group & board-approved by 7/1
- Refreshed digital strategy drives SM engagement +10%

Exceed Expectations

- Standardized feedback process & baseline established
- Increase annual attendance & memberships by +10%

Goalsetting

- ✓ Board commits to +20% YOY (Goal = \$500k)

Expertise

- Piper Capacity Building Grant awarded by 12/31

Strategic Development

- ✓ Plan approved 5/31
- Grow major donors from 6 to 7
- Onboard 1 legacy donor for endowment
- Grow grants to >2 with average >\$14k
- Onboard 1 new sponsor

Safety & Security

- Zero safety / security incidents

Financial Practices

- Robust monthly reviews of budget vs actuals
- Consistent increase in DCOH & endowment
- No major audit findings

Infrastructure

- ✓ Plan approved 5/31
- All critical maintenance completed by 12/31



THANK YOU

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