

From: Nathalie Fortier <nfortier@futureinsight.org>

Sent: Thursday, March 26, 2026 12:01 PM

To: Staff <Staff@futureinsight.org>

Subject: Clarifying Leadership and Management Roles at Future In Sight

Dear FIS Team,

The Culture Committee recently shared that there has been some confusion across the organization about the distinction between **leadership and management**, specifically who falls into which category, what each role is responsible for, and how these roles participate in decision-making. We appreciate this feedback and agree that clarity benefits all of us, especially as we continue to use the monthly pulse survey to strengthen communication and collaboration.

At Future In Sight, we believe leadership is not defined by title or hierarchy, but by how we show up for one another and for our mission. Every person contributes to the success of our work. At the same time, understanding how our formal roles are structured helps us work together more effectively and ensures that decisions are made with the right perspectives at the table.

Below is an overview of how leadership and management roles are organized across the organization:

Executive Leadership

Executive Leadership sets and carries out the overall strategy and direction of the organization. These roles guide Future In Sight at the highest level, overseeing programs, operations, finance, external relations, and organizational culture.

- Randy Pierce, President and Chief Executive Officer (CEO)
- Nathalie Fortier, Chief Finance and Operating Officer (CFOO) and Interim President & CEO

Director-Level Leadership

Director roles provide strategic oversight of cross-functional areas that support our organizational priorities. In addition to their strategic responsibilities, Directors also carry out managerial and supervisory duties.

- Courtney Hoppe, Director of Development, Marketing & Communications

Managers and Supervisors

Managers and supervisors lead the day-to-day work of programs and services. They support their teams, coordinate across departments, and ensure high-quality delivery of our mission.

- Beth Daisy, Adult Vision Rehabilitation Manager
- Brianne Stone, Client Services Manager
- Lindsay Stratton, Youth Services Supervisor

Our Management Team

Our Management Team brings together supervisory roles from different departments to ensure that all departments and teams have a voice in organizational planning and decision-making. Members of this group provide feedback on behalf of the departments and teams they manage. This team meets regularly to share ideas, talk through challenges, and stay aligned on important decisions that guide our organization.

The group includes:

- Randy Pierce
- Nathalie Fortier
- Courtney Hoppe
- Beth Daisy
- Brianne Stone
- Lindsay Stratton

Our Leadership Team

As Executive Leadership, the President & CEO and CFOO meet regularly to make final decisions that move the organization forward. As needed, they invite Director-level roles into these conversations to help guide communication and other aspects of these decisions.

This group includes:

- Randy Pierce
- Nathalie Fortier
- Courtney Hoppe

Clarity around roles helps us collaborate with respect, transparency, and shared purpose. It also helps ensure that feedback, whether through the pulse survey or day-to-day conversations, reaches the right people and supports continuous improvement.

If you have questions about this structure or suggestions for how we can continue strengthening communication, please let me know. We're grateful for the Culture Committee's thoughtful request and for everyone's commitment to working together in ways that reflect our values.

Nathalie

Nathalie Fortier
Chief Financial & Operating Officer
(603) 565-2422

