

Service Proposal



Organization: Orcas Island Health Care District

Contact: Chris Chord

Proposal Date: 10/02/2025

Project: Strategic Visioning Retreat

Event Date: TBD

Description: Colibri Facilitation will provide the following process to support the Orcas Island Health Care District in developing a long-term vision and plan to support the community.

Outcomes:

- Develop a vision and a plan that supports the work of the district.
- Strengthen communication and collaboration between members of the board, the staff that support the district, and the community the district serves.
- Use a DiSC assessment tool to improve communication between commissioners and district staff.
- Develop an actionable health strategy to support Orcas Island.
- Allocation of time and effort. Baseline goals and additional goals that help us contribute to the community.
- What are we financially supporting in the community based on our capacity?
- How are we engaging with the community? What is our feedback process?
- Use workgroup recommendations
- Youth focus?
- Community pulse
- Working board or advisory board? Use the Eco cycle map, and formalized decision making process and tools for the project.

Steps:

1. Agree on outcomes and develop project outline
2. One on one with Chris to develop his vision
3. Host group retreat kick off call
4. Facilitate seven one on one 30-minute vision mapping sessions
5. Administer DiSC assessment
6. Host planning call to finalize agenda for the retreat
7. Preparation for the retreat (Origins, Impact, Now, Vision, & Action)
8. Share DiSC results with commissioners (or wait until the retreat)
9. Host follow up to visioning session with the full commission
10. Preparation and planning
11. Host follow up to visioning part II to fine tune goals and develop action plan
12. Create plan document for review and acceptance
13. Building relationships with partners. Collaboration

Bringing ideas to life through collaboration and visual representation.

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Investment

Facilitation	\$10800.00
DiSC assessments:	
Workplace assessments 7@\$90/plan	\$630.00
Work of Leaders Report	\$150.00
Estimated Travel	\$400.00
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Sub Total	\$11980.00
Estimated Sales Tax @ 8.5%	\$1018.30
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Estimated Service Total	\$12998.30

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Tim Corey is an accomplished organizational development consultant known for his innovative, multi-sensory approach to professional facilitation. With over four decades of experience in human service systems, particularly supporting people with disabilities and their families, he has developed an exceptional ability to listen deeply, analyze comprehensively, and communicate the visual information that resonates with his clients. His intuitive insights and strategic guidance have proven invaluable to both individuals and organizations seeking to enhance their communication and support systems.

As an affiliate faculty member at Seattle University's Center for Leadership Formation and a trained mediator, Tim brings his expertise to a diverse portfolio of clients, including for-profit companies, non-profit organizations, governmental agencies, and educational institutions. His work extends to Indigenous communities, where he provides consulting services to Coast Salish, Alaska Native, and Southwest native communities. Tim holds a BA in Human Services from Antioch University and has built an international reputation for creating responsive, people-centered organizational strategies.

About Tim

By The Numbers

27k

Hours of small team facilitation experience

14k

Hours of large event graphic facilitation

8k

Hours of organizational development experience

2

Climbed summits of 14,411 ft. Mt. Rainier

Publications

Advancing Health Policy and Outcomes for People with Intellectual or Developmental Disabilities: A Community-Led Agenda. *JAMA Health Forum.* <https://jamanetwork.com/journals/jama-health-forum/fullarticle/2821686>

Telling Stories: On Culturally Responsive Artificial Intelligence
<https://techpolicylab.uw.edu/telling-stories/>

Creative Thinking, Creative Play: Using Improvisational Games to Transform People, Classrooms and Organizations
<https://www.amazon.com/Creative-Thinking-Play-Improvisational-Organizations/dp/1539015149>

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Colibri Facilitation

Graphic facilitation for Orcas Island Health Care District

Communicating through graphics - a timeless technique

I've been facilitating meetings for 30+ years and despite vast advances in technology - one truth remains constant; people are drawn to the process of putting thoughts "down on paper." Graphic recordings date back to the days of ancient humans using cave drawings to communicate important information. These days this process might be done on large pieces of paper, or as a computer tablet drawing - but this timeless technique of communicating through graphics continues to be a powerful way to share and connect people's ideas.

Facilitation, curation and impact - a powerful process

My role as a graphic facilitator is to help you design a process, actively listen to the group conversation, curate what's important, and illustrate it in a way that inspires, engages and informs. Graphic facilitation is a powerful process in finding a shared understanding of purpose, direction, goals and outcomes.

Organizational Development for Orcas Island Health Care District

As a facilitator I can help you with the following areas of organizational development:

- Clarify mission, purpose and desired outcomes
- Bring people and teams together to support a shared vision
- Problem solve and mediate to resolve conflicts and navigate challenging topics
- Collaboratively work with teams to develop communication and process tools that are easy to use and replicate
- Find common ground with stakeholders and partners to build consensus

Team Facilitation for Orcas Island Health Care District

As a team facilitator I can help you with the following areas of team facilitation:

- Create an inclusive environment where all voices are heard, especially the quiet ones

"Tim is a master of surfacing ideas and building a shared vision for teams. In my 20+ years of consulting experience, I have not seen anyone more skilled at this art. Tim's graphic facilitation skills go beyond the visuals in that they tell a story... a shared story of where you have been and where you need to go. Ultimately, his sessions foster an elevated mission, and a deeper understanding of the journey required to attain a unifying set of goals."

- Roger W. Thomas, Senior Director of Growth & Strategy for Manufacturing & Diversified Industries

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- Lead small group discussions with a flexible, dynamic approach that allows for pivots and process changes as needed
- Build loyalty and trust within workgroups and teams through collaboration, conversation and identifying commonalities
- Identify opportunities for employee and team empowerment

Life and Leadership Coaching for Orcas Island Health Care District

As a life and leadership coach I can help you with the following areas:

- Guide people through the process of envisioning their future through pictures and words
- Outline a clear plan for aligning with a vision and achieving a desired outcome
- Develop strategies to build and keep momentum, and increase impact

Some of our 2024-2025 clients:

Addidas	Lake Washington School District
Affiliated Tribes of Northwest Indians (ATNI)	Long Duration Energy Storage Council
Aleutian Pribilof Island Association (multiple projects)	Lummi Indian Nation (multiple projects)
Amazon AWS (multiple projects)	Microsoft
Arc of Washington (multiple projects)	Montana State University
Augusta University (multiple projects)	Mount Vernon School District
Bellevue School District	National Science Foundation
Boeing	Nature Conservancy (multiple projects)
Brandeis University	Navajo Nation
The Center for Dialog and Deliberation	Pacific Pile and Marine (multiple projects)
Chinook Enterprises (multiple projects)	Pierce County Human Services
City of Edmonds (multiple projects)	Portland State University
Costco	Providence Health
Developmental Disabilities CS (multiple projects)	San Juan County Health & Community Services (multiple projects)
DSHS – AL TSA (multiple projects)	Seattle University (multiple projects)
Friends of Waterfront Seattle (multiple projects)	Snohomish County Human Services
Habitat for Humanity Seattle, King - Kittitas Counties	Swedish Behavioral Health
Henley Leadership	Swinomish Tribal Community
IIDDEAL (multiple projects)	Tulalip Tribes (multiple projects)
Indian Health Services	University of Arizona (multiple projects)
Institute for Exceptional Care	Washington Developmental Disability Council
King County Developmental Disabilities (multiple projects)	Zalando
Krishtel Coaching	

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