

**Franciscan Ministries, Inc.**  
**Executive Director's Report | July - Sept 2019**

**Facing Challenges in Human Resources**

Over the summer we had several staff vacancies that created work challenges. The vacancies were: development director, service coordinator at Tamar's, and fulltime hair stylist at Haircuts. All positions have been filled and we will soon regain traction in several important work areas.

The small staff at FM means that we have a limited number of staff to call on when transitions occur. Also, some positions require specific skills or licensure. In the area of development, we have essentially been without development support for ten months from December 2018 to September 2019. At Haircuts we've had to suspend our mobile service until the position could be filled and new licenses attained. (Licensing is specific to the stylist.) Mobile service should resume in November. At Tamar's, after an initial hire fell through, our new service coordinator began in September. The staff at FM are to be congratulated for their efforts to keep all our programs operating despite being so short-handed.

In 2019, staffing issues included:

- Two directors were recruited for higher paying positions, ultimately, both chose to stay at FM due to preferred work environment
- Two staff left for higher salaries and/or health benefits
- One left due "job not what expected"
- Health coverage is an issue for many

**Key activities in the third quarter**

The majority of my focus in the third quarter was on all aspects of the closure of Our Lady of the Woods (OLW). This has proceeded on three fronts: relocation of residents, managing the transition of staff, and beginning work on disposition of the building.

Other work included meetings with The Model Group concerning Tamar's location, site visits to a potential rental location for Tamar's, budget planning for 2020, proposals for the SFP Foundation and St Elizabeth Fund grants, interviewing and hiring, moving forward with development events and production of two newsletters.