



Chair: Jim Stenger
EC Liaison: Eric Kohlsdorf
Month: May 2020

I. Remaining P&Ps have been deferred until later in the year

II. Review & Recommend Vision & Mission Statement

Goal 7: *NAHU will complete redefinition of mission, vision and values, identify purpose*; the committee discussed and reaffirmed these statements. Diversity in the core values needs to be clarified. Janet and Jennifer will look into this.

III. VISION 2025 Strategic Plan Matrix

Next goal for 2020 is to review and recommend modifications to improve Board effectiveness. This speaks to a larger issue, the overall size of the board. Currently NAHU has 17 board members. By comparison, SHRM has a 13-member board with 300,000 plus members in 167 countries. How does it function? What are the responsibilities? NAIFA has made some significant changes to create some efficiencies.

There is a distinct need to create qualifications for people who run for the board. Meet minimum requirements, have specific skills. Clarify the basic functions of a board member and the skills needed.

Recommend what it means to be qualified for a board position. There should be a vetting process regardless if the election is open or not. The appointed positions need these qualifications and more specifically to their area.

Develop qualities for the appointed chairs, qualities for the EC positions.

Jim will look to creating a basic qualifier that looks at both the management level and the executive level thinking. Can the job description be used to guide with this process? Jim will share the SHRM job description.

ACTION ITEM: Position descriptions and applications to be developed.