**Membership**

**Membership Goals: Recruitment Tactics**

The following are the tactics we intend to implement to recruit new members:

* Recruit target populations (i.e. Family Child Care, Public Schools, Students, etc.)
* Expand and improve social media presence with Anchorage AEYC social media chair.
* Adjust time and location of member events to encourage participation.
* Host Membership Events by piggybacking off events/programs in the community.
  + thread (local R&R)
  + WIC
  + UAA
  + Parenting with Providence
  + OCS

**Membership Goals: Retention Tactics**

The following are the tactics we intend to implement to retain members:

* Create and/or enhance member spotlight or recognition
* Expand and improve member communications
* New member welcome email
* Develop a retention campaign for the “conference bump”
  + Symposium – September 2023
  + Board Open House – Fall 2023
  + Conference – 2024
* Create a member spotlight monthly
  + Social media
* Provide giveaways for members at
  + symposium,
  + conferences,
  + after recruitment for new members

**Total Dollar Contributions by Volunteers – Estimated total staff/consultant/chair Time**

Alaska cost of volunteer time is: $30.30

* Each chair shall report their volunteer time at each monthly meeting.

**Top Challenge for Membership**

* Communication – virtually, website, Social media: Facebook, Instagram, Twitter

**Nominations & Elections**

**Goals Nominations**

* Expand outreach and recruitment
* Identify existing racial gaps in board leadership
* Build relationships with organizations supporting communities of color, languages other than English, and LGBTQ

**Nomination Process: Elements of your current process include:**

* Identify existing gaps in board leadership – i.e. racial, demographic, geographic, etc.
* Board matrix current skills/expertise
* Informational sessions (e.g. conferences, ZOOM Question & Answer)
* Ballot will have 2 individuals per openings. Individual not elected will become Appointed Members on the board (up to 5 individuals).

**Nominations & Elections continued**

**Orientation and Board Development Elements Include:**

* Intentional transition for incoming/outgoing board members
* Orientation session for new board members
* Assign mentors

**Top Challenge for Nominations/Elections**

Briefly list the most pressing challenge regarding your nominations/elections process for the coming year.

* Communication – i.e. transitioning, commitment, unclear expectations, job duties etc.
  + If unable to attend meeting, board member will review ZOOM recording of board meeting and give feedback to President of the board.
* Work/Life Balance
  + Covid-19
  + Busy lives
  + Stressful times

**EMERGING LEADERS**

**Goals for Emerging Leaders**

* Leadership Institute
* Conference session(s) on leadership
* Other: Support each other on board.
  + Past board members will mentor new board members in their past position

**Top Challenge for Emerging Leaders:**

* Communication
  + Time & resources available to new leadership
  + Leaders understanding role of position
  + Recruiting new pipeline of leaders for affiliate to be successful
* Strategies:
  + Every board member seeks new board members
  + Bring new individuals willing to serve on volunteer committees/board
  + Question & Answer ZOOM session for interested new leader’s

Board will develop:

* Policies and Procedures for Liaisons on board
* Job Descriptions for Liaisons on board

**Diversity, Equity, Inclusion & Belonging (DEIB) (formerly HPIO)**

**Goals for DEIB**

Check with Christina E. who is participating in NAEYC’s DEIB ZOOM meetings and see is she has suggestions for additional goals.

* Conduct DEIB Assessment
  + Needs to be updated and then emailed out to board
* Conference sessions featuring equity/diversity
* Equity/diversity training for board members

**Integrated planning and implementation**

Tell how your committees (membership, nominations/elections, emerging leaders, DEIB) integrate their goals and strategies through collaboration and/or join planning to ensure the advancement of diversity, equity, inclusion and belonging.

**Top Concern/Challenge for DEIB**

Our most pressing concern or challenge regarding our DEIB plan for the coming year.

* Recruitment
* Work/Life Balance
  + Stress with more responsibilities
* Communication