



2023 FALL

BOARD OF DIRECTORS AND BOARD OF TRUSTEES

JOINT PRESENTATION

JEFF WEBB

CEO and President

U.S. Naval Academy Alumni Association and Foundation

LOOK HOW FAR WE HAVE COME ...

In the last 25 years, from
5 different buildings to our
new home at the
FLUEGEL ALUMNI CENTER.



CYCLE OF EXCELLENCE



SUPERIOR TRAINING AND
EXPERIENCE
AT USNA

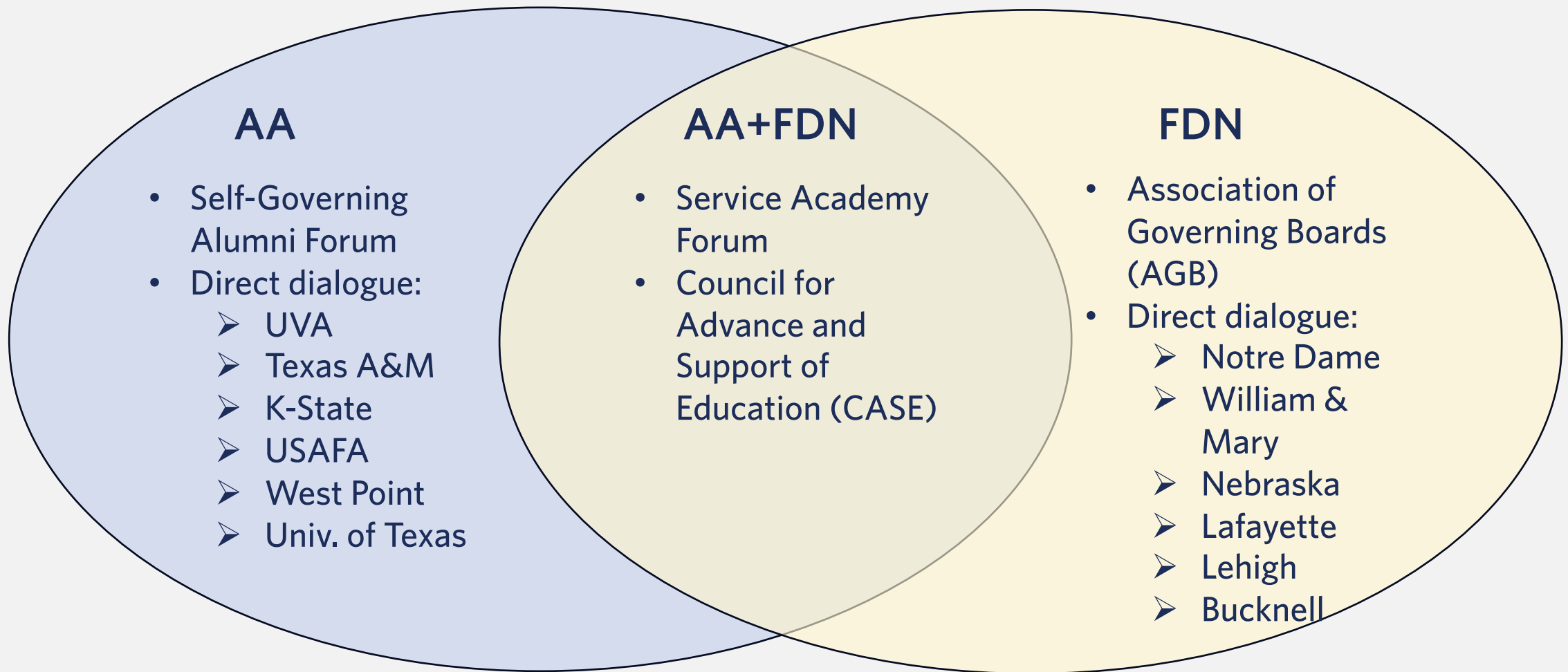


GRATEFUL, NETWORKED,
ENGAGED ALUMNI



PASSIONATE SUPPORTERS
OF USNA AND
ALUMNI ASSOCIATION &
FOUNDATION

FORUMS, CONFERENCES, BILATERAL RELATIONS



Strengths and Challenges Relative to Peers

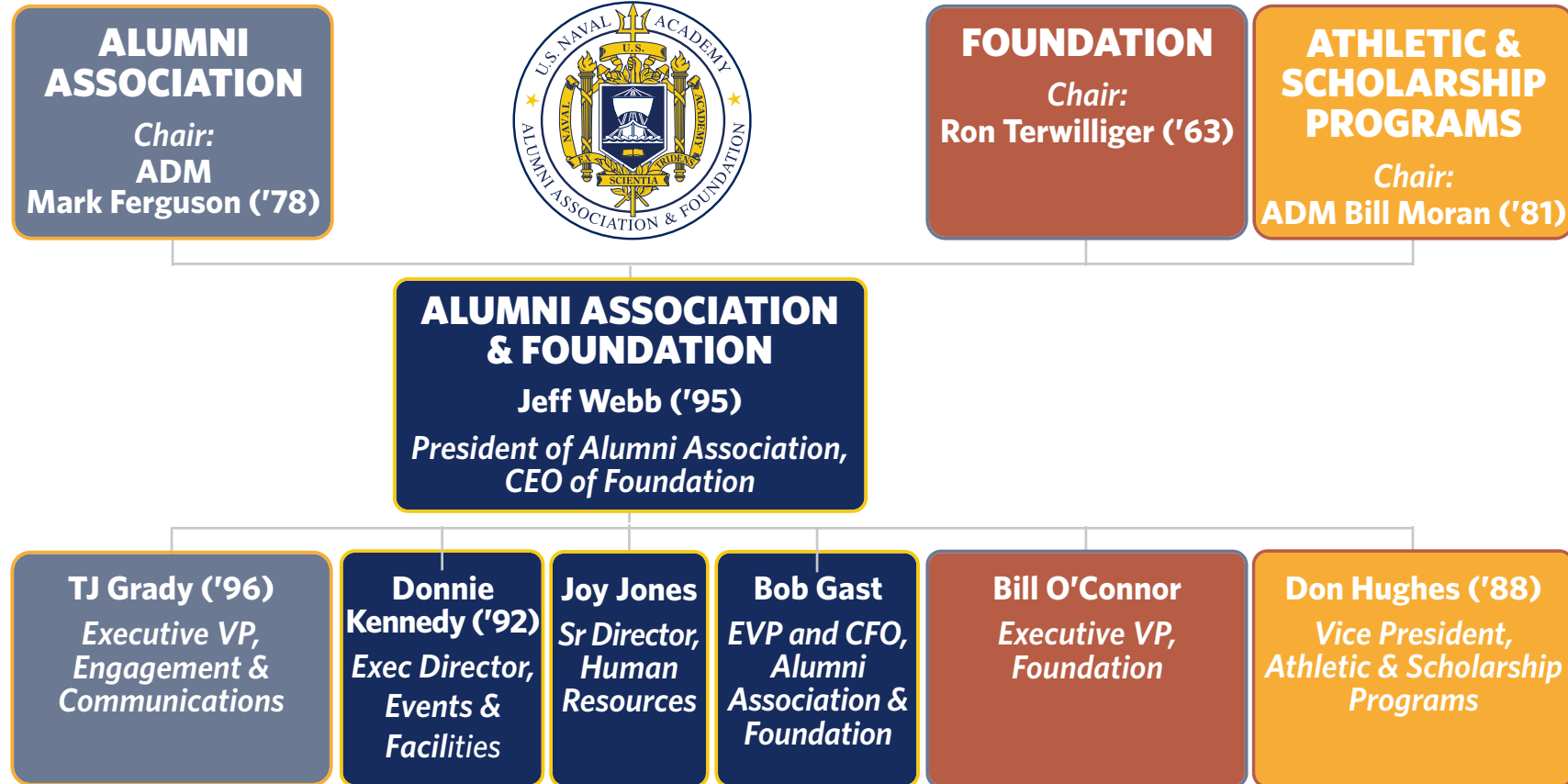
STRENGTHS:

- Highly engaged and supportive boards
- We know when our President (Superintendent) is leaving
- Interests aligned with Athletic Department
- The Naval Academy brand is second-to-none
- Loyal community among many dimensions (Class, Service, Warfare Community, etc...)

CHALLENGES:

- Shifting demographics and preferences
- Emerging culture of philanthropy
- Limited endowed funds, for our operations or USNA
- Complex community (USNA / NAAA / AA / A&SP / Foundation)

ORGANIZATIONAL CHART



ORGANIZATIONAL HEADLINES FROM LAST YEAR

ALUMNI ASSOCIATION

- Four out of five senior leaders joined since February

EVENTS AND FACILITIES

- New building, new leader and new staff; transitioned from construction to operation

HUMAN RESOURCES

- New leader; onboarded dozens of new staff across Enterprise

FINANCE & IT

- Managed complex financial environment and built new IT environment

FOUNDATION

- Several leaders promoted, with new functions and people under them

ATHLETIC & SCHOLARSHIP PROGRAMS

- New Chairman

LOOKING FORWARD

ANCHOR

- Fluegel Alumni Center events
- Opportunities with partnerships, sponsorships, SACC, and merchandise
- Better regional collaboration across engagement and development

DATA

- Now an Enterprise function
- Planning across Enterprise is increasingly data driven

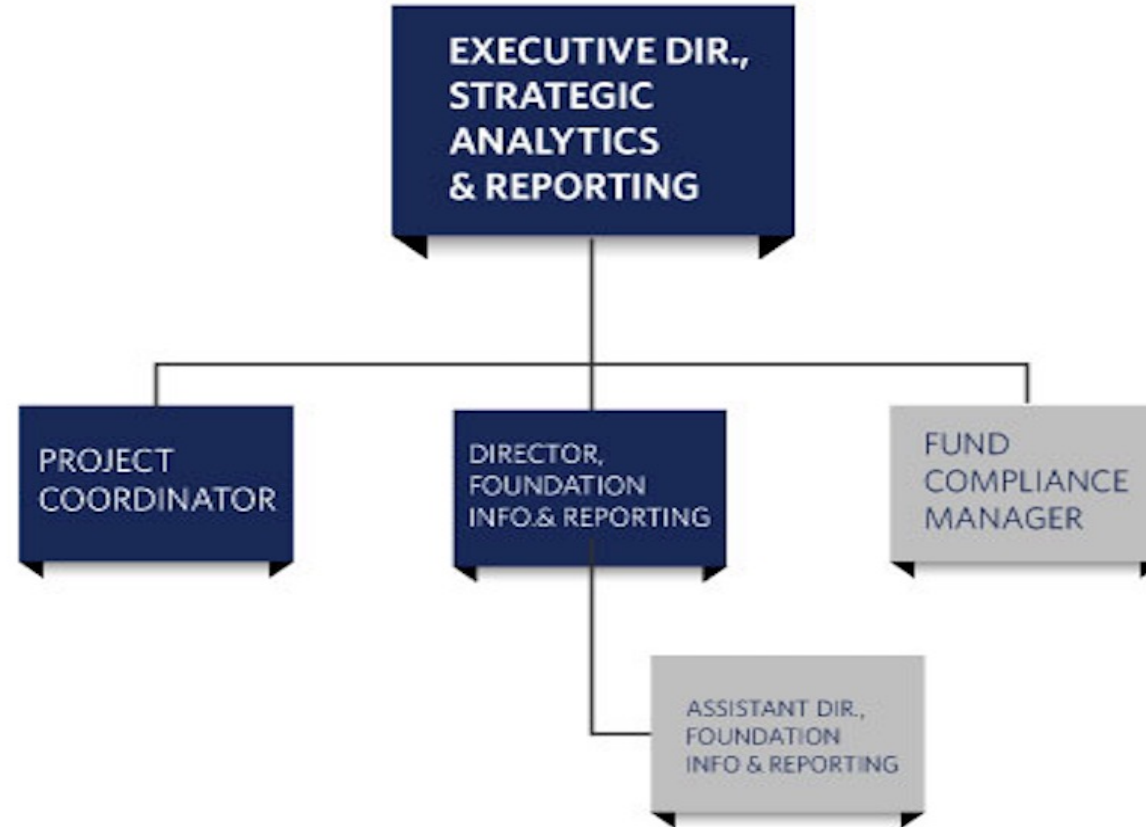
VOLUNTEER LEADERSHIP

- Alumni Association engagement and representation
- Foundation regional leadership plan is evolving

FLUEGEL ALUMNI CENTER REACTION

“My fiancé and I stopped by the welcome reception to see the new Fluegel Alumni Center. I was blown away by how well the new facility turned out. I'm super excited for the vision it represents of a more active Alumni Association working to engage grads and strengthen the USNA community.”

DATA TEAM





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DR. JOY JONES

Senior Director, Human Resources

2023 CLIMATE ASSESSMENT RESULTS: PARTICIPANTS

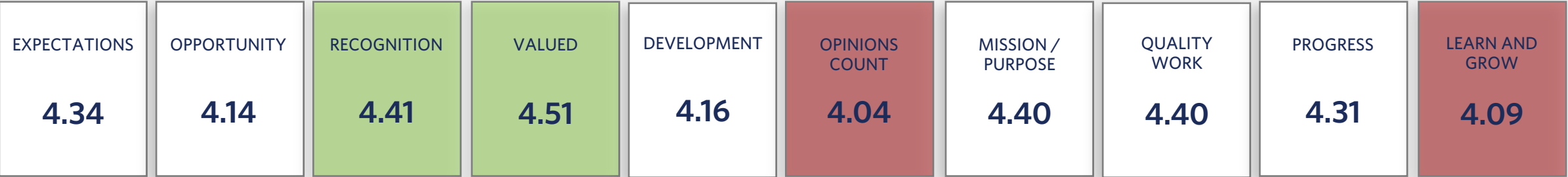


2023 CLIMATE ASSESSMENT RESULTS: SURVEY RESULTS OVERALL

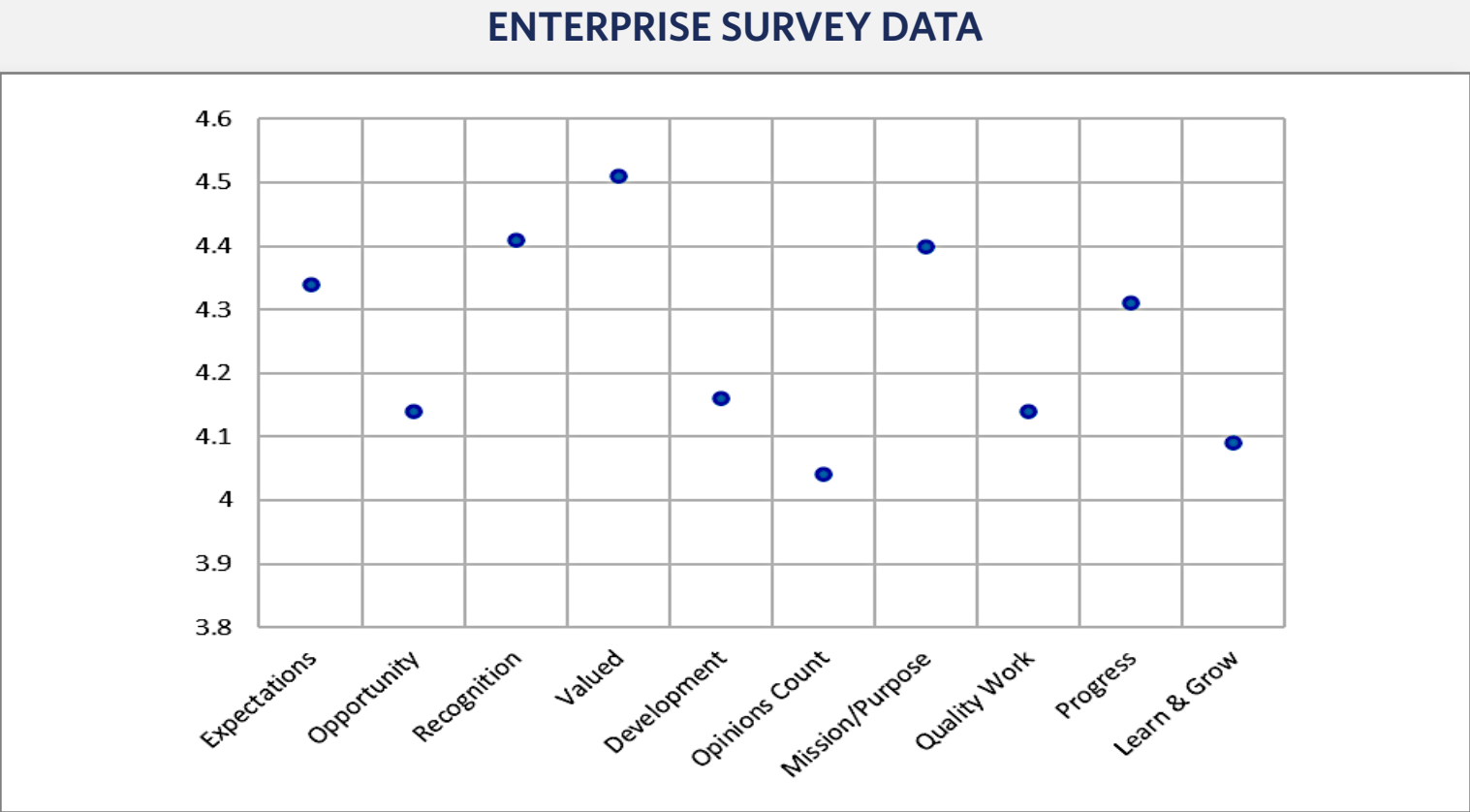


FED-10:

This provides a general assessment of the climate of the organization by using work and employee engagement as a framework



2023 CLIMATE ASSESSMENT RESULTS: ENTERPRISE SURVEY DATA



TEAMWORK: OPINIONS COUNT

QUESTION: *My opinions and ideas seem to count at work*

OVERALL SCORE = **4.04**

ALUMNI ASSOCIATION & FOUNDATION = **4.15**

ALUMNI ASSOCIATION = **3.58**

FOUNDATION = **4.24**

GROWTH: LEARN AND GROW

QUESTION: *I have had opportunities to learn and grow at work within the last year*

OVERALL SCORE = **4.09**

ALUMNI ASSOCIATION & FOUNDATION = **4.20**

ALUMNI ASSOCIATION = **3.65**

FOUNDATION = **4.29**