



PROPOSAL TO The 2010 National Volunteer Assembly

**Presented by:
Volunteer Structure Committee
March, 2010**

CORE TEAM MEMBERS:

- Damian Pisanelli (Chair – Volunteer Structure Committee)
Greater Puget Sound Area Team
- Volunteer Structure Committee
 - Brenda Dickison - Colorado Rockies Area Team
 - Susan Cherry – Friends Across New England Area Team
 - Naomi Erickson – E-Z Pass Unaffiliated Chapter
 - Becki Shawver – Cradle of TX Unaffiliated Chapter
 - Cristal Robinson – West TX Unaffiliated Chapter
 - Joanne Yokoyama-Martin – Volunteer Development Resource Manager
 - Keri Dooley – Vice President Sponsored Programs

OTHERS CONSULTED:

- Kerry McCollum – Vice President Organizational Development
- Scott Hume – Director Volunteer Development
- Lucas Welter – International Consultant AFS International

PART 1: MOTION SUMMARY AND ACTION REQUEST

MOTION – The Volunteer Structure Committee moves that approval of one of the three options for selecting NVA delegates be accepted and that the option selected benefit the whole of AFS-USA and not a specific type of team.

ACTION DESIRED FROM NATIONAL VOLUNTEER ASSEMBLY

The desired action is a decision by the 2010 NVA delegates approving one of three different options for selecting future NVA delegates.

BACKGROUND OF MOTION

During the review of by-laws at the 2009 NVA, questions were raised on the delegate selection process for the NVA and whether or not different criteria could be used for selecting delegates in the future. It was decided at that 2009 NVA to ask the Volunteer Structure Committee of the National Council to review and develop alternate proposals for delegate selection that would be voted on at the 2010 NVA for implementation in 2011.

The process for developing these three options for NVA delegate selection was:

- Direct input and feedback collected from delegates at the 2009 NVA
- An online survey that was sent to all NVA delegates to solicit their additional feedback and input on the criteria for selecting delegates
- A Volunteer Structure Committee face to face meeting in September 2009 to review options. At that face to face meeting all the feedback and inputs received from the delegates were reviewed and vetted and three clear options for delegate selection criteria were identified.

WHAT ARE THE BIGGEST ADVANTAGES TO THE PROPOSED MOTION? WHY SHOULD THE NVA APPROVE THIS MOTION? PLEASE BE SPECIFIC – ADVANTAGES TO THE NATIONAL ORGANIZATION, TO AREA TEAMS AND LOCAL CHAPTERS, AND TO INDIVIDUAL VOLUNTEERS SHOULD BE HIGHLIGHTED.

Up until now, the criteria for the selection of NVA delegates were determined by the National Council and the NVA Planning Committee. It was clear at the 2009 NVA that the delegates had questions about the selection process and concerns that perhaps there were other options to consider when determining how best to represent the voice of the volunteers in the NVA decision making process.

The main advantage of this motion is that it allows delegates to determine how volunteers should be represented at the NVA and is a direct follow up to the request made at the 2009 NVA delegates.

WHAT ARE THE BIGGEST DISADVANTAGES TO THE PROPOSED MOTION? PLEASE BE SPECIFIC – DISADVANTAGES TO THE NATIONAL ORGANIZATION, TO AREA TEAMS AND LOCAL CHAPTERS, AND TO INDIVIDUAL VOLUNTEERS SHOULD BE HIGHLIGHTED.

This response is related to not just this question above, but the two questions also listed below. There are no clear disadvantages to any of the proposed options for delegate selection. As mentioned previously, this motion comes directly from a request made at the 2009 NVA and the Volunteer Structure Committee did its due diligence to ensure that they reviewed the feedback not just from the 2009 NVA but also the input received through an online survey. These options are a direct reflection of what the 2009 NVA delegates asked to consider in developing different delegate selection options. Based on the perspective of the delegate, there could be disadvantages for his/her team (Area Team or Unaffiliated Chapter).

WHAT ARE THE TWO OR THREE BIGGEST CONCERNS THAT HAVE ARISEN REGARDING THE PROPOSED MOTION AND HOW IT MIGHT AFFECT AFS-USA? HOW COULD THOSE CONCERNS BE ADDRESSED/RESOLVED?

The biggest issues that will be important for the 2010 NVA delegates to be aware of and take into consideration are the cost implications for each of the different options and recognize that in some cases, the Affiliated Chapters/Area Teams or Unaffiliated Chapters may have to cover some of the cost of sending their delegates to the NVA.

WHAT ARE THE TWO OR THREE BIGGEST CONCERNS THAT HAVE ARISEN REGARDING THE PROPOSED MOTION AND HOW IT MIGHT AFFECT THE LOCAL AFS UNITS AND/OR INDIVIDUAL VOLUNTEERS? HOW COULD THOSE CONCERNS BE ADDRESSED/RESOLVED?

Please see response above.

ADDITIONAL COMMENTS

None to add

COST IMPLICATIONS OF IMPLEMENTING THE MOTION:

ALL EXAMPLES BELOW ARE BASED ON PROGRAM YEAR 2009.

Option #1

**One (1) delegate per active chartered AFS-USA chapter
(Includes both Affiliated and Unaffiliated Chapters)**

On 3/01/2010 we had 231 active chartered chapters (this includes Unaffiliated Chapters)

Budget implications:

**\$850.00 is the approx cost of 1 delegate*

- $231 \times \$850.00 = \$196,350.00$

**notes:*

- *In this option, each chapter might need to contribute a registration fee*

- *Affiliated chapters of Area Teams would receive delegates. Area Teams, would not receive delegates.*
- *There could be the option of including at-large delegates at an additional cost of \$850.00/at-large delegate*
- *This budget does not include the cost of any staff or international partner guests or other guests/presenters*
- *All delegates must be a registered volunteer, and at least 18 years of age.*
- *Current definition of an active chapter is:*
 - *Have two or more registered volunteers, not from the same family or household listed on a chapter roster.*
 - *Have at minimum a Chapter Chair and, if the Chapter raises funds or maintains an AFS bank account, a Chapter Treasurer.*
 - *All Unaffiliated Chapters are required to have a Chair and a Treasurer because they manage and receive co-support funds.*
 - *Affiliated Chapters who do not raise funds or maintain an AFS bank account, do not require a Treasurer and will need at minimum a Chair and one additional registered volunteer.*
 - *Host or send at least one student per 3 year period*
 - *Complete an annual chapter report*
 - *Participate in an Annual Review of performance and quality standards*
 - *Have all local funds accounted for in accordance with AFS-USA corporate financial requirements Have the AFS-USA Chief Administration Officer entered as co-signer on all local accounts*
 - *Have all local funds in excess of \$1000 on deposit with AFS-USA*

Option #2

One (1) delegate per 360 participant months

**please see attached excel spreadsheet outlining the calculations for participant (PAX) months*

In 2009 the average # of participant months per Area Team was 361.11. There were 31,778 participant months in 2009.

360 PAX months = 1 delegate

Budget implications:

**\$850.00 is the approx cost of 1 delegate*

- $31,778/360 = 88$ delegates
- $88 \times \$850.00 = \$74,800.00$

**notes:*

- *There could be the option of including at-large delegates at an additional cost of \$850.00/at-large delegate*
- *This budget does not include the cost of any staff or international partner guests or other guests/presenters*

- All delegates must be a registered volunteer, and at least 18 years of age.

Option #3

One delegate per 40 participants (hosted/sent)

**This is the current process.*

- 40-79 program participants = 1 delegate
- 80-119 program participants = 2 delegates
- 120-159 program participants = 3 delegates

Budget implications:

**\$850.00 is the approx cost of 1 delegate*

- $3745/40 = 94$ delegates
- $94 \times \$850.00 = \$79,900.00$
- \$85,000 (budget for 2010 – which includes Area Team/Unaffiliated delegates)

**notes:*

- *There could be the option of including at-large delegates at an additional cost of \$850.00/at-large delegate*
- *This budget does not include the cost of any staff or international partner guests or other guests/presenters*
- *All delegates must be a registered volunteer, and at least 18 years of age.*

⇒ **Area Team Delegates:**

Area Teams will have one delegate to the NVA for each group of 40 program participants (hosting and sending combined).

The Area Team Chair is the first delegate. In cases where the Area Team Chair cannot attend, the area team volunteers will elect an alternate to attend in their absence. There is no limit to the number of delegates that one Area Team can have as it is based on their program participant numbers. Additional delegates will be elected by the area team volunteers.

⇒ **Unaffiliated Chapter Delegates:**

Unaffiliated chapters will also have one delegate to the NVA for each group of 40 program participants (combined hosting and sending). The Unaffiliated Chapter Chair will be the first delegate. Unaffiliated chapters with fewer than 40 participants will be grouped together with other unaffiliated chapters for the purpose of electing delegates to the NVA.

PART 2: IMPLEMENTATION PLAN

DESCRIPTION OF IMPLEMENTATION PLAN AND TIMELINE

Action	Timeframe for Completion
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<ul style="list-style-type: none"> • Communication to volunteers through the “Coming Together” Volunteer newsletter informing all volunteers of the approved change to the NVA delegate selection process 	May 2010
<ul style="list-style-type: none"> • National Council and NVA Planning Committee would need to determine the budget implications of the delegate selection option voted on. (including any registration fee that would be paid by a chapter/delegate) 	June 2010
<ul style="list-style-type: none"> • Communication to all NVA delegates regarding the outcome, budget and NVA delegate selection process resulting from the National Council meeting 	July 2010
<ul style="list-style-type: none"> • 2011 NVA planning committee begins process of planning the 2011 NVA implementing the updated delegate selection process 	September 2010

PART 3: SUPPORTING DOCUMENTATION

*attached excel spreadsheet outlining the process for determining the number of participant months for each team.

PART 4: CONCLUSION

The Volunteer Structure Committee looks forward to the 2010 NVA delegates voting on one of three options for delegate selection to be implemented at the upcoming 2011 NVA. These options were developed based on the feedback received from the 2009 NVA as well as through an online survey and reflect different ways AFS-USA can ensure solid representation from volunteers in the decisions, debates and issues that are addressed annually at the NVA. This motion is about determining the best way to have the voice of the volunteers represented at this important gathering.