



MEETING SYNOPSIS

Strategic Planning Committee & Team Meeting

May 13, 2015

NARFE Headquarters

Conducted Electronically

Participants

Jon Dowie, National Secretary/Treasurer

Dave MacDonald, Rhode Island

Ted Jensen, Maryland

Bill Leatham, Florida

Bruce Coleman, Iowa

Charles Stanphill, Oklahoma

Ted Van Hintum, Colorado

David Southworth, California

Chuck Brodigan, Oregon

Gaston Gianni, Virginia

(Dropped In And Out Due To Technical Problems)

Evelyn Kirby (Team), RVP, Region II

Jim Crawford (Team), RVP, Region I

Bridget Boel (Team), NARFE Marketing Director

Edward Fitzelle, Meeting Facilitator

Lou Ann Sabatier, Meeting Facilitator

Below is the current status of discussion on the following issues the Committee has been tasked to consider. Our process is iterative, therefore nothing is yet final.

BOD and Regionalization

Should the board of directors be regionally representative (i.e. as the NEB is now with a member from each of the 10 regions)?

The group supported the idea that the BOD not be required to be regionally representative. There was discussion and some dissent. Only one SP Committee member was opposed.

Size of the Board of Directors

- What is the most effective and affordable number of members of the BOD?

The consensus was that the number should be an odd number to avoid split votes requiring a tie breaking vote by an officer. The number that most members recommended was seven. How the seven are put into office varied.

Some want seven elected, others recommended five elected and then two more appointed by the five. Whether the appropriate number was best left to the NEB once given policy making authority was also discussed.

Policymaking and Executive Authority

- Committee members were in agreement that:

The BOD should have policymaking authority. Models from other not-for-profits and the private sector can be used. The key element: Policymaking undertaken by the board members who deliberate and have the authority to set policy for the organization (as opposed to what is currently controlled by the by-laws).

Policy implementation should be carried out by officers and an executive director whose relationship to the board and whose authority is clearly defined.

A professional executive director should be recruited and hired based on their skills and experience.

A professional executive director will be required to set goals and establish a budget. Their performance will be evaluated based on achievement.

A timetable for the executive director was not discussed.

Board of Directors to Set Annual National Membership Dues As Part Of Organizational Budget Process

It was agreed that the BOD will set annual dues as part of its policymaking responsibility.

With an executive team in place that is responsible for implementing policy and achieving budgeted performance, the setting of dues, which provide the major portion of NARFE revenue, should be determined as part of a budget process involving both the BOD and the executive officers.

Mandatory Chapter Membership

- Committee members agreed to recommend that chapter membership be optional with chapter membership introduced as follows:

New members become NARFE members

Once a member has joined as a national member, they will be informed of their options to join a chapter within their welcome letters and or renewal notices

Discussion Is Continuing On The Following

Federation structure and organization around Congressional Districts

Time ran out before a full discussion on this topic could take place

The discussion of this topic is continuing

Members were asked to continue a dialogue on this among themselves via email and will exchange thoughts on the federation structure, a state structure and what some scenarios might be to allow the board to set dues allocation to the states

Next Steps

- A June meeting will be held, date to be set based on calendars of members
- Agenda will focus on:

Completion of SP Committee tasks prior to hand off to SP Team, whose next task is to begin drafting the Strategic Plan

Scenarios for BOD structure and executive management responsibilities

Continuation of discussion on change to federation/state/CDL structure in preparation for the Federation meeting in Reno

Discussion of federation and new state structure will be informed by need to ensure that money that goes to federation or state CDLs is accounted for and used to further the NARFE mission