















Updated as of April 2024

Status	Definition
 On Track	Planned outcomes are on track to be accomplished by stated timeline
In Progress	Outcomes are being explored by the committee, no timelines have been set
 Slightly Off Track	Some actions are delayed but final outcomes and deadline are not currently threatened
 Significantly Off Track	Outcomes and/or deadlines will not be met, and contingency plans must be established
No Action	Outcomes have not been identified and no timeline has been identified
On-going	Item is being monitored by no specific action has been identified
 Unknown	Status is unknown
 Completed	Task is completed

Committee	Task / Action	Goal Type	Status	Progress Notes
Board	Adoption of the new mission		✓ Completed (2020)	
Board	Adoption of the committee structure and responsibilities.		✓ Completed (2020)	
Board	Updates to the MME website to include the new and revised committee descriptions		✓ Completed (2020)	
Board	Solicitation of renewed and increased member involvement through the annual call to committees under the new committee structure		✓ Completed (2020)	
Board	Prioritizing tactics with committee chairs for 2021 goals implementation		✓ Completed (2021)	
Board	Determining processes and systems for evaluating progress being made on strategic plan		● On Track	<ul style="list-style-type: none"> • Committee updates via Nonprofit Spot Contractor • Committee updates via Board liaison • Quarterly updates on Strategic Plan Progress Matrix

	implementation			
Board	Developing and implementing a plan for activating the three task forces, soliciting membership, outlining near term objectives and prioritization of responsibilities		✓ Completed (2022)	<ul style="list-style-type: none"> • Task forces closed 2022 with the hiring of NPS. • The listserv items were implemented and then later amended by the board in 2021 and 2022 • Regional groups reported out in 2021 (I believe) with no action taken
Board	Amending the MME Constitution as needed		As needed	
Committee	Task / Action	Goal Type	Status	Status
Professional Development Committee	Winter Institute	Primary	● On Track	<ul style="list-style-type: none"> • Location solidified; fundraising approach identified • Future locations identified for exploration and locked in
Professional Development Committee	Summer Workshop	Primary	● On Track	<ul style="list-style-type: none"> • Planning underway • Fundraising underway • Future locations identified for exploration and locked in
Professional Development Committee	Host Regular Idea Exchange	Primary	No Action / ● Significantly Off Track	<ul style="list-style-type: none"> • Explore alignment with Early Career Outreach to leverage their events • RECOMMENDATION TO FORM A SUBCOMMITTEE FOR NEXT STEPS AND THEN PLACE ON AGENDA FOR FURTHER DISCUSSION

Professional Development Committee	Provide video recordings, etc. of statewide events	Secondary	No Action /  Significantly Off Track	<ul style="list-style-type: none"> RECOMMENDATION TO FORM A SUBCOMMITTEE FOR NEXT STEPS AND THEN PLACE ON AGENDA FOR FURTHER DISCUSSION
Professional Development Committee	Create a digital resource library of organization FAQ's	Secondary	No Action /  Significantly Off Track	<ul style="list-style-type: none"> RECOMMENDATION TO FORM A SUBCOMMITTEE FOR NEXT STEPS AND THEN PLACE ON AGENDA FOR FURTHER DISCUSSION
Professional Development Committee	Explore the optimal process for proactively updating and distributing info.	Secondary	In Progress	<ul style="list-style-type: none"> Need to revisit; RECOMMENDATION TO FORM A SUBCOMMITTEE FOR NEXT STEPS AND THEN PLACE ON AGENDA FOR FURTHER DISCUSSION
Professional Development Committee	Employ intern to pull info into digital resource library of 'best practices'	Secondary	No Action /  Significantly Off Track	<ul style="list-style-type: none"> RECOMMENDATION TO FORM A SUBCOMMITTEE FOR NEXT STEPS AND THEN PLACE ON AGENDA FOR FURTHER DISCUSSION
Ethics Committee	Serve as the state review agency for MME members who are not also members of ICMA.	Primary	 On Track	
Ethics Committee	Serve as internal ethics review body for MME issues	Primary	 On Track	

Ethics Committee	Propose ethics topics to the Professional Development Committee	Primary	In Progress	<ul style="list-style-type: none"> RECOMMENDATION TO PLACE ON AGENDA FOR FURTHER DISCUSSION
Member Success Committee	Make members aware of services/programs available and how to access them	Primary	 On Track	<ul style="list-style-type: none"> NPS supporting by completing a document resource that shares all resources available to members current and potential new
Member Success Committee	Develop a diverse group of coaches and mentors	Primary	 On Track	<ul style="list-style-type: none"> Committee included questions for membership survey to gauge interest in coaching / mentoring RECOMMENDATION; DEVELOP A PROCESS FOR IDENTIFYING COACHING / MENTOR BANK ANNUALLY
Member Success Committee	Work with Regional Groups to identify managers in crisis	Secondary	In Progress	<ul style="list-style-type: none"> Committee has obtain list of regional groups Identifying a liaison for each regional group
Member Success Committee	Coaching	Secondary	 On Track	<ul style="list-style-type: none"> See above / consider combining with other strategic plan item
Member Success Committee	EAP Program	Secondary	 Completed	<ul style="list-style-type: none"> LAST UPDATE: Discussion was to cancel this service due to lack of use
Member Success Committee	Counseling Program	Remaining Goals	In Progress	<ul style="list-style-type: none"> NPS supporting by completing a document resource that shares all resources available to members current and potential new RECOMMENDATION: IDENTIFY HOW MANY PEOPLE ARE

				USING THIS SERVICE, AND UNDERSTAND PURPOSE, NEED, AND NEXT STEPS
Member Success Committee	Managers in Transition Program	Remaining Goals	In Progress	<ul style="list-style-type: none"> ● LAST UPDATE: Worked with senior advisors group to assist members who are in transition. 10 MME members have requested support since January 2023 ● NPS supporting by completing a document resource that shares all resources available to members current and potential new ● RECOMMENDATION OBTAIN QUARTERLY DATA
Member Success Committee	“Sharing is caring” // Implement Member Success Projects	Remaining Goals	? Unknown	<ul style="list-style-type: none"> ● LAST UPDATE: Committee developed a new program to share the creativity and innovation of our membership. Our program, “Sharing is Caring,” produces monthly updates on the many great things happening in our state. From a successful deer management program to a new way of reinventing Main Street, the stories are distributed through the listserve ● RECOMMENDATION: ADD TO FUTURE AGENDA ITEMS FOR NEXT STEPS DISCUSSION
Early Career Outreach Committee	Promote Public Administration as a profession through exposure with high school engagements	Primary	In Progress	<ul style="list-style-type: none"> ● RECOMMENDATION: create a list of targeted engagements for 2024; have NPS support work on a boilerplate presentation that can be tailored to various audiences; add to future agenda
Early Career Outreach Committee	Organize Training Opportunities for new managers on topics of interest	Primary	● On Track	<ul style="list-style-type: none"> ● Subcommittee formed; June / Sept-Oct target dates

Early Career Outreach Committee	Invite MPA students to attend regional groups	Secondary	In Progress	<ul style="list-style-type: none"> RECOMMENDATION: ADD TO FUTURE AGENDA MEETING FOR DISCUSSION; POSSIBLE COLLABORATION WITH OTHER COMMITTEES INTERESTED IN ENGAGING THE REGIONAL GROUPS
Early Career Outreach Committee	Work in partnership with regional groups to establish and strengthen ties with municipalities to engage department heads and other prospective employees	Secondary	In Progress	<ul style="list-style-type: none"> LAST UPDATE: Obtaining list of regional groups to begin outreach and coordination ADD TO FUTURE AGENDA MEETING FOR DISCUSSION; POSSIBLE COLLABORATION WITH OTHER COMMITTEES INTERESTED IN ENGAGING THE REGIONAL GROUPS
Early Career Outreach Committee	New Member Mentor / Mentee Program	Secondary	No Action	<ul style="list-style-type: none"> RECOMMENDATION: COORDINATION WITH MEMBER SUCCESS COMMITTEE
Early Career Outreach Committee	Help integrate and welcome new members to the profession in Michigan	Secondary	No Action	<ul style="list-style-type: none"> LAST UPDATE: Exploring winter conference networking options to support new members and those new to the field NEED: Identify opportunities at WI / SW 2024 RECOMMENDATION: SUBCOMMITTEE DISCUSSION
Early Career Outreach Committee	Work in partnership with regional groups to establish or strengthen ties with universities educating prospective students	Secondary	In Progress	<ul style="list-style-type: none"> LAST UPDATE Identifying list of regional groups and contacts (yearly goal) Potential alignment with Advocacy committee
Early Career Outreach Committee	Revise Early Career Outreach Committee	Remaining Goals	● On Track	<ul style="list-style-type: none"> Alignment occurred as part of revisiting the Strategic Plan at the March 2023 Retreat


	projects to be consistent with revised mission			
Early Career Outreach	Research new connections best practices	Remaining Goals	No Action	<ul style="list-style-type: none"> ● RECOMMENDATION: Seek Board input on clarification on this item
Early Career Outreach Committee	Research issue and training priorities specific to women and/or minority city managers	Remaining Goals	In progress	<ul style="list-style-type: none"> ● LAST UPDATE Exploring fall training opportunities ● NEED: Consider highlighting for 2024 trainings and or WI/SW ● Potential Connections with DEI committee ● RECOMMENDATION: DISCUSSION ON FUTURE AGENDA AND THEN MEETING WITH DEI COMMITTEE
Early Career Outreach	Develop mentoring program with emphasis on racial minority support	Remaining Goals	No Action	<ul style="list-style-type: none"> ● LAST UPDATE: Explore alignment with DEI Committee ● RECOMMENDATION: DISCUSSION ON FUTURE AGENDA AND THEN MEETING WITH DEI COMMITTEE AND MEMBER SUCCESS COMMITTEE
Early Career Outreach	Create an initiative similar to the 16/50 Project aimed at racial diversity	Remaining Goals	No Action	<ul style="list-style-type: none"> ● LAST UPDATE: Explore alignment with DEI Committee ● RECOMMENDATION: DISCUSSION ON FUTURE AGENDA AND THEN MEETING WITH DEI COMMITTEE
Early Career Outreach	Create videos and/or publications on paths to becoming municipal executives	Remaining Goals	No Action	<ul style="list-style-type: none"> ● LAST UPDATE: Exploring opportunities for video creation ● RECOMMENDATION: DISCUSSION ON FUTURE AGENDA AND POSSIBLE COLLABORATION WITH ADVOCACY COMMITTEE
Early Career Outreach	Convene focus group with current members from	Remaining Goals	No Action	<ul style="list-style-type: none"> ● RECOMMENDATION: DISCUSSION ON FUTURE AGENDA AND THEN MEETING WITH DEI COMMITTEE AND MEMBER SUCCESS COMMITTEE

	underrepresented groups to brainstorm ideas on how Early Career Outreach can make MME more welcoming			
Early Career Outreach / Regional Groups Task Force	Develop a communication mechanism for working with regional groups to distribute information, track interest, and cultivate relationships with universities	Remaining Goals	No Action	<ul style="list-style-type: none"> • Explore alignment Advocacy Committee • ADD TO FUTURE AGENDA MEETING FOR DISCUSSION; POSSIBLE COLLABORATION WITH OTHER COMMITTEES INTERESTED IN ENGAGING THE REGIONAL GROUPS
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	opportunities to conduct outreach to potential recruits from underrepresented groups			
Advocacy Committee	Research and or collect data to support the City Manager / City Council form of government	Primary	● On Track	<ul style="list-style-type: none"> Collected brochures and materials from MML, ICMA, others to explore data options / sources; infographic sheet to be completed RECOMMENDATION: DETERMINE OTHER COLLATERAL FOR CREATION
Advocacy Committee	Reframe organizational connection to be only MML, MAC, MTA, as groups to advocate the City Manager / Council form of government to	Primary	● On Track	<ul style="list-style-type: none"> Committee members assigned as liaison w/ goal is to connect and share information AND amplify our collective voices to support Michigan local government <ul style="list-style-type: none"> MI Association of Municipal Clerks: Jeremy Howard MI Association of Chiefs of Police: Rachel Smolenski American Public Works Association MI Chapter: Jared Olsen Transportation Asset Management Council: Pat McGinnis MI Water Environment Association: Ryan Heise MI Government Finance Officers Association: Lisa Nocerini MI Association of Mayors: Jason Smith MI Association of Municipal Attorneys: Jared Olson MI Association of Planners: Matt Swartzlander MI Township Association: Julius Suchy MI Municipal League: Mitch Foster

				<ul style="list-style-type: none"> • MI Association of Counties: Lisa Nocerini • MI Recreation and Parks Association: Pat McGinnis • MI Municipal Executives: Julius Suchy
Advocacy Committee	Local City Manager Advocacy “Defend the Manager	Secondary	● On Track	<ul style="list-style-type: none"> • Aligns with research/ data collection to support CM / City Council forms of government goal by collecting brochures and materials from MML, ICMA, others to explore data options / sources • RECOMMENDATION - DETERMINE IF ANY OTHER COLLATERAL NEEDS TO BE COMPLETED
Advocacy Committee	Broaden understanding within MME of Elected Officials Academy's mission	Remaining Goals	● On Track	<ul style="list-style-type: none"> • Presentation hosted in May 2023
Advocacy Committee	Promote the municipal executive profession and the MME through social media	Remaining Goals	● On Track	<ul style="list-style-type: none"> • LinkedIn platform set up
Advocacy Committee	Examine opportunities for greater CM involvement in partner organizations' policy initiatives	Remaining Goals	● On Track	<ul style="list-style-type: none"> • Committee members assigned as liaison w/ goal is to connect and share information AND amplify our collective voices to support Michigan local government with various partner organizations
Advocacy Committee	Develop a joint branded document that connects	Remaining Goals	● On Track	<ul style="list-style-type: none"> • Aligns with research/ data collection to support CM / City Council forms of government goal by collecting brochures

	and recognizes CM's roles and involvement on MML boards and committees and others			and materials from MML, ICMA, others to explore data options / sources
Advocacy Committee	Develop a best practices guideline for local advocacy efforts.	Remaining Goals	● On Track	<ul style="list-style-type: none"> Aligns well with several other goals specific to promoting the profession, gathering data, and developing relationships with partnering organizations.
Experience Committee	Update and Maintain MME History	Primary	● On Track	<ul style="list-style-type: none"> Goal to post on website 2024 RECOMMENDATION: DETERMINE OUTSTANDING TASKS AND SET COMPLETION DATE
Experience Committee	Awards Program <ul style="list-style-type: none"> Innovation Award Community Leadership Award Mentoring Award New Executive Achievement Award Executive of the Year Award John M. Patriarche 		● On Track	<ul style="list-style-type: none"> RECOMMENDATION: FINALIZE AWARDS TIMELINE AND ASSIGN TASKS TO COMMITTEE MEMBERS, NPS, AND MML

	Distinguished Service Award			
Experience Committee	Connect Members to development scholarships	Secondary	In progress	<ul style="list-style-type: none"> RECOMMENDATION: DETERMINE GOALS AND POSSIBLE BOARD APPROVAL
Experience Committee	MME Profiles <ul style="list-style-type: none"> Municipal Executive Profiles Community Profiles 	Secondary /Remaining Goals	 On Track	<ul style="list-style-type: none"> Next steps, determining costs associated and move forward for board approval
Experience Committee	Michigan Certified Public Manager Program (with SVSU) Application Program	Remaining Goals	In progress	<ul style="list-style-type: none"> RECOMMENDATION: ADD TO AGENDA ITEM
Diversity, Equity And Inclusion Committee	MME determine how to move forward with DEI issues	Primary	In progress	<ul style="list-style-type: none"> RECOMMENDATION: DETERMINE NEXT STEPS AND POSSIBLE BOARD APPROVALS
Diversity, Equity And Inclusion Committee	Identify additional gaps and opportunities	Primary	In progress	<ul style="list-style-type: none"> RECOMMENDATION: FUTURE AGENDA ITEM
Diversity, Equity And Inclusion Committee	Consider Programs	Primary	In progress	<ul style="list-style-type: none"> RECOMMENDATION: FUTURE AGENDA ITEM, POSSIBLE COLLABORATION WITH OTHER COMMITTEES

Diversity, Equity And Inclusion Committee	Board approval of goals for DEI committee	Primary	In progress	<ul style="list-style-type: none"> NEED: Complete Q1 of 2024
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Committees
BOARD
PROFESSIONAL DEVELOPMENT COMMITTEE
ETHICS COMMITTEE
MEMBER SUCCESS COMMITTEE
EARLY CAREER OUTREACH COMMITTEE
ADVOCACY COMMITTEE
EXPERIENCE COMMITTEE
DEI COMMITTEE