

**2023-2024 MCC Governing Board
Regular Meeting
January 24, 2024 – 6:30 p.m.**

MINUTES

- Board Members Present:** *in-person:* Anna Bartosiewicz; Lisa Mariam; Rasheq Rahman; Eleanor Ague; Sophia Bruno; Katie Gorka; Gloria Marrero Chambers; Kristina Groennings; Kathleen Cooney Porter; Matt Colsia
- Board Members Absent:** Ari Ghasemian
- MCC Staff Present:** Betsy May-Salazar, Executive Director; Holly Novak, Executive Assistant; Mike Fisher, General Programs Director; Matthew Hockensmith, Comptroller; Catherine Nesbitt, Special Events Manager; Sarah Schallern Treff, Performing Arts Director; Ashok Karra, Comptroller
- Guests:** Deb Bissen (MPA); Jim Lawless (MCA); Prabha Rollins (Supervisor Bierman’s office); Nicole Rudnick

CONVENE MEETING

Chair Rasheq Rahman convened a Regular Meeting of the Governing Board of McLean Community Center on January 24, 2024, at 6:32 p.m. He announced that the meeting was being audio-recorded. The agenda was adopted by acclamation. Prabha Rollins was introduced – staff member in Supervisor Jimmy Bierman’s office.

APPROVE MINUTES

Minutes of December 6, 2023, Regular Meeting were reviewed. No changes were requested; accepted as written.

MOTION: To approve Minutes of December 6, 2023, Regular Meeting.

Approved by a vote of nine: Rasheq Rahman; Lisa Mariam; Sophia Bruno; Katie Gorka; Gloria Marrero Chambers; Matt Colsia; Eleanor Ague; Anna Bartosiewicz; Kathleen Cooney Porter – all voting “AYE.”

Ari Ghasemian and Kristina Groennings were absent.

CHAIR’S REPORT **remarks by Chair Rahman*

We started off with a ‘bang’ in this new year! Winter Block Party was a fun event for families. The MLK events offered an interesting mix of different perspectives during that weekend. Overall, things look to be going well for 2024.

BOARD MEMBER RESIGNATION: Governing Board member Ari Ghasemian announced that he is very busy this year and is making his resignation effective March 31, 2024. Ari was elected to the MCC Governing Board in 2022. We are grateful for his service over the past two years as well as his work on the ENC. Vice-Chair Groennings will explain implications of Ari’s resignation for the upcoming Governing Board election (this adult seat will now be open for a one-year unexpired term).

EXECUTIVE DIRECTOR’S REPORT **remarks by Executive Director May-Salazar*

Attendance report: A new attendance report has been designed measuring the current month’s attendance, YTD attendance and a comparison to totals from the year prior. GOAL: prepared for distribution to the board every month. This is ideal to gauge: 1. flow; 2. seeing the overall number of people who are coming to MCC programs. It’s different than previous method because it now counts the people who are coming to the programs daily, **giving a better sense of the volume of people who are actually coming through the building**. However, it does not capture ‘walk-in’ people or those passively sitting around in the lobby. Higher attendance numbers are not always the goal - sometimes a small group attendance/cohesion is important (and should be counted). If it happened on three days, we will count that a small group

happened on three days. Another aspect now appropriately shown: **grouping by logical categories**. Special Events is compiled (youth; adult; outside/inside events) and all summer camps together – to show how many kids we reached.

STRATEGIC PLAN: MID-YEAR REPORT **remarks by Executive Director May-Salazar*

A substantive look at progress related to the Strategic Plan at tactical level: where we are mid-way through FY2024.

[see PowerPoint presentation at end of document]

This is everything we are working on! We are in a very good place for being half-way through the fiscal year.

Summary by Chair Rahman: Regarding a point about management: from a board perspective, we are asking whether there are operational aspects that could be tightened-up as things change, going forward. Chair Rahman encourages board members to reach out to him and Executive Director May-Salazar if they have any questions about progress on the Strategic Plan.

RECOGNITION OF OUTSTANDING CAREER ACHIEVEMENT: COMPTROLLER ASHOK KARRA

Remarks by Board Chair Rahman: It is our pleasure (and yet a challenge) to acknowledge our departing Comptroller Ashok Karra, for eleven years of service with Fairfax County. (*applause*) I have known Ashok for almost three years since I started on the MCC Governing Board in 2021. I work in business and have seen a lot of spreadsheets. Ashok is one of the few people who can lead us through a 30-slide deck and have a narrative behind it. He is a bit of a ‘storyteller’ as well as a great analyst of numbers! As we’ve made decisions in management, it has always been good to have Ashok on our side to think about projections and how MCC monies are spent. I also very much appreciate the statistics at the end of every year about the average price of homes in McLean and total property values. It was always a lot of fun – and I will definitely miss that!

I’m sure Matt Hockensmith will have something fun for us going forward too. Matt has big shoes to fill! Matt Hockensmith remarked that it has been an honor to work with Ashok. Chair Rahman reiterated thanks to Ashok Karra for also being our DIT liaison with the county: every year, Ashok helps us get every new board member’s DIT e-mail access sorted-out.

Executive Director May-Salazar also expressed gratitude to Ashok Karra: Ashok has been an amazing person to have here to help me transition into this role. He knows everything about this place (essentially has been the Deputy Director for years without the title). He is always there to answer every question and to make this as smooth a transition as possible for me and for Matt Hockensmith. You are going to be missed hugely, Ashok. But we wish you well. I know you will have a great next chapter. And please visit us all the time!

**remark by Ashok Karra:* I will be the 81st member of SIA.

**remark by Mike Fisher:* We are still working on developing the GOLF portion of SIA! We may need some advisory on that!

On behalf of the Governing Board, a certificate signed by Chair Rahman was presented to Ashok, with gratitude for his outstanding service:

Presented to Comptroller Ashok Karra
with a deep appreciation for your extraordinary career service
at the McLean Community Center and dedication to your profession.
October 9, 2012 to January 26, 2024

Presented for your valuable contribution toward the successful implementation
of excellent quality assurance measures and financial stewardship
in managing all aspects of the annual budget of the McLean Community Center,
facilitating accountability and transparency
to Small District 1A-Dranesville taxpayers.

Your exceptional expertise and determination are highly commended.

ELECTIONS & NOMINATIONS COMMITTEE

**remarks by Vice-Chair Kristina Groennings*

With the 2024 Governing Board election now underway, it is necessary to update the “Election Policies & Procedures” document to reflect current practices of the annual Governing Board election process. In ENC meeting on December 11, 2023, a MOTION was affirmed unanimously by the committee to make a few necessary updates. This MOTION is now being considered by the entire board. Minutes of December 11 detail the nature of the changes sought and related questions that were addressed thoroughly during committee discussion.

Summary of the changes: The changes affected the absentee voting provision – showing that Absentee Voting will happen at the MCC. We deleted “at the OFC” because it doesn’t happen there. We also deleted that Absentee voters be required to complete and sign an ‘application’ for an absentee ballot. The absentee ballot package given out includes an enclosed Affidavit to prove that they are qualified as a tax district resident in order to vote. Those are the only changes.

DISCUSSION:

Question: Why was the application process to obtain an absentee ballot deleted?

Ms. Novak was called on to address this question: We find that a lot of people request Absentee ballots but never return them. Rather than having a lengthy process of handing-out ballots by first qualifying the residency (that’s a lot of work for the front desk staff), we cast a ‘wide net’ in allowing people to receive an Absentee ballot. For your own household, anyone can easily request and receive Absentee ballots. **We qualify the vote when it is cast based on the accompanying Affidavit [proving residency in the tax district] when the ballot is returned to the ballot box.**

Clarification by Executive Director May-Salazar: On #4 – we took out the specific reference to OFC because it does say “any other location designated.” Therefore, we can still offer absentee ballots at OFC in the future if we choose to. It’s just not dictated that we must offer voting absentee materials there; we have centralized the process at MCC.

Question: Regarding “online” - does that simply mean on the MCC website that you can request your absentee ballot online [not actually voting online]?

Yes, it is the request process for an absentee ballot that comes through online as an e-mail; this edit is the proper semantics.

Question: Regarding Ari Ghasemian’s resignation, what will the 2024 election look like and what are the implications?

In 2024 election we will now have four ADULT positions open. The top three adult vote getters will fill the 3-year positions. The adult receiving the 4th highest adult vote total will fill the remaining (final) year of Ari Ghasemian’s unexpired term. The position Matt Colsia is in would have expired this year anyway because he serving the last year of Shivani Saboo’s unexpired term. So, we will now have the three [normal] 3-year Adult terms and one 1-year Adult term [to fill because of Ari Ghasemian’s resignation]. These details will be promoted on MCC website, in the e-newsletter and legal notices that will go out this week. “Key Dates” are in your packets in case you get questions from the public – to know when they can get election materials and the timeline. People will be able to pick up candidate petitions starting on February 7.

MOTION: To approve proposed changes to ENC Policies & Procedures.

Approved by a vote of ten: Rasheq Rahman; Lisa Mariam; Sophia Bruno;
Katie Gorka; Gloria Marrero Chambers; Matt Colsia; Eleanor Ague;
Anna Bartosiewicz; Kristina Groennings; Kathleen Cooney Porter – all voting “AYE.”
Ari Ghasemian was absent.

NEXT STEPS: The Election Policies & Procedures document will be updated to reflect these revisions. It will be distributed in print and electronically to all board members – to be put into their 2023-2024 MCC Governing Board Policies & Procedures notebook. Also put into Policies & Procedures notebook for incoming 2024-2025 MCC Governing Board.

CAPITAL FACILITIES COMMITTEE **remarks by Vice-Chair Kristina Groennings; 12/11 was a ‘working group’ only (no quorum)*

Topics discussed: Energy study, stormwater drainage projects; sensory room; ADA upgrades at OFC; MCP \$50K contribution (completed). Roof above Alden stage – some work is done; the remainder we are still thinking through. Smoke hatches are not done. Signage is being redesigned (MCC building entrance and OFC). Alden Theatre projects – house lighting; work light system; chain hoist system; railing behind balcony seats. **Chair Rahman clarified that these are not new projects; they exist in our current budget.**

PROGRAMS & OUTREACH COMMITTEE

**remarks by Chair Anna Bartosiewicz*

There were several points of discussion in Programs & Outreach Committee on January 10:

1. Format of Public Hearing on FY2026 Programs – to be held on March 20:

A productive discussion took place about format, with good ideas about how to make the public hearing more dynamic. There has been a robust response to the Community Feedback Survey. With those results available, we will be able to use that compiled information to ground the participants on 3/20 about what MCC does and what we are planning to do. The hope is that, if presented before the “public comment” section, it can encourage people to participate more robustly. There was a suggestion to invite survey participants to the public hearing to bolster the conversational tone. We want to encourage people to come to voice their opinion and share ideas.

2. Detailed conversation about pricing for SIA: It has been a priority to keep the pricing for SIA program reasonable. Now there is a suggestion to change the program fees in order to distinguish MCC’s SIA program from the offerings of Fairfax County senior services. It’s the same pricing – which is causing some confusion on the part of the public regarding what the fee entitles them to. MCC is distinct from those county senior services. The pricing change would not be a material increase in pricing but would be just enough to distinguish the two offerings from each other.

To solve this, a MOTION was voted on by the committee on Jan. 10, to update the pricing policy for SIA. This MOTION is now being considered by the entire board. Minutes of Jan. 10 Programs & Outreach Committee meeting detail the nature of the changes sought and related questions that were addressed thoroughly during committee discussion.

MOTION: To eliminate public confusion and provide flexibility for future program growth and meeting the dynamic needs of a developing program, we move to rescind a previous Governing Board MOTION on October 26, 2022, which dictated the price of membership for SIA.

Approved by a vote of ten: Rasheq Rahman; Lisa Mariam; Sophia Bruno; Katie Gorka; Gloria Marrero Chambers; Matt Colsia; Eleanor Ague; Anna Bartosiewicz; Kristina Groennings; Kathleen Cooney Porter – all voting “AYE.”
Ari Ghasemian was absent.

NEXT STEPS: MCC Program staff will implement next steps for the future progress of the SIA program evolution through normal evaluation, development, and decision-making processes that are applied to other MCC programs.

Question: Do you have to be a senior to come to these SIA classes – such as the one about computer technology?

Clarification by Mike Fisher: Some classes– yes. Something we’re developing now is to focus on particular topics that are of interest to a broader community – such as, ‘conquering the clutter;’ ‘taming the paperwork beast’; other retirement-oriented lectures. Those programs will be called “SIA Presents” and will be available to a wider audience. These larger events will be promoted widely. Currently, if it’s behind the SIA paywall, we are promoting it via newsletter to the membership population. Not every SIA activity shows up in MCC’s other e-newsletters.

Question: Is there an age requirement for SIA? Designed for independent adults age 50+

3. Board member engagement: A list of upcoming MCC events was distributed to encourage all board members to attend as often as they are able (supporting “Be Visible” Strategic Plan goal). There is a particular need for the upcoming Nai-Ni Chen dance performance and festival on Sunday, February 4:

ACTION ITEM: A dragon will travel around the MCC hallways during the festival; requires two responsible adults leading the way through the crowd. If you are interested in leading the dragon, please help out!

4. Follow-up on a topic previously raised by a board member: fentanyl overdose fatalities

We had a brief conversation to follow-up on a prior request for community awareness programming about drug abuse prevention. MCC is working to find a date to offer an event on this topic with Safe Community Coalition (being planned).

OLD /NEW BUSINESS

Chair Rahman opened the floor to any matters of old or new business.

A recent concern voiced by members of the public was expressed by board member:

Despite MCC staff and leadership’s sincere commitment to serving the whole community, a board member received

comments from community residents that too much of the programming at MCC is political. The board member noted that while most MCC programs have nothing to do with cultural conflicts or political tensions, some programs do – and to the extent that they do, it's creating some tensions in the community. Some recent criticisms were the feeling that the speech by Michael Steele really didn't have anything to do with Martin Luther King, Jr., and that it got very political. [Note board member was not in attendance at the program] No offense to MCC staff – people just felt that he went in a wrong direction in not making it feel like an inspiring MLK day and more like a divisive day. A second board member who attended clarified that at first it was very inspiring, but in the Q & A period he noticeably went down a rabbit hole.

DISCUSSION & CONSTRUCTIVE SUGGESTIONS:

***MCC's purposeful approach is to provide different perspectives and formats/discussions – a broad view.**

Clarification by Chair Rahman: I attended and introduced Mr. Steele; he was invited as a speaker through the standard Speakers Bureau. Both Sarah Schallern Treff and I spent time with Mr. Steele before the event; he had indicated to us that it was about the MLK topic. I do think it was a very robust, on topic presentation. The focus changed in the Q & A period based on the questions from the audience. Mr. Steele managed the Q & A himself (neither myself nor Sarah were involved in moderating). The intention was always for our MLK events to be a very 'broad' view: the following day was an excellent musical performance by Calvin Earl. Our goal is to provide different perspectives and formats/discussions.

***consider having the audience submit questions in advance**

Comment by Sarah Schallern Treff: From my perspective, I now have some lessons learned – most importantly, perhaps we should have audience members submit questions in advance. The turn happened when the questions started; his initial presentation was focused, but the Q & A became more political. In the future, for Q & A, we could have people submit questions in advance and we would vet them.

Comment by Chair Rahman: Future topical events may have folks who present on either side. We should, as a board, have a general view: in a situation where we think it could be divisive, we could ask for questions in advance, or insist with the speaker that we will moderate the Q & A (Board Chair; Executive Director or the Program manager).

Comment by Executive Director May-Salazar: Yes, I agree that the shift happened during Q & A. I thought Michael Steele's program was fine; but when the questions came, they were happening because of his political connections – not directly about his presentation. The audience members' questions changed the direction of the program.

***adhere to the agreed time limit of the speaker**

A further problem is that it went over time by 30 minutes (it was very energetic and was supposed to be an hour-long program). It went longer than 1 hour.

*** plans for future 2025 MLK event - tied directly into MCC's 50th Anniversary**

Next year, we have an amazing MLK program that ties into MCC's 50th Anniversary: a dance group from Memphis, TN. They have created an entire choreography to MLK's final speech in Memphis. They will also come during the fall season to work with our local dancers to integrate them into the show. Then they will return for MLK day to perform with our local dancers with their professional troupe. This is an ideal MLK program to move on toward.

Summary by Board Chair Rahman on the value of feedback: It's good to think about this because in the DC metro area, we have very opinionated, interesting audience members. Therefore, we should make sure to be able to do so in a balanced way. Mr. Steele also referenced another event here the year before: 1619 Project, which is a different perspective. We would want to make sure that any reasonable perspective should be heard and presented at MCC.

Nothing else was mentioned as a further topic for discussion this evening.

UPDATE - MCLEAN PROJECT FOR THE ARTS

**remarks by Deb Bissen*

Two great exhibitions: different artists' perspectives on climate change and environmental issues affecting all of us and things people are concerned about. Atrium area outside the main gallery has weavings by a young artist who is also a musician. We had a great artist talk on Saturday – 60 attendees. Musical concert by the artist on February 9; we are excited to promote that as a complement to the art.

“Tea and Talk” event with MPA Curator and Artistic Director Nancy Sausser on Thursday, February 8 at 11 a.m. It is an organized activity – usually 25-30 people come (enjoy tea and cookies). 45-min. overview of the exhibitions.

Gallery Guide for ArtReach program: this printed brochure is a way for kids to think about the art. It prompts kids to do their own drawings in response to what they are seeing. It is fun to have an interactive piece like this!

We also have several tours coming in for our ArtReach program: visitors from ServiceSource; Sunrise Senior Living; SPARC Solutions at OFC; ongoing classes with Lewinsville Senior Center (available for seniors throughout the county); Wellness Center for Older Adults (a coordinated effort between ServiceSource and Fairfax County).

Last night, we had an opening reception at Dulles International Airport for the 2nd edition of a youth art display there. Dulles is trying to activate the traveling areas by reflecting art of the local community. MPA is happy to partner with FCPS. They invited the children and their families to come view the exhibit (in main Dulles International Airport hallways & corridors). Our curator selected some pieces from ArtFest and then they had photographers take images to create this display.

Classes have started this week – we are excited about two new pottery offerings starting in February. One pottery class is for adults and one is for kids. We are hoping those will fill, in addition to drawing and painting classes offered in the past.

Following the current exhibition which closes February 17, Youth Art Shows are coming up featuring Langley (Feb. 28 – March 18) and McLean (March 13 – 30) pyramids. Those always attract lots of visitors to MCC as families come to see their kids' artwork. MPA will host receptions for both exhibits.

We are thrilled that you're doing the signage on MCC building exterior. A few MPA board members have mentioned they would like our entire name on it (not just "MPA") if possible. We would love to talk with you about maybe doing something on the inside too, going up the stairs.

Comment by Chair Rahman: We hopefully will be hearing from Lori Carbonneau at March 20 board meeting, to give us an update on MPA's plans in McLean at a new campus. We are excited to be able to hear about your new possibilities.

PUBLIC COMMENT

In-person comments: Chair Rahman invited the public to introduce themselves and give verbal remarks if they wished. They must first state aloud their residential address to verify that they are a Small District 1A-Dranesville resident. Any individuals who requested in advance to speak were pre-verified as being a Small District 1A-Dranesville resident. Each person was allotted three minutes to speak.

There had been no advance requests to speak. No one present wished to give a comment.

Written comments:

No written comments were submitted in advance of this meeting, nor during this meeting.

Remarks by Governing Board Chair to conclude the "Public Comment" segment:

We thank members of the public for contributing their feedback this evening. The MCC Governing Board takes your suggestions very seriously. You are welcome to attend our meetings. All MCC Governing Board meetings are open to the public. You can view the board schedule on MCC's website at:

<https://mcleancenter.org/about/governing-meetings/meetings-agendas>

We have very strict county regulations and stringent oversight of our work in all areas, and we work hard to meet these needs in being responsible to our taxpayers. We are committed to transparency and making the process open to the public. We welcome you back to future events at the McLean Community Center to see the value of your tax dollars at work.

ADJOURNMENT

Chair Rahman stated that all business matters were now concluded. He thanked everyone for attending and adjourned the meeting at 7:45 p.m.

Respectfully submitted, Holly Novak - Executive Assistant

FY24 Strategic Plan Mid-Year Update

FY24 Survey Results from Program Participants (10.1.23 – 12.31.23)

Survey Responses: 1,532; Survey scale 1 (lowest) – 5 (highest)

My MCC program or service was a High-Quality Offering.	4.20
My MCC program or service taught me something new, improved an existing skill, offered an important service, or otherwise improved my quality of life in some capacity.	3.86
My MCC program or service was provided at a reasonable cost.	4.06
My setting for my MCC program or service was appropriate, clean and accessible.	4.36
MCC employees were effective, helpful, and courteous.	4.33
I would recommend MCC programs or services to others.	4.28

FY24 Strategic Plan Mid-Year Update

Goal 1 – Be Visible

1. Old Firehouse Center Branding – redesign OFC logo – replace exterior sign with lighted sign

- OFC Logo has been redesigned.
- Lit sign has been designed and is in final stages for implementation.

2. Program Guide & Touchpoint postcards- Redesign & mail to MCC district households to reach every household

- Program guide was redesigned to be more sustainable – lighter weight paper, reduced number of pages.
- Fall & Winter/Spring complete and mailed to households.
- 4 Touchpoint cards sent promoting specific programming.

3. Banners & Signs – feature Metro Bus Stop Advertisement & Program Banners at OFC & McLean Central Park

- General MCC Metro Bus Ad in place for 1 year – Rt 123 S (by McLean metro stop).
- 6 programs featured on banners at OFC & McLean Central Park.
- Refreshed entrance sign & logo branding on Oak Ridge Ave. façade.

4. Board Engagement –representation at events and survey solicitation

- Board represented at 15 events and programs.

5. Local Businesses – encourage participation as exhibitors at events

- 30 local businesses and organizations participated in McLean Pet Fest.
- Local businesses are currently being solicited to participate in McLean Day.

FY24 Strategic Plan Mid-Year Update

Goal 2 – Welcome all of McLean and its Global Community

1. Launch community feedback survey (in multiple languages) to assess needs of community

- Community feedback survey successfully launched. Provided in English, Spanish and Korean. Will close 1.31.24. Received 1,236 Responses to date.

2. Expand free foreign language film showings to include daytime and evening screenings of each film

- 3 monthly films screened 2 times each (daytime & evening) Languages incl: Spanish, Italian, Czech.

3. Begin ADA renovation process at OFC to improve accessibility

- Held kick-off meeting with Fairfax County Capital Facilities Team who are taking lead on project. They are in process of contracting original engineering firm to review plans and expand proposal to include front door ADA update.

4. Create Sensory Room/Multi-Purpose Room – providing sensory experiences for OFC users

- Reviewed 2 quotes from contractors that oversee sensory room design & implementation. Starting county approval process for award of contract. Est. completion: Summer 24

5. Invest in Playground at McLean Central park – improving community infrastructure

- Contributed \$50,000 to the McLean Central Park playground. Will be included in donor recognition wall and on park bench.

6. Highlight Cultural Festivals – Fiesta del Sol & Year of the Dragon Festival

- Hosting Year of the Dragon Festival in conjunction with dance performance by Nai-Ni Chen Dance Company – Feb 4.
- In planning stages for Fiesta del Sol – March 23.

FY24 Strategic Plan Mid-Year Update

Goal 3 – Invite Discovery

1. Civic Groups – Continue to regularly engage around shared priorities including volunteer recruitment and community partner events

- Local Civic Groups meet periodically as a group to discuss shared priorities. Items of focus include:
 - Volunteer recruitment – rollout of website resource (McLean Today);
 - Joint celebration of Supervisor John Foust – Jan 27
 - Discussions and gauging of interest for downtown block party, reinstating Winter parade;
 - Joint programming – with MCA, Safe Community Coalition, etc.

2. Youth Ambassadors Program – continue to develop Ambassador-led program – increase participation from high school community

- Launched second annual Youth Ambassador Program led by Teen Board members. Have ten students in total, 5 each from Langley HS and McLean HS.

3. Seniors in Action Program – continue to develop and expand program

- Currently have 80+ Members.
- Focusing on program continuity, participant-led program development, and manageable growth.

4. Old Firehouse Center – continue to identify expanded use to meet community needs – SPARC, Events, Drop-in Games

- After School Program is rebounding post Covid - 34 Current participants.
- Continuing to explore new programming through focus groups, such as Youth Ambassadors, and survey questions.
- Focus is on impact of new sensory room and ADA upgrades.

5. Theatre – commitment to diverse offerings including extended experiences with multiple touch points

- Diverse offerings presented, including Appalachian roots musician Philip Bowen, Songwriter City with Nashville songwriters, Three Kings Flamenco Celebration, family friendly performing arts and foreign language movies.
- Programs have included extended experiences, such as Nai-Ni Dance workshops, Djembe Drumming Workshop, regular post-show meet-and-greets with performers.

FY24 Strategic Plan Mid-Year Update

Goal 4 – Showcase Excellence

1. Craft a Definition of Excellence – Create Staff Team

- Held preliminary conversations. Will focus on Spring 24.

2. Develop Community Feedback Survey & Universal Questions that Measure Strategic Plan

- Survey completed – end date 1.31.24. results will be shared at March Public Hearing on FY26 Public Programs.
- Universal questions rolled out October 1 in all MCC program and event surveys.

3. Invest in Staff Professional Development – Develop Sharing Protocol with Staff

- Ongoing; Will focus on Spring 24.

4. Encourage Staff to Apply for Appropriate Awards & Recognition

- Ongoing; Will focus on Spring 24.

FY24 Strategic Plan Mid-Year Update

Goal 5 – Model Sustainability and Good Stewardship

1. Program Guide – Redesign in more sustainable format

- Guide was redesigned using reduced paper weight, reduced pages, and more economical printing process. Effective with Fall 2023 Program guide.

2. Capital Facilities Budget

- a. commit to energy study for MCC facilities
- b. Complete stormwater management improvement projects
- c. invest in OFC

- Energy study by Fairfax County Office of Environmental Coordination is scheduled to begin mid-February 2024. Goal to review findings and proposals by May 2024.
- 2 stormwater management projects successfully completed. Further option involving changes to window openings on hold for future consideration.
- Sensory Room project in planning stages. Est. completion summer 2024.
- ADA Upgrades in review stages with Fairfax County. Est. completion: FY25-26

3. Join Fairfax County Interagency Climate Team & Zero Waste Team

- a. Engage with zero waste provider for McLean Day

- Joined FC Interagency Climate Team & Zero Waste Team and participating in county-wide energy goals.
- Renewed Zero Waste contract for 2024 McLean Day. 1,098 lbs diverted from landfill in 2023.

4. Revise management documents – financials, attendance, handbooks

- Developed new attendance report and financial report.
- Ongoing focus for Spring and FY25.