

PAN ORGANIZATIONAL REVIEW PROJECT

Presentation by Katrina Jensen, PAN Board Co-Chair
PAN Fall Conference – October 25th, 2016



Why an organizational review?

- New strategic plan – expanded vision and mission
- Necessary changes to governance structure and membership criteria
- Examine staffing structure – need to manage our growth
- Hired Third Sector Company (January 2015)



The Assignment

What Structure Holds the Greatest Promise for Pacific AIDS Network (PAN) To Deliver on Every Outcome Outlined in its Strategic Plan?



The Process

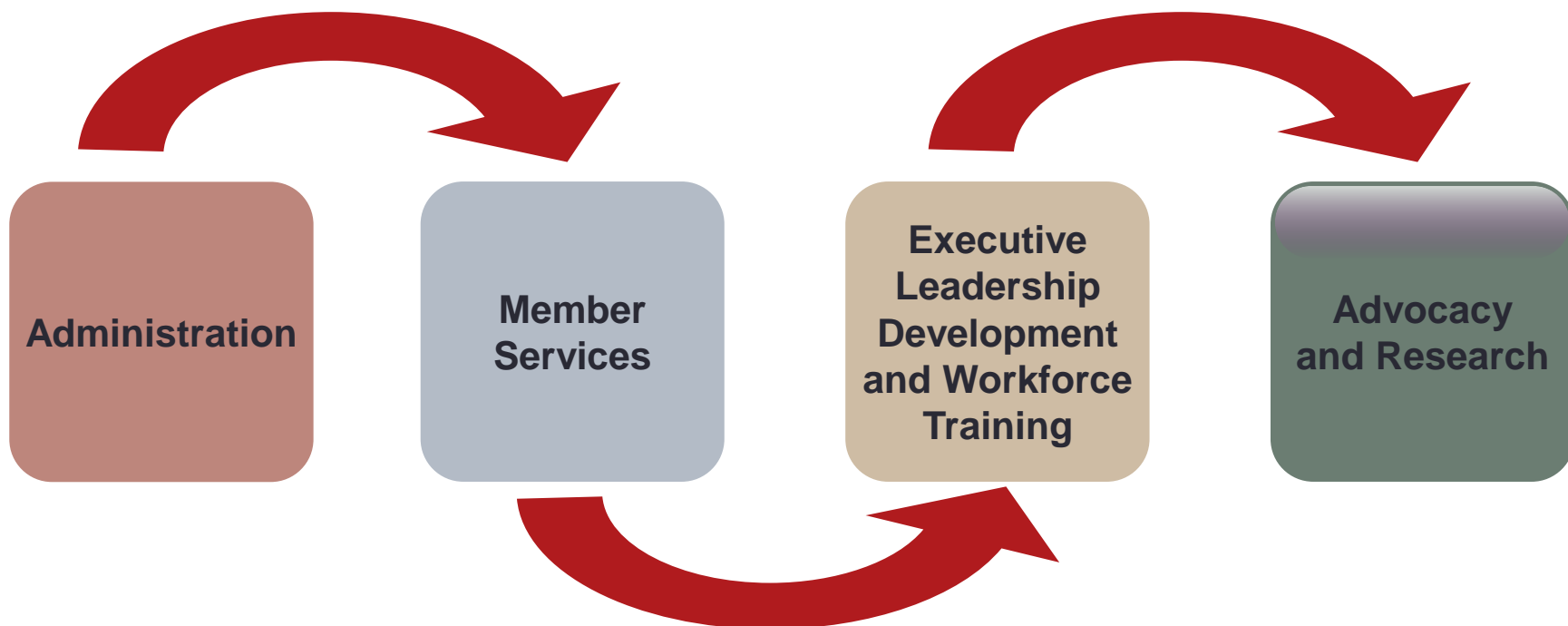
- Third Sector Company consultants did environmental scan
- Generated four operating models – presented to board
- Board picked one model



The Focus & Structure

Serving Community-Based Organizations
HIV, STD, & Blood Borne Illness

To Result In Measured Community Outcomes



To Support Member Organization Effectiveness & Efficiency
Executive & Board Leadership Focus



Empowering Community Organizations

Member Services

- Group Purchasing
- Evaluation Tools
- Resource Brokering
- Back Office Services
- Scholarships

Executive Leadership Development and Workforce Training

- Board and Governance
- Program Delivery
- Fundraising
- Operational Management
- Peer-To-Peer Learning
- Networking Events
- Advocacy Training

Advocacy and Research

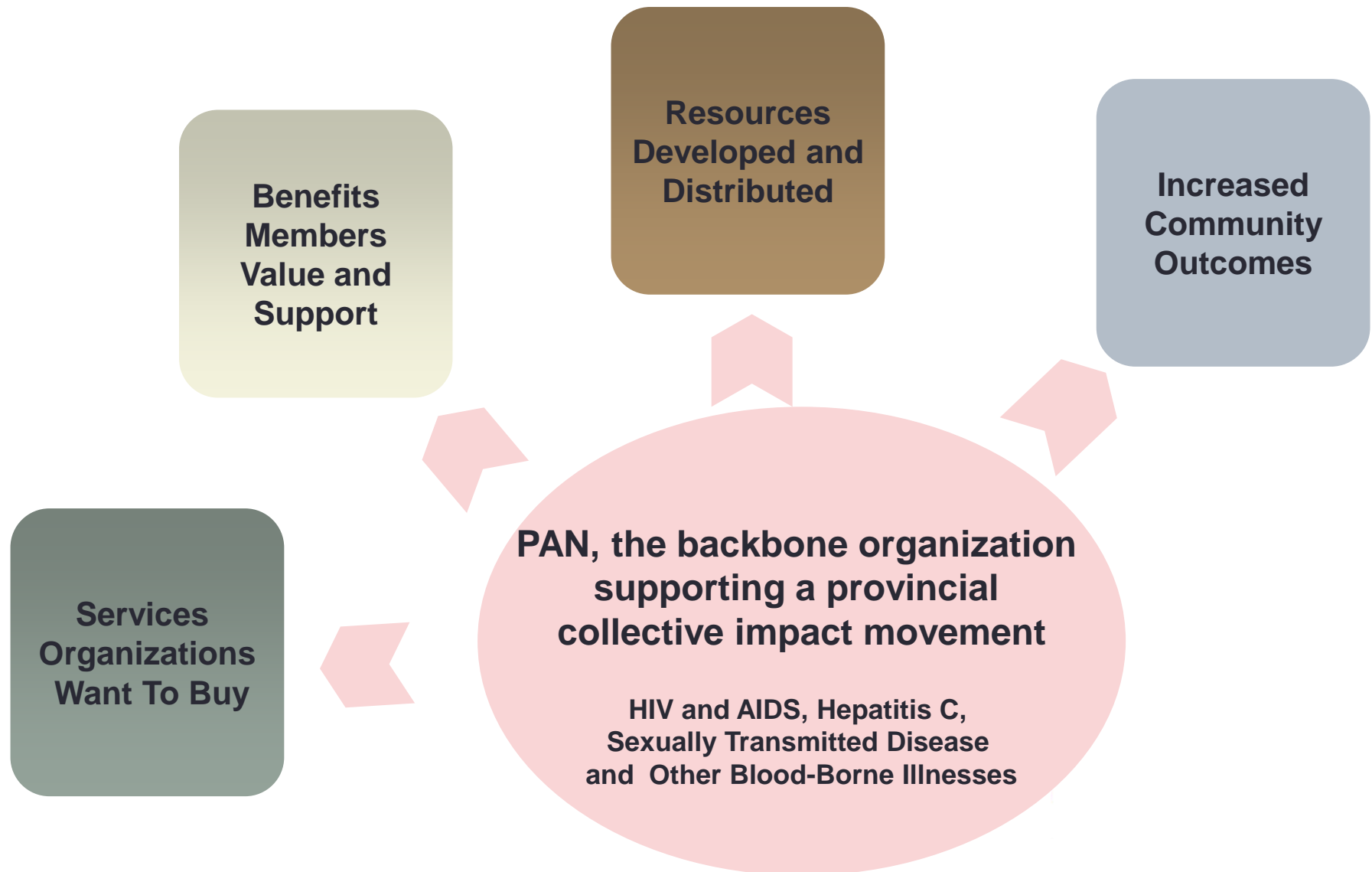
- Government Relations
- Advocacy Agenda & Resources
- Community-Based Research
- Common Measurements
- Forums and Coalition-Building
- Policy Analysis

More Robust Committee Structure

- Not all of the work has to be done by the Board, but the board can tap into talented and expert volunteers to support the work of the organization depending on current organization needs
- These committees could report up to the Board but would not be the prime responsibility of the Board of Directors

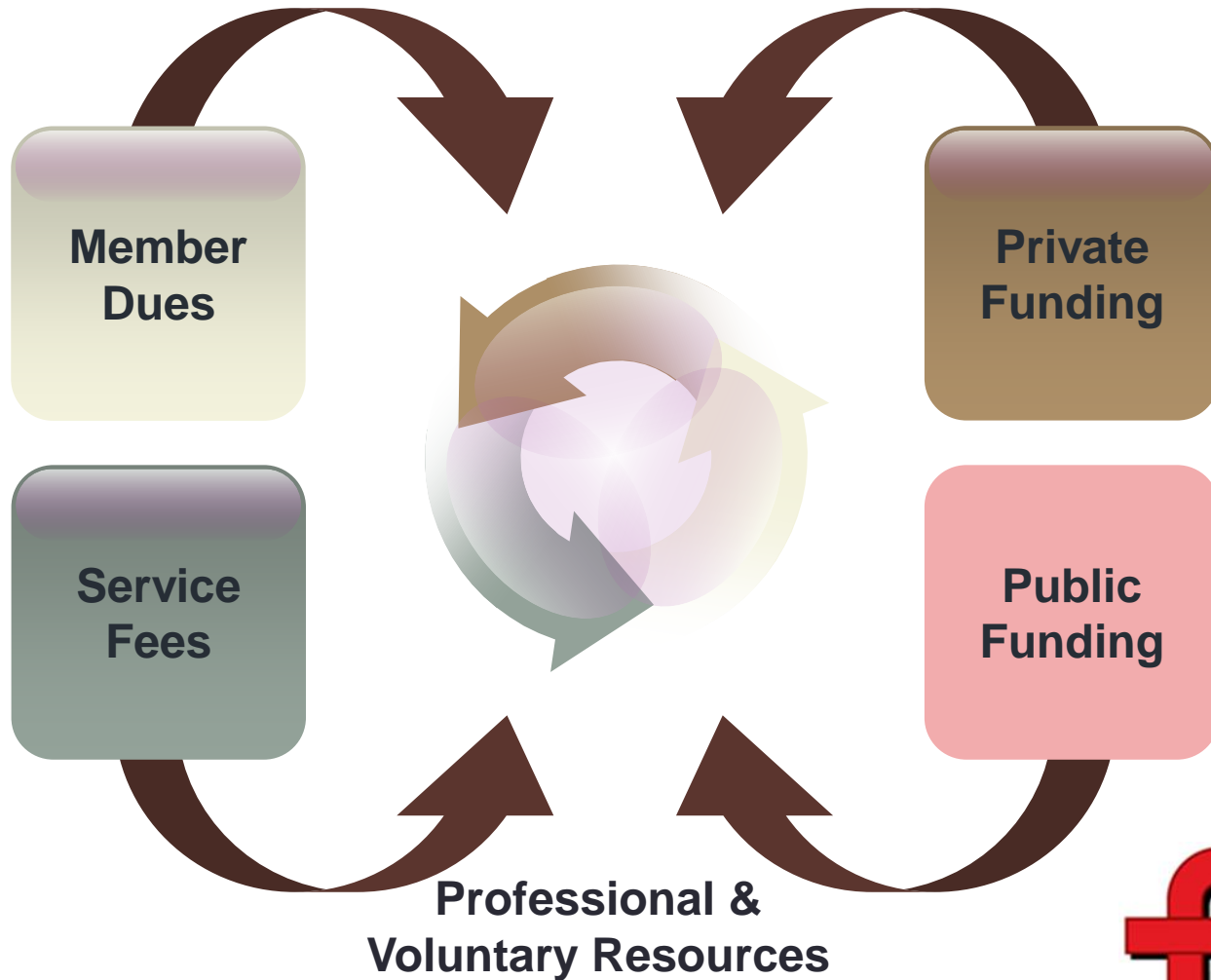


The New Pacific AIDS Network: The Drivers of Success



The Revenue Mix We are Currently Exploring

A Balanced Portfolio



Work Plan

- Develop an initial Implementation Work Plan with an end date of Fall 2018:
 - Consultation with member organizations
 - Fall 2018 present updated constitution and bylaw changes
 - Develop business case for PAN
 - Monitor results and make any course corrections

