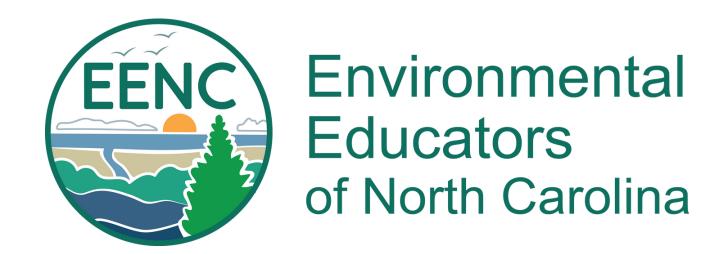
#### Communications & Programming Operations & All Staff Board Lead Development Lead Relationships Lead Board All Staff + Board **CRL** + Board Committee PL + Board Committee **ODL + Board Committee** Evaluating and making any changes to mission, Determining and implementing strategic plan Targeted membership recruitment and • Planning "big picture" elements of the ODL and Treasurer make minor financial vision, values goals and objectives retention planning conference, such as theme, keynote, strands decisions (ex: moving money between money Approving EENC policies Evaluating EENC's values in action Developing and managing membership PL decision-making support and guidance for market and checking) Proposing by-law changes to later be Making plans that impact EENC's overall assigned liaison committees benefits and structure with Board approval Evaluating whether or not to accept donations CRL decision-making support and guidance for from potentially questionable sources approved by the membership direction and operations assigned liaison committees Approving the strategic plan **Evaluating permanent organization-level** ODL gives decision-making support and Approving the annual budget mergers/expansion "Big picture" communications decisions guidance for assigned liaison committees Making major financial decisions (ex: **Evaluating staff (Board committee)** (branding + urgent strategy) - President's Ensure legal and regulatory compliance for endowment, planned use of reserves) Finalizing budget for staff pay and benefits the organization (taxes, audits, solicitation committee Committee Chairs hold decision-making Hiring Staff (Board Committee): Job license, non-profit regulations, etc.) guidance and goal-setting responsibilities for descriptions, hiring process, selecting hiring **ODL** + Development Committee finalize led committees committee, selecting final candidate development plan Annually review this Decision Making Map All Staff CRL PL + CRL ODL + CRL Newsletter content and design Marketing programs – coordinate delegation; Implementing development plan Determining and implementing strategic plan Managing partnerships and projects to Communication campaigns planning and strategies; ranking project priority work together Communication campaign planning and Contributes to design of development plan implement the strategic plan implementation related to development Managing and growing EENC brand Planning staff representation/ travel implementation (conference and events) Support and steward EENC's donors and Communications Planning staff pay and benefits Making expenditures within budget sponsors; expand network & Relationships Content generation and management Establishing and negotiating out-of-state and CRL supports comms-related grants affiliate programming, communications, and Membership management and recruitment Finalizing communications, development, and development partnerships strategy design and implementation membership budget Collaborate on fundraising events (non-Software and database management changes campaign focused) and policies Propose, monitor, and manage departmental budget with support from ODL and Treasurer Scheduling CRL working hrs and time off



# EENC Decision Making

This chart maps out who has the primary and/or final say in decision making around the listed topics. Additional feedback, input, ideas, and collaboration may be sought out by the decision maker, but is not required if the decision is listed under a single individual or group. For joint decisions, all listed parties must be included in the decision-making process and come to a final decision as a group, with no one entity inherently holding more power over another. For decisions around topics not listed, the individual or entity who is most impacted by the decision/issue will have the lead in making the decision.

### PL

- Planning, implementing, and evaluating programming guided by mission, vision, values, and the strategic plan
- Planning and implementing conference logistics
- Establishing in-state event-related partnerships and projects
- Propose, monitor, and manage departmental budget with support from ODL and Treasurer
- Sharing EENC-developed courses/ materials outside of North Carolina
- Scheduling PL working hrs and time off

## ODL + PL

- PL supports program-related grants
- Finalizing program budget planning income for EENC, costs for participants, budget for
- Establishing (ODL+PL) and managing (PL) out-
- of-state program-related partnerships

Programming Lead

Lead

Board

#### ODL

- Managing and participating in partnerships and projects with fiscal significance at the state, regional, and national levels
- Lead drafting of annual budget
- Making expenditures within approved budget
- Designating and overseeing routine business operations policies and procedures
- Prioritizing, writing, and managing grants; leading general grants and collaborating with staff to plan project-specific grants
- Development and implementation of fundraising campaigns and strategies
- Scheduling ODL working hrs and time off

Operations & Development Lead