

# North American Young Generation in Nuclear

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## Strategic Plan for 2014 through 2019

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## CHAPTER 1 - INTRODUCTION

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### NAYGN VISION

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Developing leaders to energize the future of nuclear.

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### NAYGN MISSION

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NAYGN provides opportunities for a young generation of nuclear enthusiasts to develop leadership and professional skills, create life-long connections, engage and inform the public, and inspire today's nuclear technology professionals to meet the challenges of the 21st century.

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### NAYGN GOALS

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Provide a forum for the Professional Development of its membership.  
Actively participate in Public Information by informing and educating the general population about nuclear science and technology.  
Actively participate in Recruitment and Retention for NA-YGN and the Nuclear Industry.  
Contribute to the Knowledge Transfer among generations of nuclear professionals.  
Provide opportunities for members to Network.

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### EXECUTIVE SUMMARY

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In our 14 successful years of operation, North American Young Generation in Nuclear (NAYGN) has proven to be a sustainable and valuable organization contributing to the development of young professionals in the nuclear science and technology field. NAYGN continues to provide opportunities for members to focus their energy towards improving the nuclear industry and communicating with the public about the benefits of nuclear energy.

As part of NAYGN's ongoing effort to remain a valuable organization across nuclear science and technology, the organization's mission, vision, and strategic plan were changed significantly in 2010 - 2012. In 2010, the NAYGN Core determined that the organization's growth and success combined with significant changes within the nuclear industry itself merited a change in our mission statement. That new mission statement is reflected above. While the words of the mission statement have changed, the goals of the organization have not. Our mission statement now more clearly aligns with the vision set forth by our founders and achieved by our devoted membership. After changing the organization's mission statement, an effort was undertaken in 2011 and 2012 to define a vision statement to communicate NAYGN's purpose and value. The vision statement above is the result of this effort, and it was created after much collaboration and discussion with past and present NAYGN leaders as well as nuclear industry leaders. To achieve the organization's vision, NAYGN leadership decided that the

previous one-year strategic plan should be expanded into a five-year strategic plan. This five-year strategic plan allows for the organization to be more forward-thinking and deliberate in developing ways for NAYGN to provide value to our membership over the next 5 years.

This strategic plan contains the vision, objectives, and goals necessary to support strategic growth in each of our focus areas during the 2014 through 2019 calendar years. As of 2013, NAYGN has over 100 local chapters and 10,000 members. With this growth comes a responsibility to ensure that our chapters continue to deliver the benefits members have come to expect. Over the next five years, NAYGN will focus on issues like infrastructure upgrades, chapter health and diversity, and sustainable organizational growth. Public information continues to be a priority for NAYGN, especially after the tragic events in 2011 at the Fukushima Dai-ichi site. NAYGN realizes the need to step up its efforts in public engagement and government outreach to provide factual and balanced information to a populace whose trust in nuclear energy is likely more fragile now than it ever has been since the founding of NAYGN. It will be our continuing duty and responsibility to work with our sponsor companies and industry groups to apply the lessons learned from this event to maintain the safe operation of our facilities while communicating to the public to ease fears and promote rational discourse. NAYGN will continue to provide an outstanding professional development forum for members to develop their leadership and professional skills. In 2013, NAYGN held the annual PD conference in Washington, D.C. The timing and location of this conference allowed for a 2013 US congressional hill day held right after a Presidential election. The 2014 annual conference will be held in Scottsdale, AZ and in Washington, D.C. in 2015.

In addition to these significant efforts, NAYGN will continue to pursue the activities members have participated in for years. The Core, committee chairs and regional leads have developed a strategic plan that will ensure the organization's actions are aligned with our goals, mission and vision. Core sponsors have been assigned to provide executive support to each activity, but the committee chairs, regional and local chapter leads will also be responsible for managing these activities. These leadership opportunities provided by NAYGN support the organization's vision.

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## DOCUMENT OVERVIEW

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NAYGN members are encouraged to review the Strategic Plan and provide comments back to the Core, committee chairs and regional leads. The Plan is a living document, and activities can be amended or added during the year. The enthusiasm of our members is what makes us successful. Our members are encouraged to step-up and volunteer wherever they see fit.

The document is laid out in ten chapters. Chapters two through six contain the organizations five strategic goals. Activities are combined under the strategic goals. The seventh and eighth chapters, "communication" and "infrastructure" were added to cover the activities necessary to support the normal operations of NAYGN. Each section includes a vision, objectives, and implementing initiatives. The initiatives are organized into "ongoing" initiatives, which are items that the organization repeats every year, and initiatives that will be completed in the calendar years 2014 through 2019.

## CHAPTER 2 – PROFESSIONAL DEVELOPMENT

NAYGN supports young professionals in the nuclear science and technology industry by providing professional development opportunities to further develop member’s leadership and technical abilities. These opportunities include a wide range of topics such as: effective communication, project management, team building, networking, budget management, proposal development, strategic planning, public speaking, understanding the industry climate, market drivers, and implications of political actions.

### Vision

NAYGN provides opportunities for nuclear professionals to develop strong leadership skills, organizational skills, and industry awareness.

### Objectives

- Prepare NAYGN members for various leadership opportunities in the nuclear industry.
- Provide professional development content that is pertinent to the needs of young professionals.
- Equip young professionals to address current political and technical issues related to nuclear science and technology.
- Provide opportunities to NAYGN members to develop themselves by participating in NAYGN committees, events, and conferences.
- Maintain positive relationships with industry organizations and professional societies.
- Leverage relationships with industry organizations and professional societies to facilitate young professional’s participation in those communities of practice.
- NAYGN provides an inclusive environment to provide professional development opportunities for all nuclear science and technology professionals.

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### ONGOING INITIATIVES

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<b>PD-1.</b>	<b>+One</b>	
	Core Sponsor:	Professional Development Chair
	Committee/Chair:	PD Committee / NEI Liaison
	Target Completion Date:	Ongoing
	Goals:	Explore +One Program with Electric Power Research Institute, Institute of Nuclear Power Operations, Canadian Nuclear Society, Canadian Nuclear Association, and American Society of Mechanical Engineers.
<b>PD-2.</b>	<b>Annual NAYGN Conference</b>	
	Core Sponsor:	Professional Development Chair
	Committee/Chair:	PD Committee / PD Conference Chair
	Target Completion Date:	May of each year
	Goals:	Continue to have high quality, professionally run conferences with various topics of interest that cater to the diverse population of NAYGN. Include leadership

development topics and content for new and mid-career attendees.

Ensure regional meetings occur at each annual conference.

**PD-3. Regional PD Workshops**

Core Sponsor: Affairs Chairs  
Committee/Chair: Regional Leads  
Target Completion Date: On-going  
Goals: Support at least 4 regions per year in holding regional workshops. Ensure that workshops include professional development aspects that are developed by the regional and chapter leads.

**PD-4. Webinars**

Core Sponsor: Professional Development Chair  
Committee/Chair: PD Committee/Webinar Chair  
Target Completion Date: Ongoing  
Goals: Host a minimum of 4 webinars per year. Record the webinars and post on the website to allow members to view them at a later time. Provide a diverse mix of webinar topics (US, Canada).

**PD-5. Improve PD Website Content**

Core Sponsor: Professional Development Chair  
Committee/Chair: PD Committee / TBD  
Target Completion Date: 1Q of each year  
Goals: Enhance the PD portion of the NAYGN website to include more tools for members (meeting topics, presentations, etc.). Gather, review, and post applicable PD materials. Update website to include latest conference information and PD committee members.

**PD-6. Update PD Committee Charter**

Core Sponsor: Professional Development Chair  
Committee/Chair: PD Committee / TBD  
Target Completion Date: 3Q of each year  
Goals: Update the PD committee charter for next NAYGN Annual Workshop and conference. Charter should identify PD committee members and conference vision. Charter should identify PD Committee Conference Chair(s).

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## 2014 INITIATIVES

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**PD14-1. Improve PD Conference Technology**

Core Sponsor: Professional Development Chair  
Committee/Chair: PD Committee / TBD  
Target Completion Date: 2Q 2014  
Goals: Record conference sessions. After the conference, offer webcasts of sessions to conference attendees.

**PD14-2. Leadership Book Club**

Core Sponsor: Professional Development Chair  
Committee/Chair: PD Committee / TBD  
Target Completion Date: 4Q 2014  
Goals: Pick a leadership book and encourage NAYGN members to read it and participate in a virtual book club. Blog on topics from the book and hold a webinar to discuss.

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## 2015 INITIATIVES

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**PD15-1. Local Chapter PD**

Core Sponsor: Professional Development Chair  
Committee/Chair: PD Committee / TBD  
Target Completion Date: 2Q 2015  
Goals: Create a local chapter PD committee to focus on creating PD content for local chapter use. Develop a committee charter and program plan aligned with the nuclear energy industry leadership competency model. The plan should consider various delivery methods (webinar series, workbooks, internet streaming), local chapter lead training, and content for mid-career professionals. Add additional initiatives according to the program plan.

**PD15-2. Mid-Level Management Training**

Core Sponsor: Professional Development Chair  
Committee/Chair: PD Committee / TBD  
Target Completion Date: 4Q 2015  
Goals: Develop or identify a program for mid-level management professional development; webinars, training etc.

**PD15-3. ANS Young Professionals Congress**

Core Sponsor: Professional Development Chair  
Committee/Chair: PD Committee / TBD  
Target Completion Date: 4Q 2015

Goals: Work with the ANS-YMG to plan and execute professional development content for the ANS-YPC, held every other year (odd years), in conjunction with the ANS Winter Meeting. Once the format is decided, NAYGN will be responsible for a professional development component, typically soft skills focused, during the meeting as well as plenary content. The ANS Young Members Group coordinates the logistics and all technical content for the meeting. NAYGN is a financial sponsor of this congress.

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## 2016 INITIATIVES

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**PD16-1. Develop Standalone PD Workshop(s)**

Core Sponsor: Professional Development Chair  
Committee/Chair: PD Committee / TBD  
Target Completion Date: 2Q 2016  
Goals: Develop a minimum of one PD workshop that can be used at national, or regional, or local-chapter level meetings.

**PD16-2. 2016 NAYGN Conference**

Core Sponsor: Professional Development Chair  
Committee/Committee Chair: PD Committee / Conference Chair  
Target Completion Date: 2Q 2016  
Goals: Work with the Canadian Nuclear Association or Canadian Nuclear Society to host the conference in Canada. Hold a high quality, professionally run conference with various topics of interest that cater to the diverse population of NAYGN.

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## 2017 INITIATIVES

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**PD17-1. ANS Young Professionals Congress**

Core Sponsor: Professional Development Chair  
Committee/Chair: PD Committee / TBD  
Target Completion Date: 4Q 2017  
Goals: Work with the ANS-YMG to plan and execute professional development content for the ANS-YPC, held every other year (odd years), in conjunction with the ANS Winter Meeting. Once the format is decided, NAYGN will be responsible for a professional development component, typically soft skills focused, during the meeting as well as plenary content. The ANS Young Members Group coordinates the logistics and all technical content for the



meeting. NAYGN is a financial sponsor of this congress.

**PD17-2. Review & Improve Mid Management Training**

Core Sponsor: Professional Development Chair  
Committee/Committee Chair: PD Committee / Conference Chair  
Chair:  
Target Completion Date: 2Q 2017  
Goals: Assess effectiveness of mid management training created under PD15-2 and update as needed. Roll-out revised training at annual PD conference.

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**2018 INITIATIVES**

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**PD18-1. Develop Standalone PD Workshop(s)**

Core Sponsor: Professional Development Chair  
Committee/Chair: PD Committee / TBD  
Target Completion Date: 2Q 2018  
Goals: Develop a minimum of one PD workshop that can be used at national, or regional, or local-chapter level meetings.

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**2019 INITIATIVES**

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None identified at this time.

## CHAPTER 3 – RECRUITING & RETENTION

NAYGN is in a unique position to recruit and help retain young professionals since NAYGN members can relate directly to the target audience. NAYGN participates in recruiting and retention activities for the organization as well as for nuclear science and technology industry partners.

### Vision

NAYGN continuously attracts new members to NAYGN, and attracts young professionals into careers in nuclear science and technology. Participation in NAYGN encourages retention of young nuclear professionals.

### Industry-Related Objectives

- Work with nuclear industry partners to attract new talent into nuclear science and technology careers.
- Represent the voice of the young generation regarding factors that motivate and empower young nuclear professionals in their careers.

### Organizational-Related Objectives

- Maintain strong NAYGN member and local chapter growth.
- Support the success of local chapters.
- Expand and strengthen NAYGN’s presence throughout North America and across the spectrum of nuclear science and technology.
- Attract qualified and engaged NAYGN members for organizational leadership roles, and maintain a strong succession plan for key positions.

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## ONGOING INITIATIVES

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### **RR-1. New Chapter Development**

Core Sponsor:	Vice President
Committee/Chair:	Core
Target Completion Date:	Ongoing
Goals:	Kick-off six new chapters per year. Encourage diverse chapter types and locations.

### **RR-2. Career Awareness Campaign**

Core Sponsor:	Vice President
Committee/Chair:	Recruiting and Retention Committee/Arun Varghese
Target Completion Date:	Ongoing
Goals:	Partner with industry organizations (NEI, EPRI etc.) and work with local chapters to staff booths at national level career fairs as available. Identify other events that can be utilized to spread career awareness. Identify any

opportunities to attend events in Canada. Identify any information session opportunities such as panels. Identify supply chain opportunities.

**RR-3. Elections**

Core Sponsor: Past President  
Committee/Chair: Nominating Committee/TBD  
Target Completion Date: 2Q of each year  
Goals: Have nominating committee help solicit for nominees beginning in January of each year. Encourage fully contested elections. Encourage Canadian and Mexican candidates to run for non-country affairs positions. Have nominating committee review all nominees in 1Q. Host a Meet the Candidates webinar in 1Q. Run Election in 1Q.

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**2014 INITIATIVES**

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**RR14-1. Advertise NAYGN Value**

Core Sponsor: Vice President  
Committee/Chair: Core / TBD  
Target Completion Date: 4Q 2014  
Goals: Capture soundbites from executives, NAYGN leaders and members on the value of NAYGN membership. Use for advertising on the NAYGN website and printed materials.

**RR14-2. Chapter Health Guidance**

Core Sponsor: Vice President  
Committee/Chair: Chapter Health Committee/ Duncan Robinson  
Target Completion Date: 3Q2014  
Goals: Improve guidance information available to local chapters on the website.

**RR14-3. Local Chapter Lead Continuing Training**

Core Sponsor: Affairs Chairs  
Committee/Chair: Chapter Health Committee / Duncan Robinson  
Target Completion Date: 2Q 2014  
Goals: Develop a minimum of two training topics pertinent to local chapter leads, focused on improving and supporting local chapter health and function.

- RR14-4. Chapter Health Tools**  
 Core Sponsor: Vice President  
 Committee/Chair: Chapter Health Committee/ U.S. Affairs  
 Target Completion Date: 3Q2014  
 Goals: Develop a plan for how to assist struggling chapters once they have been identified. Investigate methods for identifying and assisting struggling chapters. Consider using enhanced communication, metrics, leading indicators, or year over year statistics. Hold detailed chapter health review with regional leads after EOY metric collection.
- RR14-5. Career Survey**  
 Core Sponsor: Vice President  
 Committee/Chair: Benchmarking Committee / Kathryn Davis  
 Target Completion Date: 2Q 2014  
 Goals: Complete a bi-annual survey (even years) to determine the factors that are critical to the success of young professionals in the nuclear industry. Target 33%+ response rate from active members. Publish a report and trend metrics.
- RR14-6. Update Local Chapter Documents**  
 Core Sponsor: Affairs Chairs  
 Committee/ Chair: Local Chapter Leads / Regional Leads  
 Target Completion Date: 1Q 2014  
 Goals: Update the local chapter guidance document. Consider updates to other local chapter resources documents. Solicit sample documents (charters, bylaws, budgets, calendars) from local chapter leads. Post all information to website.
- RR14-7. Kick-Off New Canadian Chapter**  
 Core Sponsor: Vice President  
 Committee/ Chair: Core / Canadian Affairs Chair  
 Target Completion Date: 4Q 2014  
 Goals: Kick-off at least 1 new chapter in Canada.
- RR14-8. New Career Awareness Event**  
 Core Sponsor: Vice President  
 Committee/ Chair: Recruiting and Retention Committee/Arun Varghese  
 Target Completion Date: 4Q 2014  
 Goals: Identify and support at least 1 non-career fair type event to spread career awareness. Work to make an annual event (potential partnership with PI14-3).

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## 2015 INITIATIVES

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**RR15-1. Local Chapter Lead Continuing Training**

Core Sponsor: Affairs Chairs  
Committee/Chair: Chapter Health Committee / Affairs Chairs  
Target Completion Date: 3Q 2015  
Goals: Develop a minimum of two training topics pertinent to local chapter leads, focused on improving and supporting local chapter health and function. Consider making this an ongoing initiative.

**RR15-2. Design and Procure NAYGN Pop-Ups**

Core Sponsor: Vice President  
Committee/Chair: N/A  
Target Completion Date: 2Q 2015  
Goals: Design and replace current NAYGN pop-ups (if needed).

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## 2016 INITIATIVES

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**RR16-1. Career Survey**

Core Sponsor: Vice President  
Committee/Chair: Benchmarking Committee / TBD  
Target Completion Date: 2Q 2016  
Goals: Complete a bi-annual survey (even years) to determine the factors that are critical to the success of young professionals in the nuclear industry. Target 33%+ response rate from active members. Publish a report and trend metrics.

**RR16-2. Industry Retention**

Core Sponsor: Vice President  
Committee/Chair: Recruiting and Retention Committee/Arun Varghese  
Target Completion Date: 4Q 2016  
Goals: Review 2016 Career Survey report, assess the trend of the industry's retention of the young generation. Recommend and implement actions to the industry, present findings at 2017 conference.

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## 2017 INITIATIVES

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**RR17-1. Assess Annual Career Awareness Event**

Core Sponsor: Vice President  
Committee/ Chair: Recruiting and Retention Committee/Arun Varghese  
Target Completion Date: 2Q 2017  
Goals: Assess effectiveness of annual event created under RR14-8 and replace if necessary.

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## 2018 INITIATIVES

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**RR18-1. Career Survey**

Core Sponsor: Vice President  
Committee/Chair: Benchmarking Committee / TBD  
Target Completion Date: 2Q 2018  
Goals: Complete a bi-annual survey (even years) to determine the factors that are critical to the success of young professionals in the nuclear industry. Target 33%+ response rate from active members. Publish a report and trend metrics.

**RR18-2. Update Local Chapter Documents**

Core Sponsor: Affairs Chairs  
Committee/ Chair: Local Chapter Leads / Regional Leads  
Target Completion Date: 1Q 2018  
Goals: Update the local chapter guidance document. Consider updates to other local chapter resources documents. Solicit sample documents (charters, bylaws, budgets, calendars) from local chapter leads. Post all information to website.

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## 2019 INITIATIVES

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None identified at this time.

## CHAPTER 4 – KNOWLEDGE TRANSFER & RETENTION

Industry knowledge transfer programs are directed mainly on the NAYGN member demographic. Transitioning 35+ years of operational knowledge to the newest generation is a daunting task, but NAYGN assists the facilitation of this transition. NAYGN establishes and partners in programs to promote improved knowledge transfer between generations of industry employees and share practices with the industry.

### Vision

NAYGN is the voice of the young generation in Knowledge Transfer and Retention discussions within the nuclear science and technology community. NAYGN promotes the use of Knowledge Transfer and Retention tools.

### Objectives

- Establish a protocol to continuously archive important NAYGN documents.
- Improve turnover for key NAYGN leadership roles.
- Use the EAC and the Sustainability committee as resources for NAYGN information and as a sounding board for future strategic decisions.
- Provide the voice of the young generation regarding knowledge transfer issues, methods, tools, and opportunities.
- Continuously improve NAYGN knowledge transfer by incorporating best and new methods into NAYGN practice.

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### ONGOING INITIATIVES

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<b>KT-1.</b>	<b>Executive Advisory Council</b>	
	Core Sponsor:	Past President, President, and Vice President
	Committee/Chair:	EAC/Jim Scarola
	Target Completion Date:	Ongoing
	Goals:	Receive advice on NAYGN Strategic Plan, initiatives and strategies from key executives representing the diverse nuclear science and technology organizations. Work with executives to build support for NAYGN activities among their executive peers. Ensure EAC has developed succession and turnover plans to rotate the existing membership.
<b>KT-2</b>	<b>Sustainability Committee</b>	
	Core Sponsor:	Past President
	Committee/Chair:	Past President
	Target Completion Date:	Ongoing
	Goals:	Receive advice on NAYGN issues, as needed. Ensure that the committee is staffed with ex-Core members.

**KT-3 Bylaws**  
Core Sponsor: Past President  
Committee/Chair: Bylaws Committee/Will Jameson  
Target Completion Date: 1<sup>st</sup> Quarter of Each Year  
Goals: Review and update the NAYGN rules and bylaws. Put changes up for member vote, as necessary.

**KT-4 Internal Knowledge Transfer and Retention**  
Core Sponsor: Past President  
Committee/Chair: KT&R Committee  
Target Completion Date: 4<sup>th</sup> Quarter of Each Year  
Goals: Review the NAYGN Knowledge Management Plan and associated documents. Ensure all documents are appropriately retained and updated per the document retention schedule.

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## 2014 INITIATIVES

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**KT14-1. KT&R Survey**  
Core Sponsor: Past President  
Committee/Chair: KT&R Committee / Sandra Stewart  
Target Completion Date: 2Q2014  
Goals: Complete a bi-annual survey (even years) to report and trend KT&R issues affecting NAYGN members. Complete this survey and publish results in conjunction with the NAYGN Career Survey.

**KT 14-2 KT&R Best Practices**  
Core Sponsor: Past President  
Committee/Chair: KT&R Committee / Sandra Stewart  
Target Completion Date: 3Q2014  
Goals: Collect KT&R Best Practices from local chapters and share insights with the organization via the NAYGN website and social media.

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## 2015 INITIATIVES

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**KT15-1. Knowledge Transfer Material**  
Core Sponsor: Past President  
Committee/Chair: KT&R Committee/ Sandra Stewart  
Target Completion Date: 4Q2015  
Goals: Develop knowledge transfer material, and delivery method(s). Use the results of the KT&R survey as input to



material type and content.

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## 2016 INITIATIVES

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**KT16-1.   KT&R Survey**

Core Sponsor:	Past President
Committee/Chair:	KT&R Committee/Sandra Stewart
Target Completion Date:	2Q 2016
Goals:	Complete a bi-annual survey (even years) to report and trend KT&R issues affecting NAYGN members. Complete this survey and publish results in conjunction with the NAYGN Career Survey.

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## 2017 INITIATIVES

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None identified at this time.

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## 2018 INITIATIVES

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**KT18-1.   KT&R Survey**

Core Sponsor:	Past President
Committee/Chair:	KT&R Committee / Sandra Stewart
Target Completion Date:	2Q 2018
Goals:	Complete a bi-annual survey (even years) to report and trend KT&R issues affecting NAYGN members. Complete this survey and publish results in conjunction with the NAYGN Career Survey.

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## 2019 INITIATIVES

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None identified at this time.

## CHAPTER 5 – PUBLIC INFORMATION

NAYGN works to implement programs to inform and educate the public about nuclear science and technology, creating programs which promote energy conservation and increase knowledge of nuclear related issues. One of the strengths of young professionals is the ability to relate to peers and the student population. When members are well-informed about the benefits of nuclear science and technology, they become effective communicators and increase the awareness of the benefits of nuclear power to neighboring communities.

### Vision

NAYGN is an influential and effective voice for promoting nuclear science and technology and sharing information on nuclear related topics.

### Objectives:

- Provide young nuclear professionals opportunities to practice essential communication skills in their communities and the workplace.
- Enhance the nuclear professional community and network through sustained use of social media and blogs.
- Reshape the face of nuclear through enhanced communication techniques and grassroots outreach efforts/initiatives.
- Build a sustainable public information organization with regional outreach teams.
- Increase visibility and presence at public forums where nuclear topics are discussed.
- Educate young people on the benefits and opportunities of nuclear science and technology.

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### ONGOING INITIATIVES

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#### **PI-1. Annual Drawing Contest**

Core Sponsor:	Public Information Chair
Committee/Chair:	Student Education/ Alejandra Villarreal
Target Completion Date:	Yearly
Goals:	1Q: Develop Annual Drawing Contest materials by incorporating feedback from the previous year's contest. 2Q: Advertise the drawing contest and communicate with local chapters 3Q: Implement the drawing contest. Track the number of drawings collected by the chapters and the number of schools participating. 4Q: Vote on winners, advertise results, and distribute awards. Record lessons learned. The number of submissions each chapter should aim for is approximately double the # of local chapter members.

#### **PI-2. Clean Energy Insight NAYGN Public Outreach Website and Blog**

Core Sponsor:	Public Information Chair
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	Committee/Chair:	Outreach Communication Committee/TBD
	Target Completion Date:	Ongoing
	Goals:	Encourage NAYGN members to consistently publish blogs about nuclear topics in their community. NAYGN members will post a minimum of two blogs a month on the Clean Energy Insight website.
<b>PI-3.</b>	<b>Organizational Outreach</b>	
	Core Sponsor:	Public Information Chair
	Committee/Chair:	Governmental Outreach/ Outreach Communication/ Glen Lawson Student Education/ John Greenwood
	Target Completion Date:	Ongoing
	Goals:	Partner with industry organizations (ANS, CNS, NEI, CNA, IYNC, WIN, WIN Canada, etc.) to compile outreach materials, share information, and co-host public information events. Hold one joint outreach event per year (for example, post-Fukushima joint-webinars, sharing information about local ANS events, etc.).
<b>PI-4.</b>	<b>Nuke101</b>	
	Core Sponsor:	Public Information Chair
	Committee/Chair:	Student Education/ John Greenwood
	Target Completion Date:	Ongoing
	Goals:	Make the Nuke 101 program available for NAYGN members to use as needed. Incorporate feedback to continuously improve the program.
<b>PI-5.</b>	<b>Outreach Presence</b>	
	Core Sponsor:	Public Information Chair
	Committee/Chair:	Government Outreach / Regional Teams
	Target Completion Date:	Ongoing
	Goals:	Search for public, government, and community outreach opportunities. Communicate outreach opportunities to members in local areas. Support an NAYGN presence at a minimum of 2 events per year. Facilitate comments on behalf of NAYGN, as applicable.
<b>PI-6</b>	<b>PI Outreach Materials</b>	
	Core Sponsor:	Public Information Chair
	Committee/Chair:	PI Committee / TBD
	Target Completion Date:	Annual by 4Q
	Goals:	Provide PI outreach materials to local chapters on an annual basis, as requested.

<b>PI-7.</b>	<b>Visual Media Development</b>	Core Sponsor: Public Information Chair Committee/Chair: Video Committee/ Rahul Srinivasan Target Completion Date: 3Q of each year Goals: Record constituent testimony video clips for NAYGN members during the NAYGN annual professional development conference. Post video clips on CEI blog and YouTube.
<b>PI-8.</b>	<b>Canadian Parliament Hill Day</b>	Core Sponsor: Canadian Affairs Chair Committee/Chair: Canadian Regional Lead / TBD Target Completion Date: 4Q each year Goals: Work with CNA to facilitate annual NAYGN/WIN Parliament Hill Day with a minimum of 30 participants.
<b>PI-9.</b>	<b>Public Information Award</b>	Core Sponsor: Public Information Chair Committee/Chair: PI Committee/ Laura Brown Target Completion Date: 2Q & 4Q each year Goals: Semi-annual contest to serve as incentive for local chapters to hold various Public Information events and expand their nuclear outreach presence.

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## 2014 INITIATIVES

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<b>PI14-1.</b>	<b>Nuke101 Enhancement</b>	Core Sponsor: Public Information Chair Committee/ Chair: Student Education/ John Greenwood Target Completion Date: 2Q 2014 Goals: Obtain teacher education credits for programs and post Nuke 101 materials on NAYGN website.
<b>PI14-2.</b>	<b>Expand Annual Drawing Contest</b>	Core Sponsor: Public Information Chair Committee/ Chair: Student Education/ John Greenwood Target Completion Date: 2Q 2014 Goals: Work with Public Information Committee to develop plan to expand the annual drawing contest to a wider and more mature audience (consider High School, Middle School, and College/University).

**PI14-3. USA Science & Engineering Festival**

Core Sponsor: Public Information Chair  
Committee/ Chair: Student Education/ Atlantic regional team  
Target Completion Date: 2Q 2014  
Goals: Outreach and student education presence for wide audience at this national festival where the audience is K-12 students, and their families and teachers. Support NAYGN booth at the festival by providing materials, facilitating volunteers, educating and training volunteers, and holding frequent planning meetings with the NAYGN volunteers in preparation.

**PI14-4. Explore transfer of CEI website to NAYGN website**

Core Sponsor: Public Information Chair  
Committee/ Chair: PI Committee & NAYGN Communication Specialist  
Target Completion Date: 3Q 2014  
Goals: Consolidate NAYGN online presence by exploring the possibility of transferring all CEI posts to the NAYGN website / PI page. Also need to explore the possibility of an automatic Facebook feed from the NAYGN website.

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**2015 INITIATIVES**

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**PI15-1. US Hill Day**

Core Sponsor: Public Information Chair  
Committee/Chair: Government Outreach/ TBD and Christine Csizmadia  
Target Completion Date: 2Q2015  
Goals: Facilitate 2015 NAYGN/ WIN US Hill Day with a minimum of 100 participants.

**PI15-2. Teacher Workshops**

Core Sponsor: Public Information Chair  
Committee/Chair: TBD  
Target Completion Date: 3Q2015  
Goals: Develop a teacher workshop kit for local chapters to be able to hold their own teacher workshops.

**PI15-3. Regional Outreach Teams**

Core Sponsor: Public Information Chair  
Committee/Chair: PI Committee/ Glen Lawson  
Target Completion Date: 4Q2015  
Goals: Regional Outreach Teams to assist with implementing public outreach initiatives (examples-town hall meetings, drawing

contest, etc.).

**PI15-4. Develop Risk Communications Workshop**

Core Sponsor: Public Information Chair  
Committee/ Chair: Regional Teams / TBD  
Target Completion Date: 4Q 2015  
Goals: Develop or identify a risk communications workshop that can be used at continental or regional level conferences.

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**2016 INITIATIVES**

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**PI16-1. Visual Media Development**

Core Sponsor: Public Information Chair  
Committee/ Chair: Video Committee/ TBD-Regional Teams  
Target Completion Date: 2Q2013  
Goals: Develop video campaign of “life of a nuclear worker”

**PI16-2. Comprehensive Strategy for Event Response**

Core Sponsor: Public Information Chair  
Committee/Chair: PI Committee/ TBD  
Target Completion Date: 4Q2016  
Goals: Develop strategy for event response for NAYGN to help the nuclear industry respond to industry events.

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**2017 INITIATIVES**

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**PI17-1. Position Papers**

Core Sponsor: Public Information Chair  
Committee/ Chair: Outreach Communication Committee/ TBD  
Target Completion Date: 1Q 2017  
Goals: Develop position papers on nuclear topics to aid NAYGN members with discussing issues and to ensure NAYGN has a consistent voice on nuclear topics. Develop two position papers per year; or, produce a list of approved position papers that are endorsed by NAYGN for use and review/update the position paper list a minimum of once every two years.

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**2018 INITIATIVES**

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None identified at this time.

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**2019 INITIATIVES**

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None identified at this time.

## CHAPTER 6 – NETWORKING

NAYGN provides opportunities for members to meet other members and industry leaders. Making contacts and sharing knowledge with other individuals in the nuclear industry helps NAYGN members grow professionally and develop communication skills. Developing a network of strong industry contacts benefits members and the industry as a whole.

### Vision

NAYGN is a positive networking forum for young professionals in the nuclear industry.

### Objectives

- Provide opportunities for members to meet other members as well as industry leaders.
- Promote a strong network of industry contacts amongst NAYGN members and industry leaders.
- Promote the use of social media as a networking tool.
- Partner with other organizations to provide networking opportunities for young professionals.
- Support the social networks at local chapters to assist in the retention of professionals new to the industry.

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## ONGOING INITIATIVES

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### **N-1. Regional Activities**

Core Sponsor:	Affairs Chairs
Committee/ Chair:	Regional Leads
Target Completion Date:	Ongoing
Goals:	Connect chapters with each other in order to increase member's communication, collaboration, and enthusiasm. Hold five regional level networking activities per year, with a minimum of one event per year in Canada.

### **N-2. Conference Networking**

Core Sponsor:	Professional Development Chair
Committee/ Chair:	PD Committee / Conference Planning Lead
Target Completion Date:	May of each year
Goals:	Include networking and teambuilding opportunities as part of the annual NAYGN conference.

### **N-3. Inter-Chapter Connectivity**

Core Sponsor:	Affairs Chairs
Committee/Chair:	Affairs Chairs / Communications Chair
Target Completion Date:	Ongoing
Goals:	Provide guidance and template for integrating chapter best practices, lessons learning and networking opportunities: virtual and face to face.

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## 2014 INITIATIVES

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**N14-1. Electronic Networking**  
Core Sponsor: Communications Chair  
Committee/Chair: Web and Social Media Team / Communications Chair  
Target Completion Date: 3Q 2014  
Goals: Social media team working with Strategic Communications committee investigate ways to increase electronic networking opportunities and NAYGN communications (Linked-In, etc.) and broaden NAYGN's scope.

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## 2015 INITIATIVES

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**N15-1. Young Members Group Congress Networking Activity**  
Core Sponsor: Professional Development Chair  
Committee/Chair: PD Committee  
Target Completion Date: 4Q 2015  
Goals: Partner with ANS to plan networking activity. Hold event in conjunction with the ANS Young Professionals Congress, every other year (odd years).

**N15-2. Headshot Lounge**  
Core Sponsor: Professional Development Chair  
Committee/Chair: PD Conference Committee / PD Chair  
Target Completion Date: 2Q 2015  
Goals: Provide opportunity for members to get a professional headshot for career outreach. Headshot lounge has been combined with the annual conference in years past.

**N15-3. Photography**  
Core Sponsor: Communications  
Committee/Chair: Communications Committee  
Target Completion Date: 2Q 2015  
Goals: Develop roles and responsibilities for a photography chair. Alternatively, add funding for a third-party photographer to the NAYGN annual budget.

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## 2016 INITIATIVES

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None identified at this time.

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## 2017 INITIATIVES

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**N17-1. Young Members Group Congress Networking Activity**  
Core Sponsor: Professional Development Chair

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Committee/ Chair: PD Committee  
Target Completion Date: 4Q2017  
Goals: Partner with ANS to plan networking activity. Hold event in conjunction with the ANS Young Professionals Congress, every other year (odd years).

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**2018 INITIATIVES**

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None identified at this time.

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**2019 INITIATIVES**

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None identified at this time.

## CHAPTER 7 – COMMUNICATIONS

NAYGN communications are vital to enable the sharing of ideas and strategies amongst all NAYGN members throughout North America. Communications provides the link between the NAYGN Core, committees, local chapters, and members.

### Vision

NAYGN produces clear, strategic, and effective communications which unite and align the organization.

### Objectives

- Build strong lines of communication between the NAYGN Core, committees, local chapters, stakeholders, and members.
- Streamline communications to reach NAYGN members across North America.
- Maintain a strong and useful website.
- Keep communications presence up to date with technology and the industry.

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### ONGOING INITIATIVES

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#### **C-1. Website GoNuke! Page Update and Maintenance**

Core Sponsor:	Communications Chair
Committee/Chair:	Publications Chair
Target Completion Date:	Ongoing, quarterly
Goals:	Maintain an updated news source with timely, relevant articles. Maintain and solicit articles and membership involvement for our online newsletter page.

#### **C-2. Bi-weekly Membership Announcements**

Core Sponsor:	Communications Chair
Committee/ Chair:	Maggie Collins
Target Completion Date:	Ongoing, biweekly
Goals:	Maintain schedule. Send to membership and post to website.

#### **C-3. Website Maintenance**

Core Sponsor:	Communications Chair
Committee/ Chair:	Webmaster(s) / TBD
Target Completion Date:	Ongoing, monthly
Goals:	Provide guidance to core, regional chairs and chapter chairs on website maintenance for specific pages. Maintain website with relevant announcements and materials. Make required updates. Troubleshoot.

#### **C-4. Thank-You & Holiday Cards**

Core Sponsor:	Communications Chair
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Committee/Chair: Maggie Collins  
Target Completion Date: Ongoing  
Goals: Order holiday cards by November 1 of each year. Send cards to all EAC members, committee leads, and chapter leads by November 30 of each year.  
Order thank you cards for the annual Professional Development conference one month prior to each year's conference.

**C-5. Local Chapter Bi-monthly Webinars**

Core Sponsor: Affairs Chairs  
Committee/Chair: Local Chapter Leads / Regional Leads  
Target Completion Date: Ongoing, bi-monthly  
Goals: Regular communications between chapters keeps the organization connected and promotes inter-chapter communication and collaboration.  
Maintain bi-monthly local chapter lead teleconferences, led by Affairs Chairs.  
Maintain monthly regional teleconferences, led by Regional Leads.

**C-6. Local Chapter Lead Briefs**

Core Sponsor: Core  
Committee/Chair: Affairs Chairs  
Target Completion Date: Ongoing, as needed  
Goals: Develop and distribute LCL briefs as a line of communication from the Core and committees to the Local Chapter Leads. LCL briefs will be issued as each communication need arises.

**C-7. Regional Teleconferences**

Core Sponsor: Affairs Chairs  
Committee/Chair: Local Chapter Leads / Regional Leads  
Target Completion Date: Ongoing, monthly  
Goals: Maintain monthly regional teleconferences, led by Regional Leads.  
Maintain monthly teleconferences between the regional leads and the Affairs Chairs.

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**2014 INITIATIVES**

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**C14-1. Review NAYGN Website Contract**

Core Sponsor: Communications Chair  
Committee/Chair: Webmaster(s) / TBD  
Target Completion Date: 1Q 2014  
Goals: Review and consider renewing or re-negotiating the NAYGN

website development/ maintenance contract. (2012-2013 contract with Nicasio Design for development & maintenance of NAYGN website).

**C14-2. Strategic Communications**

Core Sponsor: Communications Chair  
Committee/Chair: Strategic Communications Specialist / TBD  
Target Completion Date: 2Q 2014  
Goals: Develop ways for NAYGN to promote our value within the industry. For example, develop opportunities for NAYGN to get into company communications and/or start providing articles for local company newsletters in draft/template form.

**C14-3. Integrated Communication Plan**

Core Sponsor: Communications Chair  
Committee/Chair: Strategic Communications Specialist/TBD  
Target Completion Date: 2Q 2014  
Goals: Review NAYGN communications for effectiveness and reach. Connect NAYGN methods of communication -social media outlets (Facebook, Twitter, etc.), CEI, NAYGN.org and GoNuke in order to maximize communication to the membership and make organization resources readily available to our members.  
Write a whitepaper with recommendations. Review recommendations with the core. Add strategic plan initiatives to implement recommendations.

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**2015 INITIATIVES**

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**C15-1. Create an NAYGN Brochure**

Core Sponsor: Communications Chair  
Committee/ Chair: Core  
Target Completion Date: 1Q 2015  
Goals: Create an updated NAYGN brochure. Promote NAYGN's purpose and value to the industry. Review with stakeholders prior to issuance.

**C15-2 NAYGN Paid Webmaster**

Core Sponsor: Communications Chair  
Committee/ Chair: Core  
Target Completion Date: 2Q 2015  
Goals: Review role of webmaster and decide if a paid position is required. If so, research and identify company/individual to fill position and allocate funds in budget.

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**C15-3. Media Outreach for New Builds**

Core Sponsor: Communications Chair  
Committee/Chair: Strategic Communications Specialist  
Target Completion Date: 3Q 2015  
Goals: Have plans in place for media outreach for commercial operation of new builds in North America.

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**2016 INITIATIVES**

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**C16-1. NAYGN Promotional Campaign**

Core Sponsor: Communications Chair  
Committee/Chair: Strategic Communications Specialist  
Target Completion Date: 2Q2016  
Goals: Work with local chapters to promote NAYGN within the industry. Unleash promotional videos, brochures, etc.

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**2017 INITIATIVES**

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**C17-1. Review/Revise NAYGN Brochure**

Core Sponsor: Communications Chair  
Committee/Chair: Core  
Target Completion Date: 1Q 2017  
Goals: Review and revise the 2015 NAYGN brochure(s). Re-promote NAYGN's purpose and value to the industry. Review with stakeholders prior to issuance.

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**2018 INITIATIVES**

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**C18-1. Review/Revise Integrated Communication Plan**

Core Sponsor: Communications Chair  
Committee/Chair: Strategic Communications  
Target Completion Date: 1Q 2018  
Goals: Review and revise the 2014 Integrated Communications plan to ensure continued effectiveness.

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**2019 INITIATIVES**

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None identified at this time.

## CHAPTER 8 – INFRASTRUCTURE

### Vision

NAYGN is a productive and highly regarded organization.

### Objectives

- Build strong lines of communication between the Continental organization, local chapters, stakeholders, and members.
- The strategic plan meets the needs of the continental organization, local chapters, and members.
- Maintain and enhance NAYGN's reputation.
- Support local chapters in delivering activities that support NAYGN's goals.
- NAYGN's leadership is transparent and accessible.
- NAYGN is a fiscally responsible organization.
- Increase awareness of resources within NAYGN.
- Recognize outstanding performance in NAYGN members, chapters, regions, and supporters.

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### ONGOING INITIATIVES

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#### **I-1. End of Year Annual Report**

Core Sponsor:	Core
Committee/Chair:	Communications Chair
Target Completion Date:	April of each year
Goals:	Issue a summary of each year's activities and accomplishments. Publish one month prior to each year's annual conference.

#### **I-2. Strategic Plan**

Core Sponsor:	President
Committee/ Chair:	Core / Communications Chair
Target Completion Date:	December and May of each year
Goals:	Maintain a 5 year strategic plan. Review and update (as necessary) in December and May of each year. Post plan on website for stakeholders.

#### **I-3. Awards**

Core Sponsor:	Communications Chair
Committee/ Chair:	Awards / Gio Montanes-Durand
Target Completion Date:	Ongoing, yearly
Goals:	1Q: Solicit nominations for awards -excellence, future, chapter achievement, and best chapter in region awards. 2Q: Awards committee selects winners. Winners are announced at each year's PD conference.

- I-4. Tax Preparation**  
 Core Sponsor: Treasurer  
 Committee/Chair: Treasurer  
 Target Completion Date: 2Q of each year  
 Goals: Ensure NAYGN is current with state and federal obligations to keep its 501 c (6) status.
- I-5. Sponsorship Strategy**  
 Core Sponsor: Treasurer  
 Committee/ Chair: Sponsorship Committee / Matt Trott  
 Target Completion Date: Ongoing  
 Goals: Confirm budget in May of each year.  
 Determine previous support levels by June 15 of each year.  
 Request for support letters to local chapter leads to issue to Executive sponsor by June 30 of each year. Request for support letters from Core distributed to key supporters by July 15 of each year.  
 Send invoices as requested, or by January of each year.
- I-6. Local Chapter End of Year Reports**  
 Core Sponsor: Affairs Chairs  
 Committee/ Chair: Local Chapter Leads / Regional Leads  
 Target Completion Date: Ongoing  
 Goals: Remind local chapter leaders of the need to track their PD and PI hours by 2Q each year.  
 Announce EOY report collection by December 1 of each year.  
 Collect all EOY reports and tabulate results by January 15 of each year.
- I-7. Local Chapter Lead List**  
 Core Sponsor: Affairs Chairs  
 Committee/ Chair: Affairs Chairs / Regional Leads  
 Target Completion Date: Ongoing  
 Goals: Maintain a current list of local chapters, the leads, and their contact information. Ensure that regional lead's lists match the master list.  
 Maintain a current email distribution list for all local chapter leads.



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## 2014 INITIATIVES

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- I14-1. Treasurer Guideline**  
Core Sponsor: Treasurer  
Committee/ Chair: Treasurer & Fundraising Committee / Treasurer  
Target Completion Date: 1Q 2014  
Goals: Develop a guideline for how to review and approve or deny the expenditure of funds for budgeted and non-budgeted requests.
- I14-2. Treasurer Turnover**  
Core Sponsor: Treasurer  
Committee/ Chair: Treasurer & Fundraising Committee / Treasurer  
Target Completion Date: 2Q 2014  
Goals: Develop a detailed turnover package for the treasurer position that includes training on bookkeeping, software, tax issues, fundraising, etc.
- I14-3. Sustainability**  
Core Sponsor: Treasurer  
Committee/ Chair: Treasurer  
Target Completion Date: 2Q 2014  
Goals: Develop an action plan to review and implement financial recommendations from 2011 and 2012 audit results
- I13-4. Canadian End of Year Report**  
Core Sponsor: Canadian Affairs Chair  
Committee/ Chair: Canadian Regional Lead  
Target Completion Date: 2Q 2014  
Goals: Issue a summary of NAYGN 2012 activities and accomplishments, specific to Canada. Send to all Canadian NAYGN chapters for their use as a selling-point for NAYGN support and conference participation. Based on the effectiveness of this report, consider adding an ongoing initiative.  
Integrate this information into the continental NAYGN end of year report.

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## 2015 INITIATIVES

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- I15-1. NAYGN Support**  
Core Sponsor: President  
Committee/ Chair: Core / President  
Target Completion Date: 3Q 2015  
Goals: Review the need to hire an executive director and/or

administrative support for NAYGN. Consider guidance from the core, EAC, and/or sustainability committee before taking action.

**I15-2. Directors & Officers Insurance**

Core Sponsor: Past President  
Committee/ Chair: N/A  
Target Completion Date: 4Q 2015  
Goals: Obtain D&O insurance for the NAYGN board. Establish a recurring NAYGN budget item for this insurance.

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**2016 INITIATIVES**

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**I16-1. NAYGN Scholarship or Fellowship**

Core Sponsor: President  
Committee/ Chair: Core  
Target Completion Date: 2Q 2016  
Goals: Consider developing a scholarship or fellowship program if the organization's financial status allows for interest income to cover the expense. Investigate finances, appoint a committee to implement the program.

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**2017 INITIATIVES**

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None identified at this time.

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**2018 INITIATIVES**

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**I18-1. Financial Audit -2017 Tax Year**

Core Sponsor: Treasurer  
Committee/ Chair: Core / Treasurer  
Target Completion Date: 3Q 2018  
Goals: Perform a financial audit of the NAYGN 501 (c)6 organization.  
Review and incorporate recommendations. Consider the creation of an ongoing initiative to perform future audits.

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**2019 INITIATIVES**

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**I19-1. Review Financial Surplus**

Core Sponsor: Treasurer  
Committee/ Chair: Core / Treasurer  
Target Completion Date: 1Q 2019  
Goals: Consider investment and financial planning for any financial surplus accrued.



## CHAPTER 9 – BUDGET

A base NAYGN budget has been developed to represent typical items that will appear in any given year. Budgets are then created for each calendar year considering the base budget and the impact of any additional yearly initiatives. Budget items are listed in order of their priority. If insufficient funding is received in a given year, then the lower priority items will not receive funding. Budget item priorities are developed and reviewed on a yearly basis, based on organizational needs.

### NAYGN Base Annual Budget

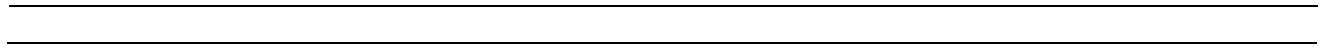
Initiative	Budget	Notes	Initiative
Annual Conference	\$110,000	Includes NEI fees plus additional funding for activities and speakers.	PD-2
Annual Drawing Contest	\$1,000	Contest Awards	PI-1
Treasurer's Fund	\$350	Quicken software. Stamps and envelopes. Bank fees.	n/a
Treasurer Training	\$750	Every other year. Travel to NEI.	n/a
Tax Prep & Financial Audit	\$5,600		I-4
Board of Directors Meetings	\$5,500	Hold Board of Directors meetings as specified in NAYGN bylaws.	n/a
Insurance	\$1,000	Directors & Officers insurance	n/a
Website Hosting and Maintenance	\$850	Recurring fee for website & email hosting. Contingency funds for maintenance.	C-3
Thank You Cards	\$600		C-4
Awards	\$2,500	Yearly awards given out at annual PD conference	I-3
Canadian Regional Budget	\$5,000	CNS Conference and regional activities	PD-3, PI-8
US Regional Budget	\$30,000	Regional events and activities	PD-3
Webinar Software	\$2,400	12 webinars. Record and post on website	PD-4
Survey Software	\$200	Yearly registration fee for Survey Monkey	KT13-2, RR14-1
PI Outreach Kits	\$4,500	Materials mailed to local chapters	PI-6
YPC	\$5,000	Odd years only	PD13-3, PD15-3, N13-1, N15-1
President's Fund	\$4,000	For unexpected expenditures. Core vote needed to use funds.	n/a

Promotional Items	\$3,000		RR-1
<b>TOTAL</b>	<b>\$182, 250</b>		

**2014 NAYGN Annual Budget**

<b>Initiative</b>	<b>Budget</b>	<b>Notes</b>	<b>Initiative</b>
Annual Conference	\$110,000	Includes NEI fees plus additional funding for activities and speakers.	PD-2
Annual Drawing Contest	\$1,000	Contest Awards	PI-1
Treasurer's Fund	\$350	Quicken software. Stamps and envelopes. Bank fees.	n/a
Treasurer Training	\$750	Every other year. Travel to NEI.	n/a
Tax Prep & Financial Audit	\$5,600		I-4
Board of Directors Meetings	\$5,500	Hold Board of Directors meetings as specified in NAYGN bylaws.	n/a
Insurance	\$1,000	Directors & Officers insurance	Past President
Website Hosting and Maintenance	\$3000	Recurring fee for website & email hosting. Contingency funds for maintenance.	C-3
Thank You Cards	\$1000		C-4
Awards	\$3000	Yearly awards given out at annual PD conference	I-3
Canadian Regional Budget	\$5,000	CNS Conference and regional activities	PD-3, PI-8
US Regional Budget	\$30,000	Regional events and activities	PD-3
Webinar Software	\$2,400	12 webinars. Record and post on website	PD-4
Survey Software	\$200	Yearly registration fee for Survey Monkey	KT13-2, RR14-1
PI Outreach Kits	\$4,500	Materials mailed to local chapters	PI-6
Sponsorship YP groups (INENS, YPC)	\$4,000	Ongoing	PD13-3, PD15-3, N13-1, N15-1
President's Fund	\$4,000	For unexpected expenditures. Core vote needed to use funds.	n/a
Career Awareness	\$2,000	Career fair outreach	C-3
NAYGN Brochure	\$4,000	Develop an NAYGN high gloss brochure for recruitment	PI-6
Promotional Items	\$3,000		RR-1

**TOTAL** **\$190,300**



## CHAPTER 10 – CLOSING REMARKS

NAYGN's success is dependent on the enthusiasm of its members and volunteers. In addition to the Core, there are Appointed Core Chairs, Committee Leads and Collaborative Partners, Local Chapter Leads and members.

Appointed Core Chairs provide direct support to our members in the areas of our website, membership services, publications and promotional items. Committee leads provide direct support to NAYGN's various objectives. Each Committee Lead has a Core Sponsor to help champion their efforts across the organization. Regional leads support local chapters in their geographic areas, and promote the planning and implementation of regional events. Local Chapter Leads are vital in ensuring that NAYGN's voice is heard in their local organizations and/or communities. Without their leadership and passion for our Mission, NAYGN would not be as effective an organization as it is today.

If you have any interest in becoming a collaborative partner or being part of the NAYGN infrastructure, please feel free to contact any of the Core.

### **The Core**

Christine Csizmadia, President  
Felix Meissner, Vice President  
Maggie Collins, Communications Chair  
Robert Ashworth, Professional Development Chair  
Laura Brown, Public Information Chair  
Jan Garcia, Treasurer  
Rahim Lakhani, Canadian Affairs Chair  
Aída Contreras Ramírez, Mexican Affairs Chair  
Jimmy Hennen, US Affairs Chair  
Kristin Zaitz, Past President

### **Appointed Core Chairs**

Ryan McAward, Membership  
Eric Harvey, Michael Peutl and Michael Bloom, Webmasters  
Lisa Barille, Promotional Items  
Matt Minty, Publications

### **Committee Chairs**

James Scarola, Executive Advisory Council  
Christine Csizmadia, Intersociety Relations  
Arua Varghese, Recruiting & Retention  
Kathryn Davis, Benchmarking Committee  
Stephanie Gold and Bristol Hartlage, Professional Development Committee Conference Chairs  
Justin Lee, Webinar Committee  
TBD, Outreach Communication Committee  
Natalie Zaczek, Student Education Committee



Chris Wolfe , Governmental Outreach Committee  
Giovanna Montanes-Durand, Awards Committee  
Matt Trott, Fundraising  
William Jameson, Bylaws & Rules  
Duncan Robinson, Sustainability  
Sandra Stewart, Knowledge Transfer

**Regional Leads**

Andrew Ali, Canada  
Nathan Bennett, Atlantic  
Andrew Siwy, Carolinas  
Terry Groth, Midwest  
Monica Beistline, Northeast  
Sandra Stewart, Southeast  
Eric Harvey, West

**Local Chapter Leads**

An updated list of local chapters and leads is available on the NA-YGN website at:  
<http://www.na-ygn.org/localchapter2/docs/localchapters.pdf>.