

USAWOA GOALS AND OBJECTIVES

GOAL 1: Sustain and enhance the Army Warrant Officer Corps.

OBJECTIVES:

1. Ensure that the Army maintains and improves the current status of the Warrant Officer Corps with a strong emphasis on education and training, recognizing the necessity to prepare newly appointed warrant officers to face the future, fully qualified and ready to do their duty.
2. Advise and suggest appropriate initiations of or changes to Army policy and/or philosophy pertaining to the role of the warrant officer.
3. Maintain professional personal contact with appropriate members of the Army's leadership.

GOAL 2: Increase the membership of the Association.

OBJECTIVES:

1. Maintain a plan for the recruitment of new members and the retention of existing members. Expand this effort to also address increasing Chapters with the various Regions.
2. Follow up on lapsed membership to seek renewal and to determine reasons for non-renewal.
3. Provide chapters with suggested methods to recruit and retain members, to establish membership drives, to solicit prospective members, and to develop ways to include existing members in chapter activities.
4. Offer incentives, where practicable, to energize the recruiting and retention of membership.

GOAL 3: Provide pertinent information to Army Warrant Officers.

OBJECTIVES:

1. Publish a periodic informational magazine titled the NEWSLINER.
2. Schedule talks by National and/or Regional officials to individual chapters, consistent with budgetary constraints.
3. Use e-mail to the maximum extent practical to speed the flow of time-sensitive information and exchange of general information
4. Maintain a World Wide Web site to provide information concerning the Warrant Officer Corp and the Association. Also, review, and approve chapter or region web sites.
5. Inform all chapter of essential operational and administrative information by means of an information letter sent periodically to all chapter presidents
6. Encourage chapters to establish their own newsletters and/or web sites to disseminate information to the chapter membership. Mentor such programs to identify areas where assistance and recommendations for improvement are needed. These monthly newsletters should be encouraged in both electronic or hardcopy with the hardcopies being mailed to members without e-mail capabilities.
7. Provide advice through NEWSLINER articles, chapter president's letters, home page postings, or other means on pending legislation or changes in Army policy with impact on the membership.

GOAL 4: Involve the Association in Legislative and Regulatory Matters.

OBJECTIVES:

1. Monitor the status of pending congressional legislation that has impact on the military community.
2. Monitor the development and/or changes of Army policy and procedures with effect on Army warrant officers.

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3. Maintain active membership in The Military Coalition. Work through the Coalition on legislative matters. When feasible and appropriate works directly with congressional representatives to obtain passage of legislation which has favorable affect on the military community. Work to defeat legislation with adverse affect.
4. Work with the Army Headquarters, National Guard, and Army Reserve action officers and senior leadership on matters dealing with the Army Warrant Officer, Army retirees, and their families.
5. Propose enactment or change to legislation or Army regulations that will enhance the role of the Army warrant officer.

GOAL 5: Develop a Warrant Officer mentor Program

OBJECTIVES:

1. Encourage senior warrant officers to take an interest in the future of those junior to them and to advise and assist junior warrant officers in matters dealing with career progression. Also, to provide wise counsel in areas dealing with improvement of job performance, professional standards, and/or personal conduct.
2. Disseminate to senior warrant officers tried and proven methods to help those in a junior status to achieve job satisfaction and to develop the ability to weather the trails and tribulations of their career.
3. To the maximum extent practical, call for Association officials at all levels to assist their successors in office perform their duties in accordance with the bylaws and policies of the Association and the objectives presented in the Strategic Plan.

GOAL 6: Effectively manage association funds.

OBJECTIVES:

1. Set realistic annual budgets and not exceed allowable expenses.
2. Closely monitor all expenses to minimize all but essential spending.
3. Encourage donations from the members.
4. Explore, develop, and implement creative, yet professional fund raising activities.
5. Seek the best possible rate of return for invested funds yet maintain a high degree of safety for those funds.

GOAL 7: Maximize the capabilities of the headquarters staff.

OBJECTIVES:

1. Maintain full compliance with public law, yet seek to employ staff members who have served in the armed forces, or are married to a member of the armed forces, or who have a working knowledge of the armed forces structure and policy.
2. Maintain full compliance with public law, yet seek to employ as Association Executive Director an individual who has served as an Army warrant officer.
3. Formulate a staff salary and wage structure that is competitive with local private business sector and which is, depending on the skills evidenced, the highest possible within budgetary allowances.
4. Provide benefits consistent with comparable organizations and within budgetary allowances.
5. Provide funding and time for commercial training of headquarters staff in areas relevant to the scope of their employment.
6. Allow staff the opportunity to develop and implement flextime work schedules, consistent with prudent and effective office management. Provide for the use of compensatory time instead of paid overtime.