

Future of Volunteerism FAQs

Understanding the Change

Question: I like the current committee structure, so why change it?

Answer: It became evident the current committee structure needs to be better aligned with the Association's vision and mission and its related strategic initiatives. The revised vision and mission statements require a more market-focused committee structure. The committee structure was focused on organizing events rather than providing an array of market-focused services. We believe the expanded role of the resource groups will help the Association better meet the needs a broader audience of accounting professionals.

Question: What was the catalyst for studying the committee structure?

Answer: Beginning with the Governance and Effectiveness Task Force in 2016, the association has undergone a series of efforts to enhance its governance, vision and mission, and related strategy. Evaluating the committee structure was one on the final remaining recommendations from the task force. Therefore, this change has been in the making over the past few years. Due to the nature of the changes required, a decision was made to implement the changes over the next fiscal year, rather than all at once.

Question: Why use the term "resource groups" instead of "committees?" Are they really different?

Answer: Yes, this change is more than semantics. To properly serve the expanding needs of accounting professionals in the various markets, the roles and responsibilities of the committees were expanded. Resource groups will be responsible for identifying and delivering services to a designated market—as opposed to the current committee structure that is primarily focused on organizing events.

Question: I have been a member of NCACPA for a long time. Do I have to change?

Answer: Yes, we appreciate your long membership in the NCACPA and these changes will ensure the long-term sustainability of the association. Restructuring will take place over a period of time to allow individuals to plan for any adjustments required due to the restructuring of volunteer activities. There will continue to be numerous opportunities—even more than before—for you to participate.

Question: How are the NCACPA staff being aligned with the new structure?

Answer: In connection with the restructuring effort, the association was already evaluating how to align staff to best serve market opportunities. Based on the pending changes, NCACPA staff have been assigned to each resource and networking group. In doing so, a greater number of NCACPA staff will be supporting volunteer efforts.

Restructure Timeline

Question: How will the transformation from the committee structure to the resource group structure be accomplished? This seems like a lot of change over a short period of time.

Answer: Fiscal year 2021–2022 will be the transition year, with the goal for the transformation to be completed by May 2022. A calendar of tasks has been developed to help each committee make the transformation. Periodic events for volunteer leaders will be held to explain the changes and actions to be taken during each quarter to achieve implementation by May 2022. Additionally, NCACPA staff will be working with volunteers to advance the tasks in the implementation calendar. To assist with the implementation efforts, a select group of committees and networking groups have been designated as pilots. Their implementation experience will be shared with the remaining committees and networking groups and identify any necessary modifications to the initial implementation plans.

Question: Do you expect all resource groups to be at the same stage by May 2022?

Answer: No, the extent of implementation of the roles and responsibilities for each resource group will vary based on the specific focus of each group and the maturity of each group. While each group will need to address each designated role and responsibility during its annual planning process, the nature and extent of the responsibilities will vary, especially during the initial years of implementation. The transition will focus existing committees. New resource groups are targeted for implementation during fiscal year 2022–2023. Fiscal year 2021–2022 will be a year of learning on which to launch the new resource groups. Having said that, we are always open to a group of volunteers stepping forward to implement a new resource group.

Participation

Question: Can I be a member of more than one networking group?

Answer: Yes, there is no limitation to the number of networking groups an individual can join. You do not even need to be a member of NCACPA to join a networking group.

Question: How are steering committees for the networking groups being formed?

Answer: For most networking groups, steering committees will be formed from existing steering committee volunteers. One of their roles and responsibilities will be to determine the needs of the networking group and identify volunteers who can best fulfill those leadership needs.

Question: What happens when my term on a resource group expires?

Answer: Each resource group will develop volunteer term transition plans with the goal to have all volunteers in each resource group in compliance with the 3-year term limit by May 2025. Accordingly, each resource group will adjust volunteer terms to become effective during the 3-year period. Just because your term on one resource group ends does not mean your time as a volunteer has concluded. To help volunteers continue their heightened engagement and leadership within the association, a Pathways Guide to the Revised Resource Group Model was developed providing suggestions for volunteer service. For example: sharing your experiences with another resource group that may have similar roles and responsibilities. As the time-off period is limited to one year, the break in service can be used to refresh or to volunteer for another activity. Volunteers are allowed to share advice and experiences with the resource group during the time-off period.

Question: Will the association have a hard time finding volunteers to fill the resource groups due to term limitations?

Answer: The purpose of establishing term limits is to provide greater opportunities for volunteers and to facilitate the development of new ideas within each resource group, thereby supporting DEI efforts. An association-wide campaign will be launched to recruit volunteers to serve on existing and planned resource groups. The campaign will also include a web-based survey describing volunteer opportunities and facilitating ways to volunteer. Additionally, one of the responsibilities of each resource group is to identify necessary skills needed by the resource group and recruit volunteers.

Question: How will the resource groups and the networking groups work together?

Answer: Not every resource group will have one or more corresponding networking group(s). Where there is a networking group focused on the same market as a resource group, their activities will be coordinated. Likewise, there may be networking groups established to meet the needs of accounting professionals without a corresponding resource group.

Question: How does the work of the newly formed Diversity, Equity, & Inclusion (DEI) Resource Group align with the new structure?

Answer: To support NCACPA's strategic focus on DEI efforts, the board of directors initiated the formation of the DEI Resource Group in early 2021. While early in formation, this group will also utilize the support materials provided by the Committee Restructure Task Force.

Question: How do I find more information on how the resource groups and networking groups will operate?

Answer: An operating procedures manual has been developed for both resource groups and networking groups. The operating procedures manual will be available soon on the association's website. Let us know if you identify any additional areas requiring guidance.