



GUIDE Committee Meeting Agenda
June 2, 2026, 10:00 a.m. – 11:00 a.m.

1. Introductions and Instructions

Lawrence Dennis, GUIDE Committee Chair

2. Public Comments

Public comments will not be taken for today's meeting since there are no actionable items.

3. Approval of April 30th's Meeting Minutes

Lawrence Dennis, GUIDE Committee Chair

4. GUIDE Activities

Lawrence Dennis, GUIDE Committee Chair

Cynthia Nixon, GUIDE Committee Member

- a. CEO Evaluation
- b. Employee Feedback
- c. Provider Feedback

5. Adjourn











add notes



**GUIDE Committee Meeting Minutes
April 30, 2026, 9:30 a.m. – 10:30 a.m.**

1. Introductions and Instructions

Lawrence Dennis, GUIDE Committee Chair

Mr. Dennis called the meeting to order at 9:30 a.m., warmly welcoming all attendees. Following his opening remarks, participants introduced themselves before the meeting proceeded according to the agenda.

Board Members Present - Cynthia Nixon - Vice Chair, Marsha Oliver – Board Chair
KHA Staff Present – Dr. Dana Kriznar – Interim CEO, Rodger Belcher – Chief Strategy Officer, Dr. Jessica Pitts – Director of Finance
Others Present – Reece Wilson, Office of General Counsel

2. Public Comments

Mr. Dennis explained that public comments will not be taken for today’s meeting since there are no actionable items.

3. Approval of April Meeting Minutes

Lawrence Dennis, GUIDE Committee Chair

Mr. Dennis asked whether there were any proposed revisions to the minutes from the April 9 meeting. Hearing none, he requested a motion to approve the minutes as presented.

Motion: Cynthia Nixon
Second: Lawrence Dennis
Approve: 2-0

4. GUIDE Activities

Lawrence Dennis, GUIDE Committee Chair
Cynthia Nixon, GUIDE Committee Vice Chair

a. CEO Evaluation

Mr. Dennis began the discussion by reviewing the nine key Performance Priorities developed at the December 2024 Board Retreat, which serve as the framework for the committee’s efforts and desired outcomes.

1. Board members focus on strategic priorities.
2. Financial oversight and resource allocation, including contract approval and delegation.
3. Establish and enforce policies that ensure that providers and the organization meet the needs of children.
4. Essential Services Plan implementation, measurement and oversight
5. Review, develop and approve budgets consistent with the Ordinance and the Essential Services Plan.
6. Community and youth voice in decision-making
7. Proactive public transparency and communication (outside of required adherence to laws).
8. Board decisions are informed by program evaluation data and performance metrics.
9. Board meetings are addressing the most important and pressing issues facing children and communities.

Mr. Dennis then reviewed examples of CEO evaluation tools used by other Children's Services Councils and discussed the evaluation process currently underway. He invited Board members to provide feedback and recommendations regarding the evaluation framework.

Ms. Oliver emphasized the importance of incorporating SMART (Specific, Measurable, Achievable, Relevant, and Time-Bound) goals into the CEO's evaluation. She noted that evaluation questions should focus on the organizational climate and culture fostered by the CEO, as employees and service providers may have limited direct interaction with the CEO. She also recommended that each performance indicator be supported by evidence demonstrating progress or completion of work, along with an open-ended question to allow respondents to provide additional feedback.

Mrs. Nixon commended staff for their work in developing the CEO evaluation and concurred that the evaluation should include a dedicated section for staff feedback. She further emphasized that this component should incorporate measurable criteria to ensure meaningful assessment.

b. Employee Feedback

Dr. Kriznar presented KHA's Staff Survey on CEO Performance Feedback and outlined the qualities and leadership attributes staff identified as important in a CEO. She explained that staff developed a series of questions and evaluation criteria reflecting their priorities and expectations for the position. The survey encompassed several categories, including Professionalism and Integrity,

Communication and Transparency, Leadership and Strategic Ability, Interpersonal Skills and Emotional Intelligence, Conflict Resolution and Handling Difficult Situations, Organizational Skills and Time Management, Collaboration, Overall Evaluation, and Open-Ended Questions.

Dr. Kriznar further reported that staff expressed a preference for completing the survey in a confidential setting and submitting their feedback directly to a Board member. Mr. Dennis underscored the importance of protecting staff privacy throughout the evaluation process, emphasizing that safeguards should be in place to ensure confidentiality and prevent any potential retaliation or retribution.

c. Provider Feedback

Ms. Oliver noted that some service providers may have limited or no direct interaction with the CEO. As a result, she suggested that provider feedback focus on evaluating the CEO's leadership through the effectiveness of organizational policies, procedures, and operational outcomes, such as the timely processing of reimbursements and other administrative functions.

Mrs. Nixon recommended that staff also engage in a self-evaluation process to assess how effectively they are meeting the needs and expectations of providers. She indicated that this approach could provide valuable insight into organizational performance and help identify opportunities for improvement.

d. Next Steps

Mrs. Nixon recommended removing the Leadership and Strategic Ability section from the Staff Survey, noting that strategic direction and leadership expectations are established by the Board and are therefore more appropriately evaluated at the Board level. She also suggested asking staff to identify and rank their top five areas of importance for inclusion in the CEO evaluation.

Ms. Oliver explained that the staff feedback component would generate a score that would be incorporated into the CEO's overall evaluation rating. She further noted that Provider and Board feedback would be scored in a similar manner, with all scores combined to calculate an overall evaluation score for the CEO.

The committee agreed to hold its next GUIDE meeting on June 2 at 10:00 a.m. During that meeting, Dr. Kriznar will provide an update on the staff's top five priorities for the CEO Evaluation as well as drafts of the Provider and Staff Surveys.

5. Adjourn

Mr. Dennis concluded the meeting by noting that the day marked the end of Autism Awareness Month. He shared observations from his recent visit to Sulzbacher Village, highlighting the meaningful work being done to support individuals with autism and their families.

There being no further business to come before the committee, Committee Chair Lawrence Dennis adjourned the meeting at 11:18 a.m.

Kids Hope Alliance Staff Survey

Please rate your level of agreement with the following statements	Strongly Agree (5)	Agree (4)	Neutral (3)	Disagree (2)	Strongly Disagree (1)
1. I have a clear understanding of our organization’s priorities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Communication within the organization is effective and timely.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. I feel that teams and departments collaborate well.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. I have the tools and resources I need to do my job effectively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. The workplace culture supports fairness, respect, and inclusion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Innovation and new ideas are encouraged.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Workloads and expectations are manageable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Decision-making processes are clear and understood.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Changes within the organization are communicated and managed well.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. I feel confident in the overall direction of the organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What is one action you believe KHA leadership could take that would have the greatest positive impact on our mission and/or daily work?

Kids Hope Alliance Provider Survey

Please rate your level of agreement with the following statements	Strongly Agree (5)	Agree (4)	Neutral (3)	Disagree (2)	Strongly Disagree (1)
1. KHA staff respond in a timely manner when I reach out with questions or needs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. The guidance and communication I receive from KHA is clear and timely.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. The program requirements and expectations set by KHA are easy to understand.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. KHA provides useful training to help improve my program's effectiveness.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. KHA provides useful resources and tools to help improve my program's effectiveness (e.g.: field trips, SAMIS, vendor fairs, etc.).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. KHA maintains efficient reporting, invoicing, monitoring, and related processes, ensuring completion within established deadlines.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. KHA staff treat my organization with professionalism and respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. I feel that KHA genuinely values provider feedback.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Collaboration between KHA and my organization helps strengthen the services we provide.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Overall, I am satisfied with the support my organization receives from KHA.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What is one improvement Kids Hope Alliance could make that would strengthen your organization's ability to serve children and families?