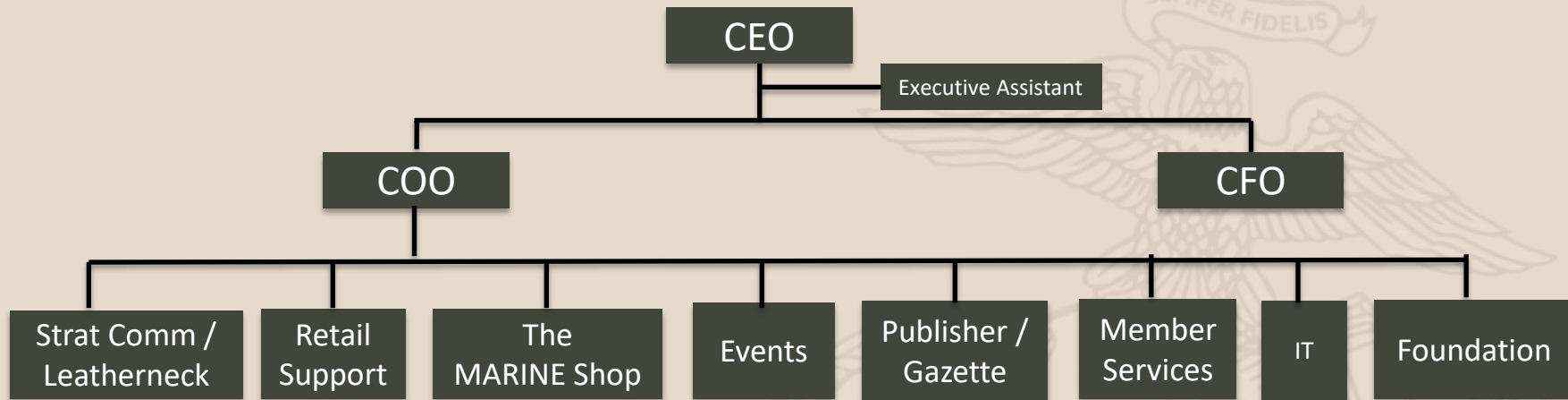


# MCA Organization of the Future

In support of Strategic Plan 2025 - Goal/Objective 8.e



# Current Organization

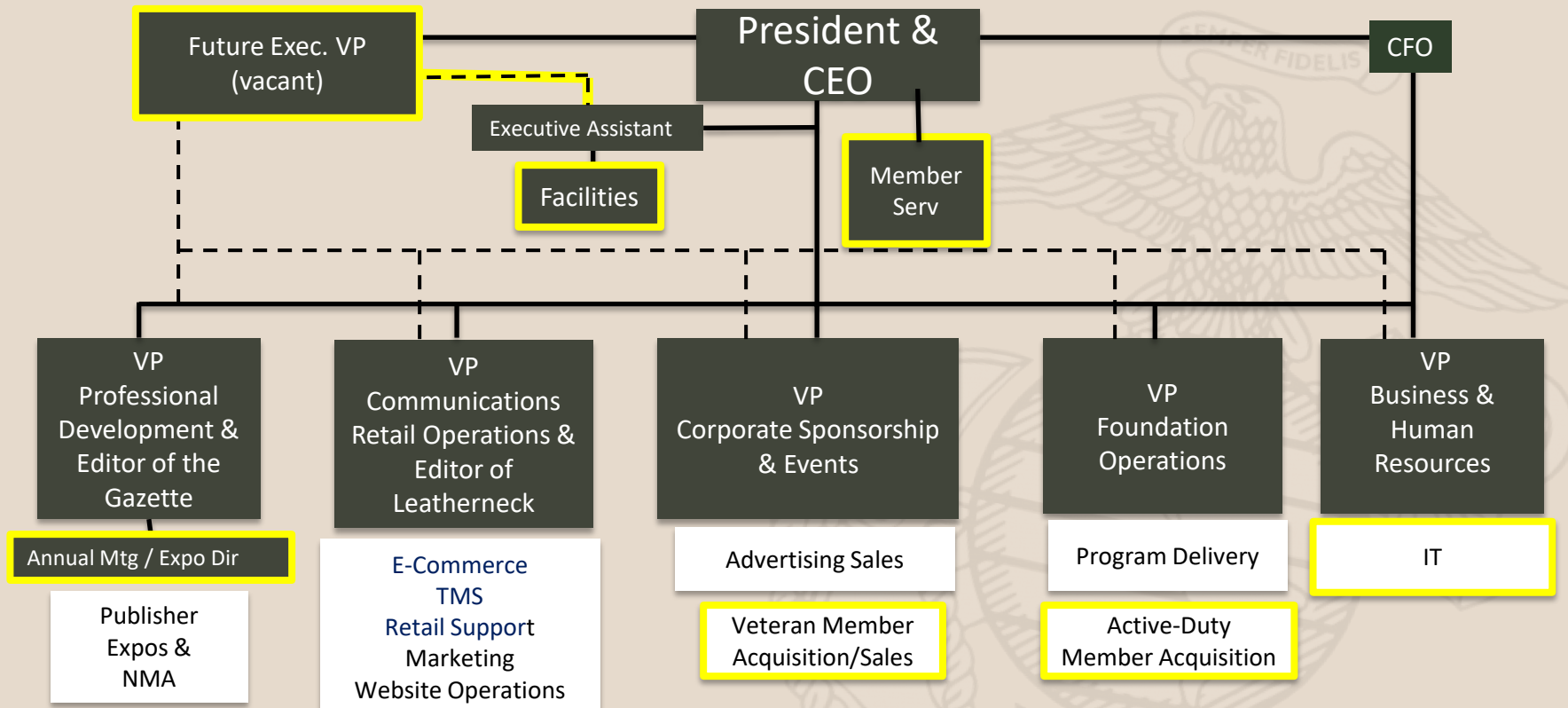


...has been very successful in getting MCA to where we are today, however, is not adequate for the future. Current structure characterized by:

- Eight Department Heads (DH) reporting directly to COO; COO also overseeing membership & Retail *The Marine Shop* operations as additional duties
- Leatherneck & Gazette Magazines produced and published in two separate departments
- Retail related operations spread across three separate departments
- No dedicated individual/office to plan, coordinate and execute Modern Day Marine Expo; currently an additional duty of Publisher and Gazette Editor
- Flat structure w/ all DHs reporting through COO affects flow of info and decision making
- Current structure does not fully leverage leadership and experience of senior leadership



# MCA Organization beginning 19 Jul 2021



- ✓ Establishes VPs vs Dept Heads
- ✓ 5 direct reports to CEO vs 8 to COO
- ✓ CFO relationship to CEO
- ✓ Annual Mtg/Expo Dir initially reports to VP Pro Dev

- Annual Mtg/Expo Dir transitions to direct report to Exec. VP
- Future Exec. VP assumes coordination responsibilities across the VPs

**YELLOW = Future Actions with new CEO**



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—— = direct report  
- - - - = coordination

# MCA REORG IMPLEMENTATION



## TIME

Near Term / Immediate			Mid-Term / Intermediate				Long Term / Future							
2021							2022							
JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG

## CONDITIONS

- 5 VPs
- Reduced Direct Reports to COO
- IT to Business Ofc.

▪ Hire Exec. VP

▪ Facilities to Business Ofc.

- ACDU Member Acquisition to VP MCAF Ops
- Vet Member Acquisition/Sales to VP Corp. Spon./Advert./Events.
- Retail Supt. /TMS to VP Comms

▪ Define / Plan Future of Membership

- Determine / Plan Future of Retail
  - BOG Future Cmte Report

▪ Hire Expo Coordinator

▪ Review Customer Svc



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