

Executive Transition Plan Information Sheet for FF Leaders and Club Members

A. Operations and Programming

Vancouver International Conference – Our CEO, Joy DiBenedetto, will not be at the conference, but she is fully engaged in directing the planning of the conference with the support of Pallie Savoie, Conference Director. Registered attendees will be getting the program of workshops and plenary sessions shortly.

Participation from Atlanta in regional conferences – Program managers in Atlanta will be contacting regional leaders to discuss suitable levels of participation.

Field Rep training – Joy, with the support of Matthew Nidek, Director of Programs and Leadership Initiatives, will lead the annual training session July 20-22, 2015, in Atlanta.

Office re-location – Options are now being evaluated, all within the rent budget in place at the moment. The move will likely take place in the October-November period.

Acquisition and installation of a new website/data management system – A complete overhaul of our office technology and website has now become urgent as service providers can no longer support certain functions of our antiquated system. The Board will evaluate a proposal in late August with the expectation that implementation will begin in October. Some disruption is to be expected during the transition from the old to the new system. We will keep you posted.

B. Policy

Fill-the-seat policy – Piloting of this new policy will continue as it is a priority for our sustainability agenda.

E-membership initiative

E-membership policy under development – We have been examining the best way to include people interested in Friendship Force who are not located near a club. More discussions are needed therefore a workshop will take place at the Vancouver conference to explore ideas with you, including the vetting of e-members. You may direct your input to Dave Kalan, Chair of the Strategic Committee, at transition@thefriendshipforce.org.

Including non-members in exchanges over the coming months- Until a new policy is in place, clubs and EDs are encouraged to open up exchanges to prospective participants, in which case the clubs and EDs can do their own vetting as is done now, informally, when accepting new members into clubs.

The NextGen initiative – This is another priority for our sustainability agenda, and a number of exchanges are now being planned for 2016. Clubs interested in developing a NextGen exchange should contact Program Manager Laura Romero in the Atlanta office at lromero@thefriendshipforce.org. A NextGen section has been added to the [Leadership Toolkit](#) section of the FFI website. Material will also be added to describe the NextGen initiative and a blog will be introduced to share ideas to help clubs reach out to the Next Generation. To discuss ideas for this initiative, please contact Dave Kalan, Chair of the Strategic Committee at transition@thefriendshipforce.org.

Revised fees for domestic and EU plus Schengen inter-club exchanges – These revised fees were communicated to you in our policy letter to club presidents dated January 9, 2015. As of January 1, 2016, exchange fees for all domestic exchanges will be \$10 per night, up to a maximum of 7 nights per location. Fees for EU and Schengen inter-club exchanges will also be \$10 per night, up to a maximum of 4 nights.

Fees for international club-to-club exchanges – The Board examined a number of options to increase flexibility in the fee structure. After studying many models, the Board concluded that adding flexibility would require a fee increase. Since raising the number of participants in exchanges is far preferable to a fee increase, the Board opted to retain the current weekly fee structure and the current fees. Accordingly, exchange fees for international club-to-club exchanges in 2016 will remain the same as those in place for 2015.

Partnership with Homestay.com - The Board will be reviewing this partnership at the August Board meeting.

C. Search for a new CEO

A search committee has been set under Bob Duncan, Vice-Chair of the Board, known to the FFI community as the chief organizer of the 2013 New Orleans world conference. As the Board went through an executive hiring process three years ago, the Search Committee will conduct the search on its own and thus save on head hunter fees.