

# Newsflash

VOLUME 14, ISSUE 1

JANUARY 2015



Three-time Oregon Business Magazine  
Award Winner for  
best medium-sized nonprofit  
to work for in the state!  
and

Two-time Alfred P. Sloan Award Winner

---

## Full Access and Future Planning

Dear Friends of Full Access:

Some of you have become aware that I am planning to leave Full Access next year for a “semi-retirement” experience! For others, this may be news! I have been in conversations with our board of directors about this and considering it for quite some time. After close to thirteen years here, it is time for me to pursue other opportunities. Our current plan is for me to stay until we complete several projects in preparations for the transition. I will be leaving in June 2015, and we plan to have a replacement person hired by April.

My leaving is really at a very good time for the agency. I already have been working on what is called a *SWOT analysis*, which is a process that helps create a strategic plan. Strategic planning describes the process organizations use to determine how it can best meet its objectives and carry out its mission. A SWOT analysis is a common strategic planning tool that can help us evaluate how to continue the great successes our agency has experienced.

The term “SWOT” stands for “strengths, weaknesses, opportunities and threats.” It involves creating lists of the internal strengths and weaknesses we have and then creating lists of opportunities and threats that exist outside Full Access that could impact our future. Once all four lists are developed, we can brainstorm ways to maximize strengths, limit weaknesses, take advantage of opportunities and avoid or reduce threats. Anticipating a new executive director of the agency, that person will be charged with the final strategic planning portion of this process, so she or he will be able to incorporate their own vision with the communities’ and agency’s input.

We will also use this process to determine what kind of qualities and skills are needed for the next director of Full Access. Through surveys, interviews, focus groups and other communication, we will complete the analysis and also be looking for information to use in our hiring process. We will reach out to our clients, families, staff, board of directors, advisory groups, and all our community partners that want to be involved such as CDDPs, state partners, other brokerages, providers and more! This will be a comprehensive look at our work so we can ensure the best service for our clients well into the future.

This is such an exciting time in our system and even in difficult times of change, we can flourish! By thoughtfully planning the future of our agency, we will make sure the excellence in our service system continues. I look forward to working with all of our friends of Full Access to create the next step in the future!

Best regards,

Margaret Theisen, CEO

## Happy Birthday to:



Alanna C  
Andrew L  
Anthony T  
Ben A  
Brandon C  
Chad O



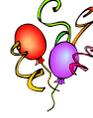
Christina C  
Claudia H  
Daniel C



Daniel E  
David F  
David J  
Doug C  
Dustin K  
Eric R  
Garrett E  
Hayley S  
Heather S  
Jena J



Jennifer B  
Jennifer D  
Jessica S  
Joshua C  
Joy B  
Kirssa G  
Laura H  
Laura J  
Matthew F



Maureen M  
Michael L  
Miriam R  
Nancy C  
Preston K  
Rebekah H  
Rob L  
Robert A  
Ronald G  
Sara S



Seth F  
Shane K  
Shawn W  
Stacey A  
Stefan K  
Timmy B  
Trevor C  
Van C  
Zach R



And to anyone we may have missed!!

Full Access  
1240 Charnelton Street  
Eugene, OR 97401



LookMeInTheEye.org



<http://fullaccess.org>

**Lane County:**  
1240 Charnelton St.  
Eugene, OR 97401  
541-284-5070

Toll Free: 1-866-890-5743  
[SLeifeste@fullaccess.org](mailto:SLeifeste@fullaccess.org)

1450 Birch Ave  
Cottage Grove, OR 97424  
541-513-8548  
[VWellsHorner@fullaccess.org](mailto:VWellsHorner@fullaccess.org)

**Deschutes County:**  
711 NE Butler Market Rd.  
Bend, OR 97701  
541-749-2158  
Toll Free: 1-888-272-5065  
[HHSlechta@fullaccess.org](mailto:HHSlechta@fullaccess.org)

**Crook County:**  
417 N Main St  
Prineville, OR 97754  
541-447-4485  
[SMoore@fullaccess.org](mailto:SMoore@fullaccess.org)

**Jefferson County:**  
212 SW 4th St, Ste 303  
Madras, OR 97741  
541-350-6675  
[SConroy@fullaccess.org](mailto:SConroy@fullaccess.org)

**Lake County:**  
100 N D St, Ste 8  
Lakeview, OR 97630  
541-417-0908  
[JWilliams@fullaccess.org](mailto:JWilliams@fullaccess.org)