

Page: Entry Information

Chapter

ALBM

Chapter Size

Medium (261-510)

Category

Leadership

Program Name

Strategic Governance Reform to Strengthen Statewide Leadership and Serve Members Better

If this was a joint program with another chapter, please list the chapter.

Each question is worth 20 points and will be scored using the following rubric:

(1-5) Poor Didn't effectively answer the question

(6-1) Fair Answered the question

(11-15) Good Answered the question with more detail

(16-20) Excellent Went above and beyond with proven results and visible data

Describe the program and why it fits the category. (20pts)

Over the past three years, CAI Alabama has grown from having a regional presence in Birmingham into a truly statewide chapter with four regional councils leading regular programming in their regions. At the same time, board representation, statewide committee work, and all major social events remained in the founding region.

In 2025, the chapter implemented a Statewide Leadership Alignment to better engage members in all regions and align leadership across the chapter.

Key actions included:

- Expanding CAI Alabama's Board of Directors from 5 to 7 members to increase regional representation, accomplished by updating the Chapter's bylaws.
- Updating committee and council guidelines to clarify roles, expectations, and term limits for leadership positions.
- Rotating statewide social events including the Summer Social, Year-End Gala, and Golf Tournament so that every region hosts a major event each year.
- Empowering regional councils to plan one major social event per year in addition to their regular luncheons.
- Streamlining statewide committees and shifting some event-related responsibilities to regional councils, allowing councils to plan more events in their regions.

This program fits the Leadership category because it demonstrates strategic planning, strengthens leadership pathways for members across all regions, and encourages collaboration and innovation, creating a more inclusive and sustainable volunteer experience across the chapter and the state

How did this program meet the mission and vision of the chapter and CAI as a whole including fostering an inclusive environment that reflects and serves our diverse community? (20pts)

The program supports CAI's mission by expanding leadership and fostering inclusion:

- Expanded opportunities: More board seats and clear committee/council guidelines allow members from all regions to serve
- Inclusive volunteer structure: Members may serve on no more than two committees/councils; chairs limited to two consecutive years, ensuring fair access and sustainable engagement
- Balanced participation: Rotating statewide events and regional council-led events ensure all regions are included
- Transparent governance: Updated policies clarify expectations, roles, and responsibilities

This aligns with CAI Alabama's vision by creating fair, accessible, and collaborative leadership opportunities statewide.

What was the impact on the chapter and its members after completing the program? (Growth of membership, financially, public awareness, membership value, better chapter/member relationship, chapter operations, etc.) (20 pts)

The program delivered measurable benefits for both members and chapter operations:

Members:

- Clear committee and council roles improved volunteer satisfaction.
- Limits on committee participation and chair terms reduced burnout and allowed members to focus on meaningful contributions.
- Rotating statewide events and empowering regional councils increased accessibility and equitable participation.
- More members from all regions are engaged in leadership and events.

Chapter operations:

- Strengthened board and regional leadership capacity.
- Streamlined statewide committees allowed the CED to focus on high-impact initiatives.
- Quarterly Zoom meetings between board and committee/council chairs improved communication, alignment, and shared vision.

Chapter/member relationship:

- Expanded regional participation and event access built a stronger sense of statewide community.
- Members feel more connected to chapter initiatives and leadership opportunities.

Provide quantifiable data supporting the rationale for success. Include why this data is significant. (20pts)

These metrics demonstrate measurable improvements in leadership structure, volunteer engagement, and chapter operations:

- Board expansion: 5 to 7 members (40% increase) ensures broader regional representation.
- Volunteer engagement: Committee/council members increased 25% (40 → 50), showing more members actively involved.
- Statewide committees: Reduced by 50%, improving focus and efficiency of initiatives.
- Operational efficiency: CED time managing committees significantly reduced, allowing focus on strategic initiatives.
- Annual chapter sponsorships: Increased by 17% (\$67,300 → \$78,950), reflecting stronger chapter operations and showing that members and sponsors support the leadership changes and feel better represented under statewide alignment.

These numbers show that leadership changes directly improved engagement, operational efficiency, and the chapter's ability to serve members statewide.

What are your plans to maintain the momentum of this program moving forward? (20 pts)

We plan to continue building on the success of Statewide Leadership Alignment by:

- Reviewing and refining committee structures to meet the needs of our members and the chapter.
- Maintaining clear policies, including limits on committee/council participation and chair terms, to ensure leadership roles stay fair and sustainable.
- Encouraging succession planning and leadership development so all regions continue to have strong representation.
- Monitoring volunteer engagement and workloads to keep roles meaningful and accessible.
- Continuing quarterly Zoom meetings between the board and committee/council chairs to strengthen communication and alignment.
- Rotating statewide social events among regions and supporting regional councils to expand their events as the chapter grows.

By doing this, we want to keep leadership inclusive, engaging, and effective, while making sure members across the state feel connected and empowered.

Supporting documents including flyers, postcards, pictures, videos etc. can be uploaded below. While they aren't required for your submission we certainly encourage it.

Would you like to upload additional documents?

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Download File (<https://caiawards.secure-platform.com/file/24124/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoyNDEyNCwiYWxsbn3dOb3RTaWduZWVRVcmwiOiJGYWxzZSIsImInbm9Attachments%20Statewide%20Leadership%20Alignment.pdf>)

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