

(Click through to read questions arranged by topic)

[GOVERNING & STRUCTURE](#)

[WHY THE CHANGE?](#)

[FINANCIAL](#)

[MEMBERSHIP & DUES](#)

[WEBSITE & COMMUNICATIONS](#)

[EVENTS & ACTIVITIES](#)

GOVERNING & STRUCTURE

How do we select the transition team?

The transition team – which will serve as the state's first coordinating body - is selected by the current chapter leadership within a state. It may be based on one representative or more from each chapter in the state or where there is only one chapter it may include the current leadership as a whole.

How are members of the coordinating body leadership team recruited and where do they come from?

Your first coordinating body – made up of leaders from existing chapters – will determine how future coordinating bodies will be formed. It is very likely that this will be done through a call for volunteers and a self-selection process as outlined in the leadership guide. AADE staff will assist the first CB in setting up this structure if requested.

How do we determine the size of the leadership team for our coordinating body?

The size of your leadership team is determined by the first leadership team. We expect that most coordinating body leadership teams will be made up of 3-7 members.

Will the coordinating body leadership team replace the current officers at the local levels?

The CB leadership team coordinates activities around the state. Local networking groups within state coordinate local, face-to-face events. Within each LNG, there will be one or more coordinators – they will replace chapter officers. In states with only one chapter, the CB in many ways appears to replace the chapter officers at the onset. The goal of the model is to nurture LNGs. So for a state with one chapter, the hope is that it will eventually have multiple LNGs who are coordinated – and supported – through a CB.

Since there will no longer be local chapters or officers, who will be the "go-to" person/people regarding putting on programs?

Each LNG should have one or more coordinator who will serve this role. Since the CB leadership team with AADE's help will handle the administrative (including legal and accounting) tasks, the LNG will not have a formal board.

We are concerned that if in the new model, leadership is "shared", what if no one steps up to the plate to initiate projects, educational opportunities, etc?

The model doesn't change the need for leadership or the opportunities for becoming a leader or leading from any position. It only removes the hierarchy and paperwork. And whether we're talking about the current traditional board or an action team, what gets "stuff" done is the excited group of people who are championing the work. Without excited people, neither system works. What will make the new system more likely to work is that we are focusing on doing stuff and not filling in forms. We're starting the conversation not with a discussion on whether the bylaws are being adhered to but with *what do we want to do*. Think about the possibilities of being about to put the people who are serving on the nominating committee to work on a mentoring project instead. It's shifting focus. So to the concern, if no one steps up to carry out a particular project then it wasn't meant to be. Your excited colleagues gathering around the planning table will initiate projects that are meant to be.

While it's difficult to cultivate leadership now, if there is a further dissipation of leadership, we are afraid our local community will totally dissolve. For example, if there is to be an educational opportunity/speaker/program, someone has to determine who would be invited, contact the speaker, find a location, connect with area educators, determine cost, if any, collect funds, etc. Is this a reasonable expectation from a very fluid organizational structure?

At the local level, rather than cajoling someone to take a position for a multi-year term, you will tap people to help on specific projects. So, you could start by hosting a planning meeting at the beginning of the year. Those who attend will help plan out the activities. In the conversation, leaders – co-coordinators for the leader – will emerge. Then you tap others for specific roles like help us put together this one event. This is the model that in many ways is already in play but doesn't have the freedom to grow because of the "rules" imposed by bylaws dictating board and governance. This new model is based on compelling research about volunteerism and best practices in building a volunteer force.

Will decisions be made from the top down or come from the local networking groups?

It is the role of the CB to listen and respond to the needs of their local networking groups- so decisions will be based on open and on-going communication between the CB and the local networking groups.

WHY THE CHANGE?

What is the main purpose of making these changes?

There are two reasons driving this change. One is the need of the member for ease in connecting with other members locally, statewide and nationally. The second is the need of local groups to have assistance in serving members. This model addresses both.

How is it possible that these radical changes that will dissolve chapters be made without a membership vote? Are you planning to canvas the membership?

The radical change is in many ways not so radical. What we mean is that members still have a local connection and in fact have greater options for that. The change is structural, not content-based. It moves us to a new format, but does not take away anything from members.

This change was not overnight but rather the culmination of more than 10 years of listening and study on the part the AADE's board and leadership. Also, it reflects new trends in associations and volunteerism.

This change has been done in accordance with our bylaws which do not require a vote. The board did however get input via a survey to members on how they wanted to affiliate – this was an important step in the process.

The board understands that change is difficult and it was not an easy decision to undertake such a step, but we believe that it is in the best interest of our members. Of course the board will listen intently throughout the entire process and always welcomes feedback that will improve our ability to meet the members' needs.

What process did the board of directors follow?

The AADE board of directors has been listening over the past 10 years to Chapter leaders' input that the administrative burdens they face were overwhelming and that many chapters were struggling to find new volunteers to run for office and to have more new member engagement with their local Chapters.

In 2008, AADE's board of directors directed AADE staff to research options that would ease the challenges on chapters and respond to members. The board directed the Stakeholder/Membership Relations Committee, one of its governing committees, to review the situation and report back.

This led to contracting with Mariner Management and Marketing to conduct a series of independent research surveys beginning with focus groups of chapter leaders. The results were presented to the stakeholders group who in turn recommended the new model to the board. In November 2008, the board voted to move forward on creating what we now call MY AADE NETWORK.

In addition, in 2009 the board requested a member survey and chapter census be conducted and commissioned; and that a work group comprised of 10 members – who represented a cross-section of our chapters and membership – review all the research, the model recommendation and report back with final recommendations.

In December 2009, the model was formally approved by the board and the transition process began. Throughout the process the goal has been to create the best solution for members.

What is the timeline and why is there urgency?

AADE Chapters have until the end of the year to start the transition process to MY AADE NETWORK. AADE will move forward with the transition in each state and an AADE chapter can participate when contacted by AADE staff or wait until the later in the year. However, beginning January 1st 2011 all AADE Chapters will need to have transitioned or be well in the process of transitioning to the new model.

AADE is **you** and all of the other members that make up the association. The driving force to move forward with the new model is to do what is best for all members of AADE and having the ability to easily connect with one another is a key member benefit.

FINANCIAL

How will Chapters access their money?

Your chapter's money will be reserved for your local group's use and the request to access the funds will be coordinated through your state's CB. We have developed simple fund requests and, where possible, the funds can be provided electronically (extremely helpful for direct payments to vendors for example). The actual process within the state will be developed and coordinated through the CB. Most likely, your local networking group will contact your designated CB leader who will complete the needed form and send it to AADE for processing. AADE is not deciding how you should use your funds, but doing the financial reporting and payment of all local networking group and state expenses.

How quickly will it be accessed?

From AADE's end we will make every effort to provide a timely response and will use options such as EFTs (electronic fund transfers) to expedite payments. Where EFTs are available, the transfer will usually be done two days after receipt of the request at AADE. If a check is requested, it will be within five days of receipt.

MEMBERSHIP & DUES

Our current chapter dues are very low. If the national will only have one dues for chapters that is an average, our local dues will definitely be higher...is there any phase in for the increase?

The unified dues will not occur in 2010. When we go to unified dues, it will be based on a formula that includes national dues and an average chapter dues amount. For the most part, for any AADE member who currently pays chapter dues, it will be the same - for some it may be less. There will be an increase when we go to unified dues for AADE members who are not currently chapter members."

We realize that some chapter dues are very low. However, the unified dues will enable any AADE member to participate in LNGs nationwide, so that the average chapter dues amount is actually enabling AADE members to have a wider access to all AADE local activities.

Many members pay for dues out of their own pocket, will this new process result in increased dues?

Based on recent survey, about 60% of members pay their national dues. The new dues will include both the national and the local dues so for those not currently paying local dues, it will be an increase. For many who are currently paying chapter dues, it will be the same. Some will experience a decrease or slight increase.

If your state chapter does not join the new model, can you still join AADE as an individual?

Yes.

Will this new model increase our membership on a local level?

It is anticipated that yes it will. Initially, you'll likely have new members simply based on the fact that many national members are not currently local members and will be automatically joint members.

WEBSITE & COMMUNICATIONS

What can be posted on MY AADE NETWORK?

The website allows for group announcements, calendar of events, document library and group discussions. Each state and LNG can have a website administrator trained to post announcements, calendar events and news. Any member can start a discussion. Additionally, each page includes space for links and other information.

Do we have option to post job listings and resumes for example?

As a LNG member you can post job listings, etc. as an attachment to an LNG discussion thread. All newsletters can also be added to the state's document file library. You do need to be an AADE member to have access to the MY AADE NETWORK; however, non-AADE local members will be able to view upcoming events and programs on the state's public website.

If there is no local leadership, who would determine what and who could post information on the site? Would there be a gatekeeper?

Each state will have volunteers who have administrative access for the site. It is best not to have one person as the gatekeeper so that no one is overburdened. The transition team may initially decide some of the state wide discussions or announcements, but each LNG administrator can post calendar events for their LNG.

EVENTS & ACTIVITIES

It is my understanding local live chapters will not exist. If we currently have a strong local chapter for live networking and continuing education programs, will we be able to continue these activities in some way?

Absolutely. What is changing is not the content or the community but the formality of structure and the many legal and accounting burdens.

If we resort to networking using technology will it have the same result as face-to-face networking where relationships begin and develop?

Yes, networking face-to-face is where relationships are sealed. This model is built with the goal to increase face-to-face interaction. Networking using technology is not a replacement for face-to-face meetings. It is a tool to that can be used to quickly get the word out that members are meeting at Starbucks or a local restaurant for a meet-up, for example, to provide timely reminders of events and to build on events by sharing knowledge (and the fun through pictures and videos) after the event.