



A Message from President Talitha Hampton



Dear NOBCChE Family:

Thanks to the hard work and commitment of our board, committees, supporters, and members, we are successfully navigating the challenging transitional phase of our journey and remain on track to achieve our ambition. We have set ambitious targets for ourselves and, while we did not achieve all aspects of our [2016 Scorecard](#), we are making significant headway in important areas, and a new NOBCChE is emerging. Our 2015-2016 [High Performance Organization](#) Outcome will not be as strong as we targeted, but we are making important progress and can look ahead with confidence.

I presented our current state at the 43rd annual conference in Raleigh which provided an opportunity to reflect on our journey, discuss our FY2016-2017 priorities and answer questions.

Your efforts are ensuring that a new NOBCChE is emerging rapidly – with a sustainable science infrastructure, a balanced targeted portfolio of differentiated programs and a focused and values-led organization.

We finished the year strong and we are well-positioned to win in 2016-2017.

Sincerely,

Talitha Hampton
 President, NOBCChE

www.NOBCChE.org/President



Visit our strategy page

www.NOBCChE.org/Strategy

Talent, Pipeline, Capability, & Workforce Development

Q3	Q4	Q1	Q2
●	●	●	●

- Establish the NOBCChE Academy pilot program with Westlake Middle School ● ● ● ●
- Develop and Execute Regional Engagement Strategy (2 New Professional Chapters, 5 New Student Chapters) ● ● ● ●
- Launch the NOBCChE Leadership Institute ● ● ● ●
- Launch volunteer database on March 15 ● ● ● ●
- Establish the President's Extended Leadership Team (XLT) ● ● ● ●
- Establish robust succession plan ● ● ● ●

The NOBCChE Brand

Q3	Q4	Q1	Q2
●	●	●	●

- Host 5 Virtual Focus Groups (NOBCChE Listens) to understand voice of the customer ● ● ● ●
- Develop and send the NOBCChE Voice Survey by April 15, 2016 to establish baseline numbers ● ● ● ●
- Develop metrics and organizational scorecard and hold all leaders accountable for them ● ● ● ●
- Increase followers by 50% for Twitter, Instagram, LinkedIn, and Facebook ● ● ● ●
- Increase site traffic and subscribers (website: 25%, e-brief: 25%, online event attendance: 15%) ● ● ● ●
- Increase membership by 50% ● ● ● ●

Member Value

Q3	Q4	Q1	Q2
●	●	●	●

- Develop a strategy for a membership portal ● ● ● ●
- Provide effective and timely communication of relevant information to members ● ● ● ●
- Establish a portfolio of member services that facilitate professional advancement ● ● ● ●
- Increase membership by 25% ● ● ● ●

Return to Growth

Q3	Q4	Q1	Q2
●	●	●	●

- 2 new corporate partnerships ● ● ● ●
- Establish or renew 2 TEPs ● ● ● ●
- Achieve cash flow targets ● ● ● ●
- Achieve overall revenue targets (Job postings, NOBCChE Store, other items) ● ● ● ●
- Develop a strategy for Planned Giving and Trusts ● ● ● ●
- Realize cost savings targets ● ● ● ●
- Conclude 2015 conference with \$0 deficit ● ● ● ●

- Procure an online meeting solution to ensure meeting collaboration and efficiency ● ● ● ●
- All board documents for 2015-2016 are organized, digitally archived, and accessible in a secure cloud system within 14 days of data generation. ● ● ● ●
- Procure bookkeeping services by March 15, 2016 ● ● ● ●
- Establish a new website service by July 2016 ● ● ● ●
- Establish a Grants and Contracts Administration committee ● ● ● ●
- Establish a strategic plan and scorecard that is made available to all members ● ● ● ●
- Develop and implement the following policies by April 15, 2016 (Document management and retention, Whistleblower, Travel, Award Payments) ● ● ● ●
- The board will meet a minimum of 4 times during the fiscal year and minutes will be available within 30 days. ● ● ● ●
- Complete the 2015-2016 annual report by June 30, 2016 ● ● ● ●
- Updates to the constitution are proposed and ready for organizational voting before or at the start of the national election ● ● ● ●
- All organizational financial and governance information is available on the NOBCChE website for review ● ● ● ●