## Proposal of Structural/Operational Changes: Sexual Health Alliance 2016

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| **Background:** | In the summer/fall of 2015 it was noted that the coalition has been suffering. Due to high staff turnover and low agency retention – work has begun to lag and members have become less and less engaged over time. As a result, the Executive Board chose to undergo a strategic planning process – which highlighted additional concerns about agency participation, membership retention and competing interests.  |
| **Purpose:** | Given the challenges experienced in 2015 – and the underlying contradictions highlighted in the strategic planning session – coupled with low participation and absent membership – the President of the Executive Board began having focused conversations about possible structural and organizational changes that might help to remedy some of the identified issues and alleviate the burden of work for the members who are still currently engaged.  |
| **Current Structure:** | The current organizational structure is as follows: * One Executive Board comprised of President, Vice President, Secretary, Treasurer
* One Coalition Coordinator – staffed by LCPH member
* One Coalition Membership Body
* One Coalition meeting/month alternating between JCPH & LCPH
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| **Proposed Structure:** | The proposed modification is as follows: * One Central Executive Board Comprised of 2 Co-Chairs (one from each county), Secretary & Treasurer\*
* Elimination of Coalition Coordinator Position – duties to be assumed by elected Secretary
* Two Membership Workgroups (divided by county)
* Two-Four full coalition meetings/year alternating between JCPH & LCPH.

*\*This type of structural split will require a detailed plan for financial management for the Treasurer. Funds currently held should be earmarked equally for each county – funds needed to continue central coalition efforts should be taken equally from each line (website, etc).* *New funds raised by each workgroup will be earmarked for use by that workgroup. Requests for support of funds from either workgroup should be submitted in writing to the board and will be considered on an individual basis – likely involving a full vote of the membership.*  |
| **Timeline:** | This type of structural change will require updating/amending the constitution and by-laws for the coalition. This process is outlined below: **Article VIII: Amendments**1. Any member or the executive board may propose amendments to this

document at any time by presenting a written modification to the executive board and requesting that a discussion be placed on the agenda for an upcoming coalition meeting. 1. Proposed amendments shall be distributed, via email, to all eligible voting

members following introduction and discussion. 1. Voting on proposed amendments shall occur at the next business meeting

following the amendment’s introduction, initial reading, and electronic distribution. 1. A supermajority (2/3) vote of all eligible voting members shall be

required to satisfactorily amend this document.  |
| **Benefits:** | * Less frequent large group meetings reduces demands on members.
* A division of work by county will ease workgroup scheduling and allow for more focused efforts and increased flexibility.
* Moving from President to Co-Chairs will create accountability for partners within each county and reduce the management burden of the elected president.
* Eliminating the Coordinator position will reduce the burden of the LCPH member and allow them the freedom to participate as a member – while centralizing the authority and responsivity of the board.
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**Current Structure:**



**Proposed Structure:**

