

The ICF Global Board of Directors met in Pompano Beach, Florida, USA, from January 23–25, 2016, to review ICF's strategic plan, identify focus areas for 2016 and discuss several important subjects for the organization and the profession of coaching. A summary of outcomes from the meeting is below:

Strategic Plan

- The top-level goals of the 2015–2017 [ICF Strategic Plan](#) remain unchanged.
- The Board identified four strategic focus areas for 2016:
 - **ICF members represent excellence in professional coaching.** ICF researches, develops and implements robust standards, governance and operational procedures/structures and applicant requirements for all aspects of the ICF Credentialing program.
 - **ICF is the most relevant professional coaching organization.** ICF assumes a thought–leadership role for the evolution of global coaching.
 - **ICF has the strongest global brand.** ICF is to provide leading-edge technology resources and applications for all coaching stakeholders (e.g., coaches, public, organizations).
 - **ICF fosters the application of coaching for societal change.** ICF will initiate conversations with the ICF Foundation to determine interest in and capability for investment in social change.
- The Board will approve the complete 2016 Plan after staff develop specific strategies, tactics, timelines and deliverables. The Strategic Plan will be updated online at that time.

Governance

- In 2016, the Board will undergo a comprehensive review process to ensure that ICF's bylaws continue to reflect the needs of a global, multifaceted organization.
 - The Board conducts a formal review of the ICF bylaws every three years.
 - ICF will collect member input via surveys, focus groups and an open comment period. This information will be considered before any amendments are made.
- The Board discussed member involvement in the Association's decision-making processes.
 - The Board examined multiple aspects, models and best practices.
 - The board agreed to continue soliciting input through a variety of channels, including:
 - Member surveys
 - Volunteer-based focus groups
 - Task forces and committees, including Regional Advisory Councils
- Following their participation in the American Society of Association Executives' Exceptional Boards workshop, the Board members agreed to establish a small task force to establish a template and process for periodic Board self-evaluation.

Budget/Finance

- To mitigate the surprise and financial hardship of large, infrequent dues increases, the Board implemented an annual dues review policy.
 - Potential increases will be tied to changes in the United States Consumer Price Index (CPI) for the preceding year. The Board chose the U.S. CPI because the U.S. is considered a stable economy of substantial size and global influence.
 - After considering factors including the CPI, global economic situation, financial health of the Association and scope of the 2016 Strategic Plan, the Board chose not to increase dues in 2016. This means annual dues will remain at \$245 USD for the upcoming fiscal year.
- The Board acknowledged the positive and ongoing contributions of the ICF Foundation to the overall mission of ICF and agreed to continue providing support for their efforts.
- The Board further discussed opportunities to re-invest in programs and services that support ICF Members and Chapters (e.g., chapter grants, development funds, offers of continuous professional development and support via Regional Service Centres and Regional Advisory Councils).
- The ICF budget for fiscal year 2017 (beginning April 1, 2016) will be finalized in March 2016 and presented to the Board for final approval.

Member Benefits

- The Board approved a program lineup of Communities of Practices (CPs) aligned with ICF's strategic direction.
 - The Board examined factors including session attendance, participant ratings and general topic interest.
 - ICF will apply additional resources to CPs to enhance their value to members.
 - The new lineup and structure will enable volunteer CP leaders to function as subject-matter experts while leaving administrative tasks to ICF staff.

Credentialing

- The Board discussed the need for further refinements to PCC renewal criteria to maintain the PCC's status as the gold standard in the industry.
- Throughout 2016, ICF will continue to research the development of an advanced designation that recognizes continuous professional growth and positions ICF coaches to be leaders in the profession.

Events

- The Board discussed support (including financial backing) for regional conferences.
 - The discussion was based on feedback from Regional Advisory Councils, select chapters and previous organizers of regional conferences.

- Once finalized, specifics of the plan will be communicated to Regional Advisory Councils and Chapter Leaders.