

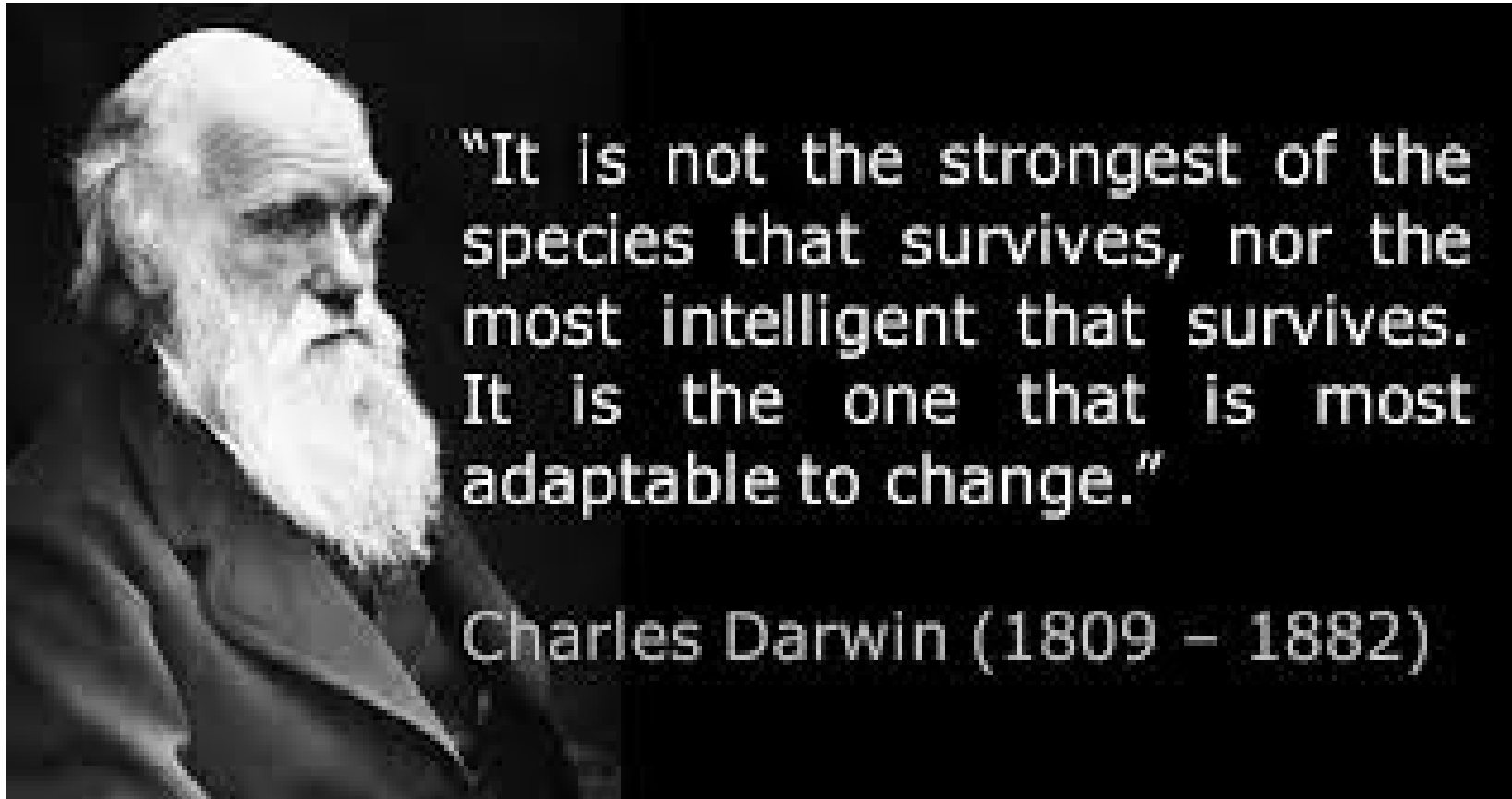


# **Strategic Planning Committee Recommendations**

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Region VII Strategic Planning Representative**

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**August, 2015**



"It is not the strongest of the species that survives, nor the most intelligent that survives. It is the one that is most adaptable to change."

Charles Darwin (1809 – 1882)

# NARFE & Strategic Planning

- NARFE has a directive from the NEB to create a strategic plan that will be updated biannually
- Twelve issues to be addressed were selected by the NEB from among the 35 recommendations in the FON report.
- Those 12 issues are:



# FON Recommendations

- Establish regionally elected Board of Directors of five NARFE members (Rec. 4)
- Establish the regionally-elected Board members as policy members (Rec. 12)
- Board of Directors to set annual National membership dues as part of the organizational budget process (Rec. 13)
- Transition from Federation structure to a state advocacy structure (Rec. 18)



# FON Recommendations

- Re-direct (originally “curtail) Federation funds, and migrate funding to State and other representatives for Congressional legislative advocacy (Rec. 19)
- Establish Congressional District Leaders in each Congressional District (Rec. 22)
- Local Chapter membership will become optional (Rec. 27)



# FON Recommendations

- NARFE members are automatically members of Congressional District team (Rec. 28)



# Electronic Meeting Issues

- Electronic meeting should allow for simultaneous aural communications between all participants
- Set reasonable quorum requirements(5%)



# Other Committee Issues

- Value of one member one vote
- Unified association dues





# Committee Objectives

- Fully discuss and evaluate NARFE's options
- Provide recommendations to the Strategic Planning Team
- Adopt a Plan Outline
- Enable team to write the strategic plan



# Strategic Planning Committee Recommendations

- Board of Directors
- Executive Director
- Non-Mandatory Chapter Membership
- One member, One Vote



# Strategic Planning Committee Recommendations

- Assess Federation/State Advocacy Structure
- Federation Funds
- Congressional District Leaders
- Unified Association Dues



# Board of Directors

**The National Executive Board (NEB) will be replaced by a Board of Directors (BOD)**

- The BOD will be elected by the membership
- The BOD will be regionally elected
- There will be an odd number of Board members
- The BOD will have the power to make fiscal and operating decisions including setting dues



# Board of Directors

- The BOD will approve an annual budget and periodically review actual performance against budget
- The National Officers (President and Secretary/Treasurer) will continue to function as they have in the past



# Board of Directors

- **Additional Considerations**
- The five regionally elected Board members will appoint two additional Board members from outside of NARFE
- The terms of the Board members should be staggered
- Transition to Board members elected at large
- Limit BOD power (Cap annual dues increases)



# Executive Director

## **The Strategic Plan will provide for the creation of an Executive Director**

- The BOD will create and provide for the funding of a NARFE Executive Director
- The Executive Director will be the Chief Operating Officer
- The Executive Director will be hired by and report to the National President



# Executive Director

- The Board of Directors will approve the appointment of the Executive Director
- The Executive Director will be given short and long term goals and will be evaluated annually on the achievement of those goals
- The primary goals of the Executive Director will be to strengthen the organization, grow membership and increase revenue





# Executive Director

## Additional Considerations

- Compensation and incentives for an Executive Director
- Budgeting for the funding of an Executive Director's compensation



# Non-Mandatory Chapter Membership

**The Strategic Plan will not require new and current members to join a chapter**

- Current members may remain in their chapters
- New members will have the option to join a chapter
- At any time, a member may join any chapter of their choice
- Chapter dues will continue to be set by chapters



# One Member One Vote

**The Strategic Plan will provide for a change to national voting being done on the basis of one member one vote**

- National voting will be used for the election of BOD members and National Officers
- Other issues as determined by the BOD may be determined by the membership
- Floor voting on issues at the National Convention will continue as in the past



# One Member One Vote

## **Additional Considerations**

- Guidelines for what matters should be determined by national voting
- The adoption of technology for national voting in the future



# Assess Federation/State Advocacy Structure

**The Strategic Planning Committee chose not to  
address this issue at this time**



# Federation Funds

**Money should be spent on mission related activities which includes supporting membership recruitment and retention as well as legislative advocacy**



# Congressional District Leaders

**Headquarters should encourage and support  
establishing Congressional District Leaders**



# Unified Association Dues

**There will be no need for this recommendation if a by-law resolution is passed for non-mandatory chapter membership**

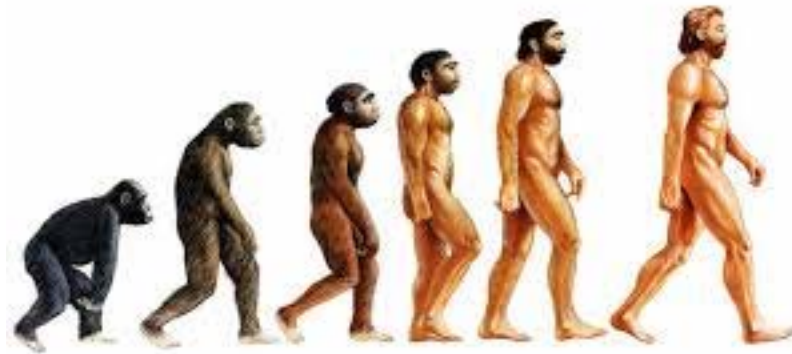




# Next Steps

- Strategic Planning Team drafts Strategic Plan in September-October
- Draft Strategic Plan presented to Strategic Planning Committee for review in October
- Strategic Plan presented to National Executive Board in November for approval
- Strategic Plan presented to membership





**Questions?**

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