**LEAGUE OF WOMEN VOTERS OF NEW MEXICO**

**STRATEGIC PLAN FOR BOARD DEVELOPMENT 2015-19**

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| **Goals** | **2015** | **2016** | **2017** | **2018** | **2019** | | **Objectives** | **Strategies** | **Agents/Resources** |  |  | **Agent(s) and Resources** |
| **Board Development:** | | | | | |  | | | | |
| **Goal 1:**  Streamline the Board structure, roles & responsibilities, procedures, and possibly change bylaws to increase the number of Board members. | X  X  X  X  X | X  X | X | X | X | | 1. Analyze and revise Board job descriptions. | 1a. Analyze current job descriptions and workloads to determine what is working and what is not working.  1b. Identify essential portfolios to achieve organizational goals and revise Board structure, as appropriate.  \*1c. Recruit one Board member to work as an “Organizational Development Director” (ODD) to oversee planning, orientation, and training.  1d. Create new job descriptions, delegating responsibilities to alleviate burnout and even out load.  1e. Update Board job descriptions as needed and when transitioning portfolios from prior member to new individual as part of orientation. Post on the website  1f. Create a Board recruitment packet and work earlier on identifying and mentoring potential nominees. | 1a. Current Board and Committee Chairs  1b. Same  1c. Same  1d. Same  1f. Board President or designee/ODD\*  1e. Board members old and new.  1f. Nominating Committee/ODD\* |
|  | X  X | X  X | X | X | X | | 2. Analyze and revise Board policies and procedures. | 2a. Analyze current policies and procedures to determine what is working and what is not working.  2b. For policies and procedures that have been identified as “not working,” establish teams to review and revise them.  2c. Create an updated Policies and Procedures manual in an  electronic format that is easily updatable.  2d. Include policies and procedures in the Board orientation. | 2a. Current Board/ Committee Chairs  2b. Same  2c. Board President/ODD\*  2d. Board President/ODD\* |
|  | X  X | X  X  X | X  X | X  X | X  X | | 3. Use Executive Committee more effectively to build depth in committees and to develop future leaders and Board members. | 3a. Define the role and authority level of the Executive Committee.  3b. Decide which committees should exist to support the goals of the organization and clearly define their responsibilities.  3c. Have a succession plan for Committee Chairs, perhaps a Vice-Chair who is training to take over.  3d. Conduct annual Committee Chair training.  3e. Develop member orientation materials regarding committee responsibilities. | 3a.Executive Committee/ Board approval.  3b. Current Board/Committee Chairs  3c. Board President/Committee Chairs  3d. Board President/ODD\*  3e. Board President/ODD\* |
|  | X | X | X | X | X | | 4. Improve Board orientation and training. | 4a. Design a template for Board orientations, including job descriptions, policies and procedures, strategic plan, etc.  4b. Put Board orientation sessions on the calendar and conduct them annually. Invite active members and mentor potential rising leaders. | 4a. Board President/ODD\*  4b. Board President/ODD\* |
|  | X | X | X | X | X | | 5. Activate and maintain the Strategic Plan. | 5a. Schedule a meeting at least annually to assess progress toward organizational goals, set priorities, and revise the Strategic Plan. | 5a. Board President/ODD\* |

**Note:**

**\*Recommend creating a Board-level portfolio for Organizational Development Director and assigning responsibilities accordingly.**

**8/9/15**