



Strategic Planning Committee – Strategic Goals

Ensure/secure the future of NARFE

- a. Transform governance to be more efficient, effective, agile, consistent and accountable;
 - b. Establish a consistent brand to increase awareness, eliminate confusion and convey the value of NARFE;
 - c. Stabilize and grow membership to support effective advocacy and to deliver financial stability.
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Strategic Planning Committee Recommendations to the Strategic Planning Team

The following recommendations are made to the Strategic Planning Team. Additional considerations are factors that the Committee asks the Team to take into account as they draft the plan.

1. Board of Directors

The Strategic Plan will change the composition, roles and responsibilities of the National Executive Board to become a Board of Directors

- The BOD will be comprised of seven to nine members: five or seven members who have been elected by the membership and two National Officers
- The terms of the BOD members should be staggered so that not all Board members are elected in the same election
- The voting for BOD members will be conducted by five or seven regions, with each region electing one BOD member. The BOD may determine over time that a lesser number of regions may be feasible. The National Officers will be elected by the total membership.
- The number of Board members will be an odd number
- The BOD will have the power to make fiscal and policy decisions.
- The BOD will approve an annual budget and periodically review the actual performance against the budget. (no dues increases above 10% in two years).

Additional considerations:

- Providing for an eventual end to regional voting for BOD members, and all BOD members being elected by the national membership as members at large

2. Executive Director

The Strategic Plan will provide for the creation of the position of Executive Director

- The BOD will create the position and provide for the funding of an Executive Director of NARFE
- The Executive Director will have the responsibilities of Chief Operating Officer
- The Executive Director will be hired by and report to the National President with the advice and consent of the BOD.
- The Executive Director will be given short and long term goals and will be evaluated annually on their performance in achieving their goals
- The primary goals for the Executive Director will be to strengthen the organization, grow membership and increase revenue

Additional Considerations:

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

3. Non-Mandatory Chapter Membership

The Strategic Plan will provide for current and new NARFE members to be members of the national organization and not require them to join a chapter

- Current members will have the option to 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 the chapters
- National HQ will continue to collect and distribute chapter dues.

4. One member one vote

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

- National voting will be used for the election of BOD members and National Officers
- BOD can decide on other issues to be determined by the membership

Additional Considerations:

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

5. Assess Federation/State-Advocacy Structure

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

6. Federation Funds

Money should be spent on mission related activities such as advocacy and supporting recruitment and retention.

7. Congressional District Leaders

Headquarters should encourage and support establishing Congressional District Leaders.

8. Unified Association Dues

There will be no need for this if a by-law resolution is passed for one member one vote. Team will not address this.