



## **NORTHEAST PUBLIC POWER ASSOCIATION**

### **2024-2027 STRATEGIC PLAN**

#### **Goals and Objectives**

##### **MISSION**

To develop and unite public utility professionals by advancing their knowledge, capabilities, and voice in the industry and workplace.

##### **VISION**

To be the most valuable utility resource and training organization in the Northeast.

##### **CORE VALUES**

NEPPA embraces five core values:

- A focus on public power and community
- A passion for safety
- Training excellence
- Collaboration and innovation
- Industry leadership

## **STRATEGY**

### **Four Goals Identified for 2024-2027**

**Goal 1:** Maintain and strengthen NEPPA's education and training program.

**Goal 2:** Enhance member experience to attract new members and retain current members.

**Goal 3:** Improve organizational effectiveness.

**Goal 4:** Increase financial stability of the organization.

### **Goal 1: Maintain and strengthen NEPPA's education and training program.**

**Objective 1:** Continuously evaluate and update programming content including establishing key measurement milestones.

**Objective 2:** Expand NEPPA's focus on safety, including the creation of a NEPPA Safety Committee and supporting member utilities through new program implementation.

**Objective 3:** Review and evaluate current employee and equipment/materials resources.

### **Goal 2: Enhance member experience to attract new members and retain current members.**

**Objective 1:** Expand member participation for NEPPA Events and Programs

**Objective 2:** Increase member satisfaction.

**Objective 3:** Enhance member experience.

**Objective 4:** Advance membership understanding of the public power mission of NEPPA and elevate the understanding and importance of advocacy and mutual aid.

**Goal 3: Improve organization effectiveness.**

**Objective 1:** Implement policies and procedures with staff and Board that align with the strategic plan.

**Objective 2:** Explore, design, and implement a mentoring program for leadership in member organizations.

**Goal 4: Increase financial stability of the organization.**

**Objective 1:** Refine NEPPA budget and forecasts.

**Objective 2:** Identify resources to support program and revenue growth.

**Objective 3:** Prepare cost-benefit analysis for all new initiatives.

**Objective 4:** Conduct business risk-management and contingency planning.