

## D2 Resolutions to ORGANIZATIONAL RESTRUCTURING

The below comments and recommendations are in response to

- A. The Reorganizational Proposal as submitted on February 22, 2022, by the Ad Hoc Reorganization Committee and
- B. The Report by the Finance Committee also presented at the Annual Meeting.

Both should be read in conjunction with the comments herein but are hard to find. For the Reorganizational Proposal see Americas Boating Channel Web site under news. To find the Finance Committee report go to the Annual 2022 Meeting reports.

### WHEREAS WE AGREE WITH

1. The rationale behind the need to reorganize and the goals set forth in the Plan.
2. The Finance Committee's Report.
3. National has realized that national departments and committees need to be streamlined.
4. The changes to education, Section 4.3 Boating Events and 4.4 Communication
5. Section 4.5 Member retention subject to recognizing what squadrons need the most are boots on the ground which national cannot provide.
6. Re-organization should start at the top of the organization, not in the middle or bottom, however:

(A) The Nominating Committee should be restructured to include (x) a balance of men and women and racial diversity and (y) representation from Districts.

(B) The structure of the National Governing Board needs to change:

- a) A balance of men and women and racial diversity.
- b) Only the Chief and immediate Past Chief representing the Flag officers with no other flag officers on the National Governing Board.
- c) The chairs of the Standing Committees should be on the National Governing Board
- d) 5 to 7 elected members representing the different regions should be elected to the National Governing Board from the major regions.

(C) The committee structure needs to be reduced and streamlined.

(D) The organization should concentrate on what it is offering to new members and the public.

(E) Section 6 Implementation needs to be streamlined:

- a) The formation of "teams" is not needed.
- b) There is no "Steering Committee" and creating them would be redundant as that is the function of the National Governing Board and the District Boards.

- c) Only a vote of the entire National Governing Board can change the By-Laws and vote on a restructuring plan.
- d) The Districts themselves can hold meetings (townhalls) and implement what is needed without special "Regional Steering Committees." (Appointed by the current National Governing Board and under their control). This was and is the purpose of Districts!

#### **THEREFOR BE IT RESOLVED THAT**

- A. The National Governing Board and Flag be directed to respond in writing by the next National Governing Board meeting to the matters raised in the Finance Committee's report.
- B. The Finance Committee must remain independent and will submit reports and recommendations to the National Governing Board at least 30 days prior to its next scheduled meeting; the National Governing Board must respond in writing to the reports and recommendations at that meeting.
- C. A Strategic plan be made post-haste by the National Planning Committee
- D. A Business Plan be made post-haste jointly by the Finance Committee, Budget Committee and the National Treasurer.
- E. Any Restructuring Plan and future Strategic Plans be evaluated by the Finance Committee as to financial feasibility.
- F. Districts should lead any implementation of Restructuring.
- G. Top-down reorganizations are rarely successful. We are a grass roots bottom-up organization and only successful Squadrons can save our organization.
- H. National needs to restructure and immediately reduce its current operating costs:
  - a) Annual meetings should be blended with on-line attendance and only employees should be reimbursed travel expenses; voting can be done on-line.
  - b) Stop warehousing and directly selling books.
- I. Section 4.6 should include (x) hiring a CEO with experience in running a successful Non-profit and a fund raising professional and (y) examining the cost effectiveness and benefits of outsourcing all IT functions.
- J. The creation of Regions and the notion of Consortia as planned under Section 5., should be dropped from the Plan as adding bureaucratic layers serves no useful purpose.
- K. This resolution be sent to all Districts as well as National by District 2 for formal consideration and vote.