

Minutes

Vision Committee Workshop

March 15th, 2018

1. Our Vision Committee Workshop was held at the NOARC business meeting with Rob Sugg KM4SPJ facilitating. There were approximately 25 members in attendance. This began with a review of the February 17th 1.5 hour breakfast meeting and recognition of the 11 attendees.
2. The introduction by Rob KM4SPJ clarified that Rob's position was "*facilitator*," which is a representative of the entire club attempting to discern the consensus of the membership. The docketed time was stated to be a workshop and that no votes would be taken.
3. A time of collecting comments of what was working and what challenges we faced found that members significantly enjoyed both technical and social opportunities while major concerns were made for 'dropped balls,' a lack of accountability and communication issues.
4. A time of reflecting on a list of NOARC 'functions' resulted in the recognition of 33 general tasks/responsibilities of our club that requires execution and oversight.
5. Rob KM4SPJ presented an explanation of the two standard options for command & control (C2); Centralized and Decentralized.
 - a. The current method of oversight for NOARC is Centralized Control, i.e., the club president maintains direct responsibility and accountability, and the entire membership discusses and votes on each of the 33 tasks.
 - b. A Decentralized model would place intermediaries and committees between the club president and the tasks. A move toward a committee structure would result in a form of self-direction and accountability towards the individual membership. The committees would report their work to the membership which would allow for membership to see the big picture and vote as necessary.
6. The membership was asked to break up into three groups to discuss how we might reorganize in order to enhance our technical and social desires and reduce the 'dropped

balls' and issues with communications. Prior to breaking into small groups, it was pointed out that:

- a. This was a *workshop* toward *consensus* that would not be followed with voting this evening.
- b. The proposed designs were completely up to the individual small groups; to include keeping the same C2 or adding as many committees and intermediaries ('managers/directors') as the group believed necessary.
- c. Following the small groups, a representative would come forward to explain their proposed model to the larger membership.

7. The 3 models of C2 (the consensus of the groups) are as follows:

Group A

Elected Officers

Club Station Training Community Service Emergency Comm Member Services

Group B

Elected Officers

<u>Operations</u>	<u>Community Liaison</u>	<u>Communication</u>	<u>Admin & Finance</u>
Training		Web	Member List
Elmers		Facebook	
		Distro Lists	

Group C

Elected Officers

An Intermediary Position TBD

Operations Training Service Activities Administration

8. Closing remarks:

- a. Shirley KK4PUG (as acting Secretary) explained to the membership that there would be no requirement for a change to the bylaws as the president may stand up any committee(s) necessary.
- b. Rob KM4SPJ asked the rhetorical questions: How does the membership want to move forward? How do we merge the three models into a single model that all members would accept...to include which tasks fall under each function (committee)?
- c. The Vision Committee (now the entire membership) will continue discussion until a consensus is reached and a vote taken.
- d. The workshop was ended with thanks and dismissal.

9. **Recommendation for moving forward through consensus:**

- a. Definition of consensus (Webster)
 - 1 a : general agreement : unanimity
 - b : the judgment arrived at by most of those concerned
 - 2 : group solidarity in sentiment and belief
- b. It appears that the consensus of the membership is to move toward a *Decentralized* committee structure rather than our current *Centralized* structure. I believe this should be confirmed by a vote by the general membership.
- c. Should the move toward Decentralized C2 be confirmed by vote, I believe that the club membership (through another consensus workshop) should merge the three proposed models into a single model and populate the functional committees with the tasks. Once there appears to be consensus of the completed model, a vote should be taken by the general membership to accept or reject.
- d. Once the model is accepted by membership, each member may volunteer to serve on one or more committees. The committees will then be free to associate, plan and execute their tasks while keeping the general membership informed through monthly reports at the business meetings.
- e. The individual committee volunteers might elect their own committee chair, responsible for collaboration with the elected officers and general membership.

Respectfully,

Rob Sugg KM4SPJ