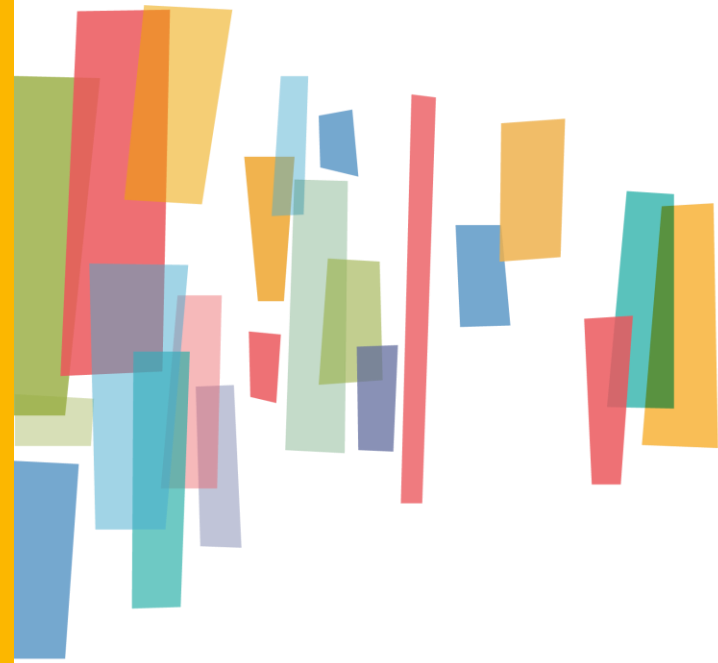


Executive Director's Report

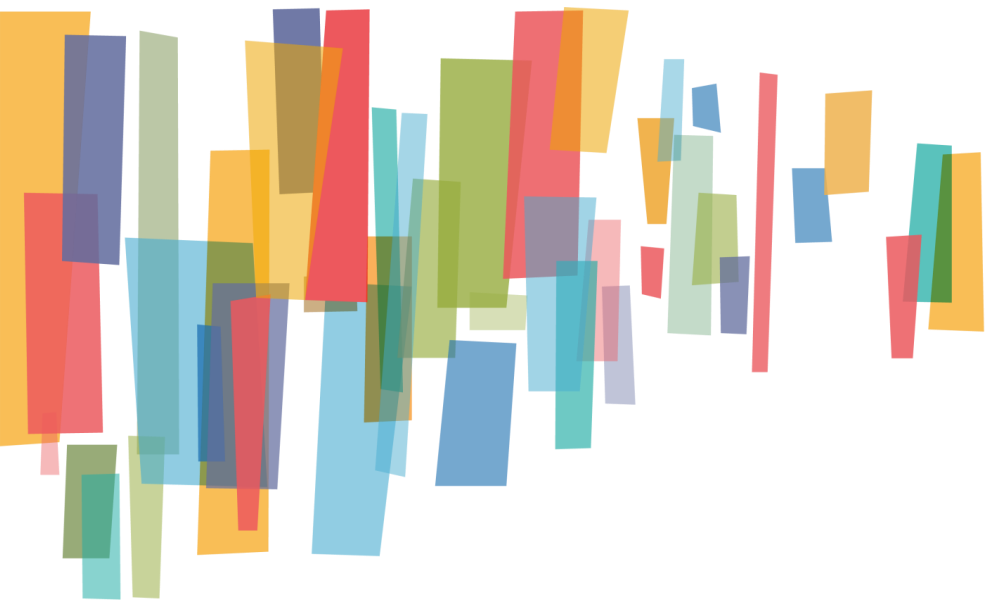
May 10, 2023



ONE
great
REGION

AGENCY UPDATES

- ▮ Strategy
- ▮ Employee Engagement
- ▮ Major Initiatives Project Management
- ▮ Financial Update
- ▮ ARC In The Region



STRATEGY

STRATEGY

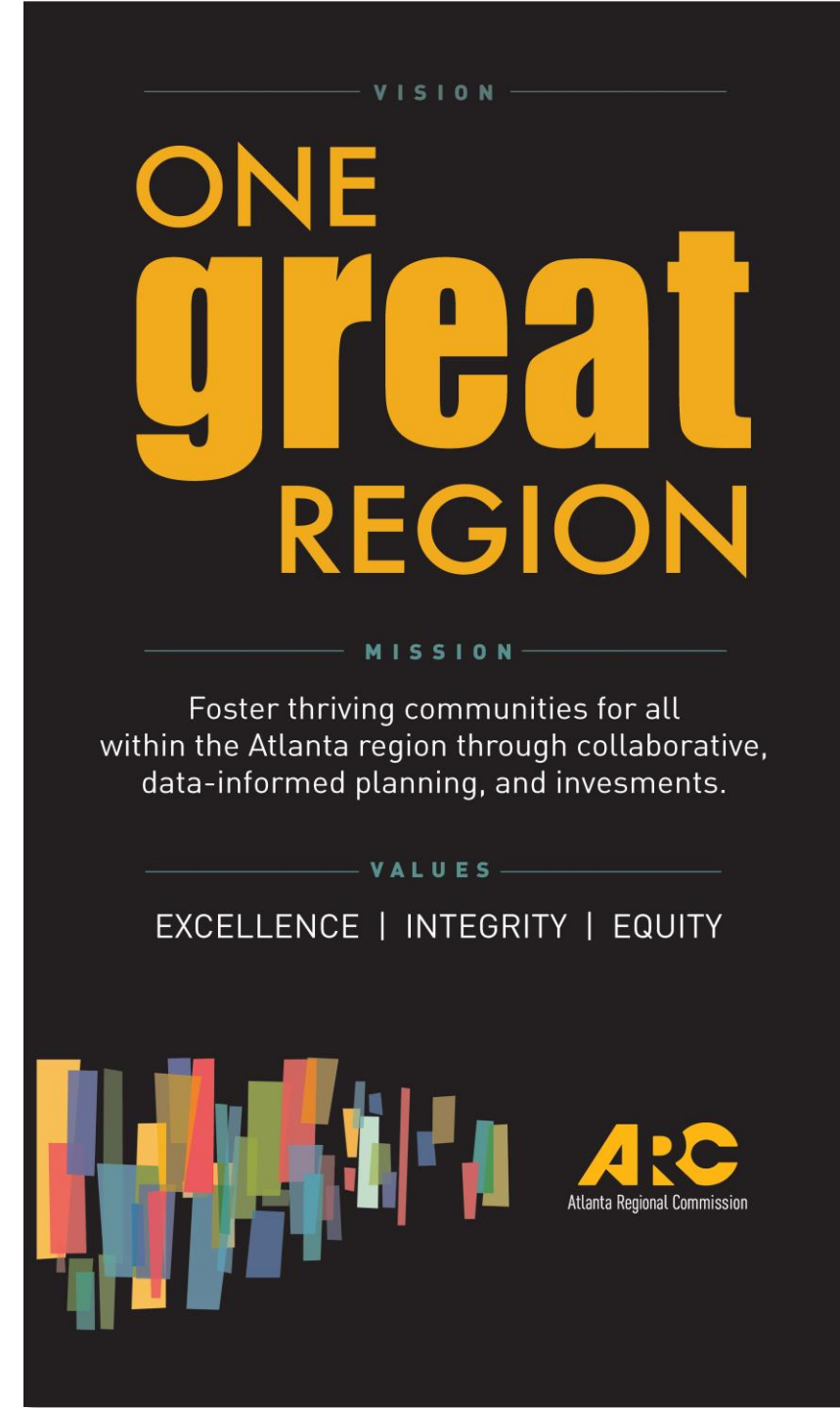
Socialization and Integration

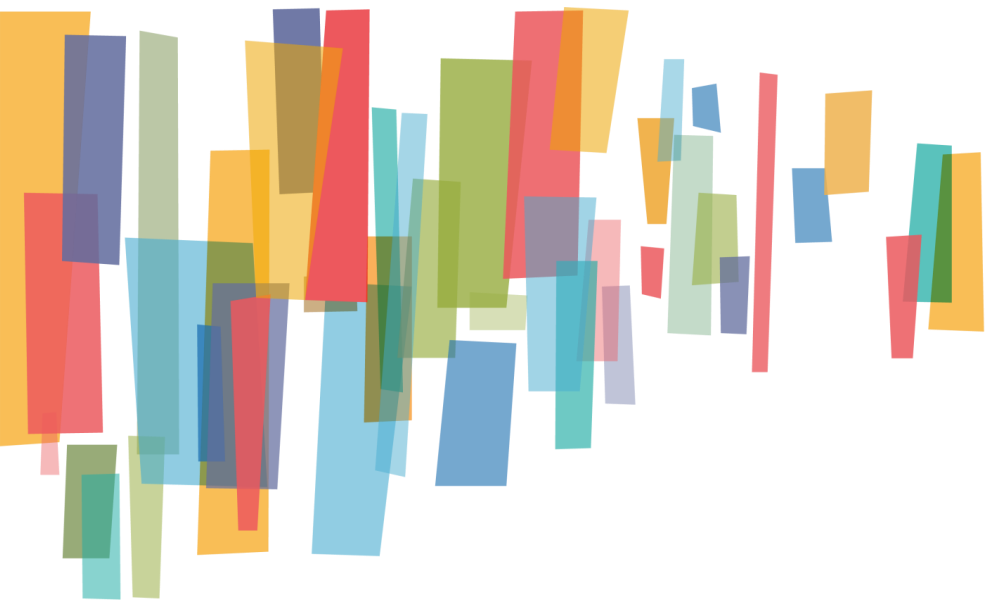
Happening now...

- Workplan and Budget, major initiatives and projects all align to the new strategy
- Refreshed collateral (templates, digital screens, email, business cards, etc.)
- Website content updated; refresh underway
- Strategy integration in all ARC Planning documents

In the works...

- Performance Evaluation process alignment to goals
- Contractor's Conference
- Strategy Brand Book development
- Videos and Social Media Campaign
- State of the Region – October 27





EMPLOYEE ENGAGEMENT

EMPLOYEE ENGAGEMENT

Performance Management and Strategy Alignment

- Performance Evaluation system will be redesigned to align with Strategic Framework's mission, goals, and values.
- Measurement of new Strategic Framework goals will be effective January 2024 with a universal performance evaluation date for all employees.
- Exploring incentive-based performance management system with newly developed metrics of measurement for all staff.

EMPLOYEE ENGAGEMENT

Classification and Compensation Study

- Launched study in March 2023 with implementation slated for beginning of 2024.
- Study process led by Gallagher
- Project updates in Q3 and Q4 for the ARC Board.
- Study will consist of 5 major components:
 - ☐ Project Initiation and Strategy Development
 - ☐ Classification & Job Evaluation Study
 - ☐ Compensation Study (Market data)
 - ☐ Pay Equity Analysis
 - ☐ Reports and Finalization



One of the world's largest
insurance brokerage, risk
management and
consulting firms
96-year-old company

EMPLOYEE ENGAGEMENT

Health and Wellness

- Competitive Solicitation for Health and Welfare Benefits for 2024.
- Comprehensive evaluation of current benefits structure and development of 3-5 year cost mitigation strategy.
- Enhanced wellness and preventive programs to target high-risk areas for employees and dependents.
- Expanded options for mental health programs and services.



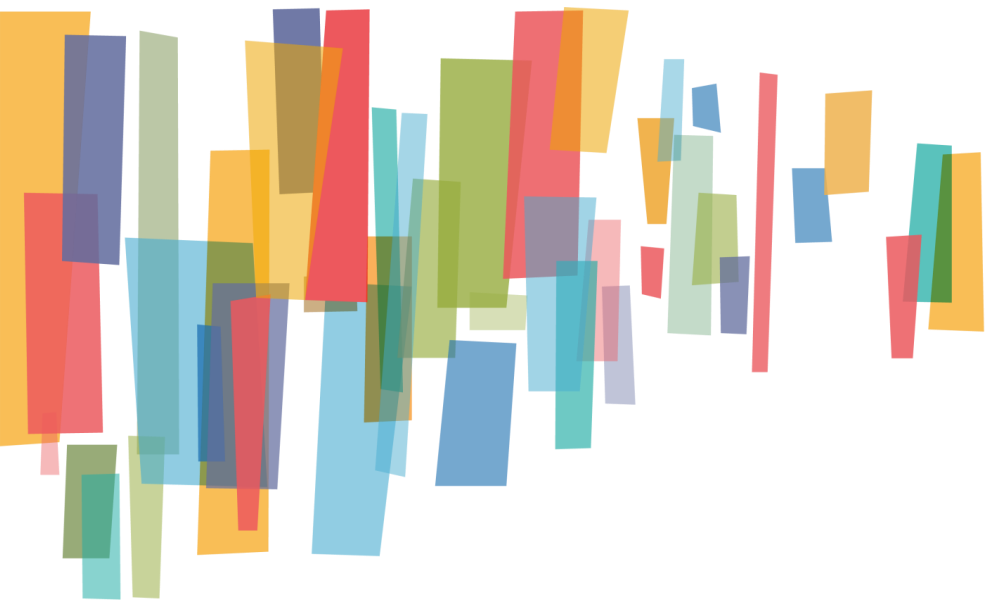


MAJOR INITIATIVES PROJECT MANAGEMENT

MAJOR INITIATIVES PROJECT MANAGEMENT

Status Q1 2023

	Status MIPs					Grand Total
	Not Started	Off Track	On Hold	On Track	Achieved	
Operations						
Research & Analytics	1			4		5
Community Development				7		7
Natural Resources				4	1	5
Workforce Solutions		1	1	3		5
Mobility Services	1			6		7
Transportation Access				5		5
Aging & Independence Services	2			3		5
Homeland Security and Recovery	3	1		1		5
Operations Total	7	2	1	33	1	44
Administration						
Executive Director and CEO	4					4
External Affairs & Strategy				4		4
General Counsel & Compliance	4			1		5
Finance Department	2			5		7
General Services	2	2		1		5
Information Technology	1			3	1	5
Human Resources	1			4		5
Administration Total	14	2		18	1	35
Grand Total	21	4	1	51	2	79
Percentage	27%	5%	1%	65%	3%	



FINANCIAL UPDATE

FINANCIAL UPDATE

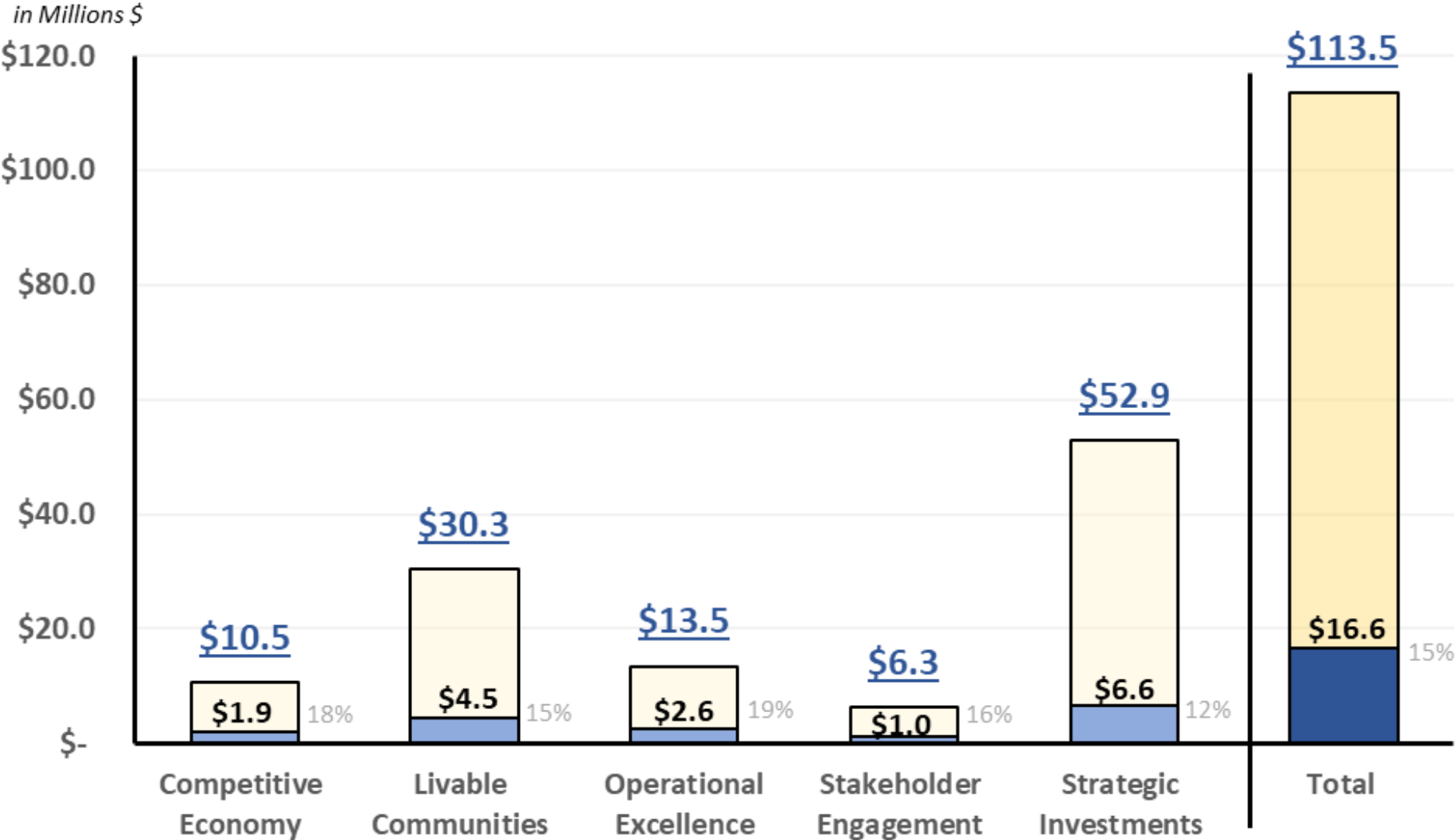
YTD April Expenses by Department

<i>In Millions (\$)</i>	Actual	Adopted	Burn/ Rate
Expenses	2023	2023 Budget	
Operations			
Research & Analytics	\$ 0.96	\$ 4.38	22%
Community Development	0.91	7.39	12%
Natural Resources	0.85	3.88	22%
Workforce Solutions	2.49	11.01	23%
Mobility Services	1.97	16.40	12%
Transportation Access	1.82	21.58	8%
Aging & Independence Services	6.37	36.28	18%
Homeland Security & Recovery	1.01	10.35	10%
Total Operations	\$ 16.40	\$ 111.28	15%
Administration and Other ARC Programs			
Executive Director and CEO	0.45	1.42	32%
External Affairs and Strategy	0.50	2.52	20%
General Counsel and Compliance	0.09	0.84	11%
Finance Department	0.41	2.30	18%
General Services	0.13	0.86	16%
Information Technology	0.89	2.58	35%
Human Resources	0.34	1.32	26%
Operational Pool	0.43	1.41	31%
Indirect Allocation to Operations	(3.02)	(11.05)	27%
Total Administration Cash and Other ARC	0.24	2.19	11%
Total Expenses	\$ 16.63	\$ 113.47	15%

- 2023 expenditures are moving at a similar trend compared to 2022
- Agency is developing tools and implementing a new expenditure oversight program to ensure greater budget implementation across multiple departments
- Some expenses are cyclical. Higher expenditure flow for some departments expected during the second half of the year

FINANCIAL UPDATE

YTD April Expenses by Strategic Goal



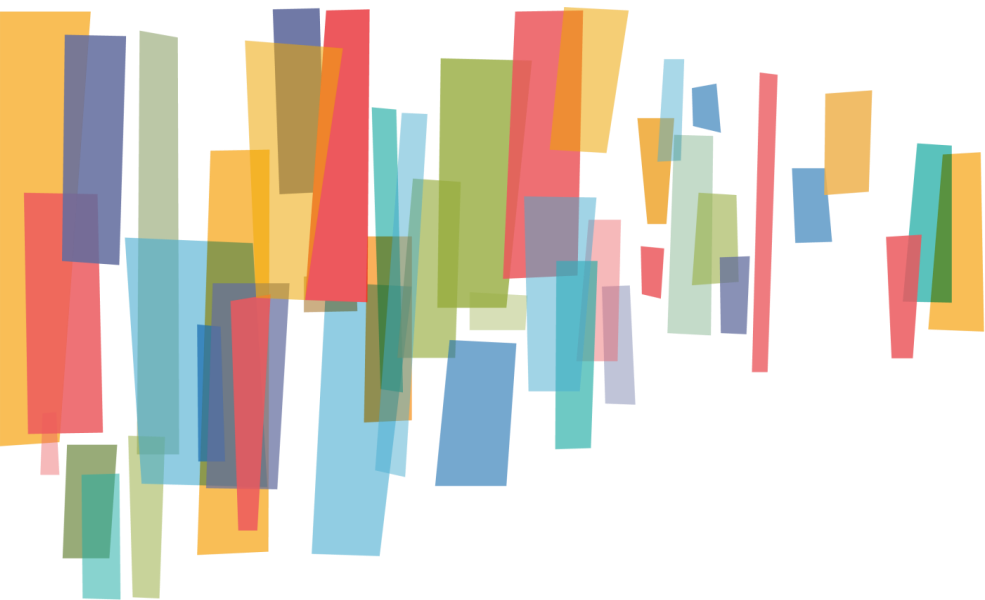
Legend	
#	Budget
#	YTD Expenses
%	YTD Burn Rate

FINANCIAL UPDATE

April Cash Position

Account (in millions)	Dec/22	Jan / 23	Feb /23	Mar / 23	Apr / 23
Checking	\$5.5	\$8.4	\$9.4	\$10.1	\$7.7
Liquid Investments	4.9	4.9	5.0	5.0	5.0
Total	\$10.3	\$13.3	\$14.4	\$15.1	\$12.7

- The Agency's cashflow position remains stable with cash on hand as of 4/30 slightly higher than projected
- Agency continues to monitor Debt Ceiling conversations at the Federal level
 - Collections from grantors have remained stable so far. Possibility collections may slow down in May (as a result of grantors harvesting cash due to debt ceiling situation)
 - If collections begin to slow down, ARC will begin to implement cash management plan presented to the Governance Committee in March



ARC IN THE REGION

ARC IN THE REGION

ENGAGEMENT	ARC	DATE
Fayette/Coweta Municipal Summit	Katherine Zitsch	3/9/2023
Henry County Commission Retreat	Anna Roach, Jim Jaquish	3/9/2023
Cobb Chamber Marquee Monday Luncheon	Anna Roach/ ARC Leadership	3/13/2023
Cobb County Commission	Jim Jaquish	3/14/2023
State of Clayton County	ARC Leadership	3/15/2023
ROSA Council	Becky Kurtz	3/14/2023
GA Power Corporate Donors	Mike Carnathan	3/15/2023
VPR Commercial Real Estate	Mike Carnathan	3/15/2023
Society for Human Resource Mgmt (SHRM) Conference	Roz Tucker	3/16/2023
Georgia Transit Association -Transit Day at GA Capitol	Roz Tucker	3/20/2023
Department of Community Affairs	Becky Kurtz	3/21/2023
Georgia Driver's Education Commission Meeting	Malika Wilkins	3/21/2023
Henry County Municipal Association	Jim Jaquish	3/23/2023
CFQG Gwinnett Advisory Roundtable	Jim Jaquish	3/28/2023



ARC IN THE REGION

ENGAGEMENT	ARC	DATE
State of Forsyth County	Jim Jaquish	3/28/2023
AmeriCorps Seniors	Becky Kurtz	3/28/2023
2023 State of the City Business Breakfast	Anna Roach	3/28/2023
AJC - Housing session to Senior staff	ARC Leadership	3/29/2023
State of Rockdale County	Anna Roach, ARC Leadership	3/30/2023
LeadingAge Georgia	Becky Kurtz	3/31/2023
Cherokee County Commission	Jim Jaquish	4/4/2023
CFQG Atlanta Advisory Meeting	Jim Jaquish	4/5/2023
ATL Transit Link Authority Board Meeting	Jim Jaquish	4/6/2023
Congress on the State of Black Business in Atlanta - Atlanta Business League	Anna Roach	4/11/2023
Companeros Awards Luncheon - Latin American Association	Anna Roach	4/13/2023
Fayette County Commission Meeting	Jim Jaquish	4/13/2023
UberHealth	Becky Kurtz	4/14/2023
Low-Income Investment Fund	ARC Leadership	4/14/2023



ARC IN THE REGION

EVENT	ARC	DATE
GMA District 3 Meeting	Jim Jaquish	4/18/2023
City of Union City State of the City	Anna Roach	4/18/2023
Building Georgia Summit	ARC Leadership	4/19/2023
Clayton County Brokers Reception	Anna Roach	4/19/2023
State of Douglas County	Jim Jaquish, Danny Johnson	4/19/2023
Movement Mortgage Brokerage	Mike Carnathan	4/20/2023
Dekalb Realtors	Kristin Allin	4/20/2023
YWCA Academy of Women Achievers	Anna Roach	4/20/2023
Hartsfield Jackson Atlanta International Airport	Danny Johnson, Katherine Atteberry	4/21/2023
Community Planning Academy	Danny Johnson, Katherine Atteberry	4/21/2023
Cobb County Board of Commissioners	Ranata Mattison	4/25/2023
State of DeKalb County	ARC Leadership	4/26/2023



ARC IN THE REGION

EVENT	ARC	DATE
Woodruff Foundation Board	Mike Alexander	4/27/2023
ACCG Conference	Jim Jaquish	4/27-4/29/23
Gwinnett County Commission Meeting	Anna Roach	5/2/2023
Fulton County Commission Meeting	Anna Roach	5/3/2023
Jahnee Prince Welcome Reception	Mike Alexander/Malika Wilkins	5/3/2023
State of Cobb County	ARC Leadership	5/4/2023
State of Fulton County	ARC Leadership	5/10/2023
WTS International Conference	Anna Roach/Malika Wilkins	5/10 -5/12/2023

