



# Executive Director Goals

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TO: IHLS Board of Directors  
FROM: Leslie M. Bednar  
DATE: September 18, 2025  
RE: Executive Director Goals

**Goal 1:** Lead and motivate IHLS staff as we meet our commitments expressed in the FY2026 Operational Plan to serve our members.

**Goal 2:** Seek stakeholder input and share organizational achievements through the implementation of the 2025 - 2027 Strategic Plan.

**Goal 3:** Evaluate additional revenue streams and fiscal strategies to strengthen our IHLS financial position.

**Goal 4:** Prepare IHLS for the future with a roadmap to leadership changes through a succession plan.