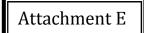
MEMO





Date: January 11, 2013

To: Board of Directors

From: Ellen Iobst, 1st Vice Chair

Subject: Strategic Review of the Ends

The board will do a strategic review of our Ends policies during the January board meeting. We believe that this is an appropriate time to review these policies since this meeting will also include the year-end management report and CEO report of compliance with the Ends. Prior to the board meeting, Cheryl Tyler-Folsom, Kandi Staples, and I will be meeting to do a careful review of the Ends and to make recommendations to the board for any revisions. We will provide opportunity at the meeting for board members to give input and determine if the Ends need revisions. Please take time to review the Ends (which can be found in our board policy manual) and be prepared to discuss them at the January board meeting.

